

JOURNAL

of the

**ONE HUNDRED AND THIRTY-
FOURTH CONVENTION**

of the

**DIOCESE OF NEWARK
PROTESTANT EPISCOPAL CHURCH**

JANUARY 25 & 26, 2008

**HILTON HOTEL
PARSIPPANY, NJ**

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OFFICERS OF THE CONVENTION

PRESIDENT

The Right Reverend Mark Beckwith
31 Mulberry Street, Newark NJ 07102

SECRETARY

Mr. Michael Francaviglia
31 Mulberry, Newark NJ 07102

TREASURER

Mr. Richard Graham
31 Mulberry Street, Newark NJ 07102

PARLIAMENTARIANS

L. Allison Garde, Esq.
6 Squirrel Run, Morris Township NJ 07960
Diane Sammons, Esq.
25 Arcularius Terrace, Maplewood NJ 07040
Janice Teetsell, Esq.
76 South Orange Avenue, South Orange NJ 07079

CHANCELLOR

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

VICE CHANCELLORS

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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

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Arrangements Committee

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 The Rev. Kathleen Ballard
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 Ms. Glenda deKruijff
 Ms. Barbara Deneka
 Ms. Adriana Deile
 Ms. Natalie Elder
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 Ms. Naomi Horsky
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 Ms. Hester Wharton

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 Ms. Hester Wharton (District 4)
 Ms. Pamela DeLuca (District 5)
 Clergy vacancy (District 5)
 The Rev. Gregory Perez (District 6)
 Lay vacancy (District 6)
 The Rev. Deborah Rucki Drake (District 7)
 Ms. Marie Sanders (District 7)
 Lay vacancy (District 8)
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 Clergy vacancy (District 10)
 Mr. George Mackey (District 10)

Resolutions Committee

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 The Rev. Mariano Gargiulo
 The Rev. Joseph Harmon
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 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
 Mr. Ron Cipriani
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 Ms. Pat Hawkins
 Ms. Lorraine Jones
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 Ms. Connie Horsley
 Ms. Cathy Kahl
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 Mr. Jon Richardson
 Ms. Joan Smart
 Ms. Leslie Thomas
 Ms. Barbara White
 Mr. H. Russ Worthington, *Elections Chair*

Youth Pages & Supervisors

Ms. Esther Abreu
 Ms. Brienna Borsi
 Ms. Elizabeth Dalton
 Ms. Chloe deKruif
 Mr. Alexandre DeWalt
 Mr. Benjamin DeWalt
 Mr. Kevin Jones
 Ms. Amasi Kumeh
 Ms. Imani Malone
 Mr. Adio Motayne
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 Ms. Eudora Peterson
 Ms. Vanessa Ramos
 Mr. Matthew Reis
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 Ms. Ashlee Soro
 Ms. Alicia Wignall

Ms. Lucye Millerand
 Mr. Timothy Wong

Youth Deputies

Mr. Nicholas Caras (District 1)
 Ms. Marissa Light (District 2)
 Mr. Myles Persaud (District 3)
 Ms. Abby Mell (District 4)
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 Ms. Annie King (District 6)
 Mr. Karl Gilbert (District 7)
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Committees, Boards, Institutions, Organizations, Trustees

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Mr. Salim Dallal (2009)	Ms. Mollie Galletly (2009)
The Rev. Laurie Wurm (2009)	Ms. Issie Cherevko (2009)
Ms. Hester Wharton (2010)	The Rev. Dr. Allison Moore (2010)
Laura Russell, Esq. (2010)	Dr. Cheryl Thompson (2010)
Ms. Cathie Studwell (2011)	The Rev. William Parnell (2011)
Ms. Martha Wolf (2011)	

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Ms. Marie Edwards (2009)	
Ms. Pamela DeLuca (2010)	The Rev. Wade Renn (2010)
Ms. Joan Mebane (2010)	
Mr. Bert Jones (2011)	The Rev. Sandye A. Wilson (2011)
Mr. George Hayman (2011)	
The Ven. Nancy Read (Archdeacon for Deacons)	

Vestry Members:

Mr. Rupert Allen	Ms. Patricia Braxton
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The Rev. Ronnie Stout-Kopp, chair	

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Mr. T. Donald Cairns	Ms. Kathy DeWalt
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Mr. Paul Fitzpatrick	The Rev. John Mennell
Ms. Jayne Murphy-Morris	Ms. Lynn Tyler

Class of 2011

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Ms. Martha Wolf	

Ms. Kitty Kaweckl, Staff	Ms. Kai Alston, Staff
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The Rev. Thomas Mathews	Ms. Jan Paxton
Ms. Ruth Portela	The Rev. John Rollins
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The Rev. Ruben Jurado	The Rev. Rogelio Pantone
The Rev. Gregory Perez	

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Mr. John Niles	

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The Rev. Anne Bolles-Beaven (Education Chair)	

Class of 2011

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Ms. Sally Falck	Mr. Michael Fraser
The Rev. Sandye A. Wilson	

Committees, Boards, Institutions, Organizations, Trustees

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The Rev. Tom Murphy
Mr. Paul Shackford (Chair)

Dr. Joanna Dewey
Ms. Jane Sullivan

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Ms. Bernice Mayes

The Rev. Esar Budhu
The Rev. Geoffrey Curtiss
The Rev. Cornelius (Cork) Tarplee
Mr. Donald Roberts

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John Garde, Esq.
George F. Mackey, Esq.
The Rev. Paul Walker

Mr. T. Donald Cairns
The Rev. Dr. John A. Donnelly
The Rev. Joseph A. Harmon
The Rev. John P. Mitchell
The Rev. Dean Weber

Diane Sammons, Esq., *Chancellor*

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Rev. Joel Pancoast
Bishop Roy Riley, Jr.
The Rev. Robert Solon

The Rt. Rev. Mark Beckwith
The Rev. Kim Capwell
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Ms. Jan Paxton, Lay Director

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Mr. Richard Graham, *Treasurer*
Mr. Michael Francaviglia, *Secretary*
Diane Sammons, Esq., *Chancellor*

Committees, Boards, Institutions, Organizations, Trustees

Bishop's Appointments:

Ms. Gall Barkley, Trinity + St. Philip's Cathedral, Newark (2009)
 The Rev. Joseph A. Harmon, Incarnation, Jersey City (2009)
 The Rev. Gray Lesesne, All Saints', Glen Rock (2010)

Elected by Districts:

District 1

Ms. Barbara Piccirillo, St. Dunstan's, Succasunna (2008)
 The Rev. Thomas Mathews, Jr., St. Luke's, Phillipsburg (2010)

District 2

The Rev. Fain Webb, Good Shepherd, Wantage (2009)
 Ms. Patty Watts, St. Gabriel's, Milton/Oak Ridge (2010)

District 3

Ms. Lois Gray, Holy Trinity, West Orange (2009)
 The Rev. Victoria (Vicki) Geer McGrath, All Saints', Millington (2010)

District 4

The Rev. Sandye A. Wilson, St. Andrew & Holy Communion, South Orange (2009)
 Ms. Edith Gallimore, Trinity + St. Philip's Cathedral, Newark (2010)

District 5

Mr. Bert Jones, Christ, East Orange (2009)
 The Rev. John Mennell, St. Luke's, Montclair (2010)

District 6

The Rev. Gregory Perez, Trinity, Bayonne (2009)
 Mr. John Niles, All Saints', Hoboken (2010)

District 7

Mr. Robert Harwood, St. John's, Passaic (2009)
 The Rev. David Gable, Grace, Rutherford (2010)

District 8

The Rev. Mariano Gargiulo, St. James', Ridgefield (2009)
 Ms. Terrie McColl, All Saints', Leonia (2010)

District 9

Ms. Mary Sunden, Grace, Westwood (2009)
 The Rev. Lynne Bleich Weber, Atonement, Tenafly (2010)

District 10

The Rev. Stuart Smith, St. Clement's, Hawthorne (2009)
 Ms. Alice Palmer, St. Elizabeth's, Ridgewood (2010)

Committees, Boards, Institutions, Organizations, Trustees

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 Mr. Richard Graham, Secretary
 The Rev. Lauren Ackland
 Mr. Howard Mackey

Mr. Mark Dadd
 Mr. Samson Wang

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 Ms. Lisa Smith (2010)
 Laura Russell, Esq. (2011)

The Rev. Thomas E. Mathews, Jr. (2009)
 The Rev. S. Elizabeth Searle (2010)
 The Rev. Diana Clark (2011)
 The Rev. Willie Smith (2012)

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The Rev. Margaret Otterburn (Dist. 1)
 The Rev. Paul Olsson (Dist. 3)
 The Rev. Lucy Ann Dure (Dist. 5)
 The Rev. Deborah Rucki Drake (Dist. 7)
 The Rev. Dean Weber (Dist. 8)
 The Rev. Kathryn King (Dist. 9)
 Ms. Dagl Murphy (Dist. 10)

Ms. Naomi Horsky (Dist. 2)
 The Rev. Sandye Wilson (Dist. 4)
 The Rev. Geoffrey Curtiss (Dist. 6)
 The Rev. Willie Smith (Dist. 8)
 The Rev. J. Barrington Bates (Dist. 9)
 The Rev. John Hartnett (Dist. 10)

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James Greene, Esq. (2009)
 Ford Llvengood, Esq. (2010)
 Thomas Bisdale, Esq. (2011)

The Rev. Peter DeFranco (2009)
 The Rev. Emory Byrum (2010)
 The Rev. Dewey Brown, Jr. (2011)
 The Rev. John Mitchell (2012)

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 Members of the Ward J. Herbert Fund Executive Committee:
 Ms. Elizabeth Moss, Board Chair
 The Rev. Gray Lesene
 Mr. Larry Taber
 Mr. Michael David
 Mr. John Garde
 Mr. James Caputo, Diocesan Property Manager
 Mr. Michael Francaviglia, Administrator

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 Mr. George Reeves, President
 Mr. Peter Van Brunt, Vice President
 Mr. John G. Webb, III, Secretary
 Ms. Mary Sunden, Treasurer
 Mr. Frank J. Failla, Jr.
 Mr. William Kibidis

Mr. Michael James
 Ms. Tanya Rouse

Committees, Boards, Institutions, Organizations, Trustees

GENERAL CONVENTION 2009 DEPUTATION

The Rev. Sandye A. Wilson, C-1	Dr. Louie Crew, L-1
The Rev. Prince Singh, C-2	Ms. Martha Gardner, L-2
The Rev. Diana Clark, C-3	Ms. Lyn Headley-Deavours, L-3
The Rev. Cathy Deats, C-4	Mr. Bert Jones, L-4
The Rev. Edward Hasse, III, C-5	Ms. Marge Christie, L-5
The Rev. Geoffrey Curtiss, C-6	Mr. E. Kim Byham, L-6
The Rev. William Parnell, C-7	Ms. Laura Russell, L-7
The Rev. Kim Capwell, C-8	

GERTRUDE BUTTS MEMORIAL HOME ASSOCIATION

The Rt. Rev. Mark Beckwith, Honorary President
 Ms. Juli Towell, Vice President
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Ms. Faith Gideon Brown	Mr. Ross Mangina
Dr. James Pruden, Sr.	Ms. Rosie Grant
The Rev. Orion Davis	Ms. Joan Lodge
Ms. Ross Wisniewski	

LAY COMPENSATION TASK FORCE

Ms. Kathleen Alston	Ms. Cheryl Brocking, Co-chair
Ms. Issie Cherevko	Ms. Glenda deKruif
Mr. Michael Francaviglia	Ms. Lisa Green
Ms. Kathryn McCormick	Mr. Milton Merta
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

THE OASIS COMMISSION

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Dr. Thomas (Tim) Mundy	Mr. Christian Paulino
Mr. Michael Petti	The Rev. Karen Rezach
Mr. John Simonelli, Chair	

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The Rev. Karen Eberhardt	Ms. Dorothy Fowles
Mr. Robert Gray	Ms. Marymae Henley
Ms. Hope Lampe	Ms. Diane Mayo
The Rev. Oscar Mockridge	Mr. Junius L. (Jay) Powell
Ms. Emily Rennie	Ms. Joan Smart
Ms. Patty Watts	Ms. Hester B. Wharton

Committees, Boards, Institutions, Organizations, Trustees

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Ms. Patrice Henderson (2010)	The Rev. Kim Capwell (2010)
Ms. Martha Gardner (2011)	The Rev. Cathy Deats (2011)
Ms. Patricia Yankus (2012)	The Rev. Beverly Huck (2012)

STEWARDSHIP COMMISSION

The Rev. Geoffrey Curtiss	The Rev. David DeSmith
Mr. Peter Katzenbach	The Rev. Stuart Smith
The Rev. Willie Smith	Ms. Ross Wisniewski, Chair

TASK FORCE ON REPARATIONS

The Rev. Christine McCloud	Mr. Keith Kaweckl
The Rev. Dr. Allison Moore	Mr. N. Peter Rhinehart, Jr.
The Rev. Sandye A. Wilson	Mr. Jon Richardson
Consultant:	
Diane Sammons, Esq.	

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William Carpenter, Esq., President	Ms. Marge Christie
John C. Garde, Esq.	Mr. John C. Lynch
Ms. Bernice Mayes	Michael F. Rehill, Esq.
Mr. Peter Van Brunt	

The Rt. Rev. Mark Beckwith
Diane Sammons, Esq., Chancellor

THE VOICE

The Rt. Rev. Mark Beckwith

Committees, Boards, Institutions, Organizations, Trustees

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Mr. Sidney King
Mr. Laurence G. Taber

The Rev. Mariano Gargiulo
Mr. Sam Kinney

Class of 2010

The Rev. Randall Day
Ms. Elizabeth Moss
Ms. Bernice Mayes

John C. Garde, Esq.
The Rev. Lu-Anne Connor

Class of 2011

Mr. Gary Burnett
Mr. Thomas Ploch

Mr. Nat Nelson
Ms. Patricia Yankus

The Rt. Rev. Mark Beckwith, Bishop
Mr. Jim Caputo, Property Manager
Mr. Michael Francaviglia, Administrator

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The Rev. Kathleen Ballard
Ms. Marge Christie
Ms. Lyn Headley-Deavours
The Rev. Dr. Ellen Sloan
Ms. Fran Trott
Ms. Edie Lauderdale (*lifetime member*)

The Rev. Anne Bolles-Beaven, Co-chair
Ms. Martha Gardner, Co-chair
The Rev. Elizabeth Kaeton
The Rev. Sandye Wilson
Ms. Marie Obermann (*lifetime member*)

YOUTH EVENT PLANNING TEAM

Ms. Esther Abreu
Ms. Jacqueline Boudreau
Mr. Russell Davies
Mr. Benjamin DeWalt
Mr. Michael Grant
Mr. Patrick James
Ms. Dolores-Mai Macauley
Ms. Grace Oakley
Ms. Vanessa Ramos
Mr. Brian Toss

Ms. Shane Boucher
Ms. Elizabeth Dalton
Mr. Alexandre DeWalt
Ms. Caitlin Duffy
Mr. Charles Herrera
Ms. Amasi Kumeh
Ms. Laura McCabe
Mr. Myles Persaud
Ms. Ashlee Saro
Mr. Timothy Wong

Ms. Kaileen Alston, Youth Missioner

**134th ANNUAL CONVENTION - DIOCESE OF NEWARK
HILTON HOTEL, PARSIPPANY - JANUARY 25 & 26, 2008
CONVENTION MINUTES**

The 134th Annual Convention of the Episcopal Church in the Diocese of Newark was held on Friday, January 25, and Saturday, January 26, 2008 at the Hilton Hotel, Parsippany, New Jersey. The theme of convention was

FRIDAY AFTERNOON SESSION
January 25, 2008

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

The Eucharist was celebrated at 1:30 p.m. in the Grand Ballroom. The Rt. Rev. Mark M. Beckwith, Diocesan Bishop, was the celebrant. Communion was celebrated at each table. Bishop Beckwith and The Rev. Mpho Tutu, convention chaplain, each delivered meditations and then invited table discussions. The deputies discussed the pros and cons of, and tensions between, the more individual-centered Western model of thinking and the decision-making model of *ubuntu* (which translated as "a person is a person through other persons").

The business session was called to order at 3:00 p.m. by Bishop Beckwith, President, and opened with prayer by The Rev. Mpho Tutu, Chaplain.

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	110
Deacons	9
Lay Deputies	289
Youth Deputies	10
Total Deputies	419
 Congregations	 111

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:

Friday, January 25, 2008

12:00 p.m. CANDIDATES' FORUM - *Symmes Room*

1:30 p.m. WORSHIP SERVICE - *Grand Ballroom*
The Rt. Rev. Mark M. Beckwith, Celebrant & Preacher
The Rev. Mpho Tutu, Chaplain

UTO Ingathering

3:00 p.m. BUSINESS SESSION - *Grand Ballroom*

Call to Order
Determination of Quorum
Adoption of the Agenda
Appointment of the Chaplain
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.)

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

Resolution of Courtesy

Rules of Order

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

Ballot for Uncontested Elections

Balloting Begins - Preferential System and Majority Ballot

REPORTS

Committee on Constitution and Canons
Standing Commission on Clergy Compensation
Financial Assets of the Diocese

Prayer - The Rev. Mpho Tutu, Chaplain

3:45 p.m. ORDER OF THE DAY: 2008 Proposed Budget

Proposed 2008 Budget (for information)
Call for Late Resolutions on the Budget

REPORTS - continued

Role Clarification Committee
Trustees of the Episcopal Fund & Diocesan Properties
Lay Compensation
Extinct Parish Resolution.

UTO Ingathering Report

4:30 - HEARINGS

- 6:30 p.m. 4:30 - 5:15 Budget - *Morris 5*
 4:30 - 5:15 Constitution & Canons - *Johnes Room*
 4:30 - 5:30 Resolutions - *Symmes Room*
 4:30 - 5:30 Lay Compensation - *Morris 10*
 5:30 - 6:30 Clergy Compensation - *Morris 10*

4:30- WORKSHOPS/PRESENTATIONS

- 6:30 p.m. 4:30 - 5:30 Civil Union Task Force - *Morris 11*
 4:30 - 5:15 Title IV - *Morris 4*
 5:15 - 6:30 Immigration: An American Dilemma & the Role of the Church - *Morris 5*
 5:15 - 6:30 Role Clarification Task Force - *Johnes Room*
 5:15 - 6:30 Discernment for All Baptized Persons (COM Lay Subcommittee) - *Morris 4*
 5:30 - 6:30 Millennium Development Goals - *Symmes Room*
 5:30 - 6:30 Safe Church Guidelines - *Morris 11*

6:30 p.m. RECEPTION - *Grand Ballroom/Assembly Area*

7:00 p.m. DINNER - *Grand Ballroom* (tickets required/seating assigned)
Bishop's State of the Diocese Address

Saturday, January 26

8:30 a.m. WORSHIP SERVICE - *Grand Ballroom*
 The Rt. Rev. Mark Beckwith, Celebrant & Preacher
 The Rev. Mpho Tutu, Chaplain

10:15 a.m. BUSINESS SESSION - *Grand Ballroom*
 Prayer - The Rev. Mpho Tutu, Chaplain
 [Majority balloting during the day.]

REPORTS

Standing Commission on Clergy Compensation
 Lay Compensation Task Force
 Resolutions
 Title IV Task Force
 Civil Unions Task Force
 Stewardship Commission
 Bishop's Church Extension Fund
 Prayer - Chaplain Mpho Tutu

Bishop's Address - *The Rt. Rev. Mark M. Beckwith*

12:00 p.m. NOON DAY PRAYERS / LUNCH

WORKSHOPS:

ACTS/VIM - *Morris 4*
 Lay Staff Job Descriptions & Evaluation - *Morris 10*
 Multi-media Liturgies - *Symmes Room*
 Scrap Booking - *Morris 5*
 Trustees of the Episcopal Fund & Diocesan Properties - *Johnes Room*
 Stewardship - *Morris 11*

1:30 p.m. **BUSINESS SESSION - Grand Ballroom**
 Committee on Constitution & Canons
 Resolutions (continued)

2:45 p.m. **ORDER OF THE DAY: 2008 Proposed Budget**

REPORTS (continued)
 Safe Church Guidelines
 Reparations Task Force

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

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

Resolutions of Greetings and Thanks

3:45 p.m. **THE BLESSING/CLOSING HYMN/DISMISSAL**

4:00 p.m. **ADJOURNMENT**

APPOINTMENT OF THE CHAPLAIN

The President appointed The Rev. Mpho Tutu as the Chaplain and noted that she will be called upon to provide prayer at times when and as needed during the business sessions. At other times and as the scheduled permits, she will be in Morris 5 for time of conversation and counsel.

APPOINTMENT OF THE PARLIAMENTARIANS

The President appointed Diane Sammons, Esq., Janice Newman Teetsell, Esq., and L. Allison Garde, Esq., as the parliamentarians.

RESOLUTIONS ON NEW MATTERS

There were no late resolutions or other matters of urgency presented to the deputies for consideration or action.

RESOLUTION OF COURTESY

Ms. Vanessa Ramos, St. Paul's, Paterson, 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; Canon R. Carter Echols; clergy licensed to officiate in the Diocese of Newark, The Reverends Christopher Bishop, James Robert Hagler, Nicholas Lannon, Nathanael LaRud, Elizabeth Myers, Godwin Nwachukwu, Margaret Otterburn, Rogelio Panton, Karen Rezach, Megan Sanders, Robert F. Shearer, Leslie Smith, William Thiele, Christine Tremaine, Bruce Woodcock; Deacons having fewer than two years in holy orders; deputation from Panther Valley Ecumenical Ministry; 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.

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 133rd Convention and received a report from the Nominations Committee elected under the terms of those Rules of Order.

The Nominations Committee strove to meet its mandate to provide more candidates than vacancies and submitted its list of candidates for consideration by the 134th Convention.

The Committee on Rules of Order and Elections recommended that the Rules of Order adopted for the 133rd Convention be adopted for the 134th Convention with a recommendation to move the submission deadline for changes to the budget closer to the start of convention. The early deadline had created problems scheduling the pre-convention meetings since its adoption. The Budget Committee and the Chief Financial Officer support the recommended revision.

Currently, Section XVI, paragraph 3, second sentence read, "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."

The new sentence would read:

"All proposed changes to the budget will continue to be accepted until noon on the Wednesday before the start of the Annual Convention."

Motion: That the Rules of Order adopted for the 133rd Convention be adopted for the 134th Convention along with the change to Section XVI, paragraph 3 as noted above. The motion was adopted. [The adopted Rules of Order are printed in this Journal.]

The president noted that red and green cards were provided in the deputy packages for voting; green for the affirmative, red for opposition. He reminded the deputies that the Rules of Order stipulated that an individual may speak on an issue for up to two minutes and to speak once for two minutes. A time keeper was assigned and located on the dias. A thirty second warning would be flashed. When the two minutes were finished a bell was rung to indicate to the speaker to cede the floor.

RIGHTS OF CLERICAL DEPUTIES

Ms. Gloria Hall, Christ Church, Teaneck, moved the election of the following to the Committee on the Rights of Clerical Deputies: The Rev. Pamela Bakal, Grace, Nutley; The Rev. William Thiele, St. John's, Passaic; and Ms. Carol MacDonald, St. Luke's, Haworth. The motion was seconded and adopted.

RIGHTS OF LAY DEPUTIES

The Rev. Susan Schink, St. Agnes', Little Falls, moved the election of the following to the Committee on the Rights of Lay Deputies: Mr. Salim Dallal, Good Shepherd, Midland Park; Ms. Delano May, All Saints, Millington; and The Rev. Fairbairn Powers, Holy Innocents, West Orange. 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 and the majority ballot system (the latter was used for the election of the General Convention Deputies and Alternates).

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:

Constitution and Canons Committee

Thomas A. Bisdale, Esq., Grace Church, Westwood
Mr. Donald Cairns, St. Clement's, Hawthorne
Ms. Marge Christie, Christ Church, Ridgewood
John Garde, Esq., St. Thomas', Lyndhurst
The Rev. Joseph Harmon, Incarnation, Jersey City
George F. Mackey, Esq., St. Elizabeth's, Ridgewood
The Rev. John P. Mitchell, Grace Church, Westwood

The Rev. John A. Donnelly, St. Michael's, Wayne
The Rev. Paul Walker, Christ Church, Belleville
The Rev. Dean Weber, All Saints', Leonia

Diocesan Review Committee – Lay Class of 2011

Laura Russell, Esq., Atonement, Fair Lawn

Ecclesiastical Court - Lay Class of 2011

Thomas A. Bisdale, Esq., Grace Church, Westwood

Secretary of Convention

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

Treasurer

Mr. Richard B.H. Graham, Christ Church, Ridgewood

Assistant Treasurer

Mr. Larry Taber, Grace Church, Madison

COMMITTEE ON CONSTITUTION & CANONS

Diane Sammons, Esq., Chancellor presented the report from the Committee on Constitution & Canons. An amendment to Article II, Section 4(ii) of the Constitution was presented for a second reading creating the roll of clergy eligible to vote at Convention. A proposed new canon, Canon 22, was presented on behalf of the Role Clarification Task Force that recognized the membership, powers and responsibilities of the Trustees of the Episcopal Fund and Diocesan Properties as set forth in the New Jersey Statutes of the Protestant Episcopal Church (N.J.S.A. 16:12-20 to 16:12-22).

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

STANDING COMMISSION ON CLERGY COMPENSATION

The Rev. Lauren Ackland, Grace Church, Madison, Commission member, moved the report on behalf of the commission that was referred to the open hearing. The report included the standard resolutions that established minimum clergy cash salaries; recommended a merit increase scale; and set the minimum supply clergy rate and mileage reimbursement. [Complete text of the report is printed in the Journal.]

FINANCIAL ASSETS OF THE DIOCESE

The President introduced Mr. Richard Graham, interim Chief Financial Officer and Treasurer of Convention, to present a report on the financial assets of the diocese.

Mr. Graham reported on the asset management of the diocese that included the Trustees of the Episcopal Fund and Diocesan Properties. The Trustees were a statutorily created corporation that exists for the purposes of holding entity or Trustee over various assets. The assets included real estate owned by the diocese. For instance, mission churches, Episcopal House, the bishop's house; as well as the capital and endowment assets of the diocese. While the Trustees hold the endowment, the Diocesan Investment Trust (DIT) was created as the investment vehicle to manage the day-to-day and ongoing operation.

The DIT made the investment decisions, but do not have a role in the way in which the money was spent. That responsibility was with other entities. The DIT had approximately \$36 million in invested funds. Approximately \$21 million were under the Trustees responsibility (trustees' funds) and approximately \$15 million were from other entities (directed funds). The directed funds were primarily parishes that used the DIT for their endowments and other monies. The Trustees were not obligated to invest in the DIT but chose to do so. The Trustees had nearly two hundred separate endowment funds under their responsibility. The money was significantly grouped in primarily four areas: Jersey City funds; mission outreach; benefit to parishes; funds being researched. The latter category meaning that the funds were invested but the documentation at this time wasn't sufficient to present meaningful data, and the research was ongoing.

Prayer – Chaplain Mpho Tutu offered a prayer of thanksgiving for the resources available for the building up of God's church for the benefit of all God's people.

ORDER OF THE DAY: 2008 Proposed Budget

Ms. Mary Sunden, Grace, Westwood, and Budget Committee vice chair, and Mr. Richard Graham, Treasurer, presented the budget recommended by Diocesan Council. There were no resolutions submitted to change the budget. There were an increased number of line items, providing a clearer breakout of program groups. Staff salary expenses were separated from the program lines. Income highlights included: pledge income expected to be similar to the previous year; an Income line for Episcopal Community Development services was added. Expense highlights included: the payment to the national church was increased to 22% from 21% with the goal to reach 25% within the next three years; domestic outreach was increased by over 30%; staff costs were removed from the program and outreach lines and allocated entirely under Staff; program development expense line was new; and other new lines were confirmation expenses and events support.

Every congregation pledged for fiscal year 2008. Forty-seven percent of the pledges were increased over the previous year and 34% remained the same.

Motion: It was moved and seconded to amend the agenda authorizing the vote on the Order of the Day today. The motion was adopted.

Motion: It was moved by Ms. Sunden and seconded to adopt the proposed budget. The motion was adopted.

It was noted that the Cross Roads line (#27) should have read \$45,000 rather than \$35,000 in the copy distributed earlier to the deputies. That was a change authorized by the Budget Committee prior to the presentation to the convention.

[The adopted budget is printed in the Journal.]

ROLE CLARIFICATION TASK FORCE

The Rev. Paul Olsson, St. Paul's, Morris Plains, and Ms. Patrice Henderson, St. Andrew & Holy Communion, South Orange, members of the committee, presented the report on behalf of the committee. Last year's convention adopted a resolution calling for the appointment of a task force to review the role, responsibilities and tenure of the Trustees of the Episcopal Fund and Diocesan Properties and to report back this year the feasibility of altering or changing the diocesan canons and the rules, responsibilities and tenure of the Trustees.

The task force was appointed by Bishop Beckwith in the spring and the group began its work during the summer. The group was composed of representatives from various diocesan senior leadership entities and included Ms. Patrice Henderson and The Rev. Elizabeth Kaeton from the Standing Committee, The Rev. Beverly Huck, former member of the Standing Committee, Ms. Carol Taylor and The Rev. Paul Olsson from the Diocesan Council, John Garde, Esq., and Carlotta Budd, Esq., from the Trustees, Mr. Howard Mackey from the Diocesan Investment Trust (DIT), and Diane Sammons, Esq., Chancellor of the diocese. The task force was assisted by Mr. Dell Glover, an outside facilitator, during the summer meetings.

The task force reviewed the structure and governance work of the Standing Committee, Diocesan Council, the bishop's office, the DIT and the Trustees. (An organization chart was projected to show the relationships or not among the entities.) The representatives shared how their groups functioned within the life of the diocese and how they would like the groups to collaborate more fully with each other. The by-laws of each group was discussed, as well as national and local canons that dictated how each group was to function, and the state statutes where they applied and empowered each or any of the groups. In particular they looked for points where the documents were silent and did not help to guide them into more collaborative work. Historical information was shared about the working relationships between the groups in years past. Much misinterpretation was discovered and misunderstandings that often existed between the leadership of the groups. This allowed the task force to start fresh and with new knowledge about the workings of each group. An atmosphere of honesty and truth telling grew within the task force and made it possible to do its work. Representatives of each group came to appreciate the differences and the hard work that each group performed. There was an emerging sense that all needed to work together around a common and well articulated diocesan strategy and develop new lines of communication so that each senior leadership entity could work more effectively with each other.

The task force drafted a resolution, proposed Canon 22, addressing the authority and tenure of the Trustees, as called for in last year's convention resolution. An open hearing on the proposed canon was held on November 6, 2007 at the Church of the Saviour in Denver. Opinions expressed at the hearing were incorporated into the final canon proposed to the Committee on Constitution and Canons for action at this convention. (The full text of the proposed canon is in the report of the Committee on Constitution and Canons.)

The task force will continue its work in 2008 to explore several more areas. The additional items would be establishing new standards and guidelines for the shared work of the Standing Committee, Diocesan Investment Trust, Trustees and Diocesan Council; exploring the possibility of term limits or expansion of the number of Trustees, or both; further education for the whole diocese on diocesan governance, structures and respective roles and responsibilities of all leadership groups.

TRUSTEES OF THE EPISCOPAL FUND & DIOCESAN PROPERTIES

Deborah Brown, Ph.D., Epiphany, Allendale, and president of the Trustees, presented the report. The following topics were discussed: authority and responsibilities of the Trustees of the Episcopal Fund and Diocesan Properties; funds managed by Trustees; property for which Trustees hold title; overview of Trustee operations-2007; assets that can, and cannot, be used at the discretion of Trustees; and a summary of Trustee projects in 2007.

[The text of the full report is printed in the Journal.]

LAY COMPENSATION TASK FORCE

The Rev. Paul Walker, Christ Church, Belleville, and co-chair, and Ms. Issie Cherevko, St. Paul's, Englewood, and member of the task force, reported the task force was established after the 132nd Convention by Bishop Croneberger with the main charge of studying the issue of justice in the workplace and how churches in the diocese could model workplace justice to each other and to the for-profit world around us. During the first year of the task force, the goal was the collection of information from the congregations within the diocese about salaries, hours worked, benefits, and job descriptions. The results of the survey indicated that few positions had job descriptions and that a sizeable portion of church employees were without medical benefits. A resolution adopted at the 133rd Convention requested that job descriptions be prepared for many of the positions, both paid and unpaid, at the churches. The resolution also encouraged churches to share the job descriptions with the task force. During the past year, the task force collected the job descriptions. Two resolutions were being presented this year calling for providing state unemployment insurance coverage and life insurance for employees working more than 20 hours a week. Both benefits were low cost to the employer and provided a major assistance to the employee.

The resolutions were referred to the open hearing.

[The report is printed in the journal.]

EXTINCT PARISH RESOLUTION

Ms. Pat McKenzie, All Saints' Church, Orange, reported that in June 2006 the churches of All Saints', Orange and Holy Innocents in West Orange voted to blend the congregations but the effort to merge was not successful. The communicants and leadership of All Saints' voted to close and conceived a final ministry of giving away the assets. The giving away of the items as gifts in the spirit of All Saints' and the warm reception of them by others was a positive experience for them. As a result of the disposition there were two items remaining and both were presented to the bishop.

Ms. McKenzie presented a cope that was repaired by the diocesan altar guild (and special thanks were given to Ms. Mary Wagner, Ms. Carol Homer, Ms. Sue Bennett and Sr. Suzanne Elizabeth).

Ms. Deborah Perdelwitz, warden of All Saints', read from a memo from the vestry of All Saints' to the convention deputies. The memo was approved by the Vestry at its last meeting on January 16, 2008. The church was returning to the diocese the property and unencumbered funds of \$270,000 with the hope that a new vision for ministry and mission on the All Saints' property will be established. Otherwise, it was the request that the funds from the property and the investments be used to create an All Saints' Fund to support vibrant ministry and mission in the wider community of the Oranges.

A check in the amount of \$270,000 was presented to Bishop Beckwith by Ms. Perdelwitz.

Bishop Beckwith asked members from the congregations that had received gifts from All Saints' to stand and be recognized. He commended the members of All Saints' for the care and tenderness with which they approached the change in the parish status and the distribution of the gifts to other congregations within the diocese.

Diane Sammons, Esq., Chancellor, presented the extinct parish resolution for All Saints' Church, Orange. The vestry voted on November 11, 2007 to close. The resolution was required by statute, would allow the Trustees to take ownership of the property and would permit the corporation to be dissolved.

The extinct parish resolution was as follows:

Whereas the incorporated parish entitled The Rector, Wardens and Vestrymen of All Saints' in Orange at a regular meeting held on November 11, 2007 duly resolved to dissolve said parish corporation; and

Whereas the action to dissolve the incorporated parish, entitled The Rector, Wardens and Vestrymen of All Saints' in Orange 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 All Saints' in Orange 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 All Saints' in Orange 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 motion was moved, seconded and adopted.

Prayer - After the vote, Chaplain Mpho Tutu offered a prayer that recognized the way in which God brings new life from old endings, and gave thanks for the life and the ministry that happened at All Saints', and thanks for all of the people who had been ministered to, and for the continuing life and ministry that was brought out of the ending, and for those who will be touched by the gifts given by All Saints'.

UTO INGATHERING REPORT

Ms. Anna Byrne, Good Shepherd, Fort Lee, chair of the United Thank Offering Committee of Episcopal Church Women, announced the results of the annual UTO ingathering as \$14,289.82 from 48 churches.

✦ MISSION MINUTE - WORSHIP GATE

Bishop Beckwith introduced the first of four mission minutes (video presentations) that highlighted the four core values – Worship, Spiritual Formation, Justice/Non-violence and Radical Hospitality – as lived out in the selected congregations. (The videos were produced by members of Grace Church Van Vorst, Jersey City.)

Representatives from Grace Church Van Vorst in Jersey City and St. Michael's Church in Wayne visually told their stories about their ministries through worship. For Grace Church worship was more than prayer and praise; it was a way of cultivating a relationship with Jesus Christ. For St. Michael's three streams of faith – the Biblical, the sacramental and the charismatic – flowed into one mighty stream of worship and thanks to Jesus Christ.

Mr. Michael Francaviglia, Secretary of Convention, provided information and locations about the hearings, workshops and exhibits.

Prayer - Chaplain Mpho Tutu offered a prayer sending the deputies forth to listen, to learn and to experience with holy attention and holy intention to God's honor and glory.

The session was recessed at 4:45 p.m.

HEARINGS AND WORKSHOPS

The convention recessed into the hearings and workshops.

FRIDAY EVENING BANQUET & PROGRAM

The Friday evening banquet was held in the Grand Ballroom of the Hilton Hotel. Sr. Barbara Jean, Convent St. John Baptist, Mendham, provided the dinner grace.

Bishop Beckwith recognized the honored guests: The Rev. Dr. Douglas Bendall, Newark School of Theology; Mr. Gerard Haizel and Mr. Don Baldyga, Episcopal Community Development Corporation; Ms. Lindsay McHugh, North Porch; and Ms. Doris Mardirosian, ECW president.

The Rev. Lynne Bleich Weber, diocesan Ecumenical Officer, introduced the ecumenical guests. They included: The Rev. Robert Kriesat, NJ Synod, Evangelical Lutheran Church of America; The Rev. Richard Townley, Episcopal Diocese of New Jersey; Ms. Janice Smith, former president of Church Women United of New Jersey.

Bishop Beckwith thanked the retired clergy: The Rev. John Rollins; The Rev. Margaret (Maggie) Gat; The Very Rev. C. David Williams; The Rev. David Gable; and, The Rev. Canon Gervais Clarke and The Rev. Canon David Hamilton (the last two named were not present).

Recognized for significant contributions and retiring from their positions were: Mr. Alan Bowen, president of the Cross Roads Ministry Board for the past six years; The Rev. J. Carr Holland, outgoing chair of the Commission on Ministry; and The Rev. Elizabeth Kaeton, completing her year as president of the Standing Committee.

Bishop Beckwith asked for appreciation through applause when he asked the following to stand for recognition: postulants and candidates; members of the diocesan staff; spouses and partners of the clergy; and retiring wardens.

Canon R. Carter Echols introduced the newly ordained clergy, the new clergy to the diocese and those clergy who made transitions within the diocese.

The newly ordained clergy present were: The Rev. Christian Carroll, St. George's, Maplewood; The Rev. Thomas Murphy, Grace, Madison; The Rev. Christopher Bishop, All Saints', Hoboken; The Rev. Nick Lannon, Grace Church Van Vorst, Jersey City; The Rev. Megan Sanders, St. Peter's, Essex Falls; The Rev. Robert Solon, Trinity, Bayonne. (The newly ordained not present were: The Rev. Alexei Khamin; The Rev. Karen Razach; The Rev. Nathanael LaRud, Christ Church, Ridgewood.)

Deacons ordained since the last convention were: The Rev. Deborah Drake, St. Peter's, Clifton; and The Rev. Erik Soldwedel, St. John's, Hasbrouck Heights. (The Rev. Michael Sniffen was ordained as a transitional deacon, but was not in attendance.)

The clergy who were new to the diocese or returning to the diocese were: The Rev. J. Barrington

(Barrie) Bates, Annunciation, Oradell; The Rev. Kendra McIntosh, St. Thomas', Lyndhurst; The Rev. Margaret Otterburn, Messiah, Chester; The Rev. Leslie Smith, Christ Church, Short Hills; The Rev. William Thiele, St. John's, Passaic; and The Rev. Christine Tremaine, Holy Trinity, West Orange. (Not present were The Rev. Michael Allen, Epiphany, Allendale; and The Rev. Robert Shearer, St. Peter's, Morristown.)

The clergy within the diocese with new cures were: The Rev. Denise Haines from retirement to the diocesan staff as interim canon for mission and ministry; The Rev. Melissa Hall, Redeemer, Morristown; The Rev. Thomas Mathews, St. Luke's, Phillipsburg; The Rev. Gregory Perez, Trinity, Bayonne; The Rev. Willie Smith, from priest-in-charge to rector at Trinity, Cliffsides Park; The Rev. Laurie Wurm, St. John's, Dover.

Canon Echols expressed appreciation for the work of the interim clergy: The Rev. Susan Butler, St. Peter's, Mountain Lakes; The Rev. John Negrotto, St. Paul's, Jersey City; The Rev. Archie Palmer, Christ Church, Pompton Lakes; The Rev. Diane Rhodes, St. Andrew's, Harrington Park; The Rev. Susan Schink, St. Agnes', Little Falls; and The Rev. Wade Renn, House of Prayer, Newark.

BISHOP'S ADDRESS

The Right Reverend Mark Beckwith, bishop of Newark, presented the first of two parts of his address to the diocese. (The second part was delivered on Saturday morning.) This part provided a more comprehensive articulation of the vision published in the Voice and on the website. The Saturday portion will include a proposal, an invitation and a challenge on how the diocese might concretely and practically live into the vision. Part one was about direction; part two about managing the direction to what God has called the diocese.

[The bishop's remarks follow the minutes in the journal.]

Following the address, members from Grace Church Van Vorst, Jersey City, performed and sang a hymn of praise.

The evening ended with prayer led by Chaplain Mpho Tutu.

SATURDAY MORNING SESSION

January 26, 2008

The worship service was held in the Grand Ballroom of the Hilton Hotel. The Rt. Rev. Mark Beckwith was the celebrant. Communion was celebrated at each table. Bishop Beckwith and The Rev. Mpho Tutu, convention chaplain, each delivered meditations and then invited table discussions. The deputies considered which gate of hope was most meaningful in their congregation or community, as well as the gates where they acted as gatekeeper – deciding consciously or unconsciously who had access to Jesus – and the ones where they could best act as usher, helping people find their way to Jesus.

The offertory included baskets of colorful ribbons that represented congregational aspirations.

The business session was called to order at 10:22 a.m.

Prayer - Chaplain Mpho Tutu offered a prayer of thanksgiving to God for the new day, the restful night, the work, the food, and the hope that all efforts will be done in the spirit of the loving God.

Bishop Beckwith extended appreciation and gratitude to the Liturgy Commission and The Rev. Bernard (Bernie) Poppe, the members of the diocesan altar guild, The Rev. Joseph (Joe) Pickard for the setting design and the gates, the pages and youth deputies, the Grace Van Vorst, Jersey City, band, and Ms. Patrice Henderson and Mr. Henry Faulkner for coordination and production of the Mission Minutes videos.

ELECTION RESULTS **Preferential Ballot**

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

ACTS/VIM BOARD *Class of 2011 – 2 lay members*
Class of 2009 – 1 lay member

*Cathie Studwell, St. John's, Hasbrouck – *Class of 2011*

*Issie Cherevko, St. Paul's, Englewood – *Class of 2009*

*Martha Wolf, St. Paul's, Paterson – *Class of 2011*

ACTS/VIM BOARD *Class of 2011 – 1 clergy member*
Class of 2009 – 1 clergy member

*Laurie Wurm, St. John's, Dover – *Class of 2009*

Paul Walker, Christ Church, Belleville

*William C. Parnell, Christ Church, Hackensack – *Class of 2011*

ECCLESIASTICAL COURT *Class of 2012 – 1 clergy member*
Class of 2011 – 1 clergy member

*Dewey E. Brown, Jr., St. Luke's, Haworth – *Class of 2011*

*The Rev. John P. Mitchell, Grace Church, Westwood – *Class of 2012*

THE STANDING COMMITTEE *Class of 2012 – 1 lay member*

*Patricia Yankus, St. Paul's, Paterson

Robert Simmons, Christ Church, East Orange

George Hayman, Grace Church, Madison

THE STANDING COMMITTEE *Class of 2012 – 1 clergy member*
Class of 2009 – 1 clergy member

*Beverly J. Huck, Church of the Saviour, Denville – *Class of 2012*

*J. Carr Holland, Grace Church, Newark – *Class of 2009*

John J. Negrotto, St. Paul's, Jersey City

Victoria Geer McGrath, All Saints', Millington

TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER *Class of 2011 – 1 lay member*

*Bert Jones, Christ Church, East Orange

Joan D. Mebane, Christ Church, Short Hills

George Hayman, Grace Church, Madison

TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER *Class of 2011 – 1 clergy member*

Oscar Mockridge, St. Luke's, Montclair

*Sandye Wilson, St. Andrew & Holy Communion, South Orange

TRUSTEES OF THE EPISCOPAL FUND & DIOCESAN PROPERTIES *One member for life or until resignation*

*Ms. Bernice Mayes, Trinity & St. Philip's Cathedral

The Rev. Joseph A. Harmon, Church of the Incarnation, Jersey City

The Rev. Dean Weber, All Saints', Leonia

The Rev. Janet Broderick, Grace Church Van Vorst, Jersey City

The Rev. Wade Renn, House of Prayer, Newark

Mr. Steven Boston, St. John's, Ramsey

ELECTION RESULTS

General Convention Ballot #1

Mr. Russ Worthington announced the results of the first ballot for General Convention Deputies. (Total ballots cast 366; clergy cast 118; lay cast 248. Necessary to elect: clergy majority 60; lay majority 125.)

The first ballot resulted in the election of the First Clergy Deputy – The Rev. Sandye Wilson. There were no elections of lay deputies.

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

*68-131	Sandye Wilson, St. Andrew & Holy Communion, So. Orange; <i>First Clergy Deputy</i>
75-104	Prince Singh, St. Alban's, Oakland
55-109	Cathy Deats, St. James', Hackettstown
63-96	Diana Clark, St. John's, Montclair
49-109	Ed Hasse, St. Paul's, Montvale
46-102	Geoff Curtiss, All Saints', Hoboken
32-94	William Parnell, Christ Church, Hackensack

24-91	Elizabeth Kaeton, St. Paul's, Chatham
30-85	Joseph Harmon, Church of the Incarnation, Jersey City
27-62	Kim Capwell, St. Peter's, Mt. Arlington

(Total ballots cast 365; clergy cast 118; lay cast 247. Necessary to elect: clergy majority 60; lay majority 124.)

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

The first ballot did not result in the election of any lay deputies.

68-123	Louie Crew, Grace Church, Newark
69-100	Martha Gardner, St. George's, Maplewood
45-111	Marge Christie, Christ Church, Ridgewood
40-110	Bert Jones, Christ Church, East Orange
45-104	Lyn Headley-Deavours, St. Andrew & Holy Communion, South Orange
35-78	Edgar (Kim) Byham, All Saints', Hoboken
27-82	Michael F. Rehill, Grace Church, Westwood
29-67	Sidney W. King, Jr., Church of the Incarnation, Jersey City
35-53	Mary E. Sunden, Grace Church, Westwood
23-58	Laura Russell, Atonement, Fair Lawn
25-55	George Hayman, Grace Church, Madison
19-32	John Niles, All Saints', Hoboken

The tellers and pages collected the number two ballot from the deputies who remained seated at the tables.

The president announced that the preferential ballot for the election to the Diocesan Review Committee did not include the contest for the class of 2010. He asked for the ratification of The Rev. Elizabeth Searle, Christ Church, Ridgewood, to the class of 2010 until the convention of 2009 at which time the election to fill the vacancy will take place.

The ratification was moved, seconded and adopted.

STANDING COMMISSION ON CLERGY COMPENSATION

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

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

Ms. Carlotta Budd presented for adoption the three resolutions.

Resolution 1 - Minimum clergy salaries: *Adopted.*

Resolution 2 - Annual merit increases: *Adopted.*

Mr. Bert Jones, Christ Church, East Orange, expressed dissatisfaction with the merit increase scale and urged that the commission consider either lowering the bottom scale or raising the middle scale. Commission member Patty Bradley responded that the scale was consistent with the corporate world. Additionally, the current salary levels in the churches were not competitive with surrounding dioceses which made attracting and retaining clergy difficult; it was time to be more aggressive with clergy salaries.

Resolution 3 - Minimum standard for remuneration to supply clergy and mileage reimbursement: *Adopted.*

Ms. Budd noted that Housing Equity text in the Summary was changed from 5% to 10% to 2% to 10% since the 2% was mandated last year. The commission would at adding part time clergy next year to the clergy compensation policies as outlined in the annual report summary.

The Rev. Richard Andersen asked for a point of personal privilege to express the chagrin of the deputies at his table with the adoption of the resolution on minimum remuneration for supply clergy and asked for a revote on the resolution. The amount was viewed too high and could cause many congregations to worship in Morning Prayer on Sundays.

The Rev. Robert Solon inquired if a motion to reconsider the vote on resolution 3 was in order. The query was taken under consideration while the business of convention continued.

LAY COMPENSATION TASK FORCE

The Rev. Paul Walker and Ms. Issie Cherevko presented the resolutions that were referred to the open hearing.

Resolution 1: State Unemployment Insurance recommended that each employee of the diocese, congregations, and day care/schools participate in the State Unemployment Insurance (SUI) plan by the time of the 135th Convention of this Diocese.

During the discussion, the resolution was amended to include the text, "working at least 20 hours per week."

The resolution was adopted as amended.

Resolution 2: Group Life Term Insurance recommended that each lay employee working at least 20 hours a week at our congregations and day care/schools participate in the Group Term Life Insurance Program administered by the Church Life Insurance Corporation by the time of the 135th Convention of this Diocese.

The resolution was adopted.

STANDING COMMISSION ON CLERGY COMPENSATION

The president reported that the parliamentarians discovered that the vote on the supply clergy remuneration can be reconsidered. Someone who voted in favor of the resolution needed to place the reconsideration motion on the floor. It was moved and seconded to vote to reconsider the motion. The question was called to end debate on the motion to reconsider. The motion to end debate was adopted.

The motion to reconsider the earlier motion (resolution 3) was on the floor. The vote was taken using the colored cards and it was ruled that there was not a 2/3 majority received to reconsider the earlier vote.

RESOLUTIONS

Ms. Patrice Henderson, St. Andrew & Holy Communion, South Orange, Committee chair, introduced the other members of the Resolutions Committee: Mr. Kim Byham, All Saints', Hoboken; Ms. Pat Yankus, St. Paul's, Paterson; The Rev. Diana Clark, St. John's, Montclair; The Rev. Mariano Gargiulo, St. James, Ridgefield; Mr. Peter Madison, St. John's, Union City; The Rev. Sandye Wilson, St. Andrew & Holy Communion, South Orange; The Rev. Joseph Hamon, Incarnation, Jersey City; Ms. Patty Watts, St. Gabriel's, Milton/Oak Ridge; 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.]

Eight resolutions were submitted for consideration and deliberation. All were recommended for adoption and four were placed on the consent calendar. One of the four, Resolution 2008-02: "Inclusive Language in All Communications" was removed procedurally from the consent calendar.

RESOLUTIONS – CONSENT CALENDAR

The resolutions on the Consent Calendar were presented by Ms. Henderson individually for adoption.

The movers had one minute to speak to them before the vote.

Resolution 2008-01: *Resolution B033 and Consents to Bishops-elect* – Adopted.

Resolution 2008-03: *Add The Rev. Dr. Paul Murray to Lesser Feasts and Fasts* – Adopted.

Resolution 2008-04: *Commemoration of John Jay* – Adopted.

Mr. Kim Byham, primer mover of the resolution, spoke to the importance of John Jay in the formation of the governance of the Episcopal Church and the role of the laity in church

governance. He wrote the constitution of the national church and designed the two house legislature. Jay was an early abolitionist and promoter of Biblical literacy, and also a vestry member and warden.

TITLE IV TASK FORCE

The Rev. Dr. Cathy Deats, St. James', Hackettstown, and John Webb, Esq., Good Shepherd, Wantage, co-chairs of the Title IV Task Force, presented the report and their efforts to do justice and provide loving mercy. They recognized the work of the other task force members, The Rev. Cooper Conway, St. John's, Union City; The Rev. Dr. Allison Moore, Good Shepherd, Fort Lee; The Rev. Willie Smith, Trinity, Cliffside Park; and, The Rev. James Warnke, St. Paul's, Englewood; with assistance from Diane Sammons, Chancellor; and Canon Carter Echols.

The work to produce the manual took approximately six months. The task force wanted to emphasize our responsibility as a church to prevent misconduct that can often damage congregations. The manual addressed prevention and in the diocese much work had already been done to promote safety and vitality in congregations, such as the training for sexual misconduct prevention. In the prevention section of Title IV, there were steps that the community could take to hold each other accountable for maintaining appropriate boundaries and honoring those boundaries. The manual described the process of investigation and steps regarding allegations of misconduct. It attempted to address what it means to do justice in responding to allegations of clergy misconduct. The process was designed to do justice to the victims of misconduct, to do justice to clergy accused of misconduct and to do justice to congregations affected by allegations of clergy misconduct. A victim of alleged misconduct embraced by a healthy and safe church system should feel safe in coming forward to make the misconduct known. The process must provide the victim with a safe environment, due process and appropriate confidentiality. Due process for all involved primarily following the Title IV policy. There were a number of due process rights for clergy accused of misconduct, including access to a clergy consultant, the right to initiate an investigation of false rumors of misconduct, the presumption of innocence until an offense is proven and the right to appropriate level of confidentiality. In certain circumstances, the congregation may also be the victim. A congregation served by an accused clergy person may be very upset in various ways and may need help to restore the community to wholeness for the right relationships.

A heart for mercy was established in the guidelines in several ways. A response coordinator would be appointed by the bishop at his discretion who would coordinate a team of trained and specialized people to work pastorally with everyone involved.

[The report is printed in the journal.]

Prayer - Chaplin Mpho Tutu offered a prayer of thanksgiving for the work of the task force and their concerns for making our churches places of safety, for a clear process to handle accusations, and for a path to bring wholeness and holiness to places of great pain.

✚ MISSION MINUTE – SPIRITUAL FORMATION GATE

Bishop Beckwith introduced the second of four mission minutes (video presentations) that highlighted the four core values – Worship, Spiritual Formation, Justice/Non-violence and Radical Hospitality – as lived out in the selected congregations.

Representatives from Christ Church, East Orange, and St. Elizabeth's, Ridgewood, visually told their stories about their ministries through spiritual formation. For Christ Church, spiritual formation began with baptism and efforts to live out the baptismal covenant being ever thankful to Jesus Christ. For St. Elizabeth's formation occurred in many events both within church services and at other times, such as parties and meals.

ELECTION RESULTS

General Convention Ballot #2

Mr. Russ Worthington announced the results of the second ballot for General Convention Deputies.

(Total ballots cast 381; clergy cast 117; lay cast 264. Necessary to elect: clergy majority 59; lay majority 133.)

The second ballot resulted in the election of the second clergy deputy, Prince Singh, and the first and second lay deputies, Louie Crew and Martha Gardner.

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

*81-144	Prince Singh; <i>Second Clergy Deputy</i>
71-80	Diana Clark
42-118	Cathy Deats
39-100	Ed Hasse
39-74	Geoffrey Curtiss
21-74	Elizabeth Kaeton
17-60	William C. Parnell
17-51	Joseph A. Harmon
19-46	Kim Capwell

(Total ballots cast 400; clergy cast 123; lay cast 277. Necessary to elect: clergy majority 62; lay majority 139.)

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

*84-184	Louie Crew, <i>First Lay Deputy</i>
*88-140	Martha Gardner, <i>Second Lay Deputy</i>
43-150	Bert Jones
53-129	Marge Christie
51-125	Lyn Headley-Deavours

38-78	Kim Byham
23-59	Michael F. Rehill
32-45	Mary E. Sunden
24-52	Sidney W. King, Jr.
18-52	George Hayman
20-49	Laura Russell
9-21	John Niles

The tellers and pages collected the number three ballot from the deputies who remained seated at the tables.

Bishop Beckwith announced the worship offerings collected from the two worship services totaled \$5489.50 and would be divided equally between North Porch Women and Infant Centers and the youth ministry and camping programs of the Diocese of Panama as decided by Diocesan Council.

CIVIL UNIONS TASK FORCE

Ms. Barbara Conroy, St. Paul's, Chatham, and The Rev. Phillip Wilson, Redeemer, Morristown, co-chairs of the Civil Unions Task Force, presented the interim report. The other members of the task force were introduced – Mr. John Simonelli, St. David's, Kinnelon and chair of the Oasis Board; Matthew Piermatti, Esq., St. Paul's, Montvale; The Rev. Stuart Smith, St. Clement's, Hawthorne; The Rev. Joseph A. Harmon, Incarnation, Jersey City; The Rev. Melissa Hall, Redeemer, Morristown; Ms. Skye Howell Henley, Grace Van Vorst, Jersey City; The Rev. Kathryn King, All Saints', Bergenfield; Geri Livingood, Esq., St. Andrew & Holy Communion, South Orange; and The Rev. Greg Perez, Trinity, Bayonne. The task force was appointed by Bishop Beckwith in response to the state's passage of the civil union law defining a legal relationship for gay and lesbian couples. The members of the task force were sought to widely represent the diocese and to bring legal expertise to the group.

The goals of the task force were described - to support and assist same sex couples in committed relationships to claim the benefits of Civil Union and to celebrate their sacred commitment publicly and with the support and blessing of the church; to educate and assist the Bishop and the Clergy of the Diocese of Newark so that they can better understand and conduct civil unions; and, to educate people and parishes of the Diocese of Newark as to the meaning, value and theological underpinnings of Civil Union.

During the past year, the group accomplished a number of tasks. These included: established a Civil Union Policy and Procedures Committee to review the New Jersey Civil Union law and the Canon of the Episcopal Church related to marriage; established a Liturgy and Pastoral Committee to address pastoral and liturgical issues particular to the Civil Unions; established an Education Committee to draft information documents and events for parishes, websites and educational forums; created a possible liturgy for a Civil Union that is available along with others that have been created in different places; developed a Checklist of concerns in performing a Civil Union; and, conducted a survey among the clergy to determine the number of civil unions performed to date.

The task force would continue its work and report back to the next convention.

[The report is printed in the Journal.]

STEWARDSHIP COMMISSION

Ms. Ross Wisniewski, St. Mary's, Sparta, chair of the Stewardship Commission, presented the report and introduced the other members of the commission. The other members were: The Rev. Willie Smith, Trinity, Cliffside Park; The Rev. Stuart Smith, St. Clement's, Hawthorne; The Rev. David DeSmith, St. David's, Kinnelon; The Rev. Geoffrey Curtiss, All Saints', Hoboken; Mr. Peter Katzenbach, St. Peter's, Mt. Arlington; and Mr. John Leity, Christ Church, Bloomfield/Glen Ridge.

The work of the commission during the year was in response to a resolution adopted at the diocesan convention of 2007 that requested the Stewardship Commission to review the concerns about 50/50 giving and to provide additional support to congregations on year round stewardship. A pledge ingathering meeting was held in December for clergy and laity to review the giving system, plan and dream a future.

Back in the 1970's the diocese prepared two budgets, one for program and one for administration. Churches supported these budgets through a system of quotas and assessments. A formula was applied to operating revenue and it was a time consuming process for both churches and diocesan staff. In the 1980's, the diocese shifted to a congregational shares system reminiscent with the quota and assessment system but with only one percentage for each church. The complexity of administration was reduced but it was still a mechanical process. In 1990, the diocese changed to a proportionate system of giving, commonly referred to as 50/50 giving. The change was unanimously approved without debate at the 1989 convention.

The commission worked with Province II to design and host a major stewardship training session during the summer of 2007. Thirty people, including eight from the diocese of Newark, were certified by Ms. Terry Parsons, Stewardship Officer of the Episcopal Church. Five of the eight led a session for over 150 people, fifty of whom were from the diocese of Newark. In addition to the training sessions, consultations and retreats were held with various vestries and presentations made at different conferences. The diocese joined TENS, The Episcopal Network for Stewardship, a resource for training and education, much available on-line.

Efforts directed at stewardship education and dialogues of proportionate giving would continue into 2008. More workshops will be scheduled and offered during the year.

BISHOP'S CHURCH EXTENSION FUND

The Rev. Canon Denise Haines, Canon for Mission and Ministry, urged participation in giving to the Bishop's Church Extension Fund, started in 1910 by Bishop Edwin Lines. The current list of givers included one hundred individuals and forty congregations and their communities. An appeal (call letter) was sent five times a year describing a need for pledges to members who agreed to send a given amount of money for each of the five calls. Of the present eight highest givers, four were individuals and four were congregations. The congregations were recognized – All Saints',

Hoboken; Trinity + St. Phillip's Cathedral, Newark; Christ Church, Hackensack; and St. Peter's Korean Church, North Bergen. The 100th anniversary of the fund will be celebrated in 2010. The goal was to increase membership from the current 140 to 500 and to increase the total pledge per call from \$4,000 to \$20,000. One of the five calls would be dedicated to mission projects outside our diocese to which there was a connection. Membership categories were established with \$25 being the minimum.

Prayer - Chaplain Mpho Tutu offered a prayer of thanksgiving for the evidence of our lives together that had gone before, in our work as stewardship of resources, ourselves, our communities and our spiritual lives.

BISHOP'S ADDRESS

The Rt. Rev. Mark M. Beckwith spoke to the deputies. Last night during the evening banquet, his address covered the topics of vision, intention and direction for the diocese. In this late Saturday morning presentation, he provided more of an outline than an address with a reflection and a plan of how we might go forward and live into that vision, providing some proposals for how the diocese, through the office of the bishop, would manage the direction. The outline was divided into five sections: money, ministry, congregational strategy, staff and "what I am learning."

ELECTION RESULTS

General Convention Ballot #3

Mr. Russ Worthington announced the results of the third ballot for General Convention Deputies.

Total ballots cast 422; clergy cast 128; lay cast 294. Necessary to elect: clergy majority 65; lay majority 148.

The third ballot did not result in the election in the clergy order. The third ballot resulted in the election of the third lay deputy, Lyn Headley-Deavours.

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

60-165	Cathy Deats
84-119	Diana Clark
49-125	Ed Hasse
27-37	Geoffrey Curtiss
6-37	Elizabeth Kaeton
9-33	Joseph A. Harmon
9-26	William C. Parnell
9-25	Kim Capwell

Total ballots cast 420; clergy cast 128; lay cast 292. Necessary to elect: clergy majority 65; lay majority 147.

The third ballot resulted in the election of the third lay deputy, Lyn Headley-Deavours.

*66-153	Lyn Headley-Deavours, <i>Third Lay Deputy</i>
57-150	Bert Jones
59-139	Marge Christie
18-39	Kim Byham
18-21	Mary E. Sunden
6-20	Michael F. Rehill
7-18	Sidney W. King, Jr.
7-16	Laura Russell
8-9	George Hayman
3-7	John Niles

Under the Rules of Order for convention, 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.

The fourth clergy ballot retained the names of Cathy Deats, Diana Clark, Ed Hasse, and Geoffrey Curtiss and the deputies were instructed to vote for two.

The fourth lay ballot retained the names of Bert Jones, Marge Christie and Kim Byham and the deputies were instructed to vote for one.

The fourth ballot was taken to the tellers by the deputies during the lunch break.

Following noon day prayers read in four languages, the convention recessed into the lunch break and workshops at 12:30 p.m.

SATURDAY AFTERNOON SESSION

January 26, 2008

The business session reconvened at 1:35 p.m. in the Grand Ballroom of the Hilton Hotel.

Prayer - Chaplain Mpho Tutu offered a prayer of thanksgiving for the time of recess and the opportunity to learn through the workshops, for the opportunity of table fellowship, for the work that laid ahead, and for help to focus attention in deliberations.

ELECTION RESULTS

General Convention Ballot #4

Mr. Russ Worthington announced the results of the fourth ballot for General Convention Deputies.

Total ballots cast 407; clergy cast 123; lay cast 284. Necessary to elect: clergy majority 62; lay majority 143.

The fourth ballot resulted in the election of the third and fourth clergy deputies, Diana Clark and

Cathy Deats. The fourth ballot did not result in the election of the fourth lay deputy.

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

*85-179	Diana Clark, <i>Third Clergy Deputy</i>
*64-178	Cathy Deats, <i>Fourth Clergy Deputy</i>
60-140	Ed Hasse
34-55	Geoffrey Curtiss

Total ballots cast 399; clergy cast 120; lay cast 279. Necessary to elect: clergy majority 612; lay majority 140.

The fourth ballot did not result in the election of the fourth lay deputy.

52-143	Bert Jones
54-105	Marge Christie
10-27	Kim Byham

The tellers and pages collected the number five ballot from the deputies who remained seated at the tables.

With the election of four clergy deputies, the election in the fifth clergy ballot was to determine the four alternates. The dropped candidates were now on the ballot and election would be determined by simple majority. Deputies were instructed to vote for four.

The fifth lay ballot was still to elect the fourth lay deputy. The three lay candidates remained on the ballot and deputies were instructed to vote for one.

COMMITTEE ON CONSTITUTION & CANONS

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

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 second reading**. [Amendments to the Constitution must be approved at two successive Diocesan Conventions.]

The amendment to add new Canon 22 (Trustees of the Episcopal Fund and Diocesan Properties) to recognize the membership, powers and responsibilities of the Trustees of the Episcopal Fund and Diocesan Properties as set forth in the New Jersey Statutes of the Protestant Episcopal Church (N.J.S.A. 16:12-20 to 16:12-22) was **adopted**.

Following the adoption of the diocesan amendments, Chancellor Sammons read to the deputies as required by the General Convention two amendments to the constitution of the national church in preparation for the final vote at the 76th General Convention in 2009. The two amendments

were listed as: (A020): Amend Article I,2 and (A021): Amend Article VIII.

RESOLUTIONS - CONTINUED

Ms. Patrice Henderson, Committee chair and member of St. Andrew & Holy Communion, South Orange, and the other members of the Resolutions Committee, returned to present the remaining resolutions that had been referred to the open hearing on Friday afternoon. [The complete and final texts of the resolutions follow the Minutes.]

Resolution 2008-05: *Hate Crime Resolution* submitted by Bert Jones, Christ Episcopal Church and Sidney King, Incarnation, Jersey City and President, UBE Newark Chapter, was adopted as amended.

Resolution 2008-06: *Protection for Immigrants and Their Families* submitted by the Inclusion Workgroup of Diocesan Council: The Rev. Janet Broderick, Convener, Ms. Glenda DeKruif, The Rev. Joseph Harmon, Mr. Robert Harwood, Ms. Catherine Potter, The Rev. Sandye A. Wilson, Ms. Lyn Headley-Deavours; and The Rev. Maggie Gat, was adopted as amended.

Resolution 2008-07: *Resolution on Provision of Interpreters for the Deaf at Diocesan Programs and Events* submitted by the Bethsaida Team, the Deaf Ministry Commission and the Inclusion Work Group of Diocesan Council (Ms. Barbara Djimopoulos, Ms. Wendy Broadbent, Mr. Richard Fox, Mr. Carl Haefele, Dr. Liz Lannigan, The Rev. Oscar Mockridge, Dr. Sandra Pinkerton, The Rev. Sheila Shuford, Dcn., Mr. Erik Solwedel, Ms. Daphne Thomas, The Rev. David Thomas, The Rev. Margie Tuttle, The Rev. Jim Warnke, The Rev. Dr. Cathy L. Deats, Mr. Russ Worthington, The Rev. Janet Broderick, Ms. Glenda DeKruif, The Rev. Joseph Harmon, Mr. Robert Harwood, Ms. Catherine Potter, The Rev. Sandye Wilson, Ms. Lyn Headley-Deavours) was adopted.

✦ MISSION MINUTE – JUSTICE/NONVIOLENCE GATE

Bishop Beckwith introduced the third of four mission minutes (video presentations) that highlighted the four core values – Worship, Spiritual Formation, Justice/Non-violence and Radical Hospitality – as lived out in the selected congregations.

Representatives from St. Mark's, Teaneck and St. James', Hackettstown, visually told their stories about their ministries addressing justice and nonviolence. For St. Mark's, Teaneck, the congregation began a ministry in 2003 to day laborers working in Bergen County. By 2005 tangible support and assistance was provided with twice weekly visits to the sites in the early morning hours offering supplies needed by the men. At holidays, gifts and communion as requested by the workers were provided. Trust, friendship and mutual respect grew among the community. An ESL program was developed specifically to meet the work schedule of the laborers. For St. James', Hackettstown, their ministries were to people close to home and to those farther away. The open church doors welcoming everyone and the trips to Appalachia were visible signs of the living sacraments.

RESOLUTIONS - CONTINUED

Ms. Patrice Henderson presented the remaining resolutions for consideration by the deputies.

Resolution 2008-08a: Affirm the Full Participation of the LGBTI Community in The Episcopal Church submitted by General Convention Deputies and Alternates (Mr. Edgar Kim Byham, Mr. Steve Boston, The Rev. Diana Clark, Dr. Louie Crew, Ms. Marge Christie, Ms. Martha Gardner, The Rev. Geoff Curtiss, The Rev. Randall Day, Ms. Lyn Headley-Deavours, The Rev. Elizabeth Kaeton, Mr. Sidney King, The Rev. William Parnell, Mr. Michael Rehill, The Rev. Ken Near, The Rev. Sandye Wilson); The Oasis Board (John Simonelli, Peter Madison, Donna Cartwright, Thomas Mundy, Christian Paolino, Michael Petti, Karen Rezach, Willie Smith); The Women's Commission (The Rev. Kathleen Ballard, Ms. Marge Christie, Ms. Martha Gardner, Ms. Lyn Headley-Deavours, The Rev. Elizabeth Kaeton, The Rev. Prince Singh, The Rev. Ellen Sloan, Ms. Hattie Stone, Ms. Fran Trott, The Rev. Sandye Wilson, Ms. Pat Yankus) was adopted.

Resolution 2008-08b: Affirm the Full Participation of the LGBTI Community in The Episcopal Church submitted by General Convention Deputies and Alternates (Mr. Edgar Kim Byham, Mr. Steve Boston, The Rev. Diana Clark, Dr. Louie Crew, Ms. Marge Christie, Ms. Martha Gardner, The Rev. Geoff Curtiss, The Rev. Randall Day, Ms. Lyn Headley-Deavours, The Rev. Elizabeth Kaeton, Mr. Sidney King, The Rev. William Parnell, Mr. Michael Rehill, The Rev. Ken Near, The Rev. Sandye Wilson); The Oasis Board (John Simonelli, Peter Madison, Donna Cartwright, Thomas Mundy, Christian Paolino, Michael Petti, Karen Rezach, Willie Smith); The Women's Commission (The Rev. Kathleen Ballard, Ms. Marge Christie, Ms. Martha Gardner, Ms. Lyn Headley-Deavours, The Rev. Elizabeth Kaeton, The Rev. Prince Singh, The Rev. Ellen Sloan, Ms. Hattie Stone, Ms. Fran Trott, The Rev. Sandye Wilson, Ms. Pat Yankus) was adopted.

Resolution 2008-02: Inclusive Language in All Communications submitted by Women's Commission members: Marge Christie, Martha Gardner, Lyn Headley-Deavours, Elizabeth Kaeton, Prince Singh, Ellen Sloan, Hattie Stone, Fran Trott, Sandye Wilson, Pat Yankus was adopted as amended. (The text was amended by the committee following the open hearing, and during the floor debate when a vote was taken to strike the words "worship services" by a body count. The results were 291 to 226 to remove the words "worship services.")

ELECTION RESULTS

General Convention Ballot #5

Mr. Russ Worthington announced the results of the fifth ballot for General Convention Deputies.

Total ballots cast 379; clergy cast 103; lay cast 276. Necessary to elect the fourth lay deputy: clergy majority 52; lay majority 139. Necessary to elect the clergy alternates: a majority of the total vote cast, 187.

The fifth ballot resulted in the election of the first, second, third and fourth clergy alternates, Ed Hasse, Geoff Curtiss, William C. Parnell and Kim Capwell. Each received over 187 votes, the total necessary for election. The fifth ballot did not result in the election of the fourth lay deputy.

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

*95-242 (337)	Ed Hasse, <i>First Clergy Alternate</i>
*75-188 (263)	Geoff Curtiss, <i>Second Clergy Alternate</i>
*72-173 (245)	William C. Parnell, <i>Third Clergy Alternate</i>
*56-156 (212)	Kim Capwell, <i>Fourth Clergy Alternate</i>
45-161 (206)	Elizabeth Kaeton
51-119 (170)	Joseph A. Hamon

The fifth ballot did not result in the election of the fourth lay deputy.

Total ballots cast 379; clergy cast 103; lay cast 276. Necessary to elect the fourth lay deputy: clergy majority 52; lay majority 139.

45-149	Bert Jones
53-109	Marge Christie
3-15	Kim Byham

The tellers and pages collected the number six ballot from the deputies who remained seated at the tables.

With the election of four clergy alternates, the elections in the clergy order were completed.

The sixth lay ballot was still to elect the fourth lay deputy. The three lay candidates remained on the ballot and deputies were instructed to vote for one.

SAFE CHURCH GUIDELINES

Ms. Kaileen Alston, Youth Missioner and diocesan safe church officer, presented a report on the implementation of guidelines to insure safe churches for all youths and children. People, organizations and institutions must be prepared to protect the children from abuse as well as possible. This included education for people who work with children about signs of abuse, teaching children and youth about proper boundaries and that they have the right to stand up for themselves; screenings and performing background checks on employees and volunteers to reduce the chance that the people to whom the children are entrusted will do them harm; implementing proper procedures to address allegations. The safe church guidelines were being revised with the assistance of the chancellor, Diane Sammons, and the director of resources, Kitty Kaweck, and the Discipleship work group of Diocesan Council. Congregations were encouraged to use the video program, *Safeguarding God's Children*, to inform the parishioners about the issues. Five congregations will be invited by the bishop to participate in a pilot program to help discern the best ways to implement background checks and training procedures for lay employees and volunteers. This initiative will be funded by the Christian Formation Commission and the bishop and will require the pilot congregations to provide feedback regarding the ease and usefulness of the tools. The goal was to provide resources and opportunities to make congregations and other ministries safe while alleviating major concerns such as cost, implementation and perceived interference with the tenderness and compassion necessary to do ministry.

REPARATIONS TASK FORCE

The Rev. Dr. Allison Moore, Good Shepherd, Fort Lee, and chair of the Reparations Task Force, reported the goal of the task force was to continue education, reflection and looking carefully at the history of the diocese and the history of the parishes and looking at the long term legacies of slavery. There were continued injustices built into the economic, social, political, religious structures. Congregations were asked to review their histories and thirty-five responded. There were several that were started for colored folks as missions by white folks. There were other congregations whose founders were making money from the sales of slaves and that helped the start up of the parish. What do you do with that reality? How do we proceed? The task force was hopeful that, although it doesn't have any answers, by spending another year looking at the history of the diocese we can begin to pray and think through the questions and say what do we do to continue to redress injustice and racism that has been built into the after effects of slavery. The task force continued its educational efforts with workshops at Creative Congregations events and was preparing a report to General Convention on the issue of reparations.

Prayer - Chaplain Mpho Tutu offered a prayer of thanksgiving to God for the history of our people, our land and our churches. We are called to be people of justice and prayer, to be people of honest devotion, to praise you not only with our lips but with our lives and with the ways in which we order our lives. We pray for grace to be people of truth, courage to look at our past and to look at our people. We pray for courage to gracefully walk through the gate of hope.

+ MISSION MINUTE – RADICAL HOSPITALITY GATE

Bishop Beckwith introduced the fourth of four mission minutes (video presentations) that highlighted the four core values – Worship, Spiritual Formation, Justice/Non-violence and Radical Hospitality – as lived out in the selected congregations.

Representatives from Christ Church, Budd Lake, and House of Prayer, visually told their stories about their ministries addressing radical hospitality. For Christ Church it was a ministry to children with special needs and their families and the worship service called "All God's Children." The service was designed especially for the children to experience what God was doing with them and amongst them. The congregation willingly made the changes necessary to accommodate the special services. For House of Prayer, it was the extension of hospitality to strangers on the sidewalk outside the church on early commuter mornings. The church was located next to the Newark Broad Street train station and each Friday morning members of the congregation were on the street offering free coffee during the rush hour. The coffee was served with a joyful and welcoming spirit. Prayer for Newark cards were also distributed to passers-by.

COMMISSION ON MINISTRY APPOINTMENTS

The Bishop announced the following appointments to the Commission on Ministry, Class of 2012, for convention ratification: The Rev. Jacob David, Resurrection & St. Paul, Wood-Ridge; Dr. Joanna Dewey, Redeemer, Morristown; The Rev. Tom Murphy, Grace, Madison; Mr. Paul Shackford, chair, St. Andrew's, Harrington Park; Ms. Jane Sullivan.

COMMITTEE TO CERTIFY THE MINUTES

The members of the Committee to Certify the Minutes were ratified: Ms. Gail Deckenbach, The Saviour, Denville; Mr. Bert Jones, Christ Church, East Orange; and Ms. Bernice Mayes, Trinity + St. Philip's Cathedral, Newark.

RESOLUTION OF GREETINGS

Ms. Lily Byerly, All Saints', Leonia, read the Resolution of Greetings.

RESOLVED, That this 134th Annual Convention of the Diocese of Newark extends warm and affectionate greetings to The Right Reverend John Palmer Croneberger, The Right Reverend John S. Spong, The Right Reverend Jack M. McKelvey, The Right Reverend Walter C. Righter, The Right Reverend Rufus T. Brome, The Right Reverend Martin G. Townsend and The Right Reverend Carol J. Gallagher, who faithfully served this diocese.

RESOLUTION OF THANKS

Mr. Kevin Jones, Christ Church, East Orange, read the Resolution of Thanks.

RESOLVED, That this 134th Annual Convention expresses its appreciation to The Rev. Mpho Tutu, Convention Chaplain; to the Arrangements Committee and Chairperson Mrs. Doris Mardirosian; to the Committee on Rules of Order and Chairperson The Reverend Dr. Jane Tomaine; to the Diocesan Altar Guild; to the Resolutions Committee and Chairperson Ms. Patrice Henderson; to the Nominations Committee and Chairperson Ms. Naomi Horsky; to the Commission on Liturgy and Music and The Rev. Bernard Poppe; to the Committee on Elections and the Tellers and Chairperson Mr. Russ Worthington; to the Chancellor, Ms. Diane Sammons; to the Parliamentarians, Ms. Allison Garde and Ms. Janice Teetsell; to the Youth Pages and Chaperones and Youth Missioner Ms. Kai Alston; and, to the Technology Committee and The Reverend John Rollins and Ms. Jan Paxton.

ELECTION RESULTS

General Convention Ballot #6

Mr. Russ Worthington announced the results of the sixth ballot for General Convention Deputies.

Total ballots cast 396; clergy cast 113; lay cast 283. Necessary to elect the fourth lay deputy: clergy majority 57; lay majority 142.

The sixth ballot did not result in the election of the fourth lay deputy.

(First number is the clergy vote total, second number is the lay vote total.)

53-162	Bert Jones
60-117	Marge Christie
0-3	Kim Byham

The tellers and pages collected the number seven ballot from the deputies who remained seated at the tables.

The seventh lay ballot was still to elect the fourth lay deputy. The three lay candidates remained on the ballot and deputies were instructed to vote for one.

EVALUATION

Bishop Beckwith requested that while the seventh ballot was being collected and tallied that the deputies provide a written evaluation of the convention. Responses were requested to the following questions: What were the surprises? What would you like more of? What would you like less of?

Bishop Beckwith expressed thanks to Mr. Lou Fifer for playing the organ during the services, to Mr. Tim Mannion for the altar flower arrangements, and to the interpreters for the hearing impaired.

ELECTION RESULTS

General Convention Ballot #7

Mr. Russ Worthington announced the results of the seventh ballot for General Convention Deputies.

Total ballots cast 384; clergy cast 109; lay cast 275. Necessary to elect the fourth lay deputy: clergy majority 55; lay majority 138.

The sixth ballot resulted in the election of the fourth lay deputy, Bert Jones.

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

*63-166	Bert Jones, <i>Fourth Lay Deputy</i>
46-108	Marge Christie
0-0	Kim Byham

The eighth ballot for the lay alternates was collected by the tellers and pages and the results would be announced after the election.

With the election of four lay deputies, the election in the eighth ballot was to determine the four lay alternates. The dropped candidates were now on the ballot and election would be determined by simple majority. Deputies were instructed to vote for four.

The remaining candidates were: Kim Byham, Marge Christie, George Hayman, Sidney W. King, Jr., John Niles, Michael F. Rehill, Laura Russell, and Mary E. Sunden.

The eighth ballot resulted in the election of first, second and third lay alternates, Marge Christie, Kim Byham, and Laura Russell, respectively. Each received over 175 votes, the total necessary for election.

Total ballots cast 351; clergy cast 95; lay cast 256. Necessary to elect the lay alternates: a majority of the total vote cast, 175.

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

*79-215 (294)	Marge Christie, <i>First Lay Alternate</i>
*56-162 (218)	Kim Byham, <i>Second Lay Alternate</i>
*45-131 (176)	Laura Russell, <i>Third Lay Alternate</i>
51-114	Mary E. Sunden
37-120	Michael F. Rehill
39-109	Sidney W. King, Jr.
36-87	George Hayman
27-58	John Niles

Bishop Beckwith presented a stole to Chaplain Mpho Tutu from the Ramapo community.

In a point of personal privilege The Very Rev. C. David Williams, Dean of the Cathedral, noted that the next day would be the first anniversary of the consecration as bishop for our presiding officer, Mark Beckwith. The deputies sang happy anniversary to celebrate the occasion.

The convention was adjourned with prayer by Bishop Beckwith at 3:55 p.m.

Respectfully submitted,


Michael Francaviglia

134th 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 November 27, 2007 to consider any proposed changes to the Rules. The Committee reviewed the Rules of Order as amended and adopted by the 133rd 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 134th Diocesan Convention.

The Committee on Rules of Order and Elections recommends that the Rules of Order adopted for the 133rd Diocesan Convention be adopted for the 134th Diocesan Convention along with the modification to Section XVI, paragraph 3, "On the Budget."

Currently, Section XVI, paragraph 3, second sentence reads, "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."

The recommendation is to move the submission deadline closer to the start of convention. The early deadline has created problems scheduling the pre-convention meetings since its adoption. The Budget Committee and the Chief Financial Officer support the recommended revision.

The new sentence would read:

"All proposed changes to the budget will continue to be accepted until noon on the Wednesday before the start of the Annual 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

The Rules of Order for the 134th Annual Convention are on the following pages and indicates the modification recommended above (page 7).

**RULES OF ORDER
ONE HUNDRED AND THIRTY-FOURTH CONVENTION
January 25 & 26, 2008**

Convention Committees

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

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

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

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

Arrangements

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

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

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

Rules of Order

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

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

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

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

The Secretary of Convention is also on the committee.

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

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

B. The Committee will meet no later than June 30th 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 1st 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 the ~~Wednesday~~ ~~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.

EPISCOPAL ADDRESS FOR THE 134TH DIOCESAN CONVENTION
OF THE
EPISCOPAL DIOCESE OF NEWARK

Friday, January 25, 2008

The Rt. Rev. Mark M. Beckwith
Tenth Bishop of Newark

As you have perhaps noticed, the Bishop's address has been divided into two parts – the first part to be given tonight – and the second to be delivered just before lunch tomorrow. Tonight I will provide what I hope is a more comprehensive articulation of the vision that I have put forth in the Voice and on our web site; and tomorrow I will have a proposal and an invitation – and a challenge, for how we might concretely – and practically, live into that vision. Tonight is about direction; tomorrow is about managing the direction to what God has called us.

In the 3rd chapter of Exodus, a voice speaks to Moses from a burning bush. God tells Moses to take off his shoes, because Moses is standing on holy ground.

Indeed. It is God's holy ground. It always has been God's holy ground and always will be. But Moses and his people had forgotten about holy ground. Slavery will do that to you. All they could do was Pharaoh's bidding – and all they could hear was their own groaning. They had no time for anything else.

But God heard their groaning, and not only tells Moses that he is standing on holy ground – but that God will lead them to a new holy ground – where they will flourish in freedom, and live in an abundant land, flowing with milk and honey.

They are to live into their new holy space – offering their best to the blessing God has offered them. They are to dwell in their new holy land, praising God for freedom and love and guidance – and remembering who and whose they are.

Almost a year ago to the day, I had an unmistakable sense of the presence of God in a ceremony that took my breath away for its elegance and passion – and for the many voices praising the Holy Spirit who had brought us together in a new journey on this holy ground. It was not the burning bush; it was the September 2006 electing convention that invited me -- to the holy land of New Jersey. It is a land flowing with a people who continually and creatively build on their long-standing commitment to justice; it is a diocese where people are gaining confidence in claiming their desire to be in a deeper, more abiding relationship with God; it is a collection of congregations where diversity is a gift to be discovered, celebrated – and rediscovered and sorted through and re-celebrated – again and again and again. It is a unique piece of God's real estate where the rivers may flow, but the traffic does not. It is a state teeming with Yankee fans – and now, unexpectedly, Giants fans; a diocese confounded with budget concerns and strategy confusion. The diocese of Newark is a holy land flowing with committed and talented

priests, deacons and laypeople. Those of us who have been away for awhile – and have returned, know – perhaps at a deeper level than the rest of you who have always been here, how lovely you are.

It is an incredible privilege to be among you – to re-claim the holiness that has always been here, and together to discover new sacred acres and opportunities. Through your invitation and God's grace, I am now to live into this new space – to fill this space – offering my best to the blessing of what God has offered me.

That is what I am meant to do. That is what Moses was meant to do. That is what all of us are called to do – to claim the holy ground on which we live and move and have our being – and offer our best to God and God's creation. When we can claim our ground as holy – and praise the God who has given us this extraordinary gift – as holy; and when we see all our brothers and sisters (not just some, but all) and the ground they walk on – as holy, holiness and wholeness increase exponentially.

There are many ways to claim this holy ground. Here, in this diocese, we are beginning to live into a new vision – standing with the living Christ at the gates of hope. In the past several months, as I have pondered and prayed over this image, I have this deepening sense that the gates invite and guide people onto holy ground. And the core values that have emerged in my visits and conversations over the past year – worship, spiritual formation, justice/nonviolence – and radical hospitality, represent the foundational gates through which we – as congregations, individuals – and as a diocese, have been finding – and are finding, and will be finding – ways to new holy ground.

The gate of hope through which Moses and his people walked was the Sinai wilderness. After forty years of getting geographically lost and spiritually disoriented, they descended into their new holy land with a new hope and a fledgling freedom. They had no end of excitement as they prepared to set up housekeeping in the Promised Land, and there was no end of resentment from the people who were already there. The only welcome the Jewish people received was from God. Almost immediately, the gift of holy ground evolved into a struggle over turf. At first the struggle was with the Canaanites, Hittites, Amorites, Perizzites, Hivites and the Jebusites – but over the centuries the turf war involved the Muslims, the Crusaders, the British – and now the Palestinians – who have genealogical connections with the original residents.

Holy ground – as God bequeathed it to Moses, got lost in the clamor over turf. It has been ever thus. The turf wars have wildly different manifestations. In the promised land of today, a thirty foot high wall has gone up separating the Jewish state from Palestinian neighbors. Those who have built the fence identify it as a necessary security fence; while those on the other side see it as an arrogant act of provocation – because when people see it they receive a very clear message – 'this side is mine – and that side may be yours.' In American cities, invisible fences separating turf are patrolled with deadly intent by street gangs. Across the country, anxiety over American turf has created draconian immigration policies that separate families and denigrate human dignity. Taking a cue from the Mideast experience, Congress has authorized the construction of a fence that separates

Arizona from Mexico – challenging the poet Robert Frost's wisdom that 'good fences make good neighbors.'

It would be a bit comforting to think that our communities of faith would be spared from turf wars, but they aren't. Most of us have people in our congregations who insist that the pew they sit in each week has been given to them by divine decree. As a Rector, I learned long ago that there were certain areas of church life that I ventured into at my peril. It could be the roof or the boiler – or parts of the sacristy – or a room of the Sunday School – or an area of the budget, which was the special fiefdom of a lay leader who had long ago carved out that territory as their own. I discovered that I needed permission to enter into these privileged provinces – and in some cases I was required to show an ecclesiastical passport with accompanying Vestry issued visa. Woe would befall me if I didn't have one.

Not that I didn't have my own protected provinces. During my years as a priest, I was reluctant, if not resistant – and some might say downright grumpy about the prospect of someone else singing the Exsultet at the Easter Vigil. As bishop, I have a whole new arena of canonical responsibilities – that are vast and complex, and I will try and honor them as responsibilities and not allow them to become territory that I look over with an imperial air – but temptation will no doubt tug at me, as it does with all of us. I invite us all to hold one another accountable – graciously.

It would be bad enough if issues of turf were confined to geography. And of course they aren't. The Anglican Communion is in the midst of an ideological turf war. There is an emboldened and brazen group of Episcopalians and Anglicans, who are – to my mind saying, 'this is my Gospel. You have misread it and misinterpreted it and misapplied it – and we are going to take it back for ourselves; it is ours – and we will no longer share holy ground with you.' And these same passionate people are saying that they have carved out a corner on human sexuality – and instead of sexuality being a holy gift from God that can – and should, reflect the diversity of the human family, it is reduced to behavioral turf.

The temptation is to issue counterpoints to the incendiary sound bites coming at us. But -- as a good friend of mine told me recently, it is tempting – and may, in the short run, be more satisfying, to make a point. But the biblical challenge is to make a difference. Making a difference takes longer than making a point – but the result is more abiding and transforming.

Our vision is to stand with the living Christ at the gates of hope. Our challenge is to claim God's holy ground. Through God's grace and our witness – we can – and we must, find ways of sharing holy ground with the Canaanites (both the ancient – and now more recent iteration) and the Hittites, Amorites, Perizzites, Hivites and Jebusites – and whoever else is out there who makes the claim that this is primarily about turf. Sharing holy ground is how we will make a difference.

We also make a difference by claiming God's holy ground, and by providing invitation and welcome to the gates through which we get to that holy ground – and the divine hope that is abundant there. Are the gates high or low, narrow or wide; should the gates ever be closed – and for what reason? The presence of the gates – be they images in our prayer or tangible renderings as we have them around this room, remind us that there is, in fact, holy ground; and it is on God's holy ground where we are meant to live – with each other.

The congregations of the diocese are gates of hope for the communities where they have been planted. As gates, they need definition and dimension. What is the community the congregation is called to serve? Is it the immediate neighborhood? Does it extend to the next town – and/or to the nearest jail or shelter or immigration/deportation center; does it include the next county – and does it embrace Newark or Paterson or Jersey City – or the rural challenges of Warren and Sussex Counties; and how might it consider Cameroon or Kothapallamita, India or Panama or Haiti? What is your mission field? How are you going to determine it? When I was in Worcester, Massachusetts, it took a group of us two solid years to mark the boundary of our urban neighborhood – which became our parish, which became our mission field. It was hard, but rewarding work. We walked the streets. We prayed a lot. We made a lot of mistakes. We drew on the wisdom of the Gospel of Mark, and of each other.

Instead of sinking into the mire of the latest turf war, we would do well to seek clarity and develop discipline in defining our gates. In my visits to congregations I have discovered that – much like Americans and the British are separated by a common language, we in the Episcopal Church are separated by a book of Common Prayer. There is wide diversity in how the liturgy is celebrated from one congregation to another. I see this as a good thing. Actually, it is a wonderful characteristic of this diocese. I also see that worship is the foundational and most important gate of hope that we have – because worship leads people into a deeper appreciation that we live on God's holy ground. Worship invites us – through word and sacrament, into the mystery of God's abundance and blessing. Worship reaffirms and reinforces the outrageous claim that we are all brothers and sisters in the divine family. So we need to be clear about the worship gate – which means there needs to be choreography for the liturgy, an intention for how we might identify and celebrate seasons and saints' days, national and local crises and community opportunities. We need to engage creative discipline in the use of the prayer book and music and space and language so that it can become a more solid floor upon which our souls can more freely dance. Without an adequate gate, confusion follows – especially those who are coming through the worship gate for the first time – and then holiness is compromised.

The same discipline and clarity need to be applied to the gates of spiritual formation, justice/nonviolence and radical hospitality. We would do well to draw from the wisdom of the business community and be SMART about this – smart being an acronym for specific, measurable, achievable, realistic and timetable. Many of the people in most of the congregations I have been to say – with pride, that theirs is a warm and friendly congregation. This is a good thing. But warmth and friendliness are the gifts that are

released when people stand together on holy ground; but they are not, in and of themselves, gates of hope. Every congregation says they are warm and friendly – whether it is true or not. The challenge is to provide a carefully articulated gate of hospitality through which people can enter into the warmth and fellowship of what it means to be the body of Christ. And saying that you need more money and people communicates a lot of anxiety – but very little in terms of a plan – or a welcome.

The same definition and dimension needs to be applied to the gates of hope for the diocese. We need to get clearer and more disciplined in our strategy for the future. There is a lot of anxiety about the future of congregations – and how the diocese might step in – or should step in, and either assist or force the closing of congregations. We need protocols and a plan for the 112 gates of hope across the diocese. When these gates are not adequately defined – and there is not an adequate strategy or plan on the horizon, anxiety becomes the prevailing attitude, issues of turf take over – and hope ends up being little more than a four letter word. I have heard talk – in various quarters of the diocese, of consolidating congregations, which for some is a code word for closing churches. On one level, the consolidation approach seems – for some, to make the most sense in our urban centers – where the economic challenges are the most acute. Fifty years ago, there were 17 Episcopal churches in the city of Newark; today there are five. Fifty years ago, there were 12 Episcopal churches in Jersey City; today there are three. Fifty years ago – Paterson had five churches; there are now two. I suppose an argument could be made that our three largest diocesan cities were overchurched fifty years ago – but I wouldn't make that case now. We have had enough church consolidation in our cities. Our cities are where human groaning is most easily heard, human degradation is most easily seen – and the incidence of violence and fear is hardest to avoid. Instead of dismantling gates of hope, we need to reinforce – if not re-define, the gates we have now – and consider building more. And we need to be creative and clever – if not cunning, in doing so.

So -- the challenge is to claim God's holy ground and live into God's holy hope. The work is to define the gates through which people travel to holy ground. And the invitation for us who stand with the living Christ at the gates of hope – is to develop a message as we show and invite and guide people in and through the gates.

We need to find our voice.

When I was a sophomore in college, a small group of us organized an Easter sunrise service for the college community. The college community considered itself a citadel of secularism, which in 1971 was the common mindset in New England, so our idea of a worship service was a somewhat radical one. We got permission to hold it on the edge of the bird sanctuary. The artist among us created a spiffy poster, which we proceeded to put up all over campus. We talked a bit about liturgy, but not much. Some of us were Episcopalian, others were not – and the rest weren't sure what they were. We were committed to the idea, but were otherwise totally lacking in any spiritual confidence

A half hour before sunrise we began to assemble. Our design team – which is a loftier term than it deserved, got there first. And we figured we would be it. And then people

started coming – quietly and reverently, taking their seats among the pricker bushes and fallen leaves. We figured that about one hundred people showed up, a sizeable number in a student body of just over a thousand. There was a sense of awe as the sun came up – and almost immediately disappeared behind a cloud. So did the collective energy. We weren't really sure what to do next. One of our bolder members broke the awkward silence by saying, 'I am going to read something from the Bible – and you can take it to mean whatever you want it to mean.' He read the Easter story from the Gospel of Luke. Shortly after that, someone passed around some wine – with the same introduction – 'you can take this to mean whatever you want it to mean.' Finally, I led the singing of "Jesus Christ is Risen today" – and, so as not to offend anyone – or be considered a religious zealot, we sang it as a folk song rather than a glorious hymn of praise and faith.

It was our faith – no matter how tentative or confused, that led us to propose the worship service – but when people gathered, we essentially apologized for that faith, and the church which represents that faith. We didn't have a voice – because we weren't clear about what we wanted to communicate; and we were afraid that any voice we used might be misunderstood or seem offensive – or overly doctrinaire. I suspect most of us left that celebration at sunrise amazed that so many college students had a spiritual desire that was deep enough to get them out of bed before dawn on a Sunday morning. And I suspect that most of us were disappointed that their desire was responded to so timidly.

I have learned a lot in intervening 37 years. I have learned about the genius of the Anglican tradition – that our worship gate of word and sacrament, of sacred story and spiritual practice, of justice and nonviolence – and of welcome and hospitality – don't invite people into theology and doctrine, but into mystery. It is the mystery of our being brought together through and by the living Christ. We live into a new way of thinking, rather than think our way into a new way of living. It is the mystery of transformation – of ourselves and of the world.

This mystery, this transformation – needs our voice. We need to learn to stand at the gates – not like a college sophomore afraid of his own faith, but as disciples who know the height and depth and breadth of the gate – who are insistent that those who have been pushed away because of prejudice or ignorance or fear, are given equal access. We need to know the gates, and embrace the promise of abundance and freedom on the holy ground on the other side. We need to talk about this hope. We need to pray with this hope. We need to sing of this hope – and dance in it. It is powerful, life changing, earth shaking hope. There is nothing timid about it.

Let us stand at the gates, let us claim our God given and Spirit guided voice – and issue the invitation – "Come on through. Offer your best to the blessing that God so desperately wants to offer you. Come on in; take off your shoes – and together let us discover what it means to stand on holy ground."

+Mark Beckwith

Note: Prior to the lunch break on Saturday, January 26, 2008, Bishop Beckwith spoke to the deputies with a reflection and a plan of how we might go forward and live into that vision, providing some proposals for how the diocese, through the office of the bishop, would manage the direction. His remarks were in the format of an outline, more than a formal address, and were divided into five sections: money, ministry, congregational strategy, staff and "what I am learning."

134th Annual Convention Resolutions

- Resolution 2008-01: Resolution B033 and Consents to Bishops-Elect**
- Resolution 2008-02: Inclusive Language in all Communications**
- Resolution 2008-03: Add The Rev. Dr. Pauli Murray to *Lesser Feasts and Fasts***
- Resolution 2008-04: Commemoration of John Jay**
- Resolution 2008-05: Hate Crime Resolution**
- Resolution 2008-06: Protection for Immigrants and Their Families**
- Resolution 2008-07: Resolution of Provision of Interpreters for the Deaf at Diocesan Programs and Events**
- Resolution 2008-08a: Affirm the Full Participation of the LGBTI Community in The Episcopal Church**
- Resolution 2008-08b: Affirm the Full Participation of the LGBTI Community in The Episcopal Church**

CONSENT CALENDAR**Resolution 2008-01****RESOLUTION B033 AND CONSENTS TO BISHOPS-ELECT**

RESOLVED, That this 134th Convention of the Episcopal Diocese of Newark reaffirms its dissent from Resolution B033 of the 75th General Convention of The Episcopal Church which urges 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, be it further

RESOLVED, That this convention strongly encourages our Bishop and Standing Committee to consent to the consecration of all qualified candidates duly elected to the episcopate.

Submitted by:

The Deputies and Alternates to the 2006 General Convention – Diana Clark, Sandye Wilson, Elizabeth Kaeton, Geoff Curtiss, Louie Crew, Lyn Headley-Deavours, Martha Gardner, Marge Christie, Kim Byham, Bill Parnell, Randall Day, Sidney King, Steven Boston

The Oasis Commission – John Simonelli, Peter Madison, Donna Cartwright, Thomas Mundy, Christian Paolino, Michael Petti, Karen Rezach, Willie Smith

The Women's Commission – Kathleen Ballard, Marge Christie, Martha Gardner, Lyn Headley-Deavours, Elizabeth Kaeton, Prince Singh, Ellen Sloan, Hattie Stone, Fran Trott, Sandye Wilson, Pat Yankus

SUPPORTING INFORMATION

This resolution was passed at the 2006 General Convention, however, in light of the reaffirmation of B033 by the House of Bishops meeting in New Orleans in September 2007, the diocese's reaffirmation of its prior dissent in its 2006 Convention is indicated.

Resolution 2008-02

(Removed from Consent Calendar and adopted as amended)

INCLUSIVE LANGUAGE IN ALL COMMUNICATIONS

RESOLVED, That this 134th Convention of the Episcopal Diocese of Newark urges the Bishop, the Liturgy and Music Commission, the staff at Episcopal House and all elected and appointed committees and commissions ~~to use~~ be sensitive to ways in which inclusive language can be incorporated in all diocesan ~~worship services~~, communications and materials so that stereotypes of race, age, gender, sexuality and disabling conditions are not perpetuated; and, be it further

RESOLVED, That the Diocesan Council identify and disseminate information concerning available educational resources which would enable the people of the diocese to learn at every age about the influence of inclusive language and imagery in shaping and communicating our biblical and theological traditions.

Submitted by Women's Commission members: Marge Christie, Martha Gardner, Lyn Headley-Deavours, Elizabeth Kaeton, Prince Singh, Ellen Sloan, Hattie Stone, Fran Trott, Sandye Wilson, Pat Yankus.

SUPPORTING INFORMATION

A similar resolution directed at national church bodies was passed at the General Convention in 1988. It included a specific directive towards dioceses and congregations. The Women's Commission has noted on innumerable occasions the lack of concern for this issue and therefore submits this resolution to bring it to the attention of the diocesan family once again. The Women's Commission has available some resources to share with the Diocesan Council.

CONSENT CALENDAR

Resolution 2008-03

ADD THE REV. DR. PAULI MURRAY TO *LESSER FEASTS AND FASTS*

RESOLVED, That this 134th Convention of the Episcopal Diocese of Newark joins the dioceses of Maryland, North Carolina and Massachusetts by submitting the following resolution to the 76th General Convention of The Episcopal Church to be held in Anaheim, California in 2009:

Resolved, That the 76th General Convention commend the name of the Rev. Dr. Pauli Murray to the Standing Commission on Liturgy and Music for its consideration of the possible addition of The Rev. Dr. Pauli Murray to the Calendar of The Episcopal Church recognizing July 1st, the date of her death, as the date of commemoration and request that it report on this matter to the 77th General Convention.

Submitted by The Women's Commission – Kathleen Ballard, Marge Christie, Martha Gardner, Lyn Headley-Deavours, Elizabeth Kaeton, Prince Singh, Ellen Sloan, Hattie Stone, Fran Trott, Sandye Wilson, Pat Yankus

The Deputies and Alternates to the 2006 General Convention – Diana Clark, Sandye Wilson, Elizabeth Kaeton, Geoff Curtiss, Louie Crew, Lyn Headley-Deavours, Martha Gardner, Marge Christie, Kim Byham, Bill Parnell, Randall Day, Sidney King, Steven Boston

SUPPORTING INFORMATION

The Rev. Dr. Pauli Murray was the first African American woman ordained as a priest in The Episcopal Church. As an attorney, teacher of law, author and faithful Christian activist she served the Gospel by working for more than 50 years to overcome barriers of race and gender

discrimination. She also served on the United States Civil Rights Commission, worked for needed legal reform and pioneered Afro-American studies.

On February 8, 2007, Presiding Bishop Katharine Jefferts Schori recommended that the name of Dr. Murray be included in *Lesser Feasts and Fasts*.

CONSENT CALENDAR

Resolution 2008-04 COMMEMORATION OF JOHN JAY

RESOLVED, That this 134th Convention of the Diocese of Newark requests that the Bishop authorize the commemoration of John Jay on May 17th, using a proper to be developed by the Liturgy and Music Commission of the Diocese; and, be it further

RESOLVED, That the following resolution be submitted to the 76th General Convention, with an explanation similar to that shown below:

Resolved, That the 76th General Convention commend the name of John Jay to the Standing Commission on Liturgy and Music for its consideration of the possible addition of Chief Justice Jay to the Calendar of The Episcopal Church for commemoration on May 17th, the day of his death, and request that it report on this matter to the 77th General Convention.

Explanation (to be attached to the Resolution)

Our church calendar celebrates only one American layman, Jonathan Daniels, a seminarian. To amend this omission, commemoration of John Jay is proposed. Jay (December 12, 1745 – May 17, 1829) was a “founding father” of state and church: President of the Continental Congress and first Chief Justice of the United States, an associate of William White (the first Presiding Bishop and chaplain to the Continental Congress) and delegate to the convention that framed the church’s Constitution in a way commendable to the English Church. He personally paved the way for the Archbishop of Canterbury’s consecration of the second, third and fourth bishops of The Episcopal Church (the first having been ordained by bishops of the Scottish Episcopal Church), thereby fostering the emergence of the Anglican Communion. Jay was a charter member of the Domestic and Foreign Missionary Society (the corporate title of The Episcopal Church).

According to his biographer, “Unlike many of the other Founders, Jay was an openly religious man. He quoted from and paraphrased the Bible in his political papers; he served as a leader of his parish church and of the national church; and he was a [founder and] president of the American Bible Society.”¹

¹ Starr, Walter, *John Jay*. New York, 2005, p. xiii.

His social conscience was formed as an abolitionist as early as 1777. A founder of the Society for Promoting the Manumission of Slaves and the African Free School, he crusaded for the phased abolition of slavery in New York, signing the 1799 Abolition Act as Governor of New York.

He was a graduate of Kings College (now Columbia University), warden of Trinity Church, Wall Street, and a founding member and warden of St Matthew's Church in Bedford, Westchester County. Jay married Sarah Livingston at her home in Elizabeth, New Jersey (then Elizabeth Town) in 1774 and his family lived in New Jersey through most of the Revolutionary War while New York City was under British occupation.

Submitted by the following members of the Episcopal Lawyer's Volunteer Network of the Diocese: Edgar Kim Byham, Esq.; Andrew O. Bunn, Esq.; John C. Garde, Esq.; The Rev. Joseph A. Harmon, Esq.; Eva A. Rasmussen, Esq.; Laura A. Russell, Esq.; Diane E. Sammons, Esq.; Janice N. Teetsell, Esq.

SUPPORTING INFORMATION

It is fitting that the Diocese commemorates the life of this faithful servant, an exemplar of lay ministry.

The Diocese of New York passed a similar resolution in 2006, and has developed a proper which our diocese could choose to use. The Standing Commission on Liturgy and Music has emphasized that one criterion for addition to the Calendar will be local and diocesan commemorations already being held.

Resolution 2008-05 (adopted as amended) **HATE CRIME RESOLUTION**

RESOLVED, That this 134th Convention of the Episcopal Diocese of Newark condemns the act of hanging a noose as an act of intimidation and terroristic threat; and, be it further

RESOLVED, That this convention urges the Legislature of the State of New Jersey to ~~elevate~~ establish the penalty for hanging a noose ~~from a misdemeanor to a Class-B felony~~, to be an indictable offense equivalent to the unlawful display of a swastika or Ku Klux Klan symbol which carries a mandatory sentence; and, be it further

RESOLVED, That this 134th Convention of the Episcopal Diocese of Newark requests that the Secretary of Convention send a copy of this resolution to the Honorable Jon Corzine, Governor of the State of New Jersey, and members of the New Jersey Senate and the New Jersey General Assembly, urging that this matter be given their utmost priority and consideration; and, be it further

RESOLVED, That the Bishop of the Diocese of Newark considers speaking to the House of Bishops regarding this important issue for the church and societies welfare.

Submitted by Bert Jones, Christ Episcopal Church and Sidney King, Incarnation, Jersey City and President, UBE Newark Chapter.

SUPPORTING INFORMATION

The noose has emerged as a new expression of hate and racial intolerance. The number of bias crimes over the past months has increased at an alarming rate, particularly against Blacks and Hispanics.

Copycats are emerging left and right following a pattern from the Jena Six case and nooses are being placed in schools and the workplace - thereby creating a hostile and frightening environment, particularly for people of color.

The display of the noose in the USA has a chilling effect to all persons of the African Diaspora because of its symbolism of lynching, especially during the Jim Crow era.

American history has taught us that our government moves rather slowly when bias crimes are committed against people of color.

Resolution 2008-06 (adopted as amended)

PROTECTION FOR IMMIGRANTS AND THEIR FAMILIES

RESOLVED, That this 134th Convention of the Diocese of Newark, in response to Resolution A017 of the 75th General Convention of the Episcopal Church and Resolution 2007-04 of the 133rd Diocesan Convention, condemns the ongoing workplace raids conducted by the U.S. Immigration Customs Enforcement Agency (ICE) and the resulting in enforcement of U.S. immigration policy that results in detention and deportation of undocumented immigrants, which cause wrenching separations of families and often leave children parentless; and, be it further

RESOLVED, That this Convention encourages wide participation in educational events and forums, to learn about the root causes of migration, its impact on American society, the plight of documented and undocumented immigrants and to seek solutions to their unjust treatment; and, be it further

RESOLVED, That this Convention encourages and supports the Bishop's appointment of a commission to study this issue, represent the Diocese of Newark in coalitions working to protect and improve protections for immigrants and their families and to hold discussions, inform and educate, encourage and lead the people of this diocese in educational events and forums; and, be it further

RESOLVED, That this Convention applauds and encourages the participation of all in exploring legal means to assist those seeking protection from detention and deportation by providing sanctuary, which can include material, legal, and/or pastoral support; and by visible expressions of solidarity through participation in vigils, fasts, marches, outreach and advocacy campaigns for just, long-term solutions to reform current immigration policy.

Submitted by: The Inclusion Workgroup of Diocesan Council: The Rev. Janet Broderick, Convener, Ms. Glenda DeKruif, The Rev. Joseph Harmon, Mr. Robert Harwood, Ms. Catherine Potter, The Rev. Sandye A. Wilson, Ms. Lyn Headley-Deavours; and The Rev. Maggie Gat

SUPPORTING INFORMATION

Christ calls us to feed the hungry, give drink to the thirsty, welcome the stranger, clothe the naked, tend to the sick, and visit the imprisoned, for "just as you did it to one of the least of these who are members of my family, you did it to me." (Mt 25:31-46)

The Crisis—A Humanitarian Disaster

While we support the right of the government to enforce the law and protect the national security interests of the United States, we also recognize that complex and powerful factors, including globalization, war, and pervasive social and economic dislocation, are driving a worldwide crisis of global migration. We also recognize that our existing immigration system is unworkable and outmoded. We have allowed our society to develop local and national economies that rely heavily on undocumented immigrant labor but have also made it nearly impossible for many immigrant workers to achieve legal status and family reunification. We see that the vast majority of these immigrants are contributing and peaceful members of our communities—workers, parents, taxpayers, churchgoers — who desire a path to residency or citizenship in order to exercise basic rights in the workplace, create the possibility of reuniting separated families, and live in freedom from the fear of exploitation and of sudden detention and deportation.

The recently-failed national immigration bill, while acknowledged by almost all across the political spectrum to be flawed in significant respects, nonetheless, represented a measure of hope for serious, humane, immigration reform. The bill's failure was felt throughout the country as a severe blow to the hope for imminent change and the possibility of undocumented immigrants' coming out of the shadows, wherein they must now live and work.

Meanwhile, stepped-up and highly publicized raids by ICE have torn families apart. In the last year, raids have taken place in several places around the country. In each of these raids, children discovered, after the fact, that one or both parents had been sent away, without warning, to detention and/or deportation.

The raids have generated tremendous fear in immigrant communities and driven some undocumented immigrants further into the shadows. Children are afraid to go to school because they fear that their parents will be gone when they return. Some congregations report a downturn in attendance because of their fear of raids where immigrants gather, etc. Several of our own parishioners and clergy in the Diocese of Newark can testify to the dislocation and

pervasive fear caused by the raids. People of all races and ethnicities, including immigrants who are here legally, live in fear of being picked up and deported at any moment. Why? Because of the many mistakes that ICE has made in who it picks up and the lack of legal due process and judicial review. Needless to say, many Episcopalians live with these same fears.

Background on Recent Episcopal Church Policy on Immigration

1. In June 2006, the 75th General Convention of The Episcopal Church passed resolution A017 affirming the following fundamental principles as the policy of the Episcopal Church with regard to immigration policy:

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

The General Convention resolution A017 furthermore deplored any undue emphasis on enforcement and border militarization as the primary response of the United States to immigrants entering the United States to work, and called upon the Episcopal Church to undertake a campaign to educate Episcopalians about the plight of refugees, immigrants, and migrants, including information about the root causes of migration. The resolution was grounded in the church's vocation to welcome strangers as a matter of Christian responsibility and to advocate for their wellbeing and protection.

2. In June 2007, The Episcopal Church's Executive Council, responding to the stepped-up ICE raids, passed Resolution NAC022 deploring ICE raids, "which result in separating families and leaving children parentless," and calling on Episcopalians to "assist those seeking protection from deportation and detention by the provision of sanctuary which can include material, legal, and pastoral support."

Why This Resolution Is Needed

In the wake of the failure of national immigration reform, the resolution proposed above would add the voice of the Diocese of Newark to the Episcopal voices nationally in specifically deploring the recent ICE raids. It would strengthen the ongoing education and advocacy work of congregations, Jubilee Centers and all diocesan advocates for immigrants; and would give heart and needed assistance to immigrant members of our own diocese in a time of humanitarian crisis and fear in the wake of the failure of immigration reform.

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FINAL VERSION of Resolution A017: Fundamental Immigration Principles – Concurred

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 the 75th General Convention of The Episcopal Church deplore any action by the Government of the United States which 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 The Episcopal Church undertake 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 call the church to commit to welcoming strangers as a matter of Christian responsibility, to advocate for their wellbeing and protection and to urge its members to resist legislation and actions which violate our fundamental beliefs as Christians, including the criminalization of persons providing humanitarian assistance to migrants.

Resolution 2008-07 (adopted)

RESOLUTION ON PROVISION OF INTERPRETERS FOR THE DEAF AT DIOCESAN PROGRAMS AND EVENTS

RESOLVED, That this 134th Convention of the Episcopal Diocese of Newark, in an effort to make Diocesan worship and program events more inviting, welcoming, accessible and inclusive for all the people of the diocese, commits to making it standard policy to provide an interpreter(s) for the deaf at all Diocesan events as defined by the bishop; and, be it further

RESOLVED, That the cost of providing an interpreter(s) be included in the event planning expenses, unless otherwise provided by the diocesan organization sponsoring the event. Fifty percent (50%) of the cost of the interpreter(s) up to \$125.00 maximum per event will be paid from the diocesan line item for that purpose and the remaining cost by the sponsoring organization; the sponsoring organization may fund its portion from the plate offering for the event or from donations collected specifically for that purpose; and, be it further

RESOLVED, That Diocesan Council will regularly review the per event ceiling for interpreters for the deaf at least every three (3) years; and, be it further

RESOLVED, That advertising for all diocesan events will include a) that an interpreter(s) will be provided if requested in advance and b) the level of accessibility of the program site for the public.

Submitted by the Bethesda Team, the Deaf Ministry Commission and the Inclusion Work Group of Diocesan Council

Ms. Barbara Djimopoulos, Ms. Wendy Broadbent, Mr. Richard Fox, Mr. Carl Haefele, Dr. Liz Lannigan, The Rev. Oscar Mockridge, Dr. Sandra Pinkerton, The Rev. Sheila Shuford, Dcn., Mr. Erik Solwedel, Ms. Daphne Thomas, The Rev. David Thomas, The Rev. Margie Tuttle, The Rev. Jim Warnke, The Rev. Dr. Cathy L. Deats, Mr. Russ Worthington, The Rev. Janet Broderick, Ms. Glenda DeKruif, The Rev. Joseph Harmon, Mr. Robert Harwood, Ms. Catherine Potter, The Rev. Sandye Wilson, Ms. Lyn Headley-Deavours

SUPPORTING INFORMATION

At present, an interpreter is provided for some diocesan events and not others, making it difficult for deaf people in the diocese who need and are able to use the services of an interpreter to participate or to know when it would be possible for them to participate. Consistently providing interpretation for the deaf at diocesan worship and program events, with advance notification in the advertising, would encourage more deaf people from our churches to attend and would make the events more inclusive, welcoming and accessible.

Although only a small percentage of the deaf and hard of hearing will benefit from interpretive services, it is a necessary first step towards opening diocesan community events to the deaf. Ideally, assistive listening devices and appropriate multi-media for the deaf such as those that provide big screens with spontaneous written texts in large, clear, print would better serve a greater number of people with hearing disabilities. Until such time as these tools become less expensive, more readily available in more sites and less complicated to use, interpretive services provide the necessary alternative.

Funding of 100% of the costs of an interpreter from the diocesan budget for diocesan events is not possible, because the line item for interpreters is limited by budget restraints. This resolution recognizes that limitation and includes a recommended formula for funding to assure that diocesan events are accessible to deaf persons who are able to use the services of an interpreter to participate.

For example, fees for most worship services, at \$50.00 per hour, usually cost around \$100.00 to \$150.00, including transportation. Using the formula recommended in the resolution, the Diocesan budget line item would pay \$50.00 to 75.00 and the hosting congregation or sponsoring organization would pay \$50.00 to \$75.00. The congregation or organization would have the

option of funding their portion of the interpreter's fee from their worship budget; if their budget does not cover this expense fully, the congregation or organization could augment their funds from the plate offering or by taking a special collection at the event.

Event advertising should include a requirement that any person who will be in attendance and will use the services of an interpreter must notify program or worship sponsors in advance as interpreters will only serve if there is a client(s), as interpretation is an interactive process. Advertisement must include a means by which that notification can be made (by phone or e-mail).

As we work towards using accessible sites for diocesan programs and worship, we need to develop a policy and the *habit* of including interpretation for the deaf in our planning and program budgeting.

Resolution 2008-08a (adopted)

**AFFIRM THE FULL PARTICIPATION OF THE LGBTI COMMUNITY IN THE
EPISCOPAL CHURCH**

RESOLVED, That this 134th Convention of the Episcopal Diocese of Newark submits the following resolution to the 76th General Convention of The Episcopal Church.

Resolved, The House of _____ concurring, that the 76th General Convention affirm that Standing Committees and bishops with jurisdiction cannot be bound by any extra-canonical restraints when considering consents to the consecration of any candidate to the episcopate.

Explanation (to be attached to the Resolution)

The canons of the church set forth all the requirements for election of an individual as a bishop which would include age and other restrictions. The action of the 75th General Convention improperly added an additional restriction beyond the canons. Such a restriction denies the baptismal covenant that calls us to "respect the dignity of every human being" and limits the ability of the faithful to elect qualified persons to leadership, including the position of bishop, and to celebrate the relationships of faithful people.

Submitted by: General Convention Deputies and Alternates (Mr. Edgar Kim Byham, Mr. Steve Boston, The Rev. Diana Clark, Dr. Louie Crew, Ms. Marge Christie, Ms. Martha Gardner, The Rev. Geoff Curtiss, The Rev. Randall Day, Ms. Lyn Headley-Deavours, The Rev. Elizabeth Kaeton, Mr. Sidney King, The Rev. William Parnell, Mr. Michael Rehill, The Rev. Ken Near, The Rev. Sandye Wilson); The Oasis Board (John Simonelli, Peter Madison, Donna Cartwright, Thomas Mundy, Christian Paolino, Michael Petti, Karen Rezach, Willie Smith); The Women's Commission (The Rev. Kathleen Ballard, Ms. Marge Christie, Ms. Martha Gardner, Ms. Lyn Headley-Deavours, The Rev. Elizabeth Kaeton, The Rev. Prince Singh, The Rev. Ellen Sloan, Ms. Hattie Stone, Ms. Fran Trot, The Rev. Sandye Wilson, Ms. Pat Yankus).

Resolution 2008-08b (adopted)
**AFFIRM THE FULL PARTICIPATION OF THE LGBTI COMMUNITY IN THE
 EPISCOPAL CHURCH**

RESOLVED, That this 134th Convention of the Episcopal Diocese of Newark submits the following resolution to the 76th General Convention of The Episcopal Church.

Resolved, The House of _____ concurring, that the 76th General Convention affirm that there are no restrictions on a diocesan bishop's authorization of the liturgical blessing of committed relationships between same-sex partners.

Explanation (to be attached to the Resolution)

The General Convention has never approved a resolution restricting the right of a diocesan bishop to authorize appropriate rites for the blessing of same-sex committed relationships. Nevertheless because there has been no affirmative action by General Convention on this issue, some bishops who claim to support the concept have been unwilling to authorize the use of such rites in their dioceses. This resolution would not force any diocesan bishop to violate his or her theological position but would make clear that the bishop has the option to authorize liturgical blessings of committed relationships between same-sex partners.

Submitted by: General Convention Deputies and Alternates (Mr. Edgar Kim Byham, Mr. Steve Boston, The Rev. Diana Clark, Dr. Louie Crew, Ms. Marge Christie, Ms. Martha Gardner, The Rev. Geoff Curtiss, The Rev. Randall Day, Ms. Lyn Headley-Deavours, The Rev. Elizabeth Kaeton, Mr. Sidney King, The Rev. William Parnell, Mr. Michael Rehill, The Rev. Ken Near, The Rev. Sandye Wilson); The Oasis Board (John Simonelli, Peter Madison, Donna Cartwright, Thomas Mundy, Christian Paolino, Michael Petti, Karen Rezach, Willie Smith); The Women's Commission (The Rev. Kathleen Ballard, Ms. Marge Christie, Ms. Martha Gardner, Ms. Lyn Headley-Deavours, The Rev. Elizabeth Kaeton, The Rev. Prince Singh, The Rev. Ellen Sloan, Ms. Hattie Stone, Ms. Fran Trott, The Rev. Sandye Wilson, Ms. Pat Yankus).

THE STANDING COMMISSION ON CLERGY COMPENSATION

SECTION 1 – Resolutions

RESOLUTION I: MANDATED MINIMUM CASH SALARY (adopted)

RESOLVED, that the 134th Convention of the Diocese of Newark adopt the following minimum salary rates, effective January 1, 2009:

Minimum Salaries

Transitional Deacon	\$ 30,300
Assisting Priest	\$ 32,250
Priest-in-charge	\$ 40,400

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 1/1/1999	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	32,650
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
Effective 1/1/2008	29,400	31,300	39,200
Proposed 1/1/2009	30,300	32,250	40,400

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

It is the goal of our commission to increase salaries so we can continue to attract the brightest and best clergy. We are recommending a three percent increase in the minimum salary rates.

RESOLUTION II: RECOMMENDED MERIT INCREASE SCALE (adopted)

RESOLVED, That the 134th Convention of the Diocese of Newark recommend the following scale, effective January 1, 2009, for annual merit increases in salaries paid to clergy in the Diocese:

<u>Merit Increase Scale</u>	
Outstanding	7.0%
Very Good	5.0%
Satisfactory	3.0%

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. We understand not every mission or parish can give the recommended increases even if the priest is outstanding. We hope that the priest and vestry will engage in a discussion related to the increase.

RESOLUTION III: MINIMUM SUPPLY CLERGY RATE (adopted as amended)

RESOLVED, That the 134th 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. The IRS mileage rate for 2008 is 50.5 cents per mile. Remuneration standards shall be as follows:

Sunday services: \$ 200 for one service plus \$100 for each additional service.

Weekday service: \$ 100 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.

This change will be effective immediately.

Supporting Information:

These rates for compensating supply clergy should be considered minimum rates not maximum rates.

This remuneration can be eligible for the clergy housing allowance exclusion. The Commission 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.

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 2009- \$40,400	2008 - \$31,300 2009- \$32,250	2008 - \$29,400 2009- \$30,300
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 negotiable.		
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. Most clergy have four or more weeks of vacation.		
Continuing Education	Mandated	Minimum \$500 annually.		
Housing Equity	Mandated	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 a cleric 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 seven different plans. The 2008 annual premium rates, payable to the Medical Trust monthly are:

Insurer/Plan	Single	Two Adult	Parent/Children	Family
Aetna Nat. HMO	6,816	13,632	12,264	20,448
Aetna Nat.Q POS	7,860	15,732	14,160	23,592
Cigna Nat. HMO	6,816	13,632	12,264	20,448
AetnaChoice POS II	7,116	14,220	12,816	21,348
United Healthcare Choice EPO	7,560	15,108	13,596	22,668
United Healthcare Choice Plus	7,512	15,024	13,524	22,536
Cigna High Ded	5,232	10,476	9,432	15,720

Dental Insurance

Current annual rates for 2008 are:

Insurer/Plan	Single	Two Person	Family (3 or more)
Delta Dental	\$751.92	\$1,119.84	\$1,778.28

SECTION 4 – CALCULATING THE COST

Pension Assessment for Church Pension Fund

I. Clergy receiving cash housing allowance:

Cash Salary	\$40,400
Housing & Utility Allowance	24,000
Social Security Offset	<u>4,895</u>
Total Compensation	\$69,295

$$\begin{aligned} \text{Pension Assessment} &= 18\% \text{ of Total Compensation} \\ (.18 \times \$69,295) &= \$12,473.10 \end{aligned}$$

II. Clergy in rectory or vicarage:

Cash Salary	a) \$40,400	
Utility expense	b) 4,000	
Social Security Offset	c) 5,200	
Housing "value"	<u>14,880</u>	[.30 x (a+b+c)]
Total Compensation	\$64,480	

$$\begin{aligned} \text{Pension Assessment} &= 18\% \text{ of Total Compensation} \\ (.18 \times \$64,480) &= \$11,606.40 \end{aligned}$$

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	\$40,400
	Utilities	4,000
	Housing*	24,000
	Social Security Estimate**	<u>5,200</u>
	Total Self-Employment Income	\$73,600

Step 2:	Income Adjustment (subtract 7.65% of Total)	
	.0765 x \$73,600 =	\$5,630

Step 3:	Taxable self-employment income:	\$67,970
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Step 4:	\$67,970 X 15.3% (full SECA tax) =	\$10,399
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Step 5:	\$10,399 X 50% (Diocesan mandate) =	\$5,200
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* 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 2009 is:

	<u>Church-provided Housing</u>	<u>Church Provides Housing Allowance</u>
a) Salary	\$40,400	\$40,400
b) Social Security Offset	5,200	4,895
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)	20,448	20,448
g) Dental Insurance (family)	1,778	1,778
h) Pension Assessment	11,606 *	12,473 **
i) Housing Equity Allowance @ 5%	3,224	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	\$94,156	\$108,494
Estimated Fair Market rental value of rectory	\$24,000	N/A
Total "value" of salary and benefits to clergy	\$118,156	\$108,494

*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:

	<u>Phone</u>	<u>email</u>
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Lay Compensation Task Force Report To the 134th Annual Convention of the Diocese of Newark

The Lay Compensation Task Force was appointed by Bishop Croneberger after the 132nd Annual Convention in January, 2006. He stated he believed that the lack of guidelines for lay compensation was a matter of justice for our diocesan life and can no longer be pushed aside," and charged the study group to report back with guidelines and principles for justice in the workplace.

The task force members began meeting in April 2006 and started with a review of existing workplace policies and benefits throughout the congregations in the diocese. The members of the task force sought assistance from church leadership through the completion of a benefits survey in 2006 and the collection of lay employee job descriptions during the summer of 2007.

The timely and candid disclosures were critical to the Task Force's assessment of the overall compensation policies and practices of the Diocese. With this help, the task force could provide information and suggestions to help the diocese live out the themes of justice that we proclaim. These efforts were not intended to provoke judgments or be divisive, but to equip the task force to examine the ways in which the diocese and congregations support their lay ministers.

After prayerful consideration of the information provided in the benefits survey, the Lay Compensation Task Force recommended resolutions to help churches more fully live out the corporate belief in the value of these ministries.

Resolutions adopted at the Convention of 2007 recommended minimum vacation time for employees, provision of job descriptions and annual performance evaluations. Our work continued this past year when the collection of job descriptions was undertaken. We were appreciative of the responses received.

This year two resolutions are recommended for adoption by the deputies to the 134th Annual Convention. The first is participation in the state unemployment insurance program, and the second would provide group life insurance. These two programs are low cost to both the employer and the employee.

Members of the Lay Compensation Task Force - Ms. Kai Alston; Ms. Cheryl Brocking, co-chair; Ms. Issie Cherevko; Ms. Glenda deKruif; Mr. Michael Francaviglia; Ms. Lisa Green; Ms. Kathryn McCormick; Mr. Milton Merts; Ms. Janice Pedersen; The Rev. Paul Walker, co-chair.

We remember with fondness Mr. Frank Fenwick, an original member who died recently; he brought to the table his experience in the corporate world, his service as a warden, and his most recent role as a parish administrator. We give thanks to Ms. Joan Lodge for her leadership and guidance at the inception and during the first year of the task force.

RESOLUTIONS

Resolution 1: State Unemployment Insurance Program Participation (adopted as Amended in bold)

RESOLVED, That the 134th Convention of the Episcopal Diocese of Newark recommends that each employee working at least 20 hours a week of the diocese, congregations, and day care/schools participate in the State Unemployment Insurance (SUI) plan by the time of the 135th 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 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.

A part time employee working at minimum wage (\$7.15 per hour) must work a minimum of 20 weeks to be eligible for SUI. The employer's contribution is \$3.84 per week or \$199.68 per year. The employee's contribution is \$0.55 weekly or \$28.60 per year.

Higher paid employees, those earning above the minimum wage, must work a minimum of 20 weeks. The maximum of an employer's contribution in any single year is \$560.00 (based on an employee's annual \$20,875.00 or more).

The new employer rate is the highest rate and, if the employer shows a reasonable rate of turnover, is likely to be lower rather than higher.

Resolution 2: Group Term Life Insurance Participation (adopted)

RESOLVED, that the 134th Convention of the Episcopal Diocese of Newark recommends that each lay employee working at least 20 hours a week at our congregations and day care/schools participate in the Group Term Life Insurance Program administered by the Church Life Insurance Corporation by the time of the 135th Convention of this Diocese.

SUPPORTING INFORMATION

Church Life Insurance Corporation provides employer paid coverage for lay employees working at least 20 hours a week at the levels of \$15,000 or \$25,000. The premium for the \$15,000 of group life and disability is \$7.35 per month per employee. For coverage of \$25,000 the premium of group life and disability is \$12.25 per month per employee.

134th Annual Convention of
The Episcopal Diocese of Newark
REPORT OF THE COMMITTEE ON CONSTITUTIONS 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.*
Mrs. Marge Christie
The Rev. John P. Mitchell
The Rev. Paul Walker
The Rev. Joseph Harmon
Mr. Miguel Hernandez
* Did not attend meeting

January 2008

The Committee on Constitutions and Canons makes the following report to the 134th Convention of the Episcopal Diocese of Newark.

On for Second Reading

AMENDMENT TO ARTICLE II, SECTION 4(II) OF THE
CONSTITUTION OF THE DIOCESE OF NEWARK - ADOPTED

RESOLVED, That this 134th 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:]

(ii) Every Presbyter and Deacon canonically resident in the Diocese fourteen (14) days) ~~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~~

SUPPORTING INFORMATION

This proposed Amendment to the Constitution (on for second reading) and a related Canon, Canon 1, Sec.1 (passed at last year's Convention) were designed to synchronize the procedure for creating a roll of Clergy eligible to vote at Convention. The passage of a Canon last year eliminating the two-year waiting period for Deacons voting at Convention required this synchronization. As the Convention determined last year, canonical residency begins on the day of ordination or, in the case of transferred clergy, with the acceptance of Letters Dimissory, and this date should be the start of the membership of Convention for Presbyters and Deacons.

In reviewing the Constitution and Canons, it was discovered that 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 appeared to be needed.

The fourteen day timeframe in the amendment to the Constitution was 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 related canonical amendment 1.1 as proposed last year (and passed) is attached for your reference only:

AMENDMENT TO CANON, SECTION 1 OF THE CANONS OF THE DIOCESE OF NEWARK - ADOPTED

RESOLVED, That this 134th 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 15th 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.

The Committee on Constitutions and Canons recommends passage of the Constitutional Amendment.

RESOLVED, That this 134th Convention of the Episcopal Diocese of Newark adopts the following new Canon 22

**PROPOSED NEW CANON 22
TRUSTEES OF THE EPISCOPAL FUND AND DIOCESAN PROPERTIES**

CANON 22 · TRUSTEES OF THE EPISCOPAL FUND AND DIOCESAN PROPERTIES

The composition, duties and powers of the Trustees of the Episcopal Fund and Diocesan Properties of the Diocese of Newark are set forth in the New Jersey Statutes of the Protestant Episcopal Church, as the same may be amended from time to time, specifically, N.J.S.A. 16:12-20 to 16:12-22 (first enacted 1880) and of Religious Corporations and Associations, N.J.S.A. 16:1-4.

Submitted by: The Task Force on Diocesan Role Clarification: Bishop Beckwith, The Rev. Beverly Huck (Bishop's Appointee), Carlotta Budd, Esq. (On Behalf of Trustees), John Garde, Esq. (On Behalf of Trustees), The Rev. Elizabeth Kaeton (On Behalf of Standing Committee), Ms. Patrice Henderson (On Behalf of Standing Committee), Mr. Howard Mackey (On Behalf of Diocesan Investment Trust), Ms. Carol Taylor (On Behalf of Diocesan Council), The Rev. Paul Olsson (On Behalf of Diocesan Council), Diane E. Sammons, Esq. (Diocesan Chancellor).

SUPPORTING INFORMATION

This proposed Canon is submitted by the Task Force on Diocesan Role Clarification created in 2007 by the Bishop in response to a Resolution presented at the 2007 Convention which required in part the creation of a study group:

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.....

The Task Force consisted of the Bishop, a Bishop's appointee, representatives of the Trustees, Standing Committee, Diocesan Council, Diocesan Investment Trust, and the Diocesan Chancellor. A report from the Task Force on its work will be separately presented to the Convention. As the report will suggest, the Task Force began to explore the work and interrelationship of all of the senior bodies of the Diocese and considered ways to foster and improve communication between them, the Office of the Bishop and the Diocesan Staff.

The Task Force explored the role of the Trustees of the Episcopal Fund and Diocesan Properties and recognized that they are an entity created by the New Jersey statutes with powers and responsibilities as enumerated by statute. N.J.S.A. 16:12-20 et seq. To be faithful to the mandate of the Convention Resolution, the Task Force proposes the adoption of the attached new Canon which recognizes the membership, powers, and responsibilities of the Trustees are statutory. The proposed Canon refers to the relevant statutes, a copy of which is attached to this explanatory note.

The Committee on Constitutions and Canons unanimously recommends adoption of the proposed Canon 22.

16:12-20. Trustees; certificate of incorporation; filing; powers

The corporation may appoint or elect as trustees, in such manner as may be determined, not less than five discreet persons, who are members of the Protestant Episcopal Church, and citizens of this state, residing within the limits of the diocese. A certificate, under the hand and seal of the president and secretary of the convention, stating the corporate name selected for such trustees and also the names of such trustees, shall be filed in the office of the secretary of state. Thereupon such trustees and their successors shall be a corporation, under the name and title so certified, with the powers enumerated in section 16:1-4 of this title, except the power stated in paragraph "i" of said section.

16:12-21. Management of funds; property in trust

Such trustees shall have the management and care of any fund already existing, or which may hereafter be contributed, acquired or received, and any accumulations thereof, for the support of the episcopate of the diocese, and the appropriation of the income of the fund for that purpose, according to the direction to be from time to time given by the convention of the diocese. Such trustees may also take and hold by gift, grant, devise, bequest, or otherwise, any property, funds or securities of any kind in trust for religious, ecclesiastical, charitable or educational purposes, appertaining to or under the control of the convention or other ecclesiastical authority of the diocese, and may carry out the objects of such trust, if consistent with the constitution, canons or laws of such church.

16:12-22. Statement of proceedings and account; removal of trustee; filling vacancy.

Such trustees shall present to each regular diocesan convention a statement of their proceedings, exhibiting the condition of the fund, together with an account of their receipts and disbursements. They may provide by laws for the removal of a trustee for good cause, and, on such removal, may declare the place vacant. Any vacancy in the office of trustee whether the same occur by death, resignation or removal of a trustee may be filled by the trustees until the next regular meeting of such convention. The convention shall permanently fill all vacancies existing in the trustees.

16:1-4. Powers

Every religious society or congregation incorporated by virtue of any law of this state shall have power to:

- a. Have perpetual succession as such corporation;

- b. Sue and be sued, plead and be impleaded in any court;
- c. Adopt and use a common seal and alter and renew the same at pleasure;
- d. Appoint such officers, agents and employees as may be required for its properties, institutions and business;
- e. Make by-laws and rules consistent with law, for the regulation and management of its affairs, properties and institutions;
- f. Acquire, purchase, receive, have and hold and take by devise, bequest or gift without limit, real and personal property of all kinds, church edifices, schoolhouses, college buildings, parsonages, sisters' houses, hospitals, orphan asylums, and all other kinds of religious, ecclesiastical, educational and charitable institutions, and the lands whereon the same are or may be erected, and cemeteries or burial places, and any real estate suitable for any or all of said purposes;
- g. Lease, grant, sell and dispose of all or any part of such property;
- h. Borrow money for the purposes of the corporation, and to give bonds and mortgages therefor on any part of its property;
- i. Have the management, direction and control of all the civil and temporal affairs of the congregation, church or parish; and
- j. Exercise any corporate powers necessary and proper for the carrying out of the above-enumerated powers and the purposes of the corporation and its institutions.

Role Clarification Task Force Report to Convention

In response to actions taken at the 2007 Diocesan Convention, Bishop Beckwith appointed a Role Clarification Task Force (RCTF) to address the adopted resolution calling for the study and preparation of a proposed canon or canons concerning the Trustees. The task force was composed of representatives from various diocesan entities with shared leadership responsibility for the Diocese. Members included the Bishop, the Rev. Elizabeth Kaeton and Patrice Henderson from the Standing Committee, former Standing Committee member the Rev. Beverly Huck, Carol Taylor and the Rev. Paul Olsson from Diocesan Council, John Garde and Carlotta Budd from the Trustees, Howard Mackey from the Diocesan Investment Trust, and our Chancellor, Diane Sammons. We were ably lead by an outside facilitator, Del Glover, who helped us shape the character and content of our time spent together. We all owe him a debt of thanks for his faithful insight and wisdom that guided us forward.

Meeting monthly throughout the summer months, the RCTF reviewed the structure and governance work of the Standing Committee, Diocesan Council, the Bishop's Office, Diocesan Investment Trust and the Trustees. Each group's representatives offered interpretations of not only their own group's functions, but how they would like to see the other groups collaborate with the Bishop's Office. We discussed the by-laws, national and local canons, and state statutes that empower these groups and also analyzed where these documents are silent on a particular subjects, raising questions about our working practices.

During these meetings, historical information on the life of the Diocese was shared and occasions where conflicts between the groups became apparent, caused either by varying interpretations of governing rules or personal opinions on a particular subject, have been aired. Nevertheless, these conversations were helpful to all as they gave opportunity to voice opinions and clear the air. The RCTF meetings can be credited with educating members of the team on diocesan history and protocols, and bringing about greater dialogue with the DIT which traditionally had no regular working relationship with the other groups.

All of us are pleased by the atmosphere of honesty and frank truth-telling that has characterized our time together. Perhaps the most important learning taken from our meetings has been a new appreciation for each body. An emerging sense is growing among us that we all need to work together around a common, well-articulated diocesan strategy and develop new lines of communication and collaboration between the various diocesan leadership groups. We've come to realize that all of us doing our respective work are centered on the same goal – the development of our ministry and mission in the Diocese of Newark.

Beyond these very real and positive steps forward, the RCTF has fulfilled its charge to draft and present a proposed canon addressing the authority and tenure of the Trustees. As called for in last year's convention resolution, an open hearing on the proposed canon was held on November 6, 2007 at the Church of the Saviour, Denville. Opinions

expressed at the hearing were incorporated into the final canon proposed to the Committee on Constitutions and Canons for action at this Convention. The full text of the new canon can be found in the accompanying report of the Committee on Constitutions and Canons.

More work to advance the shared leadership of all these diocesan groups needs to be done. The RCTF plans to continue its work in 2008 with the following areas yet to be explored:

- Establishing new standards and guidelines for the shared work of the Standing Committee, DIT, Trustees and Diocesan Council.
- Exploring the possibility of term limits or expansion of the number of Trustees.
- Further efforts at education for the whole diocese on diocesan governance structures and the respective roles and responsibilities of all leadership groups.

More information on the findings of the RCTF, the proposed canonical changes, and our future work will be available at the workshop held during convention.

December 2007

TITLE IV POLICY (Received by the Bishop and Diocesan Council, Nov. 2007)

I. Introduction

"...and what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God?" – *Micah 6:8*

As we gathered around the conference table to do the work which produced this document, our conversations returned again and again to the balance of justice and compassion. Our task was to put voice to the disciplinary canons of the church – voice which would proclaim both justice and compassion. The words of Micah not only captured that for us, but told us that the way to balance justice and compassion was to walk humbly with God.

Our baptismal vows provide a way to walk humbly with God: to seek and serve Christ in all persons; to respect the dignity of every human being; whenever you fall into sin, to repent and return to the Lord. We make all these promises with the words, "I will, with God's help." This is not only recognition that we are powerless in and of ourselves to keep these promises, but also affirmation that there will be times of sin, when we fail to live up to these promises.

When this failure occurs in the pastoral relationship, it is essential for the well-being of the whole church that there be clear guidelines for how this breach of trust is handled. This document concerns priests, deacons, and persons in the ordination process, all being referred to as "clerics" in this document. The violation of trust in the clergy relationship is governed by the canons of The Episcopal Church and the Diocese. The Canons, however, as they currently exist can be difficult to understand and are limited to the disciplinary process. It is our goal in this document not only to clearly outline the canonical process of the Title IV Canons, but also to outline an investigative process and a process for managing necessary pastoral care for the persons and communities of the Diocese.

Crucial to this approach is the recognition that a breach of the pastoral relationship has both *judicial* and *relational* implications. Thus, this document addresses *both* the canonical requirements *and* the supportive and healing work that we are called to do among persons and communities when misconduct by a cleric is alleged.

One additional point bears highlighting: Throughout, we strive to balance the competing goals of *transparency* with *confidentiality*. This serves to protect the individual accused of the breach as well as the communities and other parties involved in the response process. The process itself is transparent so that all involved may be aware of the rules which govern the church's response to allegations of misconduct and the steps which are taken in their resolution. The process is confidential to protect the parties from disclosure of details of events

or allegations that are irrelevant to the process.

This document is structured in order of importance, beginning with *Prevention*. It then outlines the process of *Response to Allegations of Misconduct* and sets up *Policy Review and Adjustment*. An *Appendix* includes definitions, resources for training, policies and liturgical resources. For clarity, the language used in this document will be consistent with canonical language. Definitions are included in the *Appendix*.

Our work has been a labor of love for you, our brothers and sisters in Christ. May it be a source of hope and healing for this part of the body of Christ that we call the Diocese of Newark.

The Rev. Dr. Cathy Deats, co-chair

John Webb, Esq., co-chair

The Rev. Cooper Conway

The Rev. Dr. Allison Moore

The Rev. Willie Smith

The Rev. James Warnke

II. Prevention

It is our goal in this section to set the procedures for investigating allegations of misconduct in their proper context of overall church health and vitality. Additional resources may be found in the Appendix.

Health is a vital benchmark of a vibrant church. A healthy church is clear about its mission and its members feel their ministry is effective. Leadership is characterized by trust and self-differentiated relationships, so that when conflict arises it can be named and worked through in ways that lead to greater health. A healthy congregation sets explicit expectations about how members of the congregation work together, including job descriptions and behavioral norms, and reviews those expectations regularly. There are systems of accountability in place to establish and maintain appropriate boundaries.

Boundaries and accountability are popular terms that evoke both respect and discomfort. In her book *Calling: A Song for the Baptized*, Caroline Westerhoff defines boundary as something that defines and gives identity to all systems, including persons and communities. Boundaries are both tangible, like skin or physical borders, and intangible, as in the names, stories, traditions and values that define a group. Boundaries give identity and definition; yet, they also describe the limits of a group: "who's in" and "who's out." The church struggles with this concept. The Holy Spirit constantly pushes individuals and groups to expand their boundaries to include people who are at first deemed unlovable or unworthy or unwanted. Yet Jesus, clear about inviting all to the Reign of God, was also clear about what kinds of behavior threaten the well-being of the whole: hypocrisy, greed, secrecy, exploitation, and the like. "All are welcome," but there are rules and expectations for behavior that must be followed if people are to remain in community. Jesus held the religious and political leaders of his day, those who sought healing, and his disciples accountable for their words and deeds. This is often a hard concept for church members who "don't want to hurt anyone." Yet not holding the appropriate people accountable for maintaining boundaries, whether in terms of personal space, or clergy/congregation interactions, or performance reviews of staff, can allow destructive behaviors to flourish and ultimately destroy the congregation. Appropriate boundaries and accountability can prevent misconduct and abuse of all kinds.

Problems often arise when there's a suspicion that a boundary has been violated. "Why did I feel so odd after that meeting?" "Am I the only one who has questions about the financial information? No matter how I ask the question I don't get satisfactory answers." "Where is the priest hiding these days? I saw her going off with so and so again." "Did you smell alcohol on the warden's breath? He just didn't make sense the other night." "My son said he didn't want the assistant to drive him to youth group any more." Suspicions about misconduct, especially by someone trusted and powerful in the congregation, can feel like a horrible betrayal.

Possible responses to the suspicion of a boundary violation can include silence, denial, anger, depression, bargaining, somatic symptoms, or sudden or unexplained absence. While these are understandable reactions, they alone will not produce healing. They need to be seen as possible symptoms of a deeper problem—the suspicion of misconduct. The author in the Letter to Ephesians charges the Church then and now to "speak the truth in love" and "grow up in the fullness that Christ is calling us to which is maturity and unity" (Ephesians 4:15-16). "Speaking the truth in love" means sharing suspicions with a wise person who can be trusted to keep confidence, for the purpose of discernment: "What should we do? How can we determine if the suspicions have merit?" Note that this is very different from gossip, speaking badly about someone behind their back for the thrill of sharing "racy news" or defaming their character. In the Epistles "gossip" is listed more often than fornication as a sin that undermines the health of a congregation. Yet not sharing suspicions can mean that more people could be victimized if misconduct is in fact occurring.

Sometimes suspicions can be easily addressed (e.g., "Where is the priest hiding?" "She and so-and-so are taking a course every Monday and Wednesday afternoon this fall."). Sometimes sharing brings confirmation (e.g., "I can't get straight answers either. And the password on the financial program has been changed. Who did that?" or "Yes, my son will only go to acolyte practice when the assistant isn't teaching it.") When suspicions seem justified, taking the appropriate steps for an investigation that is as discreet as it is thorough can help the church be the safe and holy place it is meant to be.

III. Responses to Allegations of Misconduct

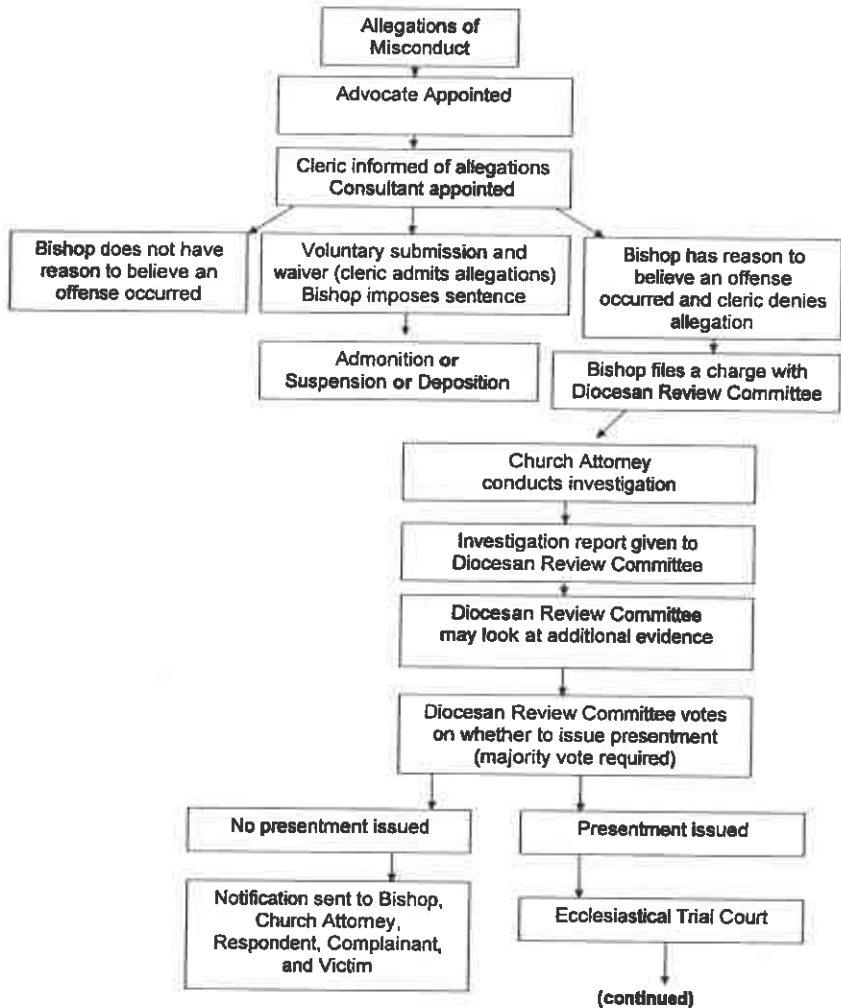
Judicial and Pastoral Aspects of the Response

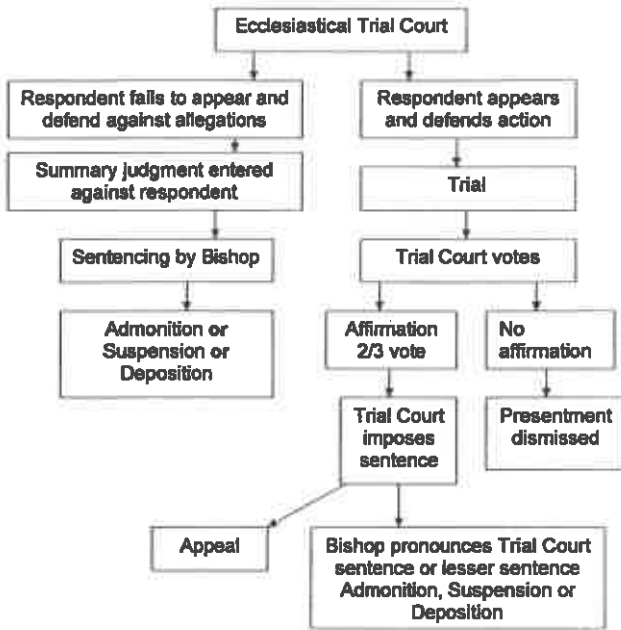
There are two parallel systems of response to allegations of misconduct in the Diocese of Newark. One is termed "judicial" in this document and deals with matters of guilt and innocence and ecclesiastical discipline when appropriate. The other is pastoral and deals with the spiritual needs of all the parties involved, whether directly or indirectly, in what is the crisis of alleged or actual misconduct.

Judicial

The overall structure of the judicial aspect of responding to allegations of misconduct is fairly straight-forward. Allegations trigger investigations and further proceedings in accord with canon law as will be explained in detail later in this Section III and in the diagram following this paragraph. Clergy who are convicted of or admit the alleged offense may be admonished (reprimanded), suspended (for a set period of time prohibited from exercising ordained ministry and subject to conditions for return to active ministry), or deposed (permanently forbidden to function as priest or deacon in The Episcopal Church).

Summary of Title IV of The Episcopal Church's Canons





Pastoral

The second, parallel, process is pastoral. It is an attempt to meet the spiritual and emotional needs of all involved. Allegations of misconduct precipitate a crisis in all of the individuals immediately involved, their families, their church communities, and the Diocese and larger church as a whole.

Upon receiving notice of an allegation, the Bishop will appoint a Response Coordinator who will work with the Bishop to oversee the response process. The Bishop's office will conduct interviews with the parties concerned as outlined later in this section and consistent with the canons of this Diocese and The Episcopal Church.

In consultation with the Bishop, the Response Coordinator will make a list of individuals and groups who may require pastoral care, contact each of the parties involved in the case, inform them as to the pastoral care available to them and assist them as needed in securing pastoral care. Persons who may be contacted include the Respondent and (subject to the Respondent's permission) the Respondent's partner or spouse and, when desired and appropriate, other family members of the Respondent. If desired, the Response Coordinator will recommend persons selected from a Pastoral Care Panel who might be appropriate to offer pastoral care for each individual. Those persons chosen as pastoral care providers in relation to the case may in appropriate cases form a pastoral care team and, while maintaining appropriate confidentiality, collaborate with the Response Coordinator and one another in the pastoral care of these persons.

The Bishop, with the assistance of the Response Coordinator, may appoint a pastoral care transition team for the parish served by the Respondent to assist the clergy and laity of that parish during and after the response process.

These pastoral care teams will continue to function under the general coordination of the Response Coordinator until such time as the Bishop determines that their work is complete.

Structure/Guidelines for Pastoral Care Panels and Judicial Response Teams

The Bishop will appoint from among the Laity and Clergy of the Diocese persons trained and skilled in pastoral care (clergy, chaplains, mental health professionals, pastoral counselors, and spiritual directors) who will offer voluntary service for a period of three years on the Pastoral Care Panel of the Diocese. In consultation with the Bishop, the Response Coordinator for each case will assist alleged victims, Respondents, parish leaders or other persons affected by the process in the selection of pastoral caregivers on a case-by-case basis. Individual parties to each case are, however, completely free to engage for their

pastoral care needs other professionals than those empanelled by the Diocese in the same way persons are free to choose Advocates and legal counsel for the judicial aspects of the process.

Similarly, the Bishop may assemble a panel of appropriately skilled persons to provide voluntary service from time to time and as needed as part of a Judicial Response Team. If possible, they should have received training in crisis intervention and interviewing complainants, alleged offenders, witnesses and anyone else whom they determine to have relevant information. The Bishop may also identify professional investigators whom the Diocese might hire to investigate facts in appropriate cases. The Response Coordinator appointed by the Bishop for a particular case, when appropriate, may compose an investigative Judicial Response Team, composed of one (1) or more persons. Depending upon the nature of the accusation, the Judicial Response Team may include mental health professionals, private investigators, attorneys or others whose expertise may assist them in assessing the accusations.

The Response Process

The Diocese has devised procedures for the discipline of clergy for misconduct and will soon examine procedures for the discipline of lay church workers. The procedures are designed to provide:

- a safe environment in which victims of misconduct may come forward;
- justice for both the alleged victim and the accused cleric in accordance with canon law;
- openness with the alleged victim and the accused cleric in accordance with canon law;
- transparency of the process while respecting confidentiality requirements;
- protection of a member of the clergy who may be falsely accused of misconduct;
- punishment of offenders (clergy) that is proportional to the offenses committed;
- appropriate pastoral assistance to victims, offenders, their respective loved ones and others affected when misconduct occurs;
- facilitation of restoring alleged victims, accused clerics and their communities to wholeness.

The purpose of the Diocese's process for responding to alleged misconduct by clerics is to (1) assure appropriate intervention in alleged incidences of misconduct; (2) provide care for all involved and (3) appropriately balance necessary protection of personal and factual confidentiality with predictability, openness and integrity of the process. In addition to alleged victims and those against whom accusations are made, congregations and those in employment settings are also affected. The process is intended to engage the

Church in promoting healing and justice through actions of the Bishop, the Judicial Response Team, pastoral care providers and, if necessary, the Diocesan Review Committee, the Church Attorney and the Ecclesiastical Court.

The response process can be conceptualized as involving a number of phases, some overlapping, and occasionally preempting, other phases. The process has been designed to allow flexibility in achieving timely, just results and in balancing justice and mercy. The process is not linear. So it is that the sequence of these theoretical phases and the activities appropriate to particular cases will vary in practice; good judgment and promoting justice and reconciliation must guide the process.

Accusation Phase

A complaint of misconduct by a cleric, should be reported to the Bishop's office. A complaint of misconduct by the Bishop should be reported to the office of the Presiding Bishop of The Episcopal Church. If the alleged misconduct is against a minor, the complaint initiator should immediately call the New Jersey Office of Child Abuse Central in the Division of Youth and Family Services at 1-877-652-2873. A cleric who is the subject of rumored misconduct may also initiate an investigation to disprove the alleged misconduct by a similar communication with the Bishop's office. The initial complaint may be submitted orally or in writing, and can be made by the Complainant or another person (such as a parent or spouse) with an appropriate relationship to the alleged victim (as defined in the canons). If the accusation is in the form of a Charge presented to the Diocesan Review Committee, the Bishop may decide not to convene a Judicial Response Team but rather allow the Church Attorney instead of the Judicial Response Team to conduct investigation of the matter.

Notification Phase

The Bishop and/or the Response Coordinator will assemble an investigative Judicial Response Team as soon as possible after learning of the alleged misconduct.

The Bishop and/or the Response Coordinator will assure the Complainant of the Church's concern and that the matter will be investigated.

Soon after learning of the alleged misconduct, the Bishop (with another Diocesan representative, like the Chancellor or the Response Coordinator) will meet with the accused cleric ("Respondent"), informing him or her of the alleged misconduct and advising the Respondent of his or her rights, which include:

- ♦ The right to be informed of the nature of the accusation;
- ♦ The right not to make any statement regarding the accusation, and to be told that any statement can be used as evidence against him or her;
- ♦ The right not to testify against himself or herself;
- ♦ The right to have an attorney of his or her choice.

At that initial meeting, the Respondent may answer questions provided the Respondent voluntarily in writing waives the right not to make a statement. The Respondent may decline to answer any questions at that time. The Response Coordinator will advise the Complainant and the Respondent that the complaint has been assigned for investigation.

Support Identification Phase

The Bishop's pastoral concerns are directed equally to all parties affected: the one against whom a complaint is made, the Complainant, the families of both and the parish community. The Bishop also has the role and responsibility ultimately to impose a sentence of admonition, suspension or deposition on clerics who are convicted of, or who admit, misconduct. The Bishop may attempt to resolve the matter informally, if the Complainant wishes. The Bishop's judicial and pastoral canonical responsibilities, which are in tension, are separately delegated to different sets of people so that investigative (judicial) and support (pastoral) functions do not interfere with each other. For instance, a member of a Judicial Response Team for a case will not also serve in relation to that case as an Advocate, a Consultant or a pastoral care provider.

The Bishop and/or the Response Coordinator will explain to the Complainant that the role of an Advocate is to explain the disciplinary process and to aid the Complainant throughout that process, and that Advocates are not intended to serve as the principal pastor to the person whom they serve. An Advocate is chosen by the Response Coordinator after exploring with the Complainant what characteristics he or she may wish in an Advocate, such as gender, lay or ordained, geographic location, and language. Advocates may also be assigned to the alleged victim (if different from the Complainant) and family members of the alleged victim or of the cleric.

The Bishop will offer the Respondent a Consultant. The Response Coordinator will discuss with the Respondent what characteristics of a Consultant best meet the needs of the Respondent. If the Respondent requests a Consultant from outside the Diocese, every effort will be made to accommodate this request. The Consultant will help the Respondent through the response process.

The Bishop may request that the Respondent participate in a mental health assessment done at Diocesan expense by a professionally qualified individual experienced in the evaluation of the type of misconduct alleged. The Respondent will receive a copy of any written assessment and will be informed of the conclusions and recommendations of any assessment. An assessment is only one among many factors that will inform decisions by the Bishop in the course of the response process.

During the investigation of the Respondent's alleged misconduct, the Bishop can impose restrictions on a Respondent's ministry, as follow:

- ◆ The Bishop may direct the Respondent to have no further contact with the Complainant or alleged victim.
- ◆ A formal restriction called a "Temporary Inhibition" can be issued when the Bishop believes that the allegations of misconduct are "supported by sufficient facts." Title IV, Canon 1.2(a). This inhibition must be in writing and must state the reasons for its issuance, clearly specify the misconduct alleged, specify the restrictions imposed on the Respondent's ministry and be served on the Respondent. It becomes effective once served; the Respondent may appeal to the Diocesan Review Committee which has the power to dissolve a Temporary Inhibition by a 2/3 vote.
- ◆ In appropriate circumstances, including when restrictions of a Temporary Inhibition interfere with the congregation's interaction with their cleric, the Bishop and a pastoral care team may provide pastoral support to the congregation. The pastoral care team will provide the congregation with appropriate support for dealing with the emotional and spiritual problems that an accusation of misconduct causes the congregational community.

At all times, the Diocese will cooperate with civil authorities who are investigating allegations of misconduct and will respond truthfully to governmental requests for non-privileged information about charges of misconduct. The Bishop may choose to postpone any part of the response process in a case where criminal charges are brought against a cleric, although pastoral assistance will still be available to anyone (including affected congregations) who needs it. In cases where the alleged victim is still a minor at the time the accusation is made, the Diocese will notify the appropriate governmental authorities and defer their investigation.

Case Assessment Phase

The Bishop oversees the investigation, administration and evaluation of the case, using the Judicial Response Team and/or other qualified investigators as resources, with the objective of determining whether the allegations of the complaint are "supported by sufficient facts" (Title IV, Canon 1.2(a)) or there is "sufficient reason to believe that [the Respondent] has committed" misconduct for which the Respondent could be tried in an Ecclesiastical Court (Title IV, Canon 3.5). The Bishop may also use these resources to determine the appropriateness of an offer regarding a voluntary submission to discipline and/or to determine the appropriateness of a sentence.

The scope of the investigation related to the case will be as narrow or broad as may be canonically appropriate. Those interviewed may in appropriate cases be advised that the results may be admitted into evidence in the event of ecclesiastical, criminal or civil judicial proceedings. They will also be encouraged to consult an attorney should they have any questions or concerns about the investigation.

Generally, the investigator(s) will attempt to present a report to the Bishop

through the Response Coordinator within 90 days of receiving the investigation assignment, and during the process the investigator(s) will keep the Response Coordinator apprised of their progress. The Bishop and the Response Coordinator will meet with the Judicial Response Team or other investigator(s) to discuss their determinations and recommendations, if any. The report, which may be all or in part oral, will include:

- ◆ A statement of the complaint;
- ◆ Relevant materials, including records of interviews and written statements;
- ◆ Determination and any recommendations.

Note: This report and any report developed in the course of the response process will be held in confidence. It is also the case, however, that these reports may be released if required by law (pursuant to subpoena or otherwise), and that these reports and statements by parties and witnesses may be used in judicial or ecclesiastical proceedings arising from the alleged misconduct. Notwithstanding those exceptions to confidentiality, content of communications between Advocates and Complainants and between Consultants and Respondents is, however, privileged (like priest-penitent and attorney-client communications) and disclosure of such privileged communications cannot be compelled.

Conciliation Phase

During any phase of the response process, the Bishop, Complainant, Respondent or other participants in the process may seek to resolve the matter through negotiation of a compromise. For instance, before formally notifying a Respondent of a complaint, the Bishop may attempt to resolve the matter informally if the Complainant wishes. Discussions leading up to a "Voluntary Submission to Discipline" by the Respondent might occur during any of the phases of the response process.

An explanation of "Voluntary Submission to Discipline" seems appropriate below in this "Conciliation Phase" section.

The Respondent, upon admitting that he or she has committed the offense alleged, can voluntarily submit to the discipline of the Church. In such cases, the Respondent voluntarily waives all rights to a trial and agrees to accept a sentence imposed and pronounced by the Bishop. The Respondent is informed of the sentence to be imposed before waiving his or her rights. This process is called "Voluntary Submission to Discipline." The Voluntary Submission to Discipline must be documented in writing, containing:

- Name of the cleric.
- Information sufficient to identify the offense.
- Canonical reference to the offense committed.
- A statement that the cleric is aware of the sentence to be imposed and the effect of that sentence.
- The signature of the cleric after having an opportunity to

consult with an attorney of his or her choosing.

- And, if such consultation has occurred, identification of the legal counsel.

The cleric cannot appeal a sentence imposed. It is final (three days after the cleric's signature, which ensures, in addition to the cleric's knowledge of the sentence in advance of signing the Voluntary Submission document, that the cleric is making a voluntary and knowing decision). Voluntary Submission to Discipline can happen anytime before the Ecclesiastical Court comes to a verdict. Once the Ecclesiastical Court has made its decision, however, a cleric can no longer voluntarily submit to discipline.

Action Plan Phase

As soon as practical after receipt of the Judicial Response Team report, the Bishop will make a determination as to whether the Complainant's allegations meet the canonical requirements for referral of the case to the Diocesan Review Committee, and in that limited sense, have been substantiated. In this phase of the response process, a plan is formulated and executed with a view to effecting healing where possible, treating all persons affected by a breach of faith with respect and due process and resolving the case. Some plan of action will be needed, even if the allegations are not sufficient basis for a Charge to be considered by the Diocesan Review Committee, as noted below.

The following actions will be considered and appropriate action will be taken:

- ♦ The Bishop and/or Response Coordinator will speak separately with the Respondent and the Complainant. Both the Respondent and the Complainant may be accompanied by a person of their choosing.
- ♦ A written copy of the determination may be put in the file maintained by the Bishop and in the cleric's Diocesan personnel file.
- ♦ Not Substantiated: When the determination of the Bishop is that no misconduct has occurred, then the Bishop will discuss with the Respondent any steps necessary to make such findings known and to facilitate reconciliation for all who have been affected by the accusation and the response process.
- ♦ Substantiated: When the determination finds that misconduct has been substantiated in the limited sense explained above,
 - o If appropriate, the Bishop may require the Respondent to continue therapy by persons qualified in the treatment of misconduct.
 - o The cleric's matter must be referred to the Diocesan Review Committee for discipline under Title IV of the Canons of The Episcopal Church, and the Bishop, the Diocesan Review Committee, the Church Attorney and the Ecclesiastical Court will follow the canonical process outlined in the diagram on pages 8 through 10, above.
 - o The Bishop will advise the Complainant that the allegations are

sufficient to proceed as a Charge in the disciplinary process, express the Church's deep regret, and discuss appropriate responses by the Church to assist in the healing of the Complainant. The Bishop may also, if appropriate, meet with the spouse, parents and/or family of the Complainant to discuss how the Church may assist them.

- o The Bishop and/or the Response Coordinator may meet with the members of the household of the Respondent.
- o The Bishop and/or the Response Coordinator may notify the appropriate persons in leadership positions in the affected congregations, church-affiliated employees or dioceses.
- o The Bishop will decide whether the Respondent should be removed from his or her position.
- o The Bishop and/or the Response Coordinator may organize an open congregational meeting to begin the process of healing for the affected congregation.

Care after Case Resolution

Resolution of a case may not involve full reconciliation. Reconciliation is rarely achieved; it is a process, not a goal. Reconciliation does not occur until the Church has made justice. Justice requires that truth be spoken, the offender held accountable by the faithful community, amends be made and the injured and the community forgive the offender.

To facilitate healing and reconciliation after ecclesiastical discipline and to nurture appropriate boundaries, the following steps may be followed whenever a cleric returns to ordained ministry in the Diocese of Newark after ecclesiastical discipline. If the Bishop allows a return to ministry by a cleric after confession or conviction of misconduct, the Bishop may require him/her to undergo assessment by a professional as to the fitness of the cleric to return to ordained ministry. That assessment will be sent to the Bishop (and to the Ecclesiastical Court, if the Court is involved in the case when the assessment becomes available). The findings will be considered in determining the sentence. Only clergy who are cleared to return to ministry by the assessment professional will be allowed to resume the work of ordained ministry. While undergoing such an evaluation will not guarantee that the Respondent can remain in ordained ministry, failure to participate when directed to do so by the Bishop means that the Respondent may not return to work in ordained ministry in this Diocese. These recommendations are applicable whether the cleric was disciplined under Title IV or through the inherent authority of the Bishop or the offender's bishop at the time of the offense:

Steps to be taken by the cleric:

- Before accepting a call, the cleric will share his or her story regarding the problematic behavior with the vestry and possibly the entire congregation and if the return to ordained ministry is in a new diocese,

with the Bishop of that diocese.

- Before entering into new ministry, the cleric will work with lay leaders in the congregation to establish safeguards by setting clear boundaries that relate to the subject matter of the prior problematic behavior. For example, if the prior problematic behavior involved financial impropriety, the cleric and lay leaders might establish a system in which the cleric's access to parish finances is restricted or precluded.
- With the Bishop's consent and the consent of those involved, the cleric may choose to meet with members of the clergy and laity who were or are affected by the cleric's prior problematic behavior. The cleric may request the assistance of the Bishop in this process.

Steps to be taken by the Diocese:

- The Bishop will inform the congregation in which the problematic behavior occurred that the cleric will return to ministry. The Bishop may explain the process that was followed and the work that has been accomplished by the cleric which has satisfied the Bishop that the cleric is ready to return to ministry.
- The Bishop may meet with the clergy of the district in which the problematic behavior occurred and affected institutions and their leadership so as to have an opportunity to tell them that the cleric will return to ministry. With the Bishop's consent, the cleric may choose to be present during these conversations.
- The Bishop will attempt to identify additional clergy who may have been affected by the cleric's problematic behavior. The Bishop may choose to meet or have conversation with these clergy as appropriate. With the Bishop's consent, the cleric may choose to be present during these conversations.
- The Bishop will answer questions asked by congregations as appropriate.

IV- Policy Review and Adjustment

The Bishop may convene a task force (or re-convene the Committee who helped develop this Policy) to review this Policy periodically and recommend adjustments of the Policy to the Bishop. This Policy may be amended from time to time by the Bishop, in consultation with the Standing Committee and the Diocesan Council.

V. Appendices

I. Definitions

Advocate - a person, lay or clergy, designated to support and assist a Complainant or an alleged Victim in any proceeding contemplated by Title IV. The Advocate need not reside in or be a member of the diocese proceeding under Title IV or of the diocese of the person or body designating the person as Advocate. (Canon IV.15)

Response Coordinator - serves as the contact person for those involved in a complaint, to assist the Complainant and the accused in identifying support persons, and to assist the Bishop and the Chancellor in dealing with issues involved in the complaint. The Response Coordinator may also work with the investigator(s) and stay in touch with the Complainant and the accused through their support persons.

Chancellor - of the Diocese guides the Bishop's office, Response Coordinator and investigator(s) in addressing legal aspects involved in a complaint and investigation, before involvement in the case of the Diocesan Review Committee and/or the Ecclesiastical Court, and at appropriate times as legal canonical advisor to the Bishop's office in relation to pastoral directives, inhibitions, voluntary submissions and sentencing. The Chancellor advises the Bishop, the Response Coordinator and others working on the case. The Chancellor represents the Diocese, not the accused nor the Complainant. Sometimes the Chancellor provides suggestions to the Complainant and the accused regarding the need for legal counsel and may provide referrals of those who might provide that counsel. The Chancellor plays no role in the decision-making process of the Diocesan Review Committee or the Ecclesiastical Court.

Church Attorney - the Church Attorney is 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 Church Attorney, a duly licensed attorney, (i) as to proceedings concerning priests and deacons, is appointed to investigate matters of ecclesiastical discipline on behalf of the Diocesan Review Committee, to represent the Church in a prosecution of Presentments against priests and deacons and to represent the Church in an appeal to the Court of Review of a Trial of a Priest or a Deacon; (ii) as to proceedings concerning bishops, is appointed to investigate matters of ecclesiastical discipline on behalf of the Review Committee, to represent the

Church in the prosecution of Presentments against bishops and to represent the Church in an appeal to the Court of Review of a Trial of a Bishop pursuant to Canon IV.5.9, and appointed by Presenters pursuant to Canon IV.5.13. The Church Attorney's client shall be the Diocesan Review Committee or the Review Committee, as the case may be. (Canon IV.15) 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).

Complainant - the person or body by whom a Charge is made. (Canon IV.15)

Consultant - The Consultant shall mean a priest, pastoral counselor, chaplain, attorney-at-law or other person familiar with the procedures, alternatives, requirements and consequences of the disciplinary canons (Title IV) and who is made available to a member of the clergy pursuant to Canon IV.14.8 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. (Canons IV.14.8 and IV.15)

Diocesan Review Committee - 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.

Ecclesiastical Court - 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.

investigator – person skilled in conducting investigations of alleged misconduct, for the purpose of discovering the facts about such misconduct and other relevant facts that may bear on the Bishop's determination of an offer of voluntary submission to discipline. The investigator conducts interviews, seeks and examines documentation, (if necessary for proper evaluation) commissions scientific testing and reports findings to the Bishop. A judgment regarding innocence or guilt is not part of the report.

Judicial Response Team – persons with investigative skills, including paid professional investigator(s), evaluators, forensic specialists or others, chosen by the Response Coordinator in consultation with the Bishop to investigate the charges presented and report to the Bishop on their findings.

pastoral care panel – persons with counseling or pastoral skills chosen by the Bishop to be available for assignment to a pastoral care team.

pastoral care team – persons with counseling or pastoral skills chosen by the Response Coordinator in consultation with the Bishop to serve with at least one other person as support for congregations and others affected by a Title IV situation.

Respondent – a member of the clergy (including persons formally pursuing the process toward ordination, beginning with aspirant status) charged with an offense or to whom commission of an offense is imputed.

offense – shall mean any conduct or act proscribed in Canon IV.1.1: as (a) Crime; (b) Immorality; (c) Holding and teaching publicly or privately, and advisedly, any doctrine contrary to that held by this Church; (d) Violation of the Rubrics of the Book of Common Prayer; (e) Violation of the Constitution or Canons of the General Convention; (f) Violation of the Constitution or Canons of the Diocese in which the person is canonically resident; (g) Violation of the Constitution or Canons of a Diocese of this Church wherein the person may have been located temporarily; (h) Any act which involves a violation of Ordination vows; (i) Habitual neglect of the exercise of the Ministerial Office, without cause; or habitual neglect of Public Worship, and of the Holy Communion, according to the order and use of this Church; (j) Conduct Unbecoming a Member of the Clergy.

inhibition - a written command from a Bishop that a Priest or Deacon shall cease from exercising the gifts of ordination in the ordained ministry as specified in the Inhibition. When an Inhibition is issued to a Bishop it may also command the Bishop to cease all episcopal, ministerial or canonical acts.

victim - a person who has been, or is, or is alleged to be the object of acts of the Respondent. (Canon IV.15)

voluntary submission to discipline – a written instrument containing the information required by the canons, particularly Canon IV.2.2, constituting a cleric's signed acceptance of a sentence of admonition, suspension or deposition by the Bishop after due diligence, and after the cleric's having been provided an opportunity to consult with counsel. (Canon IV.15)

II. Child Abuse Reporting Requirements

NEW JERSEY CODE OF CRIMINAL JUSTICE 2C:24-5 Chapter 24 - OFFENSES AGAINST THE FAMILY, CHILDREN AND INCOMPETENTS

2C:24-4 Endangering welfare of children.

a. Any person having a legal duty for the care of a child or who has assumed responsibility for the care of a child who engages in sexual conduct which would impair or debauch the morals of the child, or who causes the child harm that would make the child an abused or neglected child as defined in R.S.9:6-1, R.S.9:6-3 and P.L.1974, c.119, s.1 (C.9:6-8.21) is guilty of a crime of the second degree. Any other person who engages in conduct or who causes harm as described in this subsection to a child under the age of 16 is guilty of a crime of the third degree.

b. (1) As used in this subsection:

"Child" means any person under 16 years of age.

"Internet" means the international computer network of both federal and non-federal interoperable packet switched data networks.

"Prohibited sexual act" means

(a) Sexual intercourse; or

(b) Anal intercourse; or

(c) Masturbation; or

(d) Bestiality; or

(e) Sadism; or

(f) Masochism; or

(g) Fellatio; or

(h) Cunnilingus;

(i) Nudity, if depicted for the purpose of sexual stimulation or gratification of any person who may view such depiction; or

(j) Any act of sexual penetration or sexual contact as defined in N.J.S.2C:14-1.

"Reproduction" means, but is not limited to, computer generated images.

(2) (Deleted by amendment, P.L.2001, c.291).

(3) A person commits a crime of the second degree if he causes or permits a child to engage in a prohibited sexual act or in the simulation of such an act if the person knows, has reason to know or intends that the prohibited act may be photographed, filmed, reproduced, or reconstructed in any manner, including on the Internet, or may be part of an exhibition or performance. If the person is a parent, guardian or other person legally charged with the care or custody of the child, the person shall be guilty of a crime of the first degree.

(4) Any person who photographs or films a child in a prohibited sexual act or in the simulation of such an act or who uses any device, including a computer, to reproduce or reconstruct the image of a child in a prohibited sexual act or in the simulation of such an act is guilty of a crime of the second degree.

(5) (a) Any person who knowingly receives for the purpose of selling or who knowingly sells, procures, manufactures, gives, provides, lends, trades, mails, delivers, transfers, publishes, distributes, circulates, disseminates, presents, exhibits, advertises, offers or agrees to offer, through any means, including the Internet, any photograph, film, videotape, computer program or file, video game or any other reproduction or reconstruction which depicts a child engaging in a prohibited sexual act or in the simulation of such an act, is guilty of a crime of the second degree. (b) Any person who knowingly possesses or knowingly views any photograph, film, videotape, computer program or file, video game or any other reproduction or reconstruction which depicts a child engaging in a prohibited sexual act or in the simulation of such an act, including on the Internet, is guilty of a crime of the fourth degree.

(6) For purposes of this subsection, a person who is depicted as or presents the appearance of being under the age of 16 in any photograph, film, videotape, computer program or file, video game or any other reproduction or reconstruction shall be rebuttably presumed to be under the age of 16. If the child who is depicted as engaging in, or who is caused to engage in, a prohibited sexual act or simulation of a prohibited sexual act is under the age of 16, the actor shall be strictly liable and it shall not be a defense that the actor did not know that the child was under the age of 16, nor shall it be a defense that the actor believed that the child was 16 years of age or older, even if such a mistaken belief was reasonable.

9:6-8.10. Report of abuse

Any person having reasonable cause to believe that a child has been subjected to child abuse or acts of child abuse shall report the same immediately to the Division of Youth and Family Services by telephone or otherwise. Such reports, where possible, shall contain the names and addresses of the child and his parent, guardian, or other person having custody and control of the child and, if known, the child's age, the nature and possible extent of the child's injuries, abuse or maltreatment, including any evidence of previous injuries, abuse or maltreatment, and any other information that the person believes may be helpful with respect to the child abuse and the identity of the perpetrator. [L. 1971, c.437, s.3; amended by L. 1987, c.341, s.4.]

III. Guidelines for Clergy Dating Relationships

When a single, divorced, or widowed cleric begins a dating relationship with a parishioner, supervisee, or any other person with whom the cleric has a pastoral relationship, the couple shall inform the bishop, the wardens and/or the vestry or other supervisor that this relationship has begun. The cleric shall terminate the pastoral role with the person he or she is dating, and shall support the person in seeking pastoral care from another cleric.

IV. Healthy Clergy / Healthy Parish Resources

Good practice in the Congregation

The Church is a community of volunteers, with members contributing to its life in different ways. In today's busy world it is often difficult for people to take on new responsibilities, especially in the care and nurture of children where commitment is needed. It is therefore important that those working with children and young people should be carefully selected, supported and trained. The Executive Committee/Vestry is responsible for all congregational activities and must satisfy itself that everything is being done to provide a safe environment for its children and young people. It is also responsible for making sure, as far as possible, that no false accusations can be made against its workers and volunteers.

- Each congregation or Executive Committee/Vestry should identify the groups of children and young people for whom they are responsible and who are covered by these guidelines, not forgetting groups that are mixed adults and children such as choirs, servers and bell-ringers. The Executive Committee/Vestry should identify who are the leaders and who are the helpers.
- Existing leaders and helpers must be made aware of these guidelines.
- The Congregation/Vestry/Executive Committee must have adequate liability insurance coverage for all congregational activities, on or off the premises.

Guidelines for Leaders and Helpers with Children and Young People

1. All children and young people should be treated with the respect and dignity befitting their age.
2. Leaders must make sure that their speech, tone of voice and body language is not threatening or sexually suggestive.
3. Leaders should be trained in techniques of control and discipline without the use of physical punishment.
4. There should be at least two adults present in case help is needed to toilet, wash a child or give first aid.
5. Parental permission must be given before a child is seen on his or her own. Another adult should be nearby and the child should know this.
6. When possible or appropriate each group should include at least two adults one of whom should be of the opposite sex. The children should know about this arrangement and that they can speak to a person in charge if need be.

7. Do not invade a child's privacy while washing or toileting or touch inappropriately or intrusively.
8. Do not play rough physical or sexually provocative games or permit tickling.
9. Don't be sexually suggestive about or to a young person even in fun.
10. Don't make a scapegoat of, ridicule, or reject a child.
11. Don't show favoritism.
12. Don't allow children to involve you in excessive attention seeking that is overtly physical or sexual in nature.
13. Don't give rides to individual children or young people. If this is unavoidable, have children sit in the back seat.
14. Don't share sleeping accommodations with young people.
15. Don't invite a young person to your home alone. Invite a group and make sure there is at least one other responsible adult around and that parents are aware of where the young people are.
16. Don't permit abusive peer activities, e.g. initiation ceremonies, ridiculing, bullying, tickling.
17. Don't allow unknown adults access to children. Visitors should be accompanied by a known person.
18. Require parents to supply names of those adults who have parental permission to pick up children in case of emergencies.

Guidelines for Prevention of Sexual Abuse and Exploitation for Persons Working with Youth

One of the hardest things for us to accept and understand is the fact that there are people who sexually molest or abuse children and young people. The facts, however, are undeniable: Sexual victimization is a very serious problem. Given the number of kids who are involved in summer programs, special events and retreats, we can no longer deny our responsibility to report suspected abuse to child protective services.

Child abuse is a serious criminal offense. As a person working with youth for an extended period of time, or as a summer volunteer for a week's program, or as a chaperone for just the weekend event, you are charged with the responsibility of caring for our young people, and may from time to time be placed in sensitive

situations, making yourself vulnerable to charges of child molestation. If you take these simple precautions, however, you need not be afraid of groundless accusations:

1. In all counseling situations, you should observe the "TWO-PERSON" rule, which is that you should always be in a situation that you are in the line of sight of another person, preferably another adult worker.
2. A further protection for the church and children is to have an "OPEN DOOR POLICY". This policy should state that the parents of the children served, the clergy, or administrative and professional staff of the church or institution have the right to visit and observe the program at any time unannounced.
3. Have another adult present when supervising visits to the bathroom, showers, changing, or other circumstances in which the young person may be dressing or undressing.
4. Respect the privacy of the individuals.
5. A young person has the right to reject displays of affection if he or she feels uncomfortable about them, i.e., the passing of the peace at Eucharist or other worship times. Not every young person comes from a background in which affection is openly displayed. Respect the person's wishes.
6. Protect your own privacy. In some instances of camp or youth group living, youth supervisors will be rooming with the young people, therefore caution must be taken when discussing sensitive subjects with the guys or girls in your living quarters, and should not go into details of your private life.
7. Understand and comply with the Diocese of Newark Policies and Practices for the Prevention of Child Abuse. Sexual exploitation should not be confused with physical contacts that are true expressions of affection. A warm and healthy relationship can exist between a person working with youth and a young person if adult workers respect the young persons and place reasonable limits on their physical interaction. Youth supervisors have the responsibility of knowing their boundaries.

Guidelines for Ethical Relationships Between Clergy and Congregations ,
Diocese of Newark [link]
On the Ethics of Clergy Transitions and Boundaries , Diocese of Newark
[link]

**V. Training Resources for the Prevention of Sexual Abuse and
Exploitation**

Diocese of Newark training in Sexual Misconduct Prevention and Child Abuse Awareness <http://www.dioceseofnewark.org/sexabuse.htm> [recommend to Diocese that the Diocesan website add a link under "Training" for "Child Abuse Awareness"]

VI. Background Check / Application Process for Screening

Hiring Guidelines

Whether you are using paid staff or volunteers to be in charge of children, you should approach the selection and hiring in the same manner. Do not be put off by the applicant or volunteer who objects to your inquiries and interview processes. A person who is mature and able to deal with children in an appropriate manner will be understanding and not offended by what you are doing. While these processes can inconvenience an adult, failure to implement them can damage a child.

- 1) Have an application form. The form should list the essentials that any employer would ask an applicant whether paid or volunteer.
- 2) Ask for references from unrelated sources, preferably ones that have seen the applicant in action with children.
- 3) Make certain that you check the references. An efficient way to check references is to send out a form which should be kept on file for at least seven years. The written form offers the opportunity for the person to contact the interviewer by telephone. Some suggest that a telephone check is likely to be more candid than a written reference. You can also sense reluctance, or hesitation about certain questions that gives you a clue to ask further questions that may help you get a better picture of the individual.
- 4) Have a form to record their answers.
- 5) While interviewing the applicant or volunteer you should be looking for:
 - a) openness: a genuine interest in and concern for young people
 - b) dependability
 - c) self-confidence and assertiveness
 - d) self-awareness
 - e) good health and a high energy level
 - f) sense of humor and the ability to relax
 - g) ability to tolerate conflict and discord
 - h) cooperative team spirit: ability to express viewpoints honestly and accept compromise
 - i) emotional ability and good impulse control
 - j) ability to make quick, sound decisions, often independently
- 6) Establish a list of questions that you would ask all applicants or volunteers. Keep notes on how they respond.

7) When observing and interviewing an applicant, watch for possible indications of or a potential for abuse:

- a) unresolved, negative childhood experiences including but not limited to abuse as a child
- b) unrealistic expectations of young people
- c) poor ability to plan ahead or anticipate the need to intervene
- d) inflexibility
- e) low self-esteem, isolation, or a tendency to internalize problems
- f) punitive tendencies
- g) difficulty in expressing emotions appropriately
- h) inability to relate to youth except as peers
- i) lack of personal support system
- j) over investment in children for personal needs

Processing the Applicant

At the time that the applicant or volunteer has been accepted for the position, you should request that the applicant give you:

1) Copies of their degrees or credentials that they have listed on the application. You may be surprised at the number of individuals who claim to have credentials that they do not have. This is one measure of their integrity.

2) A copy of their driver's license. Even if they are not going to be driving for you, this is another form of identification that is useful to have on file.

3) A copy of their driving record. This should be done within ten days of the time of employment or start of the volunteer job. A motor vehicle license record can be obtained by the applicant by going to the closest DMV and requesting it.

4) A copy of their proof of insurance.

5) The applicant should sign a form that states that they have received a copy of the policies and procedures of the organization.

6) You should go over child abuse reporting obligations with your incoming staff or volunteers. At this time you should give them a copy of the child abuse handbook and have them sign the statement for your files.

7) The applicant should receive a job description that lists the general duties of the job, the specific responsibilities, who they report to and the requirements for the job. There should be a job description for paid employees as well as for volunteers.

8) Have the applicant fill out the State background check form and return it to you to process. You can request these forms from your nearest State Police Headquarters or DMV office. A fee is charged for this.

VII. Response Team -- Training Resources

The Bishop will appoint from among the laity and clergy of the Diocese persons trained and skilled in pastoral care (chaplains, mental health professionals, pastoral counselors, spiritual directors) who will offer voluntary service for a period of three years on the Response Team of the Diocese. From this group, the Bishop will select persons to serve in the following roles: pastor* for the Complainant; pastor for the Respondent; pastor(s) for the congregation(s) involved. Individual parties to each case are completely free to select other professionals for their pastoral care needs in the same way persons are free to choose advocates and legal counsel for the judicial process. The response team may also include: conflict mediator, interim priest or supply priest.

Training for individuals on the Response Team shall be developed by a team appointed by the Bishop.

**In this section, "pastor" does not necessarily denote an ordained person.*

VIII. Internet Policy [link]

IX. Financial Guidelines

Diocese of Newark [Guidelines on Discretionary Funds](#)

X. Diocesan Review Committee Policy / Procedure [link]

XI. Ecclesiastical Disciplinary Process (See process maps, pages 8-9)
Diocesan Canons 17 and 18 [\[link\]](#)

CIVIL UNION TASK FORCE INTERIM REPORT

December 1, 2007

The Civil Union Task Force is a response to the State of New Jersey's passing of the Civil Union law defining a legal relationship for Gay and Lesbian couples. The Civil Union Task Force recognizes both the legal benefits of Civil Union and, at the same time, its inherent inequality compared to legal marriage. The inequality of Civil Union and Marriage is an issue of justice.

In response to a query in the diocese, 45 reported civil unions have been performed by the clergy.

The Task Force was created by the Diocesan Council of Newark. Bishop Beckwith appointed Ms. Barbara Conroy and the Rev. Phillip Dana Wilson as co-chairs in March, 2007. Members of the Task Force were sought to widely represent the Diocese and bring legal expertise to the group. The following are the members of the Civil Union Task Force:

Barbara Conroy and Phillip Wilson: Co-Chairs

John Simonelli: Secretary

Matthew Piermatti: Chair Policy & Procedures Committee

Stuart Smith: Chair Liturgy and Pastoral Committee

Joseph Harmon, Chair of the Education Committee

Melissa Hall: Member

Sky Howell Henley: Member

Kathryn King: Member

Gerl Livengood, Member

Greg Perez: Member

The work of the Task Force is still in progress and incomplete at this time. We will continue into 2008.

The goals of the Task Force are as follows:

1. To support and assist same sex couples in committed relationships to claim the benefits of Civil Union and to celebrate their sacred commitment publicly and with the support and blessing of the church.
2. To educate and assist the Bishop and the Clergy of the Diocese of Newark so that they can better understand and conduct civil unions.
3. To educate people and parishes of the Diocese of Newark as to the meaning, value and theological underpinnings of Civil Union.

To advance these goals the Civil Union Task Force has done the following:

1. Established a Civil Union Policy and Procedures Committee to review the New Jersey Civil Union law and the Canon of the Episcopal Church related to marriage.
2. Established a Liturgy and Pastoral Committee to address pastoral and liturgical issues particular to the Civil Unions.
3. Established an Education Committee to draft information documents and events for parishes, websites and educational forums.
4. Created a possible liturgy for a Civil Union that is available along with others that have been created in different places.
5. Developed a Checklist of concerns in performing a Civil Union.
6. Conducted a survey among the clergy to determine the number of civil unions performed to date.
7. Produced Reports, when possible, to be presented at the 2008 Diocesan Convention.

The work of the Civil Union Task Force has just begun. There is much more work to be done as we live into a new reality and learn as we go. This is a work in progress and new questions will certainly arise as we continue this ministry.

Additional information will be posted on the diocesan website as it becomes available.

Diocese of Newark CIVIL UNION TASK FORCE



INTERIM REPORT

December 1, 2007

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INTRODUCTION

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In response to a query in the diocese, 65 civil unions have been reported by the clergy, but there are indications that several dozen more have been performed.

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A THEOLOGICAL PREMISE FOR THE WORK OF THE DIOCESE OF NEWARK CIVIL UNION TASK FORCE

We are followers of Jesus Christ called to have the mind of Christ: to see as Christ sees and to love as Christ loves. The prophetic injunction to do justice and show mercy compels our pastoral response to gay and lesbian partners in loving, faithful, committed relationships seeking God's blessing of their same-gender unions and the Church's participation in officiating civil unions. Our Baptismal Covenant commits us to "strive for justice and peace among all people, and [to] respect the dignity of every human being."¹ Therefore, the Diocese of Newark embraces the celebration and blessing of the loving, faithful and committed unions of all people drawn to one another in heart, body and mind as we join with them in witnessing to the unconditional love of God in our lives and in the world. In this way the Diocese of Newark endeavors to be a vital voice for the Church and our society and a catalyst to "let justice roll down like waters, and righteousness like an ever-flowing stream."²

1 From the Baptismal Covenant, Book of Common Prayer, p. 305.

2 Amos 5:24 NRSV

PASTORAL CONCERNS

The following suggestions are offered in response to some of the Pastoral Concerns identified in our work.

Participation by Diocesan Clergy in performing Civil Unions

As is the custom for responding to requests to officiate at marriages, we believe that the Cleric has the right and duty to decide how to address requests to officiate. We hope and believe that each Cleric will treat all persons as Children of God and handle ALL requests without prejudicial discrimination but with loving guidance and counsel to determine the couple's commitment and intention so that each couple seeking the blessing of the church in a legal union will be treated with equality and compassion.

Pre-Wedding Preparation

We hope that all of our Clergy will engage each couple in preparation for life together and address such issues that are commonly presented in such a relationship, being sensitive to unique issues which may be present in their lives. We believe that such preparation should include but not be limited to the following. The comments following each subject are offered for help in addressing issues that might be specific to partners entering Civil Unions.

Previous Relationships:

Address their prior relationship[s] and how they affect the new relationship. Officiant will need to see documentation of the dissolution of the prior relationship.

If either or both of the parties has been involved in a previous legal contract [marriage, civil union or equivalent, or domestic partnership] now dissolved, permission for the cleric to officiate is required from the Bishop before the union can take place. Included in the request should be the date of dissolution, evidence of healing, and evidence of care and welfare provided for the former spouse/partner and children [if any]. Officiant will need to see documentation of the disillusionment of the relationship prior to writing the Bishop.

[see also Procedures for Preparing Couples for Marriage in the Practical Interpretations Section of this document]

Duration:

Christian commitment is intended to be life-long with discussion concerning how that intention may be lived out. For Civil Unions, the Cleric needs to be sensitive to the duration of the relationship prior to the ability to legalize it. The cleric and couple may want to treat the celebration of an ongoing commitment like a renewal of vows now meeting the legal requirement.

Children:

Discuss the mutuality of desire for children and the implications of children [of this relationship and/or of prior ones], being especially sensitive to those implications in Civil Unions.

Finances:

Discuss how finances are intended to be handled, especially about property or resources already owned by one of the parties.

Fidelity:

Discuss the importance of fidelity and the trust inherent and needed in such a relationship, including issues of intimacy. For Civil Unions, a discussion of how the couple defines fidelity in terms of their sexuality and their relationship may be important in a mutual definition of commitment.

Family:

Discuss how the families of each person may impact their relationship, of how to be inclusive and welcoming. It is important to discuss how the families accept [or not] the couple's relationship and to investigate what family issues and/or cultural dynamics need to be addressed.

Banns:

Banns should be published for all unions according to the custom of the Cleric and the Faith Community.

Privacy & Location & Customs:

While celebrations of relationships are generally thought of as being part of the fabric of the Faith Community, with the couple being encouraged to be a part of the congregation, the Cleric and couple should mutually decide what is best for the specific celebration. It is vitally important that the cultural backgrounds of the parties and any significant issues unique to this specific union be considered.

BACKGROUND AS TO THE STATE OF CIVIL UNIONS, BOTH IN THE EPISCOPAL CHURCH AND IN THE STATE OF NEW JERSEY

It is not too much of an overstatement to characterize the status of Civil Unions in New Jersey as in a state of revolution. In a relatively short time we went from "just friends" to "registered domestic partners" to "civil unionists". To most it would seem that, now we have heard from the Legislature in the form of legislation establishing Civil Unions which are purported to insure to same sex couples the same benefits and responsibilities as marriage, the matter is settled. It is far from settled. New Legislation is always subject to interpretation by the Courts. Also, increasingly, there are reports that New Jersey Civil Unions are NOT working. The purposes for which the Court ordered the legislature to enact the legislation seem, at times, to be frustrated. Finally, many have chosen to wait until a full marriage is offered by New Jersey.

This Report is an attempt to give a background as to the state of Civil Unions, both in the Episcopal Church and in the State of New Jersey. It covers the landmark case of *Lewis v. Harris*, a guide to the New Jersey State statute that grew out of the case, the Canon Law concerning marriage and an overview of the existing practical interpretations and applications of the canonical provisions governing the solemnization of Holy Matrimony in the Diocese of Newark.

Matthew Daniel Piermatti, II, Esq.

Chair, Subcommittee on Policy and Procedures, Diocese of Newark Task Force on Civil Unions

BRIEF ON LEWIS v. HARRIS

Submitted by Matthew Daniel Piermatti, II, Esq

Mark Lewis and Dennis Winslow, et al. v. Gwendolyn L. Harris, etc., et al.

Argued February 15, 2006 - Decided October 25, 2006

Seven same sex couples, each in committed relationships for more than 10 years seek to marry. They were denied marriage licenses.

The Complaint filed by them sought a declaration that the laws denying same sex marriage violated the liberty and equal protection guarantees of Article 1, paragraph 1 of the New Jersey Constitution.

Procedural History

The Superior Court (trial court) dismissed the Plaintiffs' Complaint.

The Plaintiffs appealed

The Appellate Division affirmed the trial court. There was a dissenting opinion.

The Plaintiffs appealed

The Supreme Court of New Jersey reversed.

In a Syllabus released by the Office of the Clerk for the Court, but not as part of the decision said:

Denying committed same-sex couples the financial and social benefits and privileges given to their married heterosexual counterparts bears no substantial relationship to a legitimate governmental purpose. The Court holds that under the equal protection guarantee of Article 1, Paragraph 1 of the New Jersey Constitution, committed same-sex couples must be afforded on equal terms the same rights and benefits enjoyed by opposite-sex couples under the civil marriage statutes. The name to be given to the statutory scheme that provides full rights and benefits to same-sex couples, whether marriage or some other term, is a matter left to the democratic process.

1. As this case presents no factual dispute, the Court addresses solely questions of law. The court perceives plaintiffs' equal protection claim to have two components: whether committed same-sex couples have a constitutional right to the benefits and privileges afforded to married heterosexual couples, and, if so, whether they have a constitutional right to have their relationship recognized by the name of marriage.
2. In attempting to discern the substantive rights that are "fundamental" under Article 1, Paragraph 1, of the state constitution, the Court has followed the general standard adopted by the United States Supreme Court in construing the Due Process Clause of the Fourteenth Amendment. First, the asserted fundamental liberty interest must be clearly identified. In this case, the identified right is the right of same-sex couples to marry. Second, the liberty interest in same-sex marriage must be objectively and deeply rooted in the traditions, history and conscience of the people of the State.
3. New Jersey's marriage laws, which were first enacted in 1912, limit marriage to heterosexual couples. The recently enacted Domestic Partnership Act explicitly acknowledges that same-sex couples cannot marry. Although today there is a national debate over whether same-sex marriages should be authorized by the states, the framers of the 1947 New Jersey Constitution could not have imagined that the liberty right protected by Article 1, Paragraph 1 embraced same-sex marriage.
4. Times and attitudes have changed. There has been a developing understanding that discrimination against gays and lesbians is no longer acceptable in this State. On the federal level, the United States Supreme Court has struck down laws that have unconstitutionally targeted gays and lesbians for disparate treatment. Although plaintiffs rely on the federal cases to support the argument that they have a fundamental right to marry under our State Constitution, those cases fall far short of establishing a fundamental right to same-sex marriage "deeply rooted in the traditions, history, and conscience of the people of this State." Despite the rich diversity of this State, the tolerance and goodness of its people, and the many recent advances made by gays and les-

bians toward achieving social acceptance and equality under the law, the Court cannot find that the right to same-sex marriage is a fundamental right under our constitution.

5. The Court has construed the expansive language of Article 1, Paragraph 1 to embrace the fundamental guarantee of equal protection, thereby requiring the Court to determine whether the State's marriage laws permissibly distinguish between same-sex and heterosexual couples. The test the Court has applied to equal protection claims is a flexible one that includes three factors: the nature of the right at stake, the extent to which the challenged statutory scheme restricts that right, and the public need for the statutory restriction.
6. In conducting its equal protection analysis, the Court discerns two distinct issues. The first is whether same-sex couples have the right to the statutory benefits and privileges conferred on heterosexual married couples. Assuming that right, the next issue is whether committed same-sex partners have a constitutional right to define their relationship by the name of marriage.
7. New Jersey's courts and its Legislature have been at the forefront of combating sexual orientation discrimination and advancing equality of treatment toward gays and lesbians. In 1992, through an amendment to the Law Against Discrimination (LAD), New Jersey became the fifth state to prohibit discrimination on the basis of "affect i onal or sexual orientation." In making sexual orientation a protected category the Legislature committed New Jersey to the goal of eradicating discrimination against gays and lesbians. In 2004, the Legislature added "domestic partnership status" to the categories protected by the LAD.
8. Discrimination on the basis of sexual orientation is also outlawed in our criminal law and public contracts law. The Legislature, moreover, created the New Jersey Human Relations Council to promote educational programs aimed at reducing bias and bias-related acts, identifying sexual orientation as a protected category. In 2004, the Legislature passed the Domestic Partnership Act, which confers certain benefits and rights on same-sex partners who enter into a partnership under the Act.
9. The Domestic Partnership Act has failed to bridge the inequality gap between committed same-sex couples and married opposite-sex couples. Significantly, the economic and financial inequities that are borne by same-sex domestic partners are also borne by their children. Further, even though same-sex couples are provided fewer benefits and rights by the Act, they are subject to more stringent requirements to enter into a domestic partnership than opposite-sex couples entering a marriage.
10. At this point the Court does not consider whether committed same-sex couples should be allowed to marry, but only whether those couples are entitled to the same rights and benefits afforded to married heterosexual couples. Cast in that light, the issue is not about the transformation of the traditional definition of marriage, but about the unequal dispensation of benefits and privileges to one of two similarly situated classes of people.
11. The State does not argue that limiting marriage to the union of a man and a woman is needed to encourage procreation or to create the optimal living environment for children. Other than sustaining the traditional definition of marriage, which is not implicat-

ed in this discussion, the State has not articulated any legitimate public need for depriving committed same-sex couples of the host of benefits and privileges that are afforded to married heterosexual couples. There is, on the one hand, no rational basis for giving gays and lesbians full civil rights as individuals while, on the other hand, giving them an incomplete set of rights when they enter into committed same-sex relationships. To the extent that families are strengthened by encouraging monogamous relationships, whether heterosexual or homosexual, the Court cannot discern a public need that would justify the legal disabilities that now afflict same-sex domestic partnerships.

12. In arguing to uphold the system of disparate treatment that disfavors same-sex couples, the State offers as a justification the interest in uniformity with other states' laws. Our current laws concerning same-sex couples are more in line with those of Vermont, Massachusetts, and Connecticut than the majority of other states. Equality of treatment is a dominant theme of our laws and a central guarantee of our State Constitution. This is fitting for a state with so diverse a population. Article 1, Paragraph 1 protects not only the rights of the majority but also the rights of the disfavored and the disadvantaged; they too are promised a fair opportunity of "pursuing and obtaining safety and happiness."
13. The equal protection requirement of Article 1, Paragraph 1 leaves the Legislature with two apparent options. The Legislature could simply amend the marriage statutes to include same-sex couples, or it could create a separate statutory structure, such as a civil union. Because this State has no experience with civil union construct, the Court will not speculate that identical schemes offering equal rights and benefits would create a distinction that would offend Article 1, Paragraph 1, and will not presume that a difference in name is of constitutional magnitude. New language is developing to describe new social and familial relationships, and in time will find a place in our common vocabulary. However the legislature may act, same-sex couples will be free to call their relationships by the name they choose and to sanctify their relationships in religious ceremonies in houses of worship.
14. In the last two centuries, the institution of marriage has reflected society's changing social mores and values. Legislatures, along with courts, have played a major role in ushering marriage into the modern era of equality of partners. The great engine for social change in this country has always been the democratic process. Although courts can ensure equal treatment, they cannot guarantee social acceptance, which must come through the evolving ethos of a maturing society. Plaintiffs' quest does not end here. They must now appeal to their fellow citizens whose voices are heard through their popularly elected representatives.
15. To bring the State into compliance with Article 1, Paragraph 1 so that plaintiffs can exercise their full constitutional rights, the Legislature must either amend the marriage statutes or enact an appropriate statutory structure within 180 days of the date of this decision.

The Chief Justice of the New Jersey Supreme Court, Deborah Poritz, filed a separate concurring and dissenting opinion. Justices Long and Zazzali joined in the opinion. Justice

Poritz concurred that denying the rights and benefits to committed same-sex couples that are given by statute to heterosexual couples violates the equal protection guarantee of Article 1, Paragraph 1 of the New Jersey State Constitution. Poritz dissents that there is no fundamental due process right to same-sex marriage encompassed within the concept of "liberty" guaranteed by the same article and paragraph. She states that persons who exercise their autonomous liberty interest to choose same-sex partners have a fundamental right to participate in a state-sanctioned civil marriage.

In almost poetic terms, Chief Justice Poritz said, "Labels set people apart as surely as physical separation on a bus or in school facilities. Labels are used to perpetuate prejudice about differences 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. Ultimately, the message is that what same-sex couples have is not as important or as significant as "real" marriage, that such lesser relationships cannot have the name of marriage."

REPORT ON NEW JERSEY CIVIL UNION LEGISLATION

Submitted by Geri Livengood

The Civil Union legislation approved by the 212th Legislature of New Jersey expands the rights formerly afforded to same-sex couples under the "Domestic Partnership Act." In expanding these rights, the legislature chose to "establish civil unions by amending the current marriage statute to include same-sex couples" (2).

This means that civil unions, which are defined as "the legally recognized union of two eligible individuals of the same sex" (3), afford all of the rights of marriage, without exception. The act offers this statement of legislative intent: "The bill provides that parties to a civil union would have all the same benefits, protections and responsibilities under law, whether they derive from statute, administrative or court rule, public policy, common law or any other source of civil law, as are granted spouses in a marriage" (58, lines 26-30).

The act outlines the rights afforded to couples who enter civil unions. The act says that:

- Parties to a civil union shall have all of the same benefits, protections and responsibilities under law, whether they derive from statute, administrative or court rule, public policy, common law or any other source of civil law, as are granted to spouses in a marriage.
- The dissolution of civil unions shall follow the same procedures and be subject to the same substantive rights and obligations that are involved in the dissolution of marriage.
- The laws of domestic relations, including annulment, premarital agreements, separation, divorce, child custody and support, property division and maintenance, and post-relationship spousal support, shall apply to the parties to a civil union.
- The parties to a civil union may modify the terms, conditions or effects of their civil union in the same manner and to the same extent as married person who execute an ante nuptial agreement or other agreement recognized and enforceable under the law, setting forth particular understandings with respect to their union.

- The rights of the parties to a civil union with respect to a child of whom either becomes the parent during the term of the civil union shall be the same as those of a married couple with respect to a child of whom either spouse becomes the parent during the marriage.
- All contracts made between persons in contemplation of a civil union shall remain in full force after such civil union takes place.
- A copy of the record of the civil union received from the local or State registrar shall be presumptive evidence of the civil union in all courts.

The author continues, expanding on the legal benefits of civil unions, but notes that "The following list of legal benefits, protections and responsibilities of spouses shall apply in like manner to the parties to a civil union, but shall not be construed to be an exclusive list of such benefits, protections and responsibilities" (4).

The legal benefits that are enumerated are as follows:

- Laws relating to title, tenure, descent and distribution, intestate succession, waiver of will, survivorship, or other incidents of the acquisition, ownership or transfer, inter vivos or at death, of real or personal property, including but not limited to eligibility to hold real and personal property as tenants by the entirety
- causes of action related to or dependent upon spousal status, including an action for wrongful death, emotional distress, loss of consortium, or other torts or actions under contracts reciting, related to, or dependent upon spousal status
- probate law and procedure, including non-probate transfer
- adoption law and procedures
- laws relating to insurance, health and pension benefits
- domestic violence protections pursuant to the "Prevention of Domestic Violence Act of 1991," P.L.1991, c.261 (2C:25-17 et 27 seq.) and domestic violence programs
- prohibitions against discrimination based upon marital status
- victim's compensation benefits, including but not limited to compensation to spouse, children and relatives of homicide victims
- workers' compensation benefits pursuant to chapter 15 of Title 34 of the Revised Statutes, including but not limited to survivors' benefits and payment of back wages
- laws relating to emergency and non-emergency medical care and treatment, hospital visitation and notification, and any rights guaranteed to a hospital patient pursuant to P.L.1989, c.170 (C.26:2H-12.7 et seq.) or a nursing home resident pursuant to P.L.1976, c.120 (C.30:13-1 et seq.)
- advance directives for health care and designation as a health care representative pursuant to P.L.1991, c.201 (C.26:2H-53 et seq.)
- family leave benefits pursuant to P.L.1989, c.261 (C.34:11B-1 et seq.)

- public assistance benefits under State law, including, but not limited to: Work First New Jersey benefits pursuant to P.L.1997, c.38 (C.44:10-55 et seq.); medical assistance pursuant to P.L.1968, c.413 (C.30:4D-1 et seq.); Supplemental Security Income pursuant to P.L.1973, c.256 (C.44:7-85 et seq.); pharmaceutical assistance pursuant to P.L.1975, c.194 (C.30:4D-20 et seq.) and P.L.2001, c.96 (C.30:4D-43 et seq.); hearing aid assistance pursuant to P.L.1987, c.298 (C.30:4D-36 et seq.); and utility benefits pursuant to P.L.1979, c.197 (C.48:2-29.15 et seq.) and P.L.1981, c.210 (C.48:2-29.30 et seq.)
- laws relating to taxes imposed by the State or a municipality other than estate taxes, including but not limited to homestead rebate tax allowances, tax deductions based on marital status or exemptions from realty transfer tax based on marital status
- laws relating to immunity from compelled testimony and the marital communication privilege
- the home ownership rights of a surviving spouse
- the right of a spouse to a surname change without petitioning the court
- laws relating to the making of, revoking and objecting to anatomical gifts pursuant to P.L.1969, c.161 (C.26:6-57 et seq.)
- State pay for military service
- application for absentee ballots
- legal requirements for assignment of wages
- laws related to tuition assistance for higher education for surviving spouses or children.

The act goes on to detail the ways in which all laws related to pre-marital agreements, contracts entered into during marriage, conditions of annulment and divorce, care of children, and responsibility in cases of illness and death are the same for civil unions as they are for marriage.

Where any question about the rights guaranteed by a civil union exists, we can look to the statement of legislative intent, which makes clear that all "benefits, protections and responsibilities" afforded by marriage are afforded by civil unions.

A REVIEW OF CANONS OF THE EPISCOPAL CHURCH RESPECTING HOLY MATRIMONY

Submitted by The Rev. Joseph A. Harmon, Esq.

This memorandum is a summary of the canonical provisions governing the solemnization of Holy Matrimony and other regulations respecting Holy Matrimony found in the Canons of The Episcopal Church.¹ The Canons of the Diocese of Newark are silent regarding Holy Matrimony.

I. Canon I.18: Of the Solemnization of Holy Matrimony

Canon I.18 provides direction to members of the clergy² officiating at the solemnization of a marriage to:

- A. conform to the laws of the state in which the marriage is solemnized;
- B. ascertain certain prerequisites before undertaking the solemnization of a marriage;
- C. comply with certain procedures before solemnizing a marriage; and
- D. have discretion to decline to solemnize any marriage.

A. Conform to secular laws

Section one provides that officiating clergy "shall conform to the laws of the State governing the creation of the civil status of marriage" as well as the canons governing the solemnization of Holy Matrimony. A relevant question arises when the laws of the State provide for the marital equivalent in civil unions for persons of the same sex. A further question arises when the laws of the State provide that any or every minister of every religion may officiate at the solemnization of marriages and civil unions³

1 Canons I.18 and I.19.

2 The term "member of the clergy" is a term of art used throughout the Canons of the Episcopal Church. It is defined in only one place and that definition arguably applies only to the use of the term within that canon. Canon IV.15 (Of Terminology Used in This Title) provides that "Except as otherwise expressly provided or unless the context otherwise requires, as used in this Title the following terms and phrases shall have the following meanings: * * * Member of the Clergy shall mean Bishops, Priests and Deacons of this Church unless the context shall exclude a Bishop." It is generally understood that the term "Member of the Clergy" refers to the three orders of ordained ministry identified in Canon IV.15, and that the same understanding applies to the use of the term, unless otherwise qualified, elsewhere in the Canons of The Episcopal Church. Canons I.18 and I.19 refer to "Member of the Clergy" throughout. The Book of Common Prayer, however, anticipates that "[a] priest or a bishop normally presides at the Celebration and Blessing of a Marriage, because such ministers alone have the function of pronouncing the nuptial blessing, and of celebrating the Holy Eucharist." Book of Common Prayer ("BCP"), p. 422.

3 NJ A 3787 (February 2007) revised N.J. REV. STAT. § 37:1-13 to authorize, amongst others, "every minister of every religion" to solemnize marriages and civil unions. The previous authorization to solemnize marriages was extended to civil unions. Although Canon I.18 broadly applies to "every Member of the Clergy," the Book of Common Prayer provides that "[w]here it is permitted by civil law that deacons may perform marriages, and no priest or bishop is available," a deacon may officiate, "omitting the nuptial blessing which follows the Lord's Prayer." BCP, p. 422.

B. Clergy to ascertain certain prerequisites

Section two identifies five prerequisites clergy must ascertain before solemnizing a marriage. This Canon provides language arguably restricting Holy Matrimony to be "a union of a man and a woman." See Canon I.18.2(b). Clergy must ascertain that:

1. both parties have the right to contract a marriage under state law;
2. "both parties understand that Holy Matrimony is a physical and spiritual union of a man and a woman, entered into within the community of faith, by mutual consent of heart, mind, and will, and with the intent that it be lifelong";
3. there is free consent to the marriage, without mental reservation or "fraud, coercion, [or] mistake as to the identity of a partner";
4. at least one party is already baptized; and
5. both parties have received instruction as to the "nature, meaning, and purpose of Holy Matrimony." Canon I.18.2.

C. Procedures Required Before Solemnization of a Marriage

Canon I.18.3 requires clergy to follow four procedures in preparing to solemnize a marriage:

1. Parties must inform the clergy person of their intent to "contract marriage" at least 30 days before the service of solemnization, except that this requirement may be dispensed with, "for weighty cause . . . if one of the parties is a member of the congregation [of the clergy person], or can furnish satisfactory evidence of responsibility." Canon I.18.3(a);
2. two witnesses must be present. Canon I.18.3(b);
3. the date, location of the marriage, names and ages of the parties, names of parents, and the names and residences of the witnesses must be recorded in the parish register and signed by the officiating clergy person. Canon I.18.3(c); and
4. the parties must sign a declaration setting forth their understanding that:
 - a. marriage is "a lifelong union of husband and wife[.]" Canon I.18.3(e);
 - b. marriage is a "union of husband and wife, in heart, body, and mind" that is divinely intended for their "mutual joy," "help and comfort . . . in prosperity and adversity," and for procreation "when it is God's will[.]" Canon I.18.3(f); and
 - c. the parties intend to establish the marital relationship "and to seek God's help thereto." Canon I.18.3(g)

D. Clergy may decline to officiate

Section four provides the right of any Member of the Clergy "to decline to solemnize any marriage." Canon I.18.4

II. Canon I.19: Of Regulations Respecting Holy Matrimony: Concerning Preservation of Marriage, Dissolution of Marriage, and Remarriage

Canon I.19 provides direction to clergy regarding the preservation of marriage, application for judgment on the marital status when a marriage is annulled or dissolved by civil action, and conditions for remarriage.

A. Preservation of Marriage

Section one first is directed to the parties to a marriage and encourages them to seek the council of a clergyperson when the marriage is "imperiled by dissension[.]" Clergy are directed to act to "protect and promote the physical and emotional safety of those involved and only then, if it be possible," to seek reconciliation between the parties.

B. Judgment on the Marital Status

Where a civil court annuls or dissolves a marriage, a party may apply to the Bishop of the Diocese in which the party is legally or canonically resident for a judgment as to the party's marital status before the Church. The ecclesiastical judgment may recognize the nullity or termination of the marriage but the judgment may not be construed to affect "the legitimacy of children or the civil validity of the former relationship."⁴ Canon I.19.2(a). Ecclesiastical judgments must be in writing and made a part of the diocesan archives. Canon I.19.2(b).

C. Conditions for Remarriage

Clergy may not officiate at the marriage of a previously married individual whose former spouse is still alive unless:

1. the clergyperson is given evidence of a final civil decree annulling or terminating the former marriage;
2. the clergyperson instructs the parties regarding the "continuing concern . . . for the well-being of the former spouse," and of children in the prior marriage;
3. the clergyperson consults with and obtains the consent of the Bishop where the clergyperson is canonically resident or licensed to officiate and the clergyperson reports

⁴ While divorce pertains to the termination of an otherwise validly contracted marriage, annulment is a judgment of the nullity or non-existence of the marital relationship *ab initio*. Where provided in civil law, annulment may be granted on such grounds as consanguinity, minority of one of the contracting parties, bigamy, mental incompetence, fraud or deception, or inability to consummate the marriage.

the solemnization of the marriage to the Bishop. Canon I.19.3(c).⁵ If the marriage is solemnized in a jurisdiction outside that in which the consent was given, the clergyperson must obtain affirmation of the consent by the Bishop in whose jurisdiction the marriage is to be solemnized. Canon I.19.3(d).

All remarriages must conform to the canonical requirements in Canon I.18. Canon I.19.4.

PRACTICAL INTERPRETATIONS AND APPLICATIONS OF THE CANONICAL PROVISIONS GOVERNING THE SOLEMNIZATION OF HOLY MATRIMONY AS IT APPLIES TO THE DIOCESE OF NEWARK

Submitted by The Rev. Melissa Hall

This is an overview of the existing practical interpretations and applications of the canonical provisions governing the solemnization of Holy Matrimony as it applies to the Diocese of Newark.

The Diocese relies on the regulations regarding Holy Matrimony found in the Canons of The Episcopal Church (Canons 1.18 & 1.19) as the practical rules of order for performing marriages and civil unions, and as such does not have individual Canons that interpret the regulations of the National Church.

Much of the information obtained in this report regarding the application of the Canons is anecdotal and comes as a result of random polling and interview of clergy and parishes across the Diocese of Newark. Some churches have extensive information on their individual websites regarding marriage requirements, others websites do not.

Canon 1.18: Of the Solemnization of Holy Matrimony

Canon 1.19: Of Regulations Respecting Holy Matrimony: Concerning Preservation of Marriage, Dissolution of Marriage, and Remarriage

The overall outcome of this fact-finding suggests the practices in the Diocese seem consistent and dedicated to these two canons in meeting the secular and legal requirements of the state, as well as the regulations of the Church.

There is consistent adherence with the rules and regulations on the requirements of the clergy person in interpreting the appropriateness of two individuals to enter into marriage.

⁵ Most Diocesan Bishops provide regulations to assist clergy in complying with Canon 1.19.3. In March 2001, the Ninth Bishop of Newark established policy providing that consent for remarriage must be sought at least 30 days prior to the proposed remarriage date and required written assurance that the provisions of Canon 1.19.3 (a) & (b) are met and, additionally, a statement of "the actual or potential relationship that one or both of the parties has with [the clergyperson's] congregation and why the Church should bless this union." The policy also provided that in cases "where one or both parties have been divorced two or more times," the clergyperson should refer the couple to a trained counselor or therapist, unless the clergyperson herself or himself is so trained. The Rt. Rev. John Palmer Croneberger, *Marriage Consents for Divorced Persons*, March 2001.

However, a significant finding of these interviews revealed a variety of expression and interpretation of these regulations in the performance of the clergy's responsibilities in the preparation of these individuals for matrimony.

For example the standard number of meetings between the clergy and the intended couple seems to be three to four meetings prior to the ceremony. This number can vary either up or down depending on the clergy person.

In some instances clergy meet with the couples together and also on an individual basis. Some clergy reported that they only meet with the couples.

The structure and format of these meetings varies from parish to parish. Some clergy utilize the Meyers Briggs Psychological Profile instrument as a basis of discussion with the couples. Other clergy rely on family system paradigms as a format of discussion. Many clergy have devised their own questionnaires for couples based on "their years of experience" in performing marriages.

Some Clergy expressed that when they prepare congregation members known to them, their process of preparation may vary for members who come from outside of their church community.

Church membership

In discussion of the application of the canons for the requirements for marriage it was noted that in some instances there existed additional local requirements for marriage as applied by individual churches.

Although the canons do not specifically require it, some clergy require that couples, who are not church members, begin to attend church services consistently. These couples must demonstrate a genuine commitment to participating in the community. They are advised as to the requirements of church membership including the responsibilities of stewardship. In these cases it is expected that after marriage the couple continue their relationship with the church as active members.

The success of this approach was reported as inconsistent.

Other clergy expressed that they do not require couples that come for the solemnization of marriage from outside the church community to attend the church. However, they do advise them that they should consider attending services in order to understand the liturgy and culture of worship at that particular church.

Fees

Although not pertinent to the question at hand, it is noted that fee schedules for the preparation and performance of marriages varies from church to church, and clergy member to clergy member. These fees also varied greatly in regards to church members versus non-church members.

Location of marriage

Although there was an expressed preference by clergy that marriages be performed in the church proper, it was consistently expressed that ceremonies outside of the church are not unusual.

In regards to the Blessing of Same Sex couples there is an understanding that it may be difficult for gay and lesbian couples to feel comfortable in this setting. This is particularly true if in the past they have experienced the pain of ostracism from within the Church. Therefore, there is flexibility on the part of some clergy to honor the requests of the couple.

However, it should be noted that a ceremony within the church that affords respect and dignity to the couple and their union could serve to begin repair that damaged relationship

In the Event of Having to Decline Couples for Marriage.

Although this seemed to be a rare event, there was expressed need for direction and guidelines in the event that the clergy person determines that the couple should not be married.

Same Sex Blessings

The response to this question was all over the board. Some clergy utilize the Book of Common Prayer and the existing marriage ceremony as their guideline while others improvise the service with consideration of the desires of the couple.

Language

At this time the Canons of the National Church place a difficult restriction on language that can be used during a blessing of same sex couples and on the blessing of a civil union. The caveat that marriage is "between one man and one woman" precludes the use of the word marriage within the ceremony. The current "Blessing of a Civil Union" in the Book of Common Prayer assumes that the union is between a man and a woman. This is inconsistent with the secular laws of the State of New Jersey.

Some clergy have modified language, respectful to the rite and the couple, to include the use of the term "Holy Union" during the solemnization of the Civil Union.

Conclusion

Clergy in the Diocese of Newark have been both attentive to the canons of the national church and creative in their interpretations in the gray zones of liturgical practice. It is expected that this commission will continue to evaluate and make recommendations for consistent practice in the Diocese of Newark.

Procedures for Preparing Couples for Matrimony

Please note that with the exception of the items that are mandated according to Canon Law, much of this procedure reflects individual interpretation according to the discretion of the clergy member. These items refer to the current practices in place for Holy Matrimony.

1. Couples thinking about marriage should contact a member of the clergy before plans for the ceremony are made. At least thirty days must be allowed before the solemnization. At least one member of the couple needs to be a baptized individual.
2. A tentative date may be requested, but the date can only be confirmed following a review and the approval of the Rector.
3. Should either member of the couple be divorced or annulled, an original divorce or annulment paper must be submitted at the time of the request for review.
4. There will be an initial meeting with a member of the clergy to discuss the couple's request and to confirm a date. Additionally, clergy will provide the couple with the necessary materials and questionnaires for preparation. These documents will conform to the requirements of Canon 1.18.3. A rehearsal date and time will also be established.
5. In the event of divorce or annulment, clergy must determine that the well being of the spouse and any children of the dissolved marriage has been attended to.
6. In the event of divorce or annulment written permission of the Bishop of Newark must be obtained.
7. If the wedding is to occur outside of the Diocese written permission of the Bishop in whose jurisdiction the marriage is to be solemnized must be obtained.
8. Fees are also discussed at the initial meeting. The fees are based upon use of the Church, the clergy, the organist, and the Altar Guild. The normal fee for a wedding ceremony varies congregation to congregation and clergy to clergy. Oftentimes the organist is paid separately from the church fee.
9. In some congregations the Church fee may be waived for active pledging members of the congregation. If the couple are not church members, but are seeking the sacrament the priest should rigorously counsel the couple in the importance and value of church membership. Some clergy require regular attendance and commitment to the congregation as a pre-requisite to marriage within the Church.
10. There will be two additional meetings with the couple of about 90 minutes each to discuss the deeper meaning of marriage.
11. There will also be an individual meeting of about 40 minutes with each person.
12. If during these individual or group sessions the priest determines that there may be significant issues that require more intensive follow up a referral may be recommended to an outside therapy source.
13. The couple should be advised to obtain their civil marriage license as soon as the law allows. The marriage license should be presented to the clergy person at least three days prior to the marriage.

14. A final meeting with the couple will be held approximately two weeks prior to the marriage to discuss the Order of Service, readings and the music chosen. The clergy person will assess the expected stress levels of the couple and if needed offer spiritual and emotional support at this time.
15. The couple and the witnesses will sign the Parish register immediately after the service. If the couple wishes they may make the signing of the register part of the service.
16. Immediately after the wedding service the officiant will complete the marriage license and obtain the appropriate signatures of the witnesses. The document will be mailed to the municipality as soon as possible after the service.

SUGGESTED WORK AND TASKS FOR THE EDUCATION COMMITTEE OF THE DIOCESE OF NEWARK CIVIL UNION TASK FORCE

Work of the Education Committee

1. To provide accurate and concise information regarding the New Jersey Civil Union statute and its application within the Diocese of Newark.
2. To provide forums for the discussion of pastoral concerns regarding blessing same-gender unions in the Diocese of Newark.
3. To craft appropriate written material (brochures, handouts, etc.) that address the social justice dimensions of the Church's role in blessing same-gender unions and its participation in officiating civil unions.

Short Term Tasks of the Education Committee

1. Present an informational display booth at the 2008 Diocesan Convention that summarizes the work and recommendations of the Task Force to date.
2. Host two Diocesan forums, open to all interested persons, to invite discussion and sharing of concerns and other information regarding the blessing of same-gender couples and the Church's role in officiating civil unions.
3. Host at least one event for clergy on the pastoral and psychosocial issues and concerns unique to same-gender couples.

A SUGGESTED RITE FOR THE BLESSING OF CIVIL UNIONS

The following Rite is based on the Book of Common Prayer's rite for "The Blessing and Celebration of a Marriage" [pp 422-438].

This, with a Spanish Version, is offered to the Bishop for recommendation to the Clergy of the Diocese of Newark. This Rite was designed to be as "Prayerbook" as possible and is suggested as appropriate for the joining and blessing of ALL Relationship: Marriages and Civil Unions.

Concerning the Service

A joined and blessed Christian union is a solemn and public covenant between two persons in the presence of God. In the Episcopal Church it is required that one, at least, of the parties must be a baptized Christian; that the ceremony be attested by at least two witnesses; and that the joined and blessed union conform to the laws of the State and the canons of this Church.

A priest or a bishop normally presides at the Celebration and Blessing of a Holy Union, because such ministers alone have the function of pronouncing the nuptial blessing, and of celebrating the Holy Eucharist.

When both a bishop and a priest are present and officiating, the bishop should pronounce the blessing and preside at the Eucharist.

A deacon, or an assisting priest, may deliver the charge, ask for the Declaration of Consent, read the Gospel, and perform other assisting functions at the Eucharist.

Where it is permitted by civil law that deacons may perform holy unions, and no priest or bishop is available, a deacon may use the service which follows, omitting the nuptial blessing which follows The Prayers.

It is desirable that the Lessons from the Old Testament and the Epistles be read by lay persons.

In the opening exhortation (at the symbol of N.N.), the full names of the persons to be joined and blessed are declared. Subsequently, only their Christian names are used.

Additional Directions follow these proposed liturgies.

The Celebration and Blessing of a Holy Union

At the time appointed, the persons to be joined and blessed, with their witnesses, assemble in the church or some other appropriate place.

During their entrance, a hymn, psalm, or anthem may be sung, or instrumental music may be played.

Then the Celebrant, facing the people and the persons to be joined and blessed, addresses the congregation and says

Dearly beloved: We have come together in the presence of God to witness and bless the joining together of N.N. and N.N. in Holy Union. The bond and covenant of Holy Union was established by God in creation, and our Lord Jesus Christ adorned this manner of life by his presence and first miracle at a wedding in Cana of Galilee. It signifies to us the mystery of the union between Christ and his Church, and Holy Scripture commends it to be honored among all people.

The union of N. and N. in heart, body, and mind is intended by God for their mutual joy; for the help and comfort given one another in prosperity and adversity; and, when it is God's will, for the gift of children and their nurture in the knowledge and love of the Lord. Therefore a holy union is not to be entered into unadvisedly or lightly, but reverently, deliberately, and in accordance with the purposes for which it was instituted by God.

Into this holy union N.N. and N.N. now come to be joined. If any of you can show just cause why they may not lawfully be joined and blessed, speak now; or else for ever hold your peace.

Then the Celebrant says to the persons to be joined and blessed

I require and charge you both, here in the presence of God, that if either of you know any reason why you may not be united lawfully, and in accordance with God's Word, you do now confess it.

The Declaration of Consent

The Celebrant says to each person in turn

N., will you have N. to be your _____; to live together in the covenant of holy union? Will you love, comfort, honor and keep N., in sickness and in health; and, forsaking all others, be faithful to him/her as long as you both shall live?

The other person answers

I will.

The Celebrant then addresses the congregation, saying

Will all of you witnessing these promises do all in your power to uphold these two persons in their holy union?

People

We will.

If there is to be a presentation in holy union, it takes place at this time. See Additional Direction.

A hymn, psalm, or anthem may follow.

The Ministry of the Word

The Celebrant then says to the people

The Lord be with you.

People

And also with you.

The Celebrant then says to the people

Let us pray.

O gracious and everliving God, you have created us in your image: Look mercifully upon N. and N. who come to you seeking your blessing, and assist them with your grace, that with true fidelity and steadfast love they may honor and keep the promises and vows they make; through Jesus Christ our Savior, who lives and reigns with you in the unity of the Holy Spirit, one God, for ever and ever. Amen.

Then one or more of the following passages from Holy Scripture is read. If there is to be a Communion, a passage from the Gospel always concludes the Readings. See also the readings listed on page 426 in the Book of Common Prayer.

Ruth 1:16-17	Song of Songs 2:10-13, 8:6-7
Ecclesiastes 4:9-12 [New English Bible]	I Samuel 18:16, 3, 20:16-17, 42a
Mica 4:1-3, 6-8	Ecclesiastes 4:9-12
Zephaniah 3:14-20	
I Corinthians 12:31-13:13	I John 4:7-16, 21
Ephesians 3:14-19	II Corinthians 5:17-20
Romans 12:9-19	Colossians 3:11b-16a

Between the Readings, a Psalm, hymn, or anthem may be sung or said. Appropriate Psalms are 67, 65, 85, 111, 127, 133:1-3, 149, and 8:10-11.

When a passage from the Gospel is to be read, all stand, and the Deacon or Minister appointed says

The Holy Gospel of our Lord Jesus Christ according to _____.

People

Glory to you, Lord Christ.

John 15:9-12

John 2:1-11

Matthew 5:14-16

Mark 12:38-47

Luke 6:32-38

Matthew 7:24-27

After the Gospel, the Reader says

The Gospel of the Lord.

People

Praise to you, Lord Christ.

A homily or other response to the Readings may follow.

The Holy Union

Facing each other and in turn, each person takes the other's right hand and says

In the Name of God, I, N., take you, N., to be my _____, to have and to hold from this day forward, for better for worse, for richer for poorer, in sickness and in health, to love and to cherish, until we are parted by death. This is my solemn vow.

They loose their hands.

The Priest may ask God's blessing on a ring or rings, or other suitable symbol[s] of the vows, as follows

Bless, O Lord, this _____ to be a sign of the vows by which N. and N. have bound themselves to each other; through Jesus Christ our Lord. Amen.

Each person, in turn, gives to the other the symbol of their vows and says

N., I give you this _____ as a symbol of my vow, and with all that I am, and all that I have, I honor you, in the Name of the Father, and of the Son, and of the Holy Spirit (or in the Name of God).

Then the Celebrant joins the right hands of couple and says

Now that N. and N. have given themselves to each other by solemn vows, with the joining of hands and the giving and receiving of a _____, I pronounce that they are a joined and blessed couple, in the Name of the Father, and of the Son, and of the Holy Spirit.

Those whom God has joined together let no one put asunder.

People

Amen.

The Prayers

All standing, the Celebrant says

Let us pray together in the words our Savior taught us.

People and Celebrant

Our Father, who art in heaven,
hallowed be thy Name,
thy kingdom come,
thy will be done,
on earth as it is in heaven.
Give us this day our daily bread.
And forgive us our trespasses,
as we forgive those
who trespass against us.
And lead us not into temptation,
but deliver us from evil.
For thine is the kingdom,
and the power, and the glory,
for ever and ever. Amen.

Our Father in heaven,
hallowed be your Name,
your kingdom come,
your will be done,
on earth as in heaven.
Give us today our daily bread.
Forgive us our sins
as we forgive those
who sin against us.
Save us from the time of trial,
and deliver us from evil.
For the kingdom, the power,
and the glory are yours
now and for ever. Amen.

If Communion is to follow, the Lord's Prayer may be omitted here.

The Deacon or other person appointed reads the following prayers, to which the People respond, saying, Amen.

If there is not to be a Communion, one or more of the prayers may be omitted.

Let us pray.

Eternal God, creator and preserver of all life, author of salvation, and giver of all grace: Look with favor upon the world you have made, and for which your Son gave his life, and especially upon N. and N. whom you make one flesh in Holy Union. Amen.

Give them wisdom and devotion in the ordering of their common life, that each may be to the other a strength in need, a counselor in perplexity, a comfort in sorrow, and a companion in joy. Amen.

Grant that their wills may be so knit together in your will, and their spirits in your Spirit, that they may grow in love and peace with you and one another all the days of their life. Amen.

Give them grace, when they hurt each other, to recognize and acknowledge their fault, and to seek each other's forgiveness and yours. Amen.

Make their life together a sign of Christ's love to this sinful and broken world, that unity may overcome estrangement, forgiveness heal guilt, and joy conquer despair. Amen.

Bestow on them, if it is your will, the gift and heritage of children, and the grace to bring them up to know you, to love you, and to serve you. Amen.

Give them such fulfillment of their mutual affection that they may reach out in love and concern for others. Amen.

Grant that all joined and blessed couples who have witnessed these vows may find their lives strengthened and their loyalties confirmed. Amen.

Grant that the bonds of our common humanity, by which all your children are united one to another, and the living to the dead, may be so transformed by your grace, that your will may be done on earth as it is in heaven; where, O Father, with your Son and the Holy Spirit, you live and reign in perfect unity, now and for ever. Amen.

The Blessing of the Holy Union

The people remain standing. The couple kneels, and the Priest says one of the following prayers

Most gracious God, we give you thanks for your tender love in sending Jesus Christ to come among us, to be born of a human mother, and to make the way of the cross to be the way of life. We thank you, also, for consecrating this union in his Name. By the power of your Holy Spirit, pour out the abundance of your blessing upon N. and N. Defend them from every enemy. Lead them into all peace. Let their love for each other be a seal upon their hearts, a mantle about their shoulders, and a crown upon their foreheads. Bless them in their work and in their companionship; in their sleeping and in their waking; in their joys and in their sorrows; in their life and in their death. Finally, in your mercy, bring them to that table where your saints feast for ever in your heavenly home; through Jesus Christ our Lord, who with you and the Holy Spirit lives and reigns, one God, for ever and ever. Amen.

or this

O God, you have so consecrated the covenant of a holy union that in it is represented the spiritual unity between Christ and his Church: Send therefore your blessing upon these your servants, that they may so love, honor, and cherish each other in faithfulness and patience, in wisdom and true godliness, that their home may be a haven of blessing and peace; through Jesus Christ our Lord, who lives and reigns with you and the Holy Spirit, one God, now and for ever. Amen.

The couple still kneeling, the Priest adds this blessing

God the Father, God the Son, God the Holy Spirit, bless, preserve, and keep you; the Lord mercifully with his favor look upon you, and fill you with all spiritual bene-

diction and grace; that you may faithfully live together in this life, and in the age to come have life everlasting. Amen.

The Peace

The Celebrant may say to the people

The peace of the Lord be always with you.

People

And also with you.

The newly joined and blessed couple then greet each other, after which greetings may be exchanged throughout the congregation.

When Communion is not to follow, the couple and their attendants leave the church. A hymn, psalm, or anthem may be sung, or instrumental music may be played.

At the Eucharist

The liturgy continues with the Offertory, at which the newly joined and blessed couple may present the offerings of bread and wine.

Preface of Holy Union

At the Communion, it is appropriate that the newly joined and blessed couple receive Communion first, after the ministers.

In place of the usual post communion prayer, the following is said

O God, the giver of all that is true and lovely and gracious: We give you thanks for binding us together in these holy mysteries of the Body and Blood of your Son Jesus Christ. Grant that by your Holy Spirit, N. and N., now joined in Holy Union, may become one in heart and soul, live in fidelity and peace, and obtain those eternal joys prepared for all who love you; for the sake of Jesus Christ our Lord. Amen.

As the couple and their attendants leave the church, a hymn, psalm, or anthem may be sung; or instrumental music may be played.

The Blessing of a Civil Union previously legalized

The Rite begins as prescribed for celebrations of the Holy Eucharist, using the Collect and Lessons appointed in the Celebration and Blessing of a Holy Union service.

After the Gospel (and homily), the couple stands before the Celebrant, who addresses them in these or similar words

N. and N., you have come here today to seek the blessing of God and of his Church upon your holy union. I require, therefore, that you promise, with the help of God, to fulfill the obligations which Christian Relationship demands.

The Celebrant then addresses each person in turn, saying

N., you have taken N. to be your _____. Do you promise to love, comfort, honor and keep N., in sickness and in health; and, forsaking all others, to be faithful to her/him as long as you both shall live?

Each person in turn answers I do.

The Celebrant then addresses the congregation, saying

Will you who have witnessed these promises do all in your power to uphold these two persons in their holy union?

People

We will.

If symbol of their vows are to be blessed, Priest, says

Bless, O Lord, this _____ to be a sign of the vows by which N. and N. have bound themselves to each other; through Jesus Christ our Lord. Amen.

The Celebrant joins the right hands of the couple and says

Those whom God has joined together let no one put asunder.

The Congregation responds

Amen.

The service continues with The Prayers in the Celebration and Blessing above.

An Order for Holy Union

If it is desired to celebrate a holy union otherwise than as provided in the Celebration and Blessing above, this Order is used.

Normally, the celebrant is a priest or bishop. Where permitted by civil law, and when no priest or bishop is available, a deacon may function as celebrant, but does not pronounce a nuptial blessing.

The laws of the State and the canons of this Church having been complied with, the couple, together with their witnesses, families, and friends assemble in the church or in some other convenient place.

1. The teaching of the Church concerning Holy Union, as it is declared in the formularies and canons of this Church, is briefly stated.
2. The intention of the couple to enter the state of holy union, and their free consent, is publicly ascertained.
3. One or more Readings, one of which is always from Holy Scripture, may precede the exchange of vows. If there is to be a Communion, a Reading from the Gospel is always included.
4. The vows of the couple are exchanged, using the following form
 In the Name of God, I, N., take you, N., to be my (_____), to have and to hold from this day forward, for better for worse, for richer for poorer, in sickness and in health, to love and to cherish, until we are parted by death. This is my solemn vow.
5. The Celebrant declares the holy union of the couple as _____, in the Name of the Father, and of the Son, and of the Holy Spirit.
6. Prayers are offered for the couple, for their life together, for the Christian community, and for the world.
7. A priest or bishop pronounces a solemn blessing upon the couple.
8. If there is no Communion, the service concludes with the Peace, the couple first greeting each other. The Peace may be exchanged throughout the assembly.
9. If there is to be a Communion, the service continues with the Peace and the Offertory. The Holy Eucharist may be celebrated either according to Rite One or Rite Two in the Book of Common Prayer, or according to the Order on page 401 of the Book of Common Prayer.

Additional Directions

If Banns are to be published, the following form is used

I publish the Banns of Holy Union between N. N. of _____ and N. N. of _____. If any of you know just cause why they may not be joined together in Holy Union, you are bidden to declare it. This is the first (or second, or third) time of asking.

The Celebration and Blessing of a Holy Union may be used with any authorized liturgy for the Holy Eucharist. This service then replaces the Ministry of the Word, and the Eucharist begins with the Offertory.

The Cleric who is preparing the couple for this joining should discuss and mutually decide what term the couple will use to describe themselves in their relationship. Possible options, singular/plural, are: Spouse[s]; Partner[s]; Partner[s] in Life; Life Partner[s]; Wedded Partner[s]; Beloved Partner[s]; Beloved (singular only).

After the Declaration of Consent, if there is to be a presentation in holy union, the Celebrant asks, "Who presents these persons to be joined to each other?"

The appropriate answer is, "I do." If more than one person responds, they do so together.

For the Ministry of the Word it is fitting that the couple to be joined and blessed remain where they may conveniently hear the reading of Scripture. They may approach the Altar, either for the exchange of vows, or for the Blessing of the Holy Union.

It is appropriate that all remain standing until the conclusion of the Collect. Seating may be provided for the attending party, so that all may be seated for the Lessons and the homily.

The Apostles' Creed may be recited after the Lessons, or after the homily, if there is one.

When desired, some other suitable symbol of the vows may be used in place of the ring

At the Offertory, it is desirable that the bread and wine be presented to the ministers by the newly joined and blessed couple. They may then remain before the Lord's Table and receive Holy Communion before other members of the congregation.

UN RITO PARA LA BENDICIÓN

Y Celebración de Una Unión Santa

El día y la hora que se hayan señalado para bendición de la Unión Santa, las personas que han de ser unidos vendrán a la Iglesia, o otro lugar particular, con sus testigos.

Mientras la pareja y sus testigos entran la iglesia, puede cantarse un himno, salmo o antifona, o puede tocarse música instrumental.

Luego el celebrante, le dice a la pareja y sus testigos:

MUY amados, nos hemos reunido en la presencia de Dios, para bendecir y ser testigos de la santa unión entre N.N. y N.N. El vínculo y pacto de la santa unión fue establecido por Dios y además, Cristo aprobó y honró este estado con su presencia y con el primer milagro que hizo en Caná de Galilea. Esta union significa para nosotros el misterio de la union entre Cristo y su Iglesia, y las Sagradas Escrituras recomiendan que sea honrado entre todos los pueblos.

Es la voluntad de Dios que la union de N. y N. en corazón, cuerpo y mente sea para gozo mutuo; para la ayuda y el Consuelo que cada uno se dé, tanto en la prosperidad como en la adversidad; y, cuando Dios lo disponga, para el don de los hijos y su formación en el conocimiento y amor del Señor. Por tanto, la union Santa no debe emprenderse inconsiderada o ligeramente, sino con reverencia, deliberación y de acuerdo con los propósitos para los cuales Dios lo instituyó.

N.N. y N.N. vienen ahora para enlazar sus vidas en esta unión santa. Si alguno de ustedes puede mostrar causa justa por la cual no se pueden unir lícitamente, dígalo ahora, o de aquí en adelante, guarde silencio.

Después, hablando con los que vienen a ser unidos les dirá:

N. y N., aquí, en la presencia de Dios, yo les requiero y encargo, que si uno de ustedes conoce alguna razón por la cual no pueden unirse en esta unión santa lícitamente, y de acuerdo con la Palabra de Dios, lo confiese ahora. **Declaración de Consentimiento**

El Celebrante les pregunta a los dos:

N., ¿Quieres tomar N. como tu _____; para vivir juntos en el pacto de esta union santa? ¿Amarás, consolarás, honrarás y conservarás en tiempo de enfermedad y de salud; y renunciando a todos los demás, quieres serle fiel mientras los dos vivan?

La persona responderá,

Sí, quiero.

Después dirá al otro

N., ¿Quieres tomar N. como tu _____; para vivir juntos en el pacto de esta union santa? ¿Amarás, consolarás, honrarás y conservarás en tiempo de enfermedad y de salud; y renunciando a todos los demás, quieres serle fiel mientras los dos vivan?

La persona responderá,

Sí, quiero.

A continuación el Celebrante dice a la congregación:

¿Ustedes, testigos de este consentimiento, ¿harán cuanto puedan para sostener a estas dos personas en su union santa?

Pueblo:

Sí, lo haremos.

Si hay presentación o entrega de los cónyuges, éste es el momento para hacerlo. Véase las direcciones adicionales.

Ministerio de la Palabra

El Celebrante dice al pueblo:

El Señor sea con ustedes.

Pueblo:

Y con tu espíritu.

Oremos.

Dios bondadosa y eterno, tú nos has creado en tu propia imagen: Mira con misericordia a N. y N. que vienen a ti pidiendo tu bendición; ayúdales con tu gracia, para que con fidelidad verdadera y amor constante honren y guarden las promesas y votos que hacen; por Jesucristo nuestro Salvador, que vive y reina contigo en la unidad del Espíritu Santo, un solo Dios, por los siglos de los siglos. Amén.

Sea lea uno o más de los siguientes pasajes de las Sagradas Escrituras. Si se celebra la Comunión, un pasaje del Evangelio siempre concluye las lecturas.

La Unión Santa

Frente del celebrante y el pueblo, los dos que se unen, toman sus manos y cada uno el dice al otro:

En el Nombre de Dios, yo, N. te recibo a ti, N., para ser mi _____, desde hoy en adelante, para tenerte y conservarte, en las alegrías y en las penas, en la riqueza y en la pobreza, en la salud y en la enfermedad, para amarte y cuidarte hasta que la muerte nos separe. Este es mi voto solemne.

Luego se sueltan las manos. El Celebrante puede pedir la bendición de Dios sobre el/los anillo(s), el/los símbolo(s) de sus votos, de la siguiente manera:

Bedice, oh Señor, *este* _____ para que sea signo de los votos por los cuales N. y N. se han unido el uno al otro; por Jesucristo nuestro Señor. *Amén.*

Cada uno, coloca el símbolo de sus votos al otro diciendo:

N., te doy *este* _____ como símbolo de mis votos, y con todo lo que soy, y con todo lo que tengo, yo te honro, en el Nombre del Padre, y del Hijo y del Espíritu Santo (o, en el Nombre de Dios.)

Luego el Celebrante junta la mano derecha de la pareja, y dice:

Puesto que N. y N. se han dado el uno al otro por medio de votos solemnes, con la unión de las manos y con la entrega y recepción de _____, yo los declaro que son unidos y bendicidos como una pareja, en el Nombre del Padre, y del Hijo y del Espíritu Santo.

A quienes Dios ha unido, nadie los separe.

Pueblo:

Amén.

Plegarias

Todos de pie, el Celebrante dice: Oremos, con las palabras que nuestro Salvador nos enseñó.

Pueblo y Celebrante

Padre nuestro que estás en los cielos, santificado sea tu Nombre, venga tu reino, hágase tu voluntad, en la tierra como en el cielo. Dáanos hoy nuestro pan de cada día. Perdóna nuestras ofensas como también nosotros perdonamos a los que nos ofenden. No nos dejes caer en tentación, y líbranos de mal. Porque tuyo es el reino, tuyo es el poder, y tuya es la gloria, ahora y por siempre. *Amén.*

El Padre Nuestro puede omitirse aquí, si el rito continua con la Comunión.

El Diácono u otra persona señalada lee las siguientes oraciones, a las cuales el Pueblo responde, Amén.

Cuando no haya Comunión, se puede omitir una o más de las oraciones.

Oremos.

Eterno Dios, creador y conservador de la vida, autor de la salvación y dador de toda gracia: mira con tu favor al mundo que has hecho y por el cual tu Hijo dio su vida, y especialmente a N. y N., a quienes haces una sola carne en la Unión Santa. *Amén.*

Confiérelles sabiduría y devoción, para que ordenen su vida en común, de tal modo que cada uno sea para el otro fortaleza en la necesidad, consejero en la duda, consuelo en la tristeza y compañero(a) en el gozo. Amén.

Concede que sus voluntades se entrelacen en tu voluntad, y sus espíritus en tu Espíritu, para que crezcan en amor y paz contigo y el uno con el otro, todos los días de su vida. Amén.

Dales gracia para que, cuando se ofendan el uno al otro, reconozcan y acepten sus faltas, se pidan perdón y busquen el tuyo, oh Señor. Amén.

Haz que su vida en común sea un signo del amor de Cristo para este mundo dividido y pecador, y que la unidad venza la división, el perdón sane la culpa y el gozo conquiste la desesperación. Amén.

Otórgales, si es tu voluntad, el don y la herencia de hijos, y la gracia para criarlos en tu conocimiento, amor y servicio. Amén.

Dales tal plenitud de su afecto mutuo que se proyecten en amor y preocupación por los demás. Amén.

Concede, que todas las personas en una Unión Santa que han sido testigos de este intercambio de votos vean fortalecidos sus vidas y confirmada su lealtad. Amén.

Haz que los lazos de nuestra humanidad común, que mantienen unidos a todos tus hijos, y a los vivos con los muertos, sean transformados de tal manera por tu gracia, que tu voluntad se haga en la tierra como en el cielo; donde vives y reinas, oh Padre, con tu Hijo y el Espíritu Santo, en perfecta unidad, por los siglos de los siglos. Amén.

Bendición de la Unión

Dios de toda bondad, te damos gracias por tu benigno amor al enviar a Jesucristo entre nosotros, para nacer de una madre humana, y para transformar el camino de la cruz en el sendero de la vida. También te damos gracias por consagrar en su Nombre esta unión entre N. y N. Por el poder de tu Santo Espíritu derrama la abundancia de tu bendición sobre N. y N. Defiéndelos de todo enemigo. Guíalos en la plenitud de tu paz. Que su mutuo amor sea un sello sobre sus corazones, un manto sobre sus hombros y una tiara sobre sus frentes. Bendícelos en su trabajo y en su compañerismo; en su dormir y en su despertar; en sus gozos y en sus penas; en su vida y en su muerte. Finalmente, por tu misericordia, llévalos a la mesa de tu hogar celestial donde tus santos festejan para siempre; por Jesucristo nuestro Señor, que contigo y el Espíritu Santo vive y reina, un solo Dios, por los siglos de los siglos. Amen.

O bien:

Oh Dios, que al consagrar el pacto de la unión santa, nos muestras la unidad espiritual entre Cristo y su Iglesia: Otorga tu bendición a estos tus siervos, para que se amen, se honren y se cuiden, con fidelidad y paciencia, con sabiduría y verdadera santidad, de tal manera que su hogar sea un puerto de bendición y de paz; por Jesucristo nuestro Señor, que vive y reina contigo y el Espíritu Santo, un solo Dios, ahora y por siempre. Amen.

Mientras la pareja permanecen de rodillas, el Sacerdote añade esta bendición.

Dios Padre, Dios Hijo, Dios Espíritu Santo les bendiga, conserve y guarde: El Señor por su misericordia mire con favor hacia ustedes, y les colme de toda bendición espiritual y gracia, para que fielmente vivan juntos en esta vida, y en la venidera tengan vida eterna. Amen.

La Paz

El Celebrante puede decir al pueblo:

La paz del Señor sea siempre con ustedes.

Pueblo:

Y con tu espíritu.

Los recién unidos se saludan; después, la congregación puede saludarse mutuamente. Cuando no haya comunión, la pareja y sus asistentes se retiran de la iglesia. Puede cantarse un himno, salmo o antifona, o puede tocarse música instrumental.

En la Eucaristía

La Liturgia continúa con el Ofertorio, en el cual los recién unidos pueden presentar las ofrendas de pan y vino [y otros símbolos como es su costumbre].

Prefacio de la Unión Santa

En la Comunión es apropiado que los recién casados comulguen después de los ministros y antes de la congregación. En lugar de la Oración usual de poscomunión, se dice la siguiente:

Oh Dios, dador de todo lo que es verdadero, noble y amable: Te damos gracias por habernos unido en estos santos misterios del Cuerpo y Sangre de tu Hijo Jesucristo. Concede por tu Espíritu Santo, que N. y N., ahora unidos en esta unión, lleguen a ser uno en Corazón y alma, vivan en fidelidad y paz, y obtengan el gozo eterno preparado para todos los que te aman; por Jesucristo nuestro Señor. Amén.

Mientras la pareja y sus testigos se retiran de la iglesia, puede cantarse un himno, salmo o antifona, o puede tocarse música instrumental.

Bendición de una Unión Civil Legalizado Anteriormente

El rito comienza según se indica en las celebraciones de la Santa Eucaristía y se usan la Colecta y las Lecciones señaladas para el rito del Matrimonio.

Después del Evangelio (y la homilía), la pareja se ponen de pie delante del Celebrante, quien se dirige a ellos con éstas u otras palabras similares.

N. y N., ustedes han venido hoy aquí para pedir la bendición de Dios y su Iglesia sobre su unión. Por tanto, yo les requiero que prometan cumplir, con el auxilio de Dios, las obligaciones que exige compromisos Cristianos entre una unión santa.

Luego, el Celebrante se dirige a cada persona en la unión, diciendo:

N. has tomado a N. como tu _____. ¿Prometes amarlo(a), confortarlo(a) y cuidarlo(a), tanto en tiempo de enfermedad como de salud y, renunciando a todas las demás, serle fiel mientras los dos vivan?

Cada uno de las personas responde:

Sí, lo prometo.

Luego, el Celebrante se dirige a la congregación, diciendo:

Ustedes, testigos de estas promesas, ¿harán cuanto puedan para sostener a estas dos personas en su unión?

Pueblo:

Sí, lo haremos.

Si hay bendición de anillos, arras, lasso, u otros símbolos de una Santa Unión según la tradición de la pareja, el Celebrante puede bendecirlos con estas palabras:

Bendice, oh Señor, este(os) anillo(s) (o, arras, lasso, corona) para que sea (sean) signo(s) de los votos por los cuales N. y N., se han unido el (la) uno(a) al otro(a); por Jesucristo nuestro Señor. Amen.

El Celebrante junta la mano derecha de cada uno de las personas celebrando la unión, y dice:

A quienes Dios ha unido, nadie los separe.

Pueblo:

Amén.

El rito continúa con las Oraciones en Un Rito Para La Bendición Y Celebración de Una Santa Unión.

Un Orden Para La Celebración de La Unión Santa

Si desea celebrar solo la Unión Santa sin utilizar el Rito De Celebración y Bendición como esta indicado arriba, se utilice este orden.

Normalmente, el Celebrante es un Sacerdote o Obispo. Cuando permitido por la ley civil,

y cuando no hay Sacerdote o Obispo, el Celebrante puede ser un Diácono, pero no se permite utilizar la Benedición Nupcial.

Las leyes del Estado y los cánones de esta Iglesia siendo cumplidas, la pareja, con sus testigos, miembros de su familia y amigos se juntan en la iglesia u otro lugar conveniente.

1. La enseñanza de la Iglesia acerca la Unión Santa, declarado en los formularios y los cánones de la esta iglesia, es brevemente declarada.
2. La intención de la pareja para entrar en el estado de la Unión Santa, y su consentimiento libre es en público averiguada.
3. Una o varias Lecturas, uno de las cuales es siempre de la Escritura Sagrada pueden protraspasar el cambio de votos. Si debe haber una Comunión, una Lectura del Evangelio siempre es incluida.
4. Los votos de la pareja son cambiados usando la forma siguiente

En el Nombre de Dios, yo, N. te recibo a ti, N., para ser mi _____, desde hoy en adelante, para tenerte y conservarte, en las alegrías y en las penas, en la riqueza y en la pobreza, en la salud y en la enfermedad, para amarte y cuidarte hasta que la muerte nos separe. Este es mi voto solemne.

5. El Celebrante declara la Unión Santa de la pareja como _____, en el nombre del Padre, el Hijo, y el Espíritu Santo.
6. Se ofrece oraciones para la pareja, para su vida juntos, para la comunidad Cristiana, y para el mundo.
7. Un sacerdote o el obispo pronuncian una bendición solemne sobre la pareja.
8. Si no hay comunión, el servicio se concluye con la Paz, la pareja primeramente saludando cado uno. La paz puede ser cambiada entre la asamblea.
9. Si debe haber una comunión, el servicio sigue con la paz y el ofertorio. La Santa Eucaristía puede ser celebrada según Rito I o Rito II del Libro de Oración Comun.

Rúbricas Adicionales

Si se publican las Amonestaciones, se usa la siguiente fórmula:

Yo publico las Amonestaciones de la Unión Santa entre NN. de _____ y NN. de _____. Si alguno de ustedes conoce causa justa por la cual estas personas no puedan unirse en una Unión Santa, debe declararlo. Esta es la primera (o segunda, o tercera) amonestación.

La Celebración y Benedición de la Unión Santa puede usarse con cualquier liturgia autorizada de la Santa Eucaristía. Este rito reemplaza el Ministerio de la Palabra, y la Eucaristía comienza con el Ofertorio.

El Celebrante o ministro preparando la pareja para la celebración de su Unión, debe saber cual título se va utilizar para la celebración. Por ejemplo, se puede utilizar:

Compañero(a), Compañero(a) de vida, Querido(a), Querido(a) compañero(a) u otro título que espresa sus vidas.

Si hay entrega o presentación de la Unión, después de la Declaración de Consentimiento, el Celebrante pregunta:

¿Quién entrega (presenta) a estas personas para esta unión?

Cuando los que son unidos lo deseen, en vez del anillo puede usarse algún otro símbolo de sus votos que sea apropiado o custumbrado (por ejemplo, Lasso, arras, Biblia, Corona).

Las demas Rúbricas se pueden ver en el Libro de Oración Común, pagina 359-360.

CIVIL UNIONS FOR SAME-SEX COUPLES IN THE STATE OF NEW JERSEY

Frequently Asked Questions

Published 02/06/07 by Lambda Legal

On October 25, 2006, in *Lewis v. Harris*, Lambda Legal won a declaration from the New Jersey Supreme Court that barring same-sex couples from the rights and benefits of marriage violated the constitutional promise of equality. The court gave the New Jersey Legislature a deadline of 180 days to correct the violation, and the legislature chose to create the separate status of civil unions. Below are answers to frequently asked questions about the new civil union law and what is required under the Court's mandate in *Lewis v. Harris*.

PLEASE NOTE: This document offers general information only and is not intended to provide guidance or legal advice regarding anyone's specific situation. This is an evolving area of law in which there is bound to be uncertainty, and we will be working with New Jersey attorneys to promote the best results. If you have additional questions or are looking for contact information for private attorneys who might advise you, contact Lambda Legal's Help Desk at 212-809-8585 (toll-free: 866-542-8336) or legalhelpdesk@lambdalegal.org.

Q: What is a civil union?

A: Under New Jersey's new law, a civil union is the legally recognized union of two individuals of the same sex. Civil union couples receive the legal benefits and protections and are subject to the legal responsibilities provided under New Jersey law to married couples. But a civil union is not a marriage. The legislature reserved the status of a marriage for different-sex couples. Although the difference in the two statuses does create constitutional and other problems that are discussed more below, any same-sex couples who otherwise would choose to marry should give serious thought to entering into a civil union because of the vast set of protections summarized below.

Q: Who can enter into a New Jersey civil union?

A: Two people are eligible to enter into a civil union together if they are:

- the same sex
- over 18 years old (or meet requirements for an exception)
- not a party to another civil union, domestic partnership or marriage
- not closely related to each other (for example, not an ancestor, descendant, sibling, niece, nephew, aunt or uncle)

Q: What if we already have a New Jersey registered domestic partnership together or are considering entering into one?

A: Same-sex couples who entered into registered domestic partnerships before the effective date of February 19, 2007 for the new civil union law may remain domestic partners or may enter into a civil union. Entry into a civil union will automatically terminate the domestic partnership. And once the law is effective, only couples (either same-sex or different-sex) in which both partners are 62 years or older will be eligible to register as domestic partners in New Jersey.

Q: How do my partner and I enter into a civil union in New Jersey?

A: The process for getting a civil union is largely the same as for getting a marriage in New Jersey.

First you must obtain a civil union license from a licensing officer, such as a clerk or registrar, in the municipality where either of you resides. You must appear together in person to get the license. You'll need the approved forms of identification, your Social Security numbers, the names and county of birth of your parents, \$28 to pay the fee and a witness who is at least 18 and knows you both. Call ahead to make sure you are going to the right place, and confirm what particular type of identification that municipality requires (for example, driver's license, birth certificate, lease, passport) and what forms of payment that municipality accepts.

The civil union license may not be issued until 72 hours after you apply for it, except in cases of emergency where the clerk can explain the procedure available for getting the license sooner. You will then need to have a ceremony of civil union within 30 days of issuance of your license. Two witnesses 18 or over must be present at the ceremony and sign the certificate of civil union, which is included on the civil union license form.

Q: Who can preside over our civil union ceremony?

A: The ceremony may be performed by the same individuals authorized to perform marriages in New Jersey, including any minister of any religion, judges and other officials. Specifically, the following individuals are authorized to perform your civil union ceremony under New Jersey law: A judge of the United States Court of Appeals for the Third Circuit; a judge of a federal district court; a United States magistrate; a judge of a municipal court, the Superior Court or a tax court; a retired judge of the Superior Court or tax court; a judge who has resigned in good standing from what formerly was the County Court, the County Juvenile and Domestic Relations Court or the County District Court; the surrogate of any county; a county clerk; a mayor or deputy mayor when authorized by the mayor; the chairman of any township committee or village president in New Jersey; and any minister of any religion. In addition, every religious society, institution or organization in New Jersey is also authorized to join together individuals in a civil union according to its rules and customs. If a government official who performs marriages refuses to perform a civil union ceremony for you, please contact Lambda Legal's Help Desk at 212-809-8585 or legal-helpdesk@lambdalegal.org.

Q: What will our rights and responsibilities be under New Jersey law if we enter into a civil union?

A: A New Jersey civil union automatically includes you in the myriad legal rights and responsibilities under state law conferred on a married couple. In the words of the civil union legislation, a New Jersey civil union grants "all of the same benefits, protections and responsibilities under the law, whether they derive from statute, administrative or court rule, public policy, common law or any other source of civil law, as are granted to spouses in a marriage."

The enormous web of state-based rights and responsibilities include, for example, to the same extent as possessed by a married spouse:

- rights to family leave benefits
- rights relating to joint ownership of property
- rights relating to insurance, health and pension benefits
- rights relating to state public assistance benefits
- obligations and benefits relating to taxes imposed by the state or a municipality
- privileges not to testify against a civil union partner in court proceedings
- rights relating to emergency medical care and hospital visitation
- rights to receive workers' compensation benefits if a civil union partner dies on the job
- rights relating to inheritance
- rights to bring wrongful death and other kinds of claims that previously depended on spousal status
- rights and judicial forums relating to separation, termination of the civil union and caring for the children of the couple.

Civil unions provide far more than that, vastly surpassing the small number of rights provided under New Jersey's Domestic Partnership Act. That Act, for example, only required health and pension benefits for state employees - it was voluntary for other employers - and did not require family leave to care for an ill partner. For a detailed analysis of what the Domestic Partnership Act does not cover, consult the Brief of the New Jersey State Bar Association.

You should also be aware that with the benefits of civil union come the same legal responsibilities towards your civil union partner as others have towards their spouses, such as liability for your partner's debts, limitations on your ability to make unilateral decisions about your property and who will inherit from you, and obligations to provide support for your partner both during the civil union and if it is terminated.

Q: So will my employer have to give my civil union partner health insurance coverage?

A: There are employers who must do so and those who should do so. The court said that government cannot treat same-sex couples differently from different-sex couples regarding rights and benefits of marriage, so government employers, both state and local, must treat equally the civil union partners and married spouses of employees. In addition, New Jersey law bars discrimination against civil union partners, so many private employers and others of like businesses, and insurance companies will be barred from discriminating against someone because he or she is a partner in a civil union. In many circumstances this will mean that private parties must treat civil unions and marriages equally. But in areas that involve federal law, there may be circumstances where a few employers will argue that New Jersey's non-discrimination protection may not apply to civil union partners. This may be the case with some employer-provided health insurance where federal laws are involved, and in particular when the employer is self-insured. Here too the law is evolving, and you should consult with an attorney for advice about your particular situation. But keep this in mind: when a self-insured private employer says that federal law trumps the state's non-discrimination law, that still does not mean the employer is required to choose discrimination. Instead it means that the employer can choose whether or not to discriminate, and it should choose not to, even if that means changing the terms in its plan. In the meantime, we are developing the legal arguments for why such an employer must not discriminate.

Q: What does a civil union mean for federal benefits and protections?

A: It is near certain for now that the federal government will not respect your civil union for the purpose of the federal benefits, protections, and obligations that married spouses have, such as Social Security benefits, immigration protections, veterans' benefits, and taxation. That's true even for the married same-sex couples in Massachusetts. For example, for both married or civil unionized same-sex couples, the value of health insurance benefits from an employer for a spouse or civil union partner will be counted as income to the employee for the purpose of federal taxes. The day will arrive when it will be strategic for us to challenge the federal government's lack of respect for states' legal recognition of same-sex relationships. In the meantime, it's important to consult a professional accountant regarding the implications of your civil union on your federal tax filing, including the valuation of health insurance benefits as taxable income.

Q: Should we enter a New Jersey civil union?

A: In most ways, the answer is no different than it has been for different-sex couples deciding whether to marry: such a very serious decision is up to you. You confront the weighty considerations that different-sex couples have confronted across time in deciding whether to marry, because a civil union is an important commitment that carries many state law-based rights, protections and responsibilities that can affect many aspects of your life. So, for example, being in a civil union could disqualify you from the state government's income-based public assistance programs, as would a marriage, because your partner's income and assets may be counted in with yours.

But, in a few ways, same-sex couples, whose relationships are disrespected as a matter of law in other states and are unlikely to be honored by the federal government, have extra considerations. For example, you cannot be certain whether your civil union will be respected should you travel or move to most other states. That can mean, for example, if you've moved to another state, you may not be able to dissolve your relationship if you need to someday (as do roughly half of all married heterosexuals). For some people there are a few other special issues that are very important to consider before entering into a civil union. For example,

- The military may view a New Jersey civil union as grounds for a discharge under its discriminatory policies towards lesbian and gay personnel.
- Being in a civil union could raise problems for you if you have certain immigration statuses (for more information, consult Immigration Equality).
- If you are in the process of adopting a child or planning to do so, you should be aware that some states and countries allow single-parent but not same-sex-couple adoptions, so depending on where you may adopt from your civil union could complicate matters for you.

But any same-sex couple in New Jersey who would have otherwise chosen marriage after careful consideration should give serious thought to choosing a civil union because of the vast set of protections that flow from it.

Q: If we enter into a New Jersey civil union, will we be able to get married later?

A: When the day comes that same-sex couples have the freedom to marry in New Jersey, you shouldn't have obstacles to marrying the same person to whom you've committed in a civil union. But this is unbroken legal ground. Presumably the state legislature would act to clear up the problems it caused by creating a separate status of civil unions, as it attempted to do in providing that engaging in a civil union would extinguish a domestic partnership.

Q: If I live in New Jersey, but my partner and I entered into a civil union in Vermont, will it be recognized in New Jersey?

A: The new civil union law provides that your civil union entered into elsewhere will be treated as a valid civil union in New Jersey. That applies to civil unions from Connecticut or Vermont, or a California registered domestic partnership, which is the legal equivalent of a civil union. This was confirmed by New Jersey's Attorney General in a formal opinion dated February 16, 2007.

Q: If my partner and I have a marriage from Canada, will New Jersey respect it?

A: They should. But New Jersey's Attorney General, in the February 16, 2007 opinion, declared that same-sex couples' marriages from other states or countries will be respected only as civil unions. That does extend the same protection provided to same-sex couples who enter civil unions, but just as denying same-sex couples the freedom to marry and limiting them to civil unions does, it labels all same-sex couples, including those legally married elsewhere, as second-class citizens, because the State treats them as unworthy of the respect given to married different-sex couples. The legislature should move quickly to erase that mark of unworthiness and stop the damage it inflicts on families.

Q: Even if I already have a civil union or marriage from somewhere else, wouldn't it be safer to enter into a civil union where I live in New Jersey, too?

A: That is unnecessary, and perhaps unwise. The Attorney General has confirmed it is unnecessary, stating that couples with out-of-state marriages or civil unions "need not secure a New Jersey civil union license or solemnize their relationships in this State in order to enjoy all of the rights and obligations of a New Jersey civil union." And creating an additional legal status for your relationship may create more problems than it solves, so you should seek legal advice. For example, others may argue that you have disavowed your first legal status by creating a new one, and there are circumstances in which it may be important to you to get respect for the earlier status, such as when the beginning date of the legal relationship affects how ownership of property is treated for tax or other purposes. Also, should your relationship end, you may have more difficulty dissolving your legal obligations if there are two outstanding statuses. These are just some of the issues to explore with counsel.

Q: If my partner and I have or plan to have children, what does the New Jersey civil union law mean for us?

A: Securing your legal relationships with your children is vitally important. We offer here only general information in this evolving area of law. We urge you to consult with an attorney for advice on your individual circumstances and what you should do to ensure that you establish legal parenthood.

If both partners to the civil union had a formal legally-recognized parent status to children before the civil union (e.g., through joint or second-parent adoption), the status remains unaltered legally by the civil union, as both partners remain legal parents.

If one partner did not have a formal legally recognized parent status prior to the civil union, the civil union will not change that. As a result of the civil union, that parent may be considered a stepparent, carrying the weight that has in New Jersey. But the only certain way to become a formal legally recognized parent in this situation is for the second parent to adopt the child in court. The adoption decree is a legal judgment that is recognized broadly outside of the state and has legal significance independent of the civil union. It is vital that you consult an attorney and take steps to secure legal parenthood through a second-parent adoption.

If a child is born to one partner after the couple enters into a New Jersey civil union, both partners will be legally presumed to be the child's legal parents within New Jersey, just as a child born into a marriage is presumed to be the child of both spouses. This legal presumption is profoundly important to the security of the child. However, the presumption does not have the same effect as a court judgment. Since the civil union and the protections under New Jersey law that flow from it may not be accorded legal respect in other states, relying on the fact of the civil union alone to establish legal parenthood exposes you and your child to the risk that parenthood may be challenged in another jurisdiction. Therefore, it is vital that you consult an attorney and pursue securing your child's legal status with both parents through a second-parent adoption. Likewise, if a civil union couple adopts a child, the legal relationship of the child should be secured with both parents through joint or second-parent adoption.

In other important respects beyond these considerations, entering into a civil union brings your children the same legal protections and security that married couples obtain for their families under New Jersey law.

Q: Even if my partner and I enter into a New Jersey civil union, are there other precautions we should take?

A: Yes. A civil union is new in New Jersey, and legal statuses for same-sex couples are just beginning to be established in various forms elsewhere in the country. This is a rapidly evolving legal area with much uncertainty. Our experience with New Jersey's domestic partnerships shows us that a status other than marriage is confusing to some people, and invites all people to be discriminatory despite what the law requires because a separate status signals unworthiness. Further, the federal government and many other states may not respect your New Jersey civil union, so it is especially important to consider whether you have adequate protections if you are traveling outside of the state. You should consult with an attorney if possible about steps you should take apart from your civil union to provide more security to one another and to your family. For example, you can better protect each other through legal documents like wills, health care proxies, advance directives, cohabitation agreements and powers of attorney. Many of these legal protections are routinely obtained by married couples as well to afford greater security for their family; they can be that much more important for same-sex couples whose New Jersey civil unions may not be respected outside of the state.

Q: If we enter a civil union, can we change our names like married people do?

A: Yes. The right of a married spouse to change a surname without petitioning a court is available to a civil union partner, too. But keep in mind that the name follows you outside New Jersey, into interactions with other states, the federal government, and – if you travel abroad – with other countries. You will likely encounter lack of respect for New Jersey's civil union law, and you may encounter worse. As an example of lack of respect, the passport agency has required a court decree of a name change even for couples married in Massachusetts. You will want to consider minimizing problems either by not changing your name or, for those who can afford it, getting a court decree of the change.

Q: What would I need to do to end a New Jersey civil union?

A: You would terminate a New Jersey civil union in court the same way a marriage is terminated in New Jersey. Essentially the same steps and criteria for nullifying or dissolving a marriage apply to a civil union, as do the provisions for alimony, dividing assets and allocating responsibilities for the partners' children.

Q: Can we enter into a New Jersey civil union if we don't live in New Jersey?

A: New Jersey does not have a residency requirement to obtain a New Jersey civil union license, though the civil union must be performed within New Jersey, and the license is obtained in the municipality where the civil union will be performed.

It is important to be aware, however, that New Jersey does have a residency requirement to bring a court proceeding to terminate a civil union, as with marriage. If the unexpected should happen and you someday want to terminate the civil union, you may be unable to

do so in either your home state (depending on where you live) or New Jersey, unless you first move to and establish residency in New Jersey.

Moreover, you should be aware that depending on where you live, your New Jersey civil union may not be accorded legal respect in your home state. You also may want to consider whether entering into a marriage in Canada or another jurisdiction that permits same-sex couples to marry might provide your family with greater legal security in your home state (NOTE: this is especially true if you live in New York State, where there has been widespread respect for the marriages in Canada of same-sex couples residing in New York). This is an evolving area of law that varies a great deal from state to state and is still very uncertain; you should consult with an attorney for advice about your situation.

Finally, as discussed above, you should also be aware that at present the federal government has not been according legal respect to either civil unions or marriages of same-sex couples.

Q: Does this new law provide lesbian and gay couples and their families equal treatment?

A: Absolutely not. Although the New Jersey civil union law grants same-sex couples very significant legal protections, it denies them the right to marry and enter into an enormously important legal and cultural institution, one well understood worldwide. By creating a separate institution of "civil union," the New Jersey government says loud and clear that lesbians and gay men are inferior because any committed relationships they might have are unworthy of marriage. In dissenting from the New Jersey Supreme Court's referral of Lambda Legal's case to the New Jersey Legislature, Chief Judge Poritz explained that: "What we name things matters, words matter. . . . 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. Ultimately, the message is that what same-sex couples have is not as important or as significant as 'real' marriage, that such lesser relationships cannot have the name of marriage." That message the government sends is a dangerous example for others in New Jersey that lesbian and gay people are fair game for discrimination and abuse.

The creation of civil unions was for no other reason than to set up a separate and second-class status for the lesbian and gay minority. Even for those who would not necessarily accept the government's invitation to further bias, there is still the common puzzlement over the meaning of a status like a "civil union," which fails to convey clearly and automatically the level of respect due to a marriage. We've seen that already with New Jersey's "domestic partnerships;" in one particular instance hospital staff refused to respect the status of an unconscious patient's partner, telling her that they needed to talk to a "family" member.

Q: What can we do?

A: The future for equality lies in New Jersey's legislature or the courts. For the work in either context, it's vital for couples in civil unions who experience problems with legal recognition of their status to let us know at Lambda Legal. And for lobbying legislators to end discrimination please contact Garden State Equality at 973-GSE-LGBT. To contact Lambda Legal, please call our Help Desk at 212-809-8585 (toll-free: 866-542-8336) or email legalhelpdesk@lambdalegal.org.

More information is also available on Lambda Legal's "Civil Union Watch."

Reparations Task Force Report of 2007 Activities

The Task Force on Reparations continues its work of leading diocesan "study and discussion on the theology, history, issues and feasibility of restitution for descendants of Africans who were enslaved in America," as mandated by Diocesan Resolution in January, 2004. Current members include: Ms. Lyn Headley-Deavours, The Rev. Christine McCloud, Mr. Jon Richardson, Mr. Keith Kawecky, Ms. Diane Sammons, Esq., The Rev. Sandye Wilson, Mr. N. Pete Rhinehart, and The Rev. Allison Moore. In 2007 we worked on four aspects of this work:

We developed and distributed a questionnaire, mailed to all parishes and available online, gathering information how slavery, the profits from slavery and its aftermath may have contributed to shaping our dioceses and its churches, in response to Resolution A123 of the 75th General Convention of The Episcopal Church. We are working with the Diocese of New Jersey on this project, because the two dioceses were one until 1874. We are grateful to more than 20 churches that have returned their surveys, and are eager to receive many more.

Lyn Headley-Deavours worked with the Dioceses of New York, New Jersey, Long Island, Social Justice Ministries of The Episcopal Church, Riverside Church and NY Friends meeting to plan a glorious multi-media opportunity for worship and education at the Cathedral of St. John the Divine. Diane Sammons and The Rev. Christine McCloud, along with the Diocese of New York Reparations Committee led a Reparations discussion session at the opening of the Bishop Desmond Tutu Center at GTS in September. Lyn Headley Deavours also helped develop a resource guide to supplement a DVD, "Traces of the Trade," an educational program developed by Katrina Brown, which will be piloted in the Dioceses of New York and Newark.

We are preparing an annual Report to General Convention on progress made in our diocese towards understanding issues of Restorative Justice, per Resolution A127 of the 75th General Convention of The Episcopal Church. It will include the current survey results and give a preliminary history of slavery and its aftermath in New Jersey.

Look for workshops at the mini Creative Congregations event in May, 2008.

Prayer needs to undergird the study of the issues raised by our nation's history of slavery, its aftermath, and how to restore just relations between all residents. Please pray for the Task Force and the Diocese as it continues this work in 2008.

"O God, you made us in your own image and redeemed us through Jesus your Son: Look with compassion on the whole human family; take away the arrogance and hatred which infect our hearts; break down the walls that separate us unite us in bonds of love; and work through our struggle and confusion to accomplish your purposes on earth; that, in your good time, all nations and races may serve you in harmony around your heavenly throne; through Jesus Christ our Lord. Amen." (Book of Common Prayer, "For the Human Family")

*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. William Gillette Weinbauer, retired Bishop of Western North Carolina
The Rt. Rev. Robert M. Wolterstoff, first Bishop of San Diego
The Rt. Rev. James Arthur Kelsey, Bishop of Northern Michigan
The Rt. Rev. Stephen Hays Jecko, retired Bishop of Florida and Asst. Bishop of Dallas
The Rt. Rev. Frederick Warren Putnam, first Bishop of Navajoland
The Rt. Rev. Albert William Hillestad, eighth Bishop of Springfield
The Rt. Rev. Edward Witker Jones, Bishop of Indianapolis
The Rt. Rev. Donald J. Davis, Bishop of Northwest Pennsylvania
The Rt. Rev. William Harvey Wolfrum

From the Clergy Family of the Diocese

James Bates, father of The Rev. J. Barrington Bates
Rocco Carbone, father of The Rev. Joanne O'Neill
Estelle D. Cutler, widow of The Rev. Harold Cutler
The Rev. George R. Dawson, retired and father of The Rev. Marge Lindstrom
Viola (Vicky) Duryea, mother of The Rev. Darlene Tittle
Emma S. Dwyer, mother of the late Rev. Hank Dwyer
Abbot Montague Geer, father of The Rev. Victoria Geer McGrath
Barbra Cusack Geer, mother of The Rev. Victoria Geer McGrath
Donald Liddle, partner of The Rev. Donald Shearer
The Rev. Frederick Long, retired
Kay Meyer, mother of The Rev. Lois Schembs
Alyce Jane Mockridge, sister of The Rev. Oscar Mockridge
The Rev. Clarence C. Searles, deacon, Christ Church, Pompton Lakes
Edward J. Stout, father of The Rev. Ronnie Stout-Kopp
Laura Lee Thomas, wife of The Rev. Trevor E.G. Thomas
The Rev. William H. Willard, retired

Persons in the Diocese Known for Special Contributions

Iris Bisdale, mother of Tom Bisdale, member of Ecclesiastical Court
William Decker II, partner of Larry Taber, member of the Ward J. Herbert Fund Board
Frank Fenwick, former member of Lay Compensation Task Force
Marie Gideon, mother of Faith Gideon Brown, member of Diocesan Council
Dora Kapp, former member of Christian Formation Commission
Thelma Thompson, mother of Cheryl Thompson, member of the ACTS/VIM Board

ELECTION RESULTS (* = elected)

ACTS/VIM BOARD

Class of 2011 – 2 lay members

Class of 2009 – 1 lay member

*Cathie Studwell, St. John's, Hasbrouck – *Class of 2011*

*Issie Cherevko, St. Paul's, Englewood – *Class of 2009*

*Martha Wolf, St. Paul's, Paterson – *Class of 2011*

ACTS/VIM BOARD

Class of 2011 – 1 clergy member

Class of 2009 – 1 clergy member

*Laurie Wurm, St. John's, Dover – *Class of 2009*

Paul Walker, Christ Church, Belleville

*William C. Parnell, Christ Church, Hackensack – *Class of 2011*

CONSTITUTION AND CANONS COMMITTEE - One year term

*Thomas A. Bisdale, Esq., Grace Church, Westwood

*Mr. Donald Cairns, St. Clement's, Hawthorne

*Ms. Marge Christie, Christ Church, Ridgewood

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

*The Rev. Joseph Harmon, Incarnation, Jersey City

*George F. Mackey, Esq., St. Elizabeth's, Ridgewood

*The Rev. John P. Mitchell, Grace Church, Westwood

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

*The Rev. Paul Walker, Christ Church, Belleville

*The Rev. Dean Weber, All Saints', Leonia

DIOCESAN REVIEW COMMITTEE – Lay Class of 2011

*Laura Russell, Esq., Atonement, Fair Lawn

DIOCESAN REVIEW COMMITTEE –

Clergy Class of 2012

Clergy Class of 2010

*Willie Smith, Trinty, Cliffsade Park – *Class of 2012*

S. Elizabeth Searles, Christ Church, Ridgewood (appointed til 2009 convention)

ECCLESIASTICAL COURT - Lay Class of 2011

*Thomas A. Bisdale, Esq., Grace Church, Westwood

ECCLESIASTICAL COURT

Class of 2012 – 1 clergy member

Class of 2011 – 1 clergy member

*Dewey E. Brown, Jr., St. Luke's, Haworth – *Class of 2011*

*The Rev. John P. Mitchell, Grace Church, Westwood – *Class of 2012*

GENERAL CONVENTION DEPUTIES & ALTERNATES

Lay Deputies:

*Louie Crew, Grace Church, Newark – *First Lay Deputy*

*Martha Gardner, St. George's, Maplewood – *Second Lay Deputy*

*Lyn Headley-Deavours, St. Andrew & Holy Communion, So. Orange – *Third Lay Deputy*

*Bert Jones, Christ Church, East Orange – *Fourth Lay Deputy*

Lay Alternates:

*Marge Christie, Christ Church, Ridgewood – *First Lay Alternate*

*Edgar (Kim) Byham, All Saints', Hoboken – *Second Lay Alternate*

*Laura Russell, All Saints', Hoboken – *Third Lay Alternate*

(The convention and elections ended without the election of a fourth lay alternate.)

Clergy Deputies:

*Sandye A. Wilson, St. Andrew & Holy Communion, So. Orange – *First Clergy Deputy*

*Prince Singh, St. Alban's, Oakland – *Second Clergy Deputy*

*Diana Clark, St. John's, Montclair – *Third Clergy Deputy*

*Cathy Deats, St. James', Hackettstown – *Fourth Clergy Deputy*

Clergy Alternates:

*Edward M. Hasse, III, St. Paul's, Montvale – *First Clergy Alternate*

*Geoffrey Curtiss, All Saints', Hoboken – *Second Clergy Alternate*

*William C. Parnell, Christ Church, Hackensack – *Third Clergy Alternate*

*Kim Capwell, St. Peter's, Mt. Arlington – *Fourth Clergy Alternate*

SECRETARY OF CONVENTION – One year term

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

THE STANDING COMMITTEE *Class of 2012 – 1 lay member*

*Patricia Yankus, St. Paul's, Paterson
Robert Simmons, Christ Church, East Orange
George Hayman, Grace Church, Madison

THE STANDING COMMITTEE *Class of 2012 – 1 clergy member*
Class of 2009 – 1 clergy member

*Beverly J. Huck, Church of the Saviour, Denville – *Class of 2012*
*J. Carr Holland, Grace Church, Newark – *Class of 2009*
John J. Negrotto, St. Paul's, Jersey City
Victoria Geer McGrath, All Saints', Millington

TREASURER – *One year term*

*Mr. Richard B.H. Graham, Christ Church, Ridgewood

TREASURER - ASSISTANT - *One year term*

*Mr. Larry Taber, Grace Church, Madison

TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER *Class of 2011 – 1 lay member*

*Bert Jones, Christ Church, East Orange
Joan D. Mebane, Christ Church, Short Hills
George Hayman, Grace Church, Madison

TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER *Class of 2011 – 1 clergy member*

Oscar Mockridge, St. Luke's, Montclair
*Sandy Wilson, St. Andrew & Holy Communion, South Orange

TRUSTEES OF THE EPISCOPAL FUND & DIOCESAN PROPERTIES - *One member for life or until resignation*

*Ms. Bernice Mayes, Trinity & St. Philip's Cathedral
The Rev. Joseph A. Harmon, Church of the Incarnation, Jersey City
The Rev. Dean Weber, All Saints', Leonia
The Rev. Janet Broderick, Grace Church Van Vorst, Jersey City
The Rev. Wade Renn, House of Prayer, Newark
Mr. Steven Boston, St. John's, Ramsey

ELECTION OF DEPUTIES TO 2009 GENERAL CONVENTION **Diocese of Newark – January 25 & 26, 2008**

Ballot Number	1	1	2	2	3	3	4	4	5	5	6	6	7	7	8
Votes Needed															Alternates
	Clergy 60	Lay 124	Clergy 62	Lay 139	Clergy 63	Lay 147	Clergy 61	Lay 140	Clergy 52	Lay 139	Clergy 57	Lay 142	Clergy 55	Lay 138	175 Needed to elect
Lay Candidates*															
Kim Byham	35	78	38	78	18	39	10	27	3	15	0	3	0	1	218
Marge Christie	45	111	53	129	59	139	52	143	53	109	60	117	117	46	294
Louie Crew	68	123	84	184	-	-	-	-	-	-	-	-	-	-	-
Martha Gardner	69	100	88	140	-	-	-	-	-	-	-	-	-	-	-
George Hayman	25	55	18	52	8	9	-	-	-	-	-	-	-	-	123
Lyn Headley-Deavours	45	104	51	125	66	153	-	-	-	-	-	-	-	-	-
Bert Jones	40	110	43	150	57	150	54	105	45	149	53	162	63	166	-
Sidney King	29	67	24	52	7	18	-	-	-	-	-	-	-	-	148
John Niles	19	32	9	21	3	7	-	-	-	-	-	-	-	-	85
Michael F. Rehill	27	82	23	59	6	20	-	-	-	-	-	-	-	-	157
Laura Russell	23	58	20	49	7	16	-	-	-	-	-	-	-	-	176
Mary Sunden	35	53	32	45	18	21	-	-	-	-	-	-	-	-	165

*Candidate names are listed in alphabetical order for the election of General Convention Deputy.
 There are no titles used with any of the names.

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 2008. Changes made shortly after the convention are noted.)

BISHOPS

The Right Reverend Mark M. Beckwith (2007), Bishop of the Diocese; consecrated January 27, 2007. Office: 31 Mulberry Street, Newark, NJ 07102, 973-430-9900; Residence: 231 Warwick Avenue, South Orange, NJ 07079.

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

Alling, Frederic (1955), 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, & Interim, St. Andrew's, Lincoln Park

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

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

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

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

Bekal, 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, 1805 Route 23, Butler NJ 07405; Retired

Baldwin, Judith (1993), 135 Main Street, Millburn NJ; (H) 973-376-8218

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

Barrett, Helena (Ellen) M. (1997), 1 Mt. Kamble Avenue, #212, Morristown NJ 07960

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

Baskerville-Burrows, Jennifer (1989), 10 Dorset Road, Syracuse NY 13210-3047

Beach, Diana (1996), 88 Main Street, Thomaston ME 04861; 207-354-7205

Beers, Donald W. (1954), 819 County Rd 519, Belvidere NJ 07823; (H) 908-475-5063 Retired

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

Bendall, R. Douglas (1995), 26 Howard Court, Newark NJ 07103; Retired; (H) 973-743-9849

Canonical List of Clergy

Bennett, Denisa (2003), (transferred November 2007 to Diocese of Rochester)

Bennett, Dudley (1963), 16 Warwick Lane, Jackson NJ 08527; Retired

Biggadike, 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; Associate, St. Andrew & Holy Communion, South Orange

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

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

Broderick, Janet (2002), 268 Second Street, Jersey City NJ 07302; Rector, Grace Church Van Vorst, Jersey City; (H) 201-963-0920 (W) 201-659-2211

Brown, Jr., Dewey E. (2006), 43 Massachusetts Avenue, Haworth NJ 07641; Rector, St. Luke's, Haworth; (H) 201-384-0653; (W) 201-384-0706

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

Butler, Susan Jamie (1997), 9 Overlook Court, Lambertville NJ 08530; 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) 973-285-9115; (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. (1967), Six Otis Place, Verona NJ 07044; (H) 973-239-6150; Retired

Carr, Francis W. (1989) (died May 2008)

Carroll, Christian (2007), 173 Oakland Road, Maplewood NJ 07040; (H) 973-761-7158; Associate, St. George's, Maplewood

Chang, Mark C. M. (1987), 806 Morris Turnpike, 4-1, Short Hills NJ 07078

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

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

Clarke, Gervais (1987) (transferred October 2007 to the Diocese of Jamaica)

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

Canonical List of Clergy

Colman, 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) 201-498-1874; (W) 201-444-2298

Constantinos, Richard (1963), (died July 2008)

Conway, Cooper (1998), 1514 Palisades Avenue, Union City NJ 07087; Rector, St. John's, Union City 07087; (H) 201-223-8474; (W) 201-348-3968

Criste-Troutman, Robert (1998), 27 Bennet St., Phillipsburg NJ 08865; Priest-in-Charge, St. Peter's, Washington; (H) 908-689-3403; (W) 908-689-1019

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

David, Jacob T. (1991), 1 Paddock Court, Dayton NJ 08610; 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) 856-424-1894; Retired

Davis, Jr., Orion W. (1989), 2 St. Mary's Terrace, Sparta NJ 07871; Rector, St. Mary's, Sparta; (H) 973-729-6858; (W) 973-729-3136

Day, Randall C. K. (1998), 283 Herrick Ave., Teaneck NJ 07686; 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) 973-548-5020

DeSmith, David J. (2003), 90 Kiel Avenue, Kinnelon NJ 07405; Rector, St. David's, Kinnelon; (H) 973-492-0284; (W) 973-836-6896

DeYoung, Lily (2000) (transferred August 2007 to Diocese of Massachusetts)

Dinsmore, Virginia (2005), 18-21 Ditmars Blvd., Astoria NY 11105; (H) 718-267-8820; (W) 718-278-8093

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

Donnelly, F. Ellen A. (1991), 11 Hinchman Ave., Wayne NJ 07470; Co-Rector, St. Michael's, Wayne; (H) 973-696-1980; (W) 973-694-1028

Donnelly, John A. (1991), 11 Hinchman Ave., Wayne NJ 07470; Co-Rector, St. Michael's, Wayne; (H) 973-696-1980; (W) 973-694-1028

Dughi, Lorraine (2004) Seven Canal Lane, Hackettstown NJ 07840; (H) 908-852-4967; Assistant, St. Peter's, Clifton (W) 973-548-5020

Dure, Lucy Ann (1998), 46 Montrose Avenue, Verona NJ 07044; Rector, Holy Spirit, Verona (H) 973-857-2965; (W) 973-239-2850

Canonical List of Clergy

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

Edwards, Rickey Del (1996) (died February 2008)

Feus, 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. (1963), 441-4 Lockhart Mountain Rd., Lake George NY 12845-4908; Retired

Gable, David L. (2002), 138 W. Passaic Avenue, Rutherford NJ 07070; Rector, Grace, Rutherford; (H) 201-531-2285; (W) 201-438-8623 (retired March 2008)

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) 603-471-0198; Retired

Gargiulo, Mariano (2001), 384 Hilltop Avenue, Leonia NJ 07605; Rector, St. James', Ridgefield (H) 201-592-7063; (W) 201-945-0079

Gat, Margaret A. (1994), 4230 Cascade Falls Drive, Sarasota FL 34243; Retired

Gerhardt, Michael Joseph (1997),

Glover, Beth Faulkner (2002), 29 Village Gate Way, Nyack NY 10960; (H) 845-727-5884

Golub, 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) 201-339-3112; (W) 201-339-3112

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

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

Gross, Jr., Joseph O. (1979), Avon Crest No. 173 Killamey Dr., Schenectady NY 12309; (H) 518-782-1530; 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) (transferred October 2007 to Diocese of Massachusetts)

Haines, Denise G. (1977), 174 Summit Avenue, Summit NJ 07901; H-608-516-2030; Canon for Mission & Ministry, Diocese of Newark (till June 2008); Retired

Hall, Charlotte Melissa (2003), 6 Willow Terrace, Hoboken NJ 07030; Assistant, Redeemer, Morristown; (H) 201-683-7716; (W) 973-539-0703

Canonical List of Clergy

- Hamilton, Abigail (1974), 25 Overlook Drive, Hackettstown NJ 07840; Retired
- Hamilton, H. David (1970), 75 Summerhill Drive, Manshawkin 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) 201-444-8268; (W) 201-444-2299
- Hassan, Rosemarie (1995), 575 Kearny Avenue, Kearny NJ 07032; Rector, Trinity, Kearny; (H) 201-991-0811; (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, St. James', Upper Montclair; (H) 973-887-2883; (W) 973-744-0270
- Hermanson, David H. (2003), 58 Grace Drive, Old Bridge NJ 08857; Retired
- Hinds, Eric Kimball (1996) (transferred May 2008 to Diocese of California)
- Hinman, Allen A. (1970), 149 Pennington Ave., Passaic NJ 07055; Retired
- Holland, J. Carr (1977), 281 Elwood Avenue, Newark NJ 07104; Rector, Grace, Newark; (H) 973-497-1088; (W) 973-823-1733
- Holtman, Kimberly (2001), 38W513 Berquist Drive, Geneva IL 60134
- Hoogerhyde, Scott (1996), 7 East Main St, Mendham NJ 07945; Rector, St. Mark's, Mendham; (H) 973-543-7080; (W) 973-543-4471
- Huck, Beverly J. (1984), 155 Morris Ave., Denville NJ 07834; Rector, The Saviour, Denville; (H) 973-586-3214; (W) 973-627-3304
- Hunt, Paul S. (1991), One Osborne Terrace, Pompton Plains NJ 07444; Interim, St. Dunstan's, Succasunna (2 June 2008); (H) 973-835-5228; (W) 973-827-1485
- Jannucci, James F. (1978), 74 Oakdene Ave., Cliffside Park NJ 07010; Retired
- Jenkins, Hedley P. (1956), 7100 Sorensen Dr., Boise ID 83709; Retired
- Jurado, Rubén (2005), 221 Burns Avenue, Lodi NJ 07644; Assistant, Trinity, Kearny; (H) 973-789-7801; (W) 201-991-5894
- Kaston, Elizabeth M.C. (1991), 94 Chatham Street, Chatham NJ 07928; Rector, St. Paul's, Chatham; (H) 973-835-2045; (W) 973-835-8085
- Kaswarra, George (2002) (transferred September 2007 to Diocese of New York)

Canonical List of Clergy

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

Keith, Briggett J. (1996), 88 Trinity Place, Hillsdale NJ 07642; Rector, Holy Trinity, Hillsdale; (H) 201-497-5630; (W) 201-664-2428

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

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

Khamin, Alexei (2007), 198B Pompton Avenue, Cedar Grove, NJ 07009; Assistant for Administration & Education, All Saints', New York NY; (H) 973-541-1949; (W) 212-758-0447

Kimmick, Donald W. (1957), 9625 Miranda Drive, Raleigh NC 27617-7665; (H) 919-768-3257; Retired

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

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

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

Koehler, Anne E. (2003), 37 Willow Road, South Orange NJ 07079; Interim, Christ Church, Bloomfield/Glen Ridge; (H) 973-879-5988; (W) 973-743-5911

Koeniger, Margaret Smithers (1995), 574 Ridgewood Rd., Maplewood NJ 07040; (H) 973-763-9028

Kreller, Daniel W. (1984), 210 Sheridan Ave., Ho-Ho-Kus NJ 07423; Rector, St. Bartholomew's, Ho-Ho-Kus; (H) 201-652-6704; (W) 201-444-5025

Krug, Philip (1976), 20 Maple Ave., Montvale NJ 07645; 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 29464; 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

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

Lee, Hosea Mun-Yong (1985), 1600 Parker Ave. Apt 30, Fort Lee NJ 07204; (H) 201-592-1179

Lesesne, William Grainger (Gray) (2003) (transferred April 2008 to Diocese of Indianapolis)

Levy, Jr., Hayward L. (1962), 1230-100 Cantway Park Drive, Raleigh NC; (H) 919-857-4011; 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), 80 Dryden Road, Upper Montclair NJ 07043-2420; Retired

Lillis, Rosemary (2005), 71 Hollybrook Road, Brockport NY 14420

Lincoln, Thomas C. (1966), 1156 Carolina Circle SW, Vero Beach FL 32962

Canonical List of Clergy

- 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) 908-277-8388; (W) 973-971-8985
- 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 (till July 2008); (H) 908-918-1206; (W) 908-277-1814
- Mathews, Jr., Thomas E. (2003), 154 Lincoln Road, Phillipsburg NJ 08865; Rector, St. Luke's, Phillipsburg; W-908-859-1479
- Maxwell, Elizabeth Wigg (2005), 44 Pittsford Way, New Providence NJ 07974; Sunday School Director, Christ Church, Short Hills; (H) 908-771-0207; (W) 973-379-2898
- McGrath, Victoria Geer (1994), 113 Center St., Chatham NJ 07928; Rector, All Saints', Millington; (H) 973-701-1683; (W) 908-847-0067
- McIntosh, Kendra (2007), 300 Forest Avenue, Lyndhurst NJ 07071; Rector, St. Thomas', Lyndhurst; W-201-438-5688
- McNish, Jill Lots (1997), 31 Elston Road, Upper Montclair NJ 07043; Priest-in-charge, Trinity, Swedesboro NJ; W-856-487-1227
- Mennell, John A. (2006), 75 South Fullerton Avenue, Montclair NJ 07042; Rector, St. Luke's, Montclair; (H) 973-646-515-2700; (W) 973-744-8220
- Mitchell, John P. (2003), 33 Van Houten Avenue, Chatham NJ 07928; Interim, Grace Church, Westwood (till June 2008); (H) 973-635-8825; (W) 201-884-0407
- Mockridge III, Oscar (1965), 358 Stiles Court, West Orange NJ 07052; (H) 973-325-3090; Retired
- Moore, Allison (1996), 1576 Palisade Ave., Fort Lee NJ 07024; Rector, Good Shepherd, Fort Lee; (H) 201-944-9165; (W) 201-461-7280
- 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) 973-763-0416; (W) 973-763-8312
- Murphy, Thomas M. (2007), 5 Surrey Lane, Madison NJ 07940; Assistant, Grace, Madison; W-973-377-0106
- Near, Kenneth M. (1991), 130 Winthrop Pl., Englewood NJ 07631; Rector, St. Paul's, Englewood; (H) 201-589-1318; (W) 201-588-3276
- Neglia, Dwight L. (1981) 116 Oakmont Drive, Mays Landing NJ 08330; Retired
- Negrotto, John J. (1972) 25 Furrey Plaza, Paterson NJ 07522; Interim, St. Paul's, Jersey City; H-973-595-5855; W-201-433-4713
- Nesmith, Elizabeth Clare (2005) (transferred January 2008 to Diocese of Long Island)

Canonical List of Clergy

- 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
- Otterburn, Margaret (2008), 50 Route 24 West, Chester NJ 07930; Rector, Messiah, Chester; H-973-349-9480; W-908-879-7208
- Owens, John C. (1965), 245 44th Ave., St. Pete Beach FL 33706; (H) 813-367-1017; Retired
- Packer, Barbara Jean (2000), Route 24, PO Box 240, Mendham NJ 07945; (H) 973-543-4641
- Palmer, Jr., Archie M. (2000), 18 Ridgewood Avenue, Glen Ridge NJ 07028; Interim, Christ Church, Pompton Lakes; (H) 973-743-2411; (W) 973-835-2207
- 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) 508-477-8694; Retired
- Perez, Gregory (2005), 269 7th Street, #3, Jersey City NJ 07302; Assistant, Trinity, Bayonne; H-201-946-0650; W-201-858-4460, x13
- Perris, John David (2006), 288 No. Mountain Avenue, Montclair NJ 07043; Rector, St. James' Church, Upper Montclair; (H) 973-783-5980 (W) 973-744-0270
- Petroccione, James V. (2002), 28 Ross Road, Stanhope NJ 07874; Assistant, St. Mary's, Sparta (til May 2008); Rector, Holy Communion, Norwood (eff May 2008); (H) 201-767-0701; (W) 201-768-0634
- 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
- Polglase, Kenneth A. (1960), 3924 Rhode Harbor Rd., Edgewater MD; 410-798-9421
- Poppe, Bernard (2002), 18 DeHart Road, Maplewood NJ 07040; Rector, St. George's, Maplewood; (H) 973-763-3676; (W) 973-762-1319
- Potter, William A. (1995), 409 Mt. Herman Road, Hope NJ 07844; Rector, St. Luke's, Hope; (H) 908-256-4915; (W) 908-459-4340
- Powers, Sarah Fairbairn (2004), 681 Prospect Avenue, West Orange NJ 07052; Interim, Holy Innocents, West Orange; (H) 973-731-8611; (W) 973-731-0259
- Ragsdale, Katherine H. (1993), 180 South Rd, Box 292, Pepperell MA 01463
- Rawson, William L. (1967), 3776 Winters Hill Drive, Atlanta GA 30360; Retired
- Reinfeld-Karda, Margaret (1995), 6095 Summer Lake Drive, Port Orange FL 32127; Retired
- Renn, Wade A. (1964), 558 Highland Ave., Upper Montclair NJ 07043; (H) 973-655-1052; Interim, House of Prayer, Newark; Retired

Canonical List of Clergy

- Rezack, Karen B. (2007), 74 Edgewood Place, Maywood NJ 07807; H-201-843-8321
- Rhodes, Diane (2005), 31 Lynn Street, Harrington Park NJ 07640; (H) 201-768-0581; Interim, St. Andrew's, Harrington Park NJ 07640; (W) 201-768-0819
- Rice, Charles L. (1988), R.D.1, P.O.Box 1278A1, Bangor PA 18013; Interim, St. Thomas', Vernon (till March 2008); (H) 610-588-7561
- Riker, William (1997), 249 Hartshorne Road, Locust NJ 07760; Retired
- Rollins, John A. (1989) 11 Fine Road, High Bridge NJ 08829; H-908-638-8893; Retired
- Salmon, John F. (1985), 752 York Road, Mt. Laurel NJ 08054; (H) 609-866-9328 Retired
- Salt, Alfred L. (1972), 4429 Gratiot Ave., Ft. Gratiot MI 48059 Retired
- Schembs, Lois J. (1998), 321 Lamberts Mill Rd., Westfield NJ 07090; Rector, St. Martin's, Maywood; (H) 908-232-8551; (W) 201-843-5380
- Schink, Susan A. (2003), 614 Morningside Road, Ridgewood NJ 07450; Interim, St. Agnes', Little Falls NJ 07424; (H) 201-444-0083; (W) 973-256-5020
- 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 (2008), 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 02689; (H) 508-945-1225; Retired
- Shearer, Donald R. (1975), 156 Mountain Drive, Greentown PA 18428; (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) 973-699-1869; (W) 973-887-5879
- Sickles, Clarence W. (1953), 57 Barn Owl, Hackensack NJ 07840-3206; (H) 908-852-2839
- Simon, Irwin L. (1959), 810 West Hand Ave., Cape May Court Hse NJ 08210; (H) 609-485-1624; Retired
- Singh, Prince G. (2000), 950 Surrey Lane, Franklin Lakes NJ 07417; Rector, St. Alban's, Oakland (till March 2008); (H) 201-337-8018; (W) 201-337-4909
- Sloan, Ellen (2002), 175 Ninth Avenue, New York NY 10011; Chaplain & Director of Community Life, General Theological Seminary, New York, NY; (H); (W) 212-243-6150
- Smith, Stuart H. (2003), 275 Lafayette Avenue, Hawthorne NJ 07506; 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, Cliffs Park; (H) 212-304-9251; (W) 201-843-1034

Canonical List of Clergy

- Sniffen, Michael (2007), Lattingtown & Overlook Roads, Lattingtown NY 11560; Curate, St. John's, Lattingtown NY
- Snyder, Roger C. (1981), 13 Partlow St., Staunton VA 24401; (H) 703-885-8440; Retired
- Solomon, Mildred J. (1998), 5 Lincoln Street, New Bedford MA 02740
- Solon, Robert F. (2007), 307 Route 94, Vernon NJ 07642; H-973-764-7317; Vicar, St. Thomas', Vernon; W0973-764-7508
- St. George, David (1958), 8 Binney Rd., Old Lyme CT 06371; (H) 860-434-9797; Retired
- Stanley, E. Bevan (1999), 9 North Rd, Short Hills NJ 07078; Rector, Christ, Short Hills; (H) 973-379-3321; (W) 973-379-2898
- Stanton, John F. (1962), 1625 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 (til June 2008)
- Strain, William H. (1957), 4 Acacia Drive, Boynton Beach FL 33436 Retired
- Swanson, George G. (1977), 349 Seawall Rd. Rte 102A, Manset ME 04679; Retired
- Szobots, Nicholas S. (2005) (transferred September 2007 to Diocese of Maryland)
- Tarplee, Cornelius C. (1992), 135 Main St., Millburn NJ 07041; Rector, St. Stephen's, Millburn; (H) 973-376-8218; (W) 973-376-0688
- Taylor, Alton H. (1962), Lumberton Leas, 222 Woodside Drive, Mt. Holly NJ 08060; Retired
- Thomas, David K., 124 Franklin Court, Flemington NJ 08822
- Thomas, David R. (1972), 22 Pearl St., Passaic NJ 07055; (H) 973-773-2613; (W) 973-470-3025; Supply, Christ, Harrison
- Thomas, Trevor E.G. (1951), 90 Rossini Rd. Shelter Habor, Westerly RI 02891; (H) 401-322-0434 Retired
- Thorn, Jack H. (1963), 91 Village Drive, Morristown NJ 07960; H-973-998-0498; Retired
- Tittle, Darlene (2004), 11 Overhill Road, Budd Lake NJ 07828; Rector, Christ Church, Budd Lake; (H) 973-598-5936; (W) 973-347-1866
- Tomains, Jane A. (1995), 349 Short Drive, Mountinside NJ 07092; Rector, St. Peter's, Livingston (til April 2008); (H) 908-233-0134; (W) 973-992-1932
- Tremaine, Christine F. (2007), 315 Main Street, West Orange NJ 07052; Vicar-in-charge, Holy Trinity, West Orange; W-973-325-0369
- Veale, David S. (2006), 3901 Park Avenue, Union City NJ 07087; Rector, Grace Church, Union City; (H) 201-751-4548; (W) 201-863-6334
- Venezia, Deborah (2004) (transferred March 2008 to Diocese of Central Florida)
- Vest, Susan R. (1989), 3448 10th Ave. South, Minneapolis MN 55407-2114; (H) 612-288-0547

Canonical List of Clergy

- Vilas Jr., Franklin E. (1991), 18 Greylawn Drive, Lakewood NJ 08701; (H) 732-864-9314; Retired
- Wajnert, Theresa A. (1990), 8473 Bay Colony Drive, Apt 2202, Naples FL 34108; (H) 941-566-2585
- Waldon, Mark W. (1985), 39 Boyle Avenue, Totowa NJ 07512; Rector, Christ, Totowa; (H) 973-595-0349; (W) 973-595-0349
- Walk, Donald (1978) (died June 2008)
- Walker, Paul (2000), 393 Washington Avenue, Belleville NJ 07109; Vicar, Christ, Belleville; (H) 973-759-5479; (W) 973-751-0616
- Warnke, James (1998), 680 Albin, Teaneck NJ 07686; Associate, St. Paul's, Englewood; (H) 201-892-8222; (W) 201-892-1858
- Webb, Fain (1997), Five Estate Drive, Sussex NJ 07461; Vicar, Good Shepherd, Wantage; (H) 973-702-7214; (W) 973-875-0919
- Weber, Dean (2002), 81 Highwood Avenue, Tenafly NJ 07670; Rector, All Saints', Leonia; (H) 201-503-1931; (W) 201-947-1233
- Weber, Lynne Bleich (1993), 81 Highwood Avenue, Tenafly NJ 07670; Rector, Church of the Atonement, Tenafly; (H) 201-503-1931; (W) 201-568-1763
- 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 Falls; (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 (till April 2008); (H) 973-484-3280; (W) 973-622-3505
- Williams, James E. (2001), 111 Cherry Lane, Monsey NY 10952; (H) 845-357-0893
- Williams, Paul B. (2001), Registrasse 27A CH-8006, Zurich, Switzerland
- Williamson, Jeremiah D. (2006) (transferred July 2007 to Diocese of Ohio)
- Wilson, Phillip D. (1987), 30 Ogden Pl., Morristown NJ 07960; Rector, Redeemer, Morristown; (H) 973-993-9724; (W) 973-539-0703
- Wilson, Sandye (2004), 118 Turrell Avenue, South Orange NJ 07079; Rector, St. Andrew & Holy Communion, South Orange; (H) 973-763-3754; (W) 973-763-2355
- Witte Jr., Walter W. (1969), PO Box 584, Chilmark MA 02535-0584
- Wolf, David B. (2001), 61 East 39th Street, Paterson NJ 07514; Rector, St. Paul's, Paterson; (H) 973-754-8210; (W) 973-278-7900
- Won, Hilary (2006), 403 79th Street, North Bergen NJ 07047; Rector, St. Peter's Korean Church, North Bergen; (W) 201-869-8088
- Won, Jonathan (2000), 16423 Maidstone Avenue, Norwalk CA; Retired

Canonical List of Clergy

Woodrum, L. Paul (1969), 651 E. 102nd Street, Brooklyn NY 11236; (H) 718-398-2877; Retired

Wurm, Laurie Jean (2004), 224 Cornelia Street, Boonton NJ 07005; Rector, St. John's, Boonton; H-973-265-8631; W-973-334-3655

DEACONS

Bailey, William (2004), Three Northview Drive, Morris Plains NJ 07950; Perpetual Deacon; All Saints', Millington; (H) 973-267-5627; (W) 908-847-0067

Ballard, Kathleen (2005), 53 Orchard Road, Maplewood NJ 07040; Perpetual Deacon; (H) 973-762-4228; 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, Milburn

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

Drake, Deborah (2007), 20 Cambridge Place, Wayne NJ 07470; Perpetual Deacon; St. Peter's, Clifton; H-973-553-1676; W-973-546-5020

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) 201-541-7972; (W) 201-833-3129

Fitzpatrick, Paul (2006), 216 Cypress Court, Ramsey NJ 07446; Perpetual Deacon; Christ Church, Hackensack; (H) 201-934-934-8410; (W) 973-977-1908

Hamman, 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; Perpetual Deacon; Christ Church, East Orange; H-732-257-6251

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) 908-810-0654; St. George's, Maplewood

McEwan, Donald C. (1954) (died July 2008)

Nelson, Charles (2004) (transferred to the Diocese of Long Island)

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

Canonical List of Clergy

Phillips, Linda (2006), 85 Main Street, Stanhope NJ 07874; Perpetual Deacon; St. Peter's, Mt. Arlington

Piccate, Thomas (2006), 199 Woodward Avenue, Rutherford NJ 07070; Perpetual Deacon; (H) 201-438-6161; St. James', Ridgefield

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, Shella Cathcart (2006), 12 Sorman Terrace, Randolph NJ 07869; Perpetual Deacon; (H) 973-927-5591; St. James', Hackettstown

Searles, Clarence (1972) (died October 2007)

Smith, Lizabeth (2005), 275 Lafayette Avenue, Hawthorne NJ 07506; Perpetual Deacon, St. Clement's, Hawthorne; (H) 973-427-8601; (W) 973-427-8601

Soldwedel, Erik (2007), 2324 Oliver Court, Mahwah NJ 07430; Perpetual Deacon; H-201-529-3810; St. John the Divine, Hasbrouck Heights, W-201-788-3407

Steels, 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

**(Church information at the time of the
January 2008 convention.)**

Allendale

Church of The Epiphany (District 10)
55 George Street, Allendale NJ 07401
Church phone: 201-327-3012
Church fax: 201-327-3012
Church email: epiphanyallendale@verizon.net
The Rev. E. Michael Allen
Clergy phone: 201-962-7144
Warden: Bernie Milano
Warden: Skip Atwater
Treasurer: Rob Mitchell

Bayonne

Calvary Church (District 6)
954 Avenue C, Bayonne NJ 07002
Church phone: 201-339-3112
Church fax: 201-437-7119
Church email: vze2g55d@verizon.net
The Rev. Oscar Gonzalez
Clergy phone: 201-339-3112
Warden: John Frasca
Warden: Judith Pellacchia
Treasurer: June McComb

Bayonne

Trinity Church (District 6)
141 Broadway, Bayonne NJ 07002
Church phone: 201-858-4460 ext. 10
Church fax: 201-858-4460
Church email: gpisani@ix.netcom.com
The Rev. Gerard A. Pisani, Jr.
Clergy phone: 201-858-4460
Assistant: The Rev. Gregory G. Perez, Curate
Assistant phone: H-551-580-1515
Warden: Stephen Dittich
Warden: Frank DiPillo
Treasurer: Dwight A. Tintle

Belleville

Christ Church (District 7)
393 Washington Avenue, Belleville NJ 07109-3252
Church phone: 973-751-0616
Church fax: 973-751-0616
Church email: walkerpe51@aol.com
The Rev. Paul Walker

Clergy phone: 973-759-5479
Assistant: The Rev. Randy Webster, Assistant
Assistant phone: H-973-759-5479
Warden: Michael Petti
Warden: Vinette Greenwood
Treasurer: Frank Branagan

Belvidere

St. Mary's Church (District 1)
408 Third Street, Belvidere NJ 07823
Church phone: 908-475-5494
Church fax: 908-475-5494
Church email: emoryb@embarqmail.com
The Rev. Dr. Emory Byrum
Clergy phone: 908-475-8042
Parish Administrator: Annie Pike-Steenstra
Warden: Susan Stangeland
Warden: Gilda Lameiras
Treasurer: Anne Pike-Steenstra

Bergenfield

All Saints' Church (District 9)
12 W. Central Avenue, Bergenfield NJ 07621
Church phone: 201-384-0286
Church fax: 201-384-0838
Church email: allsaintsbergenfield@verizon.net
The Rev. Kathryn L. King
Clergy phone: 201-385-2734
Parish Administrator: Denise De LosSantos
Warden: John Arlin
Warden: Joseph Mamatz
Treasurer: David B. Biesel

Bloomfield/Glen Ridge

Christ Church (District 5)
74 Park Avenue, Bloomfield/Glen Ridge NJ 07028
Church phone: 973-743-6111
Church fax: 973-743-0216
Church email: ccinbg@juno.com
The Rev. Anne E. Koehler (I)
Clergy phone: 973-543-2235
Assistant: The Ven. Nancy Read, Deacon
Assistant phone: H-973-778-7533
Parish Administrator: Lori Taste
Warden: John Lealty
Warden: Leamon Mckenzie
Treasurer: Juliet Robinson

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: stjohsboonton@optonline.net
The Rev. Laurie Wurm
Clergy phone: 973-285-8631
Warden: Nancy Seus
Warden:
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: pneumas9@optonline.net
The Rev. Dr. Darlene Tittle
Clergy phone: 973-598-5938
Parish Administrator: Carol Pollio
Warden: Joan Mazzalati
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: 908-679-7208
Church fax: 908-679-8749
Church email: messiahchester@earthlink.net
The Rev. Cn. Margaret Otterburn
Clergy phone: 973-349-9480
Parish Administrator: Sue Ellen Underwood
Warden: Judy Kilgore
Warden: Sam Wood
Treasurer: Randy Steen

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: willeschutz@rcn.com
The Rev. Willie Smith
Clergy phone: 212-304-9251
Warden: Robin Frocco
Warden: Bradley Box
Treasurer: Alain Pilet

Clifton**St. Peter's Church (District 7)**

380 Clifton Avenue, Clifton NJ 07011
Church phone: 973-548-5020
Church fax: 973-478-3055
Church email: secretary@stpetersclifton.org
The Rev. Peter De Franco, Jr. (I)
Clergy phone: 973-478-0405
Assistant: The Rev. Lorraine Dughi,
Assistant phone: H-908-852-4967
Assistant: The Rev. Deborah Ruckl Drake,
Deacon
Assistant phone: H-973-553-1876
Parish Administrator: Madeline Rosa
Warden: John Tauber
Warden: Pamela Fueshko
Treasurer: John Tauber

Denville**Church of The Saviour (District 2)**

155 Morris Avenue, Denville NJ 07834
Church phone: 973-627-3304
Church fax: 973-627-8121
Church email: cots@cots-nj.org
The Rev. Beverly J. Huck
Clergy phone: 973-588-3214
Assistant: The Rev. Theron Cook, Deacon
Assistant phone: H-973-361-0552
Parish Administrator: Margaret Tidey
Warden: Glenn Jennings
Warden: Barbara Grasso
Treasurer: Charlotte Thompson

Dover**St. John's Church (District 3)**

11 South Bergen Street, Dover NJ 07801
Church phone: 973-368-2772
Church fax: 973-368-0400

Church email: saintjohnsdover@aol.com
The Rev. Margaret (Maggie) Gat (tit 02/08)
Clergy phone:
Assistant: The Rev. Elizabeth Ostuni, Deacon
Assistant phone: H-973-383-8384
Parish Administrator: Shirley Fabian
Warden: Fran Ferrara
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: WGuth93700@aol.com
The Rev. William A. Guthrie
Clergy phone: 973-731-4828
Assistant: The Rev. Hal Hurley, Deacon
Assistant phone: H-732-257-6251
Parish Administrator: Robert Simmons
Warden: Durrant Hart
Warden: Jacqueline L. King
Treasurer: John Taylor

East Orange

St. Agnes/St. Paul's Church (District 5)
 206 Ranshaw Avenue, East Orange NJ 07017
Church phone: 973-678-8718
Church fax: 973-678-6025
Church email: Esar8788716@aol.com
The Rev. Esar Budhu
Clergy phone: 973-677-1317
Warden: Juditha Collins
Warden: Yvonne Ashby
Treasurer: Irvy Semple

Englewood

St. Paul's Church (District 9)
 113 Engle Street
 PO Box 84, Englewood NJ 07631
Church phone: 201-568-3276
Church fax: 201-871-7349
Church email: stpaulseng@verizon.net
The Rev. Kenneth M. Near
Clergy phone: 201-568-1316
Assistant: The Rev. James Wamke, Associate
Assistant phone: H-201-835-8223
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: 973-226-6500
Church fax: 973-226-5477
Church email: stpetes@aol.com
The Rev. Stephanie Wethered
Clergy phone: 973-335-5710
Assistant: The Rev. Megan Sanders, Assistant
 for Youth & Families
Assistant phone:
Parish Administrator: Joan Conley
Warden: David Cowell
Warden: Peter McCabe
Treasurer: Sharon Ellis

Fair Lawn

Church of the Atonement (District 8)
 PO Box 2565, Fair Lawn NJ 07410-8465
Church phone: 201-797-0760
Church fax: 201-797-0736
Church email: Office@Atonement-FairLawn.org
The Rev. Kevin P.J. Coffey
Clergy phone: 201-796-4991
Warden: Mary Beth King
Warden: Thelma Tomasik
Treasurer: Lee Grilli

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@verizon.net
The Rev. Dr. Allison Moore
Clergy phone: 201-944-9165
Parish Administrator: Olga Derida
Warden: Bessy Inomata
Warden: Gillian Newell
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 Lessene, Jr. (II)
 04/08)
Clergy phone: 201-670-4231
Parish Administrator: Kate McCormick
Warden: Michael Geiger
Warden: Sue Morgan
Treasurer: Michael Geiger

Hackensack

Christ Church (District 8)

251 State Street, Hackensack NJ 07601
Church phone: 201-342-2385
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-201-391-8088
Assistant: The Rev. Paul Fitzpatrick, Deacon
Assistant phone: H-201-934-8410
Warden: Bob Smith
Warden: Marjorie Jingo
Treasurer: James Macardell

Hackensack

St. Cyprian's Church (District 8)

289 First Street, Hackensack NJ 07601
Church phone: 201-342-5560
Church fax:
Church email:
The Rev. Godwin Nwachukwu (supply)
Clergy phone: 646-870-3771
Warden: Francine Hendrix
Warden: Daniel Hughes
Treasurer: Lucy Francis

Hackensack

St. Anthony of Padua (District 8)

72 Lodi Street, Hackensack NJ 07601
Church phone: 201-489-3288
Church fax:
Church email:
The Rev. Brian H. Laffler
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. Betsy Myers (I)
Clergy phone: 908-268-6054
Parish Administrator: Amy L. Testa
Warden: Evelyn Self
Warden: Betty Schulteis
Treasurer: Richard Wilson

Hackettstown

St. James' Church (District 1)

214 Washington Street, Hackettstown NJ 07840
Church phone: 908-852-3968
Church fax: 908-212-7535
Church email: stjames214@comcast.net
The Rev. Dr. Cathy L. Deats
Clergy phone: 973-252-2160
Assistant: The Rev. Sheila Shuford, Deacon
Assistant phone: H-973-927-5591
Parish Administrator: Linda Murray
Warden: Dawn Modugno
Warden: Greg Malejko
Treasurer: Penn Pidey

Harrington Park

St. Andrew's Church (District 9)

31 Lynn Street, Harrington Park NJ 07840
Church phone: 201-768-0819
Church fax: 201-768-2480
Church email: saintandynhp@juno.com
The Rev. Diane Rhodes (I)
Clergy phone: 201-768-0819
Parish Administrator: Glenda deKruif
Warden: Petrina Blekup
Warden: Paul Shackford
Treasurer: Peter Deubler

Harrison

Christ Church (District 6)

100 Frank E. Rodgers Blvd North, Harrison NJ 07029
Church phone: 973-483-1280
Church fax:
Church email: christchurchharrison@verizon.net
The Rev. David R. Thomas (supply)
Clergy phone: 973-773-2613
Warden: Arthur Cawley
Warden: Thomas Graham
Treasurer: Jane Mehr

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@saintjohnthedivine.com

The Rev. Joseph S. Pickard

Clergy phone: 201-727-9354

Assistant: The Rev. Erik G. Soldwedel, Deacon

Assistant phone: H-201-529-3810

Parish Administrator: Gale Sharron

Warden: Jay Studwell

Warden: Lisa Staszak

Treasurer: Karen Fels

Haworth**St. Luke's Church (District 9)**

43 Massachusetts Avenue, Haworth NJ 07641

Church phone: 201-384-0706

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: stclements@optonline.net

The Rev. Stuart H. Smith

Clergy phone: 973-427-4098

Assistant: The Rev. Elizabeth P. Smith, Deacon

Assistant phone: H-973-427-4098

Warden: John Lees

Warden: Betty Gregg

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. Briggott Keith

Clergy phone: 201-497-5630

Parish Administrator: Rose Ann Tripaldi

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 Kreller

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. Christopher Bishop, Pastoral

Associate & Chaplain

Assistant phone: H-201-792-3563 x10

Parish Administrator: Anahí 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: 908-459-4340

Church fax: 801-459-4489

Church email: stlukesh32@embarqmail.com

The Rev. William A. Potter

Clergy phone: 908-459-4480

Parish Administrator: Sharon Cousins

Warden: Sue Franson

Warden:

Treasurer: Sharon Cousins

Jersey City**Grace Church Van Vorst (District 6)**

39 Erie Street, Jersey City NJ 07302
Church phone: 201-658-2211
Church fax: 201-658-0309
Church email: office@gracevanvorst.org
 The Rev. Janet Broderick
Clergy phone: 201-963-5269
Assistant: The Rev. Nick Lannon, Associate
Assistant phone: 724-498-6886
Warden: Genevieve Faulkner
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, Jr.
Warden: Carol Harrison-Arnold
Treasurer: Michael Rems

Jersey City**St. Paul's Church (District 6)**

38 Duncan Avenue, Jersey City NJ 07304
Church phone: 201-433-4922
Church fax: 201-433-4713
Church email: Stpaulsinbergen@juno.com
 The Rev. John J. Negrotto (I)
Clergy phone: 973-695-5655
Parish Administrator: Sue Falkner
Warden: Ethel Stephenson
Warden: Althea Maynard
Treasurer: Lynn Bowers

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 Haasen
Clergy phone: 201-991-0911
Assistant: The Rev. Rubén D. Jurado, Assistant
 for Hispanic Ministry
Assistant phone: 1-973-879-2614

Assistant: The Rev. Randy Webster, Associate
Assistant phone: 1-973-759-5479

Parish Administrator: Carol Stec
Warden: Carol Stec
Warden: Sharon Giaquinto
Treasurer: Carol Stec (asst.)

Kinnelon**St. David's Church (District 2)**

91 Kinnelon Road, Kinnelon NJ 07405
Church phone: 973-838-6886
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: Lind O'Connor
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.slsaints@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: 973-884-5915
Church fax: 973-826-9258
Church email: st_andrews_lpnj@yahoo.com
 The Rev. Richard Andersen (I)
Clergy phone: 551-804-6428
Parish Administrator: Kathleen Nardone
Warden: George Shanoian
Warden: Peter Katzenbach
Treasurer: Phillip Lacher

Little Falls**St. Agnes' Church (District 5)**

65 Union Avenue, Little Falls NJ 07424

Church phone: 973-256-5020
Church fax: 973-256-5020
Church email: StAgnesLF@aol.com
The Rev. Susan Schink (I)
Clergy phone: 201-444-0083
Parish Administrator: Lisa Conti
Warden: Tom Ploch
Warden: Wendy Drake-Schneider
Treasurer: Joan Skal

Livingston

St. Peter's Church (District 3)
 94 E. Mt. Pleasant Avenue, Livingston NJ 07039
Church phone: 973-992-1932
Church fax: 973-994-3286
Church email: stpeterslivingston@yahoo.com
The Rev. Dr. Jane A. Tomaine (iii 04/08)
Clergy phone: 908-233-0134
Parish Administrator: Janice Woodruff
Warden: Nancy Tienach
Warden: Peggy Holloway
Treasurer: Stephen Messarosh

Lyndhurst

St. Thomas' Church (District 7)
 300 Forest Avenue, Lyndhurst NJ 07071
Church phone: 201-438-5668
Church fax: 201-438-5668
Church email: stthomlynd@msn.com
The Rev. Kendra McIntosh
Clergy phone: 201-438-5668
Parish Administrator: Paul Holzhen
Warden: Nancy Mirabella
Warden: John C. Garde
Treasurer: Karen Holzhen

Madison

Grace Church (District 4)
 Four Madison Avenue, Madison NJ 07940
Church phone: 973-377-0106
Church fax: 973-377-0828
Church email: nnicholson@gracemadison.org
The Rev. Lauren Ackland
Clergy phone: 973-377-0869
Assistant: The Rev. Thomas M. Murphy, Curate
Assistant phone: H-201-938-0915
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: 973-762-9213
Church email: parish-office@stgeorges-maplewood.org
The Rev. Bernard Poppe
Clergy phone: 973-763-3676
Associate: The Rev. Christian Carroll
Deacon: The Rev. Christine McCloud
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: 201-843-6773
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

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: Don Albiston

Midland Park

Church of the Good Shepherd (District 10)
 497 Godwin Avenue, Midland Park NJ 07432
Church phone: 201-444-6166
Church fax: 201-444-6283
Church email: cofgsmpp@verizon.net
The Rev. Charles Arlin
Clergy phone: 201-447-3479

Assistant: The Rev. Ronnie Stout-Kopp (Ill 5/08)
Assistant phone: H-201-818-0078
Parish Administrator: Cathy O'Meara
Warden: Alfred (Pat) Schmatfus
Warden: Denise Maclean
Treasurer: Ellie Dallal

Millburn

St. Stephen's Church (District 4)
 119 Main Street, Millburn NJ 07041
Church phone: 973-378-0688
Church fax: 973-378-4002
Church email: church@ststephensmillburn.org
The Rev. Cornelius C. Tarplee
Clergy phone: 973-378-8218
Assistant: The Rev. 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: Anne Rossetto
Warden: Marvin Walker
Treasurer: Andrea Hildalgo

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: allsaints_rector@verizon.net
The Rev. Victoria Geer McGrath
Clergy phone: 973-701-1663
Assistant: The Rev. William Bailey, Deacon
Assistant phone: H-973-267-5627
Parish Administrator: Susan Harris
Warden: Robert Mansfield
Warden: Carmen Fleetwood
Treasurer: Cindy Retotar

Milton/Oak Ridge

St. Gabriel's Church (District 2)
 153 Milton Road, Milton/Oak Ridge NJ 07438
Church phone: 973-687-5688
Church fax:
Church email:
The Rev. Thomas Laws (I)
Clergy phone: 973-744-6518
Warden: Robert Kramer
Warden: William McCrohan
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: StJsChurch@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 Fiorentino
Warden:
Treasurer: Maryann Burden

Montclair

St. Luke's Church (District 5)
 73 So. Fullerton Avenue, Montclair NJ 07042
Church phone: 973-744-8220
Church fax: 973-744-1722
Church email: info@slchurch.org
The Rev. John Mennell
Clergy phone: 646-515-2700
Parish Administrator: Cheryl Brocking
Warden: Harry Mayo
Warden: Stephanie Borsil
Treasurer: Janius 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. Hesse III
Clergy phone: 201-391-8197
Parish Administrator: Ms. 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: 973-285-0684
Church fax: 973-285-0440
Church email: StPaulsMP@att.net
The Rev. Paul V. Olason

Clergy phone: 973-292-1690
Assistant: The Rev. Jack H. Thorn, Associate
Assistant phone: H-973-898-0498
Assistant: The Rev. Karen Eberhardt, Deacon
Assistant phone: H-973-334-9794
Parish Administrator: Rosemary Halstead
Warden: Lynn Schuenzel
Warden:
Treasurer: Kent Forden

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: redeemer11@verizon.net
The Rev. Phillip D. Wilson
Clergy phone: 973-893-9724
Assistant: The Rev. C. Melissa Hall, Assistant
Rector
Assistant phone: H-201-683-7716
Parish Administrator: Laurie Burkhardt
Warden: Bill Primus
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: lzaploco@stpetersmorristown.org
The Rev. Robert Shearer (I)
Clergy phone:
Assistant: The Rev. Jason Haddox
Assistant phone: H-973-540-0408
Parish Administrator: Lydia Zapico
Warden: Charles Trillich
Warden: Sally Muscarella
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: kosc@optonline.net
The Rev. Kim F. Capwell
Clergy phone: 973-398-6318
Assistant: The Rev. Linda Phillips, Deacon

Warden: Barbara Deneka
Warden: Anne Puskas
Treasurer: Anne Puskas

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. Susan Butler (I)
Clergy phone: 609-397-7143
Parish Administrator: Jean Ryan
Warden: Jud Breslin
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: jcanholland@aol.com
The Rev. J. Carr Holland, III
Clergy phone: 973-497-1069
Parish Administrator: The Rev. Randy Lee
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
Church email:
The Rev. Wade Renn (I)
Clergy phone: 973-655-1952
Assistant: The Rev. Kathleen Ballard, Deacon
Assistant phone: H-973-762-4226
Warden: Rosalia Christian
Warden: Maxine Gibson
Treasurer: Maxine 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: stbernabessco@optonline.net
Supply
Clergy phone:
Warden: Ellen Moore
Warden: Louise Maggett
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: 908-468-9220
Warden: Gordon Fenty
Warden: Robert Diegue
Treasurer: Sabrina 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: TrinityStPhilip@aol.com
The Very Rev. C. David Williams (II 3/31/08)
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: Sievwright 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: Keith Smith
Warden: Nick Pachnos
Treasurer: Robert Charlton

North Arlington

St. Paul's Church (District 7)

11 York Road, North Arlington NJ 07031
Church phone: 201-891-7252
Church fax:
Church email: Stpaulsna@aol.com
Interim
Clergy phone:
Parish Administrator: Pam Gekuskin
Warden: Walter Schaufele
Warden: George Kneggs
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:
Church email: hilary1130@hanmail.net
The Rev. Hilary Won
Clergy phone: 201-869-6331
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
Church email:
The Rev. William Coats (I) (II 05/08)
Clergy phone: 201-689-6886
Parish Administrator: Diana McCullough
Warden: John Varoscek
Warden: Joyce McGirr
Treasurer: Teresa Merick

Nutley

Grace Church (District 7)
 200 Highfield Lane, Nutley NJ 07110
Church phone: 973-235-1177
Church fax: 973-235-0877
Church email: gracenutley@optonline.net
The Rev. Pamela Balcal
Clergy phone: 973-235-0365
Parish Administrator: Carole Schubach
Warden: Marianne Flannery-McCall
Warden: Frank Costa
Treasurer: Joseph Sestilo

Oakland**St. Alban's Church (District 10)**

1 Church Lane, Oakland NJ 07436

Church phone: 201-337-4909

Church fax: 201-651-9486

Church email: stalbansOFL@verizon.net

The Rev. Prince Singh (til 03/31/08)

Clergy phone: 201-337-8018

Assistant: The Rev. Barbara Harriman, Deacon

Assistant phone: H-201-236-1875

Parish Administrator: Diane Firkins

Warden: David F. Ludwig

Warden: Dagi 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: 201-262-6275

Church email:

The Rev. J. Barrington Bates

Clergy phone: 201-265-4144

Parish Administrator: Issie Cherevko

Warden: David Ozemian

Warden: Kathleen T. Sobek

Treasurer: Howard Brady

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:

Interim

Clergy phone:

Parish Administrator: Ava Santiago

Warden: A. Lorraine Jones

Warden: Ian Williams

Treasurer: Beverly Hamilton

Paramus**St. Matthew's Church (District 9)**

167 Spring Valley Road, Paramus NJ 07652

Church phone: 201-262-5286

Church fax: 201-262-5286

Church email: stmatthewsparamus@verizon.net

The Rev. Bruce Woodcock

Clergy phone: 845-642-4334

Parish Administrator: Cindy Hahn

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: Christopher Curley

Warden: Pat Brown

Treasurer: John Hagedorn

Passaic**St. John's Church (District 7)**

215 Lafayette Avenue, Passaic NJ 07055

Church phone: 973-779-0966

Church fax: 973-779-0966 (call first)

Church email: stjohns215@verizon.net

The Rev. William Charles Thiele (PIC)

Clergy phone: 908-782-3046

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:

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: 973-884-6130

Church email: Admin@Stpaulspaterson.org

The Rev. David Wolf
Clergy phone: 973-754-8210
Parish Administrator: Rod Perez-Vega
Warden: Etrudes Williams
Warden: Roberto Crisly
Treasurer: John Zinn

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. Thomas Matthews, Jr.
Clergy phone:
Warden: Keith Mallock
Warden: Victor Zeno
Treasurer: Cathy Kintner

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. Archie Palmer
Clergy phone: 973-743-2411
Parish Administrator: Maureen Killan
Warden: Joe Stewart
Warden: Bill Calcagno
Treasurer: Tony LoBus

Ramsey

St. John's Memorial Church (District 10)
 E. Main St. @ Franklin Tpke, Ramsey NJ 07446
Church phone: 201-327-0703
Church fax: 201-327-1517
Church email: stjohs-ramsey@verizon.net
The Rev. David Cabush (I)
Clergy phone: 973-285-9115
Parish Administrator: Bonnie Bavetta
Warden: Dean Cary
Warden: Kathy Latrop
Treasurer: Valerie Turner

Randolph

Mar Thoma Church, New Jersey (District 3)
 790 Route 10 West, Randolph NJ 07869
Church phone: 973-361-8380

The Rev. Samuel Mathal
Clergy phone: 973-328-7386
Warden: M.C. Alexander
Warden:
Treasurer:

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
Assistant: The Rev. Thomas Piccate, Deacon
Assistant phone: H-201-438-6161
Warden: Dennis Provost
Warden: Diane Pollock
Treasurer: Vincent Frick

Ridgewood

Christ Church (District 10)
 105 Cottage Place, Ridgewood NJ 07450
Church phone: 201-852-2350
Church fax: 201-852-3644
Church email: lizesqe@aol.com
The Rev. S. Elizabeth Searle
Clergy phone:
Assistant: The Rev. Nathanael LaRud, Assistant
 to the Rector for Youth Ministries
Assistant phone: 917-365-7950
Parish Administrator: Janice Pedersen
Warden: Rick Hampson
Warden: Richard Moynihan
Treasurer: Dennis Portmore

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: steliznj@aol.com
The Rev. John G. Hartnett
Clergy phone: 201-444-8269
Assistant: The Rev. Lu-Anne Conner, Associate
Assistant phone: H-201-498-1874
Parish Administrator: Ann Dowling
Warden: Russ Borgman
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: 973-962-9510
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:
The Rev. David Gable (till 3/31/08)
Clergy phone:
Parish Administrator: Sharon Buhnick
Warden: James Caputo
Warden: Robert Dailey
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 Sauborn
Warden: Lisa Devar
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: ccsh_tracey@comcast.com
The Rev. Dr. Leslie Smith (I)
Clergy phone: 609-865-6067
Assistant: The Rev. Elizabeth Wigg Maxwell,
Parish Minister & Sunday School Dir.
Assistant phone: H-908-771-0207
Assistant: The Rev. Dr. Karen Rezach,
Assistant Minister
Assistant phone: H-201-843-9321

Parish Administrator: Tracey Young
Warden: Douglas Boller

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: 973-783-1120

Church email: SAHCChurch@aol.com

The Rev. Sandya Wilson

Clergy phone: 973-763-3754

Assistant: The Rev. Anne Bolles-Beaven, Priest Associate

Assistant phone: H-973-761-5759

Parish Administrator: Katherine Ferrante

Warden: Bob Allison

Warden: Marilyn Lehren

Treasurer: Daniel Duane

Sparta**St. Mary's Church (District 2)**

85 Conestoga Trail, Sparta NJ 07871-2537

Church phone: 973-729-3136

Church fax: 973-729-6584

Church email: stmarys@embarqmail.com

The Rev. Orion W. Davis

Clergy phone: 973-746-6386

Assistant: The Rev. James V. Petroccione, Assistant

Assistant phone: H-973-691-2722

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) (till 05/08)

Clergy phone: 973-835-5226

Parish Administrator: Christine Scano

Warden: Barbara Piccirillo

Warden: Michael Siegel

Treasurer: Barbara Burghardt

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 (tll 03/31/08)
Assistant phone: H-908-918-1206
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: 201-862-0438
Church email: cccsteaneck@optonline.net
Interim
Clergy phone: 201-818-0078
Parish Administrator: Charles Brown
Warden: Aubrey V. Thompson
Warden: Erika Ilgenfritz
Treasurer: Susan Mechan

Teaneck**St. Peter's Mar Thoma (District 8)**

70 Cedar Lane, Teaneck NJ 07668-4441
The Rev. Philip P. George

Teaneck**St. Mark's Church (District 8)**

118 Chadwick Road, Teaneck NJ 07666
Church phone: 201-838-7275
Church fax: 201-836-5848
Church email: info@stmarksteaneck.org
The Rev. Randall Day
Clergy phone: 201-836-5836
Warden: Jeffrey W. Kist
Warden: Wilma-Jean Pruden
Treasurer: Ski Austin

Tenafly**Church of the Atonement (District 9)**

97 Highwood Avenue, Tenafly NJ 07670
Church phone: 201-588-1783
Church fax: 201-588-1775
Church email: atonement588@verizon.net
The Rev. Lynne Blech Weber
Clergy phone: 201-503-1831
Assistant: The Rev. Joanne O'Neill, Deacon
Assistant phone: H-201-489-3081
Parish Administrator: Lorraine Hoover
Warden: Michael Murphy
Warden: Carol Petrovich
Treasurer: Zoan Hessmer

Totowa**Christ Church (District 5)**

39 Boyle Avenue, Totowa NJ 07512
Church phone: 973-595-0349
Church fax:
Church email: christepls.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: 973-334-4888
Church email: cotchurch1@optonline.net
The Rev. Richard B. Andersen (I)
Clergy phone: 551-804-6428
Parish Administrator: Trina Ehntholt
Warden: Dean Witly
Warden: Stacey Ferraro
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 Veale
Clergy phone: 201-751-4548
Warden: Dave Rodriguez
Warden: Carmen Nadal

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: 201-223-6474

Warden: Lorraine Gerbeby

Warden: Denise La Pena

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. Parris

Clergy phone: 973-783-5980

Assistant: The Rev. Audrey Hasselbrook,

Assistant

Assistant phone: H-973-667-2683

Assistant: The Rev. Walter Lewis, Pastoral

Associate

Assistant phone: H-973-783-6157

Parish Administrator: Michele Young

Warden: Sylvia Van Cleave

Warden: Craig Weeks

Treasurer: Rusty Saylor

Vernon

St. Thomas' Church (District 2)

307 Route 94, Vernon NJ 07462

Church phone: 973-764-7506

Church fax: 973-764-7506

Church email: stthomas@warwick.net

The Rev. Robert Solon (eff. 03/08)

Clergy phone: 973-764-7317

Parish Administrator: Tina Gunder

Warden: Nancy Wiedbrauk

Warden: Terry Taylor

Treasurer: Diane Bryan

Verona

Church of the Holy Spirit (District 5)

36 Gould Street, Verona NJ 07044

Church phone: 973-239-2850

Church fax:

Church email: cohserverna@comcast.net

The Rev. Lucy Ann Dure

Clergy phone: 973-857-2965

Parish Administrator: Karen Blasi-Blinder

Warden: Virginia Citrano

Warden: Maria Force

Treasurer: Karen Blasi-Blinder

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@embarqmail.com

The Rev. Fain M. Webb

Clergy phone: 973-702-7214

Parish Administrator: Susan Daly

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: 908-689-1019

Church fax: 908-835-9644

Church email:

The Rev. Robert Criste-Troutman

Clergy phone: 908-689-3403

Warden: Eleanor Drayton

Warden: JoAnn Risko

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, Co-Rector

Clergy phone: 973-696-1980

The Rev. Canon John A. Donnelly, Co-Rector

Clergy phone: H-973-696-1980

Parish Administrator: Pat Vine

Warden: John Vine

Warden: Debra Jean (DJ) Posey

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: 973-731-8811
Parish Administrator: Susan Martingoni
Warden: Rowena Duran
Warden: Patti Neil
Treasurer: Alex Berthoumieux

Warden: Koshy Philip
Warden: Ruth Pollifronio
Treasurer: George Itty

West Orange

Holy Trinity Church (District 3)
 315 Main Street, West Orange NJ 07052
Church phone: 973-325-0368
Church fax: 973-731-8523
Church email: holytrinitywo@verizon.net
The Rev. Christine Tremaine (I)
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: graceclergy@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
Parish Administrator: Mary Beth King
Warden: John Schnelder
Warden: Larry Sunden
Treasurer: Anne Teit

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

ORDINATIONS & RECEPTIONS OF ORDERS - 2007

February 3	Robert F. Solon, Jr., Priest, by Bishop Mark M. Beckwith, Trinity, Bayonne
April 17	Jeremiah David Williamson, Priest, by Bishop Mark H. Hollingsworth, Jr., St. John's, Youngstown, Ohio
June 2	Christian Carroll, Deacon, by Bishop Mark M. Beckwith, Trinity + St. Philip's Cathedral, Newark
June 2	Alexei Khamin, Deacon, by Bishop Mark M. Beckwith, Trinity + St. Philip's Cathedral, Newark
June 2	Thomas Michael Murphy, Deacon, by Bishop Mark M. Beckwith, Trinity + St. Philip's Cathedral, Newark
June 2	Karen Beverly Rezach, Deacon, by Bishop Mark M. Beckwith, Trinity + St. Philip's Cathedral, Newark
June 9	Deborah Rucki-Drake, Deacon, by Bishop Mark M. Beckwith, Grace Church, Nutley
September 15	Michael Sniffen, Deacon, by Bishop Mark M. Beckwith, Grace Church, Madison
December 15	Alexei Khamin, Priest, by Bishop Mark M. Beckwith, All Saints' Church, New York, NY
December 15	Erik Soldwedel, Deacon, by Bishop Mark M. Beckwith, All Saints' Church, Glen Rock
December 15	Christopher Bishop, Priest, by Bishop Frank Turner, Philadelphia Cathedral, Philadelphia, Pennsylvania
December 22	Thomas Michael Murphy, Priest, by Bishop Mark M. Beckwith, Grace Church, Madison
December 29	Nathan LeRud, Priest, by Bishop Richard Shimpfky, Christ Church, Ridgewood

CANDIDATES FOR HOLY ORDERS - 2007

Elizabeth Ann Green
Sr. Eleanor Francis, CSJB

CLERGY DECEASED - 2007

May 16	The Rev. George Robert Dawson
May 26	The Rev. Frederick Linus Long
May 26	The Rev. Mabel Katahweire
October 26	The Rev. Clarence C. Searles

CLERGY RECEIVED - 2007

April 3	The Rev. Robert F. Solon, Jr., from the Diocese of Indianapolis
August 13	The Rev. J. Barrington Bates from the Diocese of California
October 1	The Rev. Kendra L. McIntosh from the Diocese of Spokane
October 2	The Rev. Christine F. Tremaine from the Diocese of Florida

CLERGY TRANSFERRED - 2007

February 21	The Rev. Susan M. Lederhouse to the Diocese of Maine
July 12	The Rev. Jeremiah D. Williamson to the Diocese of Ohio
August 20	The Rev. Lily A. DeYoung to the Diocese of Massachusetts
September 11	The Rev. Nicholas S. Szobota to the Diocese of Maryland
September 14	The Rev. George Abooki Kaswarra to the Diocese of New York
October 1	The Rev. Edgar Gutiérrez-Duarte to the Diocese of Massachusetts
October 18	The Rev. Canon Gervais Clarke to the Diocese of Jamaica
November 27	The Rev. Denise Harper Bennett to the Diocese of Rochester
December 14	The Rev. Robert N. Neske to the Diocese of Nebraska

**Consents Given By the Rt. Rev. John Palmer Cronberger, Bishop of
Newark, To Elections, Consecrations, Resignations of Bishops—
2007**

- | | |
|-------------------|--|
| January 8 | Consent to the resignation of The Rt. Rev. David J. Bena as Bishop Suffragan of the Diocese of Albany |
| January 23 | Consent to the Ordination and Consecration of The Rev. Dabney Tyler Smith to be Bishop Coadjutor of the Diocese of Southwest Florida. |

**Consents Given By the Rt. Rev. Mark Beckwith, Bishop of Newark, to
Elections, Consecrations, Resignations of Bishops—2007**

- | | |
|--------------------|---|
| January 30 | Consent to the Ordination and Consecration of Thomas Edward Breidenthal, to be Bishop of Diocese of Southern, Ohio. |
| February 19 | Consent to the resignation of The Rt. Rev. William J. Skilton Bishop Suffragan of the Diocese of South Carolina. |
| March 31 | Consent to the Ordination and Consecration of The Rev, Shannon Sherwood Johnston, to be Bishop Coadjutor of the Diocese of Virginia. |
| April 9 | Consent to the Election of a Bishop Suffragan for the Diocese of Alabama. |
| April 18 | Consent to the Election of a Bishop Coadjutor for the Diocese of Maine. |
| June 11 | Consent to the Ordination and Consecration of The Rev. Edward Joseph Konieczny to be Bishop of the Diocese of Oklahoma. |
| June 11 | Consent to the Ordination and Consecration of The Rev. Sean Walter Rowe, to be Bishop of the Diocese of Northwestern Pennsylvania. |


- June 14** **Consent to the Ordination and Consecration of The Rev. Gregory Harold Rickel, to be Bishop of the Diocese of Olympia.**
- August 13** **Consent to the Ordination and Consecration of The Rev. Mary Gray-Reeves, to be Diocesan Bishop of the Diocese of El Camino Real.**
- October 28** **Consent to the Ordination and Consecration of The Rev. Dan Thomas Edwards.**
- October 28** **Consent to the Ordination and Consecration of The Rev. John McKee Sloan, to be Suffragan Bishop of the Diocese of Alabama.**
- November 17** **Consent to the Resignation of the Rt. Rev. Jeffrey N. Steenson, Diocesan Bishop of the Diocese of the Rio Grande.**
- December 11** **Consent to the Ordination and Consecration of The Rev. Jeffrey Dean Lee, to be Diocesan Bishop of the Diocese of Chicago.**


Episcopal Diocese of Newark




Adopted 2008 Budget


Episcopal Diocese of Newark
Proposed FY 2008 Budgets
with Notations


		ADOPTED DIOCESAN COUNCIL BUDGET			
		FISCAL YEAR 2008			
Row #	Budgeted Income 2005-2008	2006	2007	2008	Budget Adjustments & Notes
		Budget	Revised	Budget	
1	Related Charges	N/A	\$1,000	N/A	
2	Parish Income	110,400	131,000	110,400	
3	Unrestricted Income	116,050	124,500	112,800	
4	Other Income	97,200	16,800	94,000	
5	VOICE Revenue	14,500	1,500	9,000	
6	ECD Payment for Services	N/A	N/A	25,000	
7	Convention Fees	16,100	30,300	70,000	
8	Office Expense Reimbursement	9,500	6,600	1,000	
9	Fixed Moore Fund Income	18,000	20,100	20,000	
10	Other Year's Surplus	14,000		28,000	
	Sub Total Income	476,700	418,800	478,200	
11	Net Budget Income	2,016,000	2,482,500	2,500,000	
12	Less: Expense	N/A	N/A		TRD
	TOTAL INCOME	3,150,700	2,811,800	2,878,200	

		ADOPTED DIOCESAN COUNCIL BUDGET			
		FISCAL YEAR 2008			
	Budgeted Expenses 2004-2007	2006	2007	2008	Budget Adjustments
		Budget	Budget	Budget	Amount
Outreach					
1	The Episcopal Church	\$ 673,000	\$ 543,500	\$ 609,674	
2	N.J. Council of Churches	27,000	30,400	15,000	25% of income based on National Church funds
3	Justice Ministries	16,000	34,800	N/A	See Item 17 for recommendations from Justice Committee
4	Episcopal Community Development Fund	84,500	57,400	37,000	
5	International Outreach	19,500	18,800	18,200	See Item 6 for 0 - year 2008 for effort
6	Domestic Outreach	41,800	62,300	69,000	See Item 6 for 0 - year 2008 for effort
7	New Program Support	N/A	N/A	20,000	See Item 6 for 0 - year 2008 for effort
8	Subtotal Outreach	3,379,800	737,800	809,274	
Mission & Program					
9	Mission Debt Service (Voters)	23,000	27,000	21,000	
10	Int. & Reg. Org. - Quad Year Program	12,000	10,000	7,000	
11	Commission on Ministry	14,000	13,000	8,000	Additional Income Item 11
12	Support for Seminarians	N/A	N/A	8,000	See Item 11 for 0 - year 2008 for effort
13	Clergy Conference	7,000	5,000	7,500	
14	Senior Ministries	1,000	1,000	1,000	
15	Resource Center	49,400	85,800	4,000	See Item 11 for 0 - year 2008 for effort
16	Diocesan Ecumenical and Interfaith Office	N/A	N/A	1,000	
17	Education for Ministry	N/A	N/A	1,500	
18	Women's Commission	N/A	N/A	1,750	
19	Program Groups	9,200	8,500	1,320	
20	Formation & Youth	85,400	78,200	13,000	
21	The Voice	33,000	10,000	41,200	
22	Campanion Disciples	13,000	5,500	4,000	
23	Economic Technology	3,000	2,500	1,000	
24	Ministry Development	3,600	5,000	1,750	
25	Diocesan Administration (See Item 1)	5,557	4,000	5,045	

 ADOPTED DIOCESAN COUNCIL BUDGET FISCAL YEAR 2008					
EXPENSES		2006	2007	2008	Budget
(continued)		Budget	Budget	Budget	Adjustments & Notes
26	Jurisdictional	54,000	35,000	N/A	Personnel allocated to Jurisdictional Ministry
27	Cross Roads Outdoor Ministries	60,000	45,000	45,000	Personnel and the Budget Committee are used to allocate
28	Church HIV/AIDS Comm.	8,500	3,000	10,101	Additional administrative overhead allocated to programs based on % of
29	Immigration Project	N/A	N/A	500	Program office est.
30	Bernhardt Farm Project	4,500	2,000	3,954	Additional administrative overhead allocated to program based on % of
31	Ward J. Herbert Fund	2,000	1,500	3,000	Program office est.
32	Herman Ministry Task Force	384,706	325,807	20,418	Program office est.
Subtotal: Mission & Program		1,184,208	1,063,717	1,017,392	
Total: Outreach, Mission & Program		1,184,208	1,063,717	1,017,392	
Dioceesan Staff					
33	Dioceesan Director & Staff			\$ 188,021	Personnel and the Budget Committee are used to allocate
34	Adulting Education			50,000	Services of PFT Associates
35	Interim Center & Staff			122,184	Interim Center Programs Manager, Senior
36	Ministry to the Community & Staff			248,189	Youth Ministries Resource Center Admin. Asst.
37	Network Administrator (see Line 38)			N/A	Administrative Officer Network Administration
38	Administrative Officer & Staff			164,015	Administrative Officer Network Administration
39	Chief Financial Officer & Staff			266,897	Controller, Bookkeeper, Accounting Clerk
40	Property Management (see Line 35)			N/A	Personnel and the Budget Committee are used to allocate
Subtotal: Other Staff		30,000	80,000	1,041,856	Personnel and the Budget Committee are used to allocate
Total Dioceesan Staff		30,000	80,000	1,041,856	Personnel and the Budget Committee are used to allocate
Total: Dioceesan Staff and Pension Costs		1,214,208	1,143,717	2,059,248	Personnel and the Budget Committee are used to allocate
Administrative Expenses					
41	Lay Pension Contribution				Personnel and the Budget Committee are used to allocate
42	Utilities	25,200	31,500	34,000	Personnel and the Budget Committee are used to allocate
43	Telephone	24,000	12,000	25,000	Personnel and the Budget Committee are used to allocate
44	Heat & Other Services	30,000	19,200	24,000	Personnel and the Budget Committee are used to allocate
45	Building Maintenance	32,500	33,800	45,000	Personnel and the Budget Committee are used to allocate

Episcopal Diocese of Newark
Proposed FY 2008 Budgets
with Motions

		ADOPTED DIOCESAN COUNCIL BUDGET			
		FISCAL YEAR 2008			
EXPENSES		2006	2007	2008	Budget
(continued)		Budget	Budget	Budget	Budget Adjustments & Notes
46	Property & Liability Insurance	12,000	41,300	41,000	
47	Office Expenses	35,000	20,000	27,400	
48	Postage	19,000	14,700	15,100	
49	Office Machines	16,500	36,500	40,500	
50	Cell Service	20,400	20,000	17,000	
51	Technological Support	23,500	25,400	31,600	
52	Miscellaneous	5,500	4,100	5,000	
53	Legal Fees	4,000	3,600	3,000	
Total Operating Expenses		\$ 315,000	\$ 327,800	\$ 315,200	
General Expenses					
54	Audit	5,000	4,000	7,000	requires add'l work
55	Workers' Compensation	8,000	7,500	9,000	
56	Group Medical Insurance	146,000	146,500	241,000	
Total: General Expense		\$ 212,000	\$ 217,500	\$ 277,000	

 DIocese of NEWARK		ADOPTED DIOCESAN COUNCIL BUDGET			
		FISCAL YEAR 2008			
EXPENSES		2006	2007	2008	Budget Adjustments & Notes
(continued)		Budget	Budget	Budget	
Conventions & Other Meetings*					
57	Lenten Conference	\$ 500	\$ 500	\$ 500	
58	General Convention Delegates Expenses	20,000	8,000	20,500	
59	Provincial Synod Assessment	7,400	7,400	7,400	
60	Provincial Synod Disposal Expenses	2,000	500	600	
61	Provincial Synod Disposal Expenses	28,100	30,300	70,000	
62	Diocesan Journal	5,100	5,100	5,100	
63	Diocesan Council	2,500	2,500	3,000	
64	Confirmation Expenses	N/A	N/A	3,000	
65	Electoral Reserve	15,000	31,000	31,000	See Budget Note
66	Districts	5,000	-	-	
87 Event Support					
Total: Conventions & Other Meetings		\$ 155,000	\$ 83,200	\$ 7,500	Increased from \$3,500 last year on actual costs of interpretation, services travel, housing
Total: Administrative Expenses		\$ 293,208	\$ 648,400	\$ 1,960,764	
Total Budgeted Expenses		\$ 1,977,412	\$ 1,711,114	\$ 2,878,158	
Surplus/Deficit		N/A	N/A	44	

ADOPTED DIOCESAN COUNCIL BUDGET		FISCAL YEAR 2008	
NOTES: EXPENSE			
41 Episcopal Church Outreach = 12 year prior budget	Income: Investment Income		
restricted income - 1100 000	allowance 2.2%		
(21) 41 - 10,021 = budget request	reviewed by Budget Committee		
53 Estimated position as of 2008			
6 Invt1 Outreach = .007% of prog. and Investment Income	Lambeth Conference Resolution 1981		
(6) Domestic Outreach = Moore income, plus 2% of budget and Investment Income			
7 New Inpatient Support = New budget item to provide seed money for creative projects initiated within the Diocese			
16 Mission Debt Service = Princ & Interest on E.G.F.1 loan for St. Thomas, Vernon			
(16) Mission Program = funds Good Ship Mission Church in Ringwood			
(21) Ward J. Herbert Fund = 000			
(23-40) = Staff Salaries include 3% increase as of 1/1/08 and requested for 2008 medical premiums			
41 = 8 suggested Lay Pension Contributions	Actuals suggested \$150,000		
(42-43, 41-48 81, 86) = salaries based on historical wage, health and maintenance increased			
(48) Property, Health Insurance - per copy			
90 Debt Service = Interest & Principal of Council's share of Eit mortgage and loan payable to Buile Home			
62 MacArthur House = food/beverage fees and expenses			
64 Audit = percentages of total fees are charged to Council			
54 Women's Compensation = annual cost per permanent notice			
561 Group Medical Insurance = cost for retired and 2009 widows, recently retired etc.			
Some discrepancy, salaries are used to fund this line item is not future			
(37) Annual Conference = estimated \$550,000 towards 2008 Conference			
58 General Convention Expenses = including \$45,000 for 10 delegates and			
218 trip to 2008 Convention			
58 Provincial Synod Assessment = allocated amount			
60 Provincial Synod Assessment = travel to meetings during Convention			
61 Convention Expense = budget request, income is projected to allow expenses			
621 Diocesan Journal = estimates based on historical			
Diocesan Journal = estimates based on historical			
64 Continuation Expense = Reimbursement by Diocese to Cathedral for Confirmation Expenses			
(65) Episcopal Reserve = accrued for next Bishop search and transition and			
reimbursement \$415,000/year of teen pastor			
(66) Districts - not used			
(67) Event Support = Internationalizing, child care, etc.			

Diocesan Council Report Convention 2007

During 2007 the Diocesan Council welcomed a new bishop and bid farewell to a retiring bishop and continued its work in a variety of ministry areas with increased energy and enthusiasm now under the leadership of The Rt. Rev. Mark Beckwith. 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 2007 and in January 2008. 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 2007 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, Canon Denise Haines, 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 Mr. Henry Faulkner for Discipleship; Ms. Faith Gideon Brown, Congregational Vitality; Ms. Mary Sunden, Outreach; and The Rev. Janet Broderick, Inclusion.

Council accomplishments and actions during the year included:

- adopted the diocesan budget for recommendation to the 134th Annual Diocesan Convention
- created a finance committee and revised the diocesan budget process
- welcomed a new bishop and a new chief financial officer
- participated in the Role Clarification Task Force and the joint property task force
- approved the release of \$35,948 from the Jersey City Funds for the year 2008 to support the congregational growth and development of Grace Church Van Vorst, and started a review accounting of the funds
- reviewed and recommended seven medical health plans for 2008
- received reports from the Civil Unions Task Force and the Title IV Task Force
- adopted revised Employee Procedures and Policies for diocesan staff members

- received a report from the Congregational Vitality Work Group on the closing of Trinity Church, Montclair
- 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 at www.dioceseofnewark.org/dc.html.

Diocesan Council members were:

Elected by Districts

Ms. Faith Gideon Brown, St. Andrew & Holy Communion, South Orange (2008, D4)
 Ms. Glenda DeKruif, St. James', Ridgefield (2008, D8)
 The Rev. David Gable, Grace, Rutherford (2008, D7)
 The Rev. Mariano Gargiulo, St. James', Ridgefield (2009, D8)
 Ms. Lois Gray, Holy Trinity, West Orange (2009, D3)
 Mr. Robert Harwood, St. John's, Passaic (2009, D7)
 The Rev. Kathryn King, All Saints', Bergenfield (2008, D9)
 The Rev. Janet Broderick, Grace Church Van Vorst, Jersey City (2009, D6)
 Mr. Bert Jones, Christ Church, East Orange (2009, D5)
 The Rev. Paul Olsson, St. Paul's, Morris Plains (2008, D3)
 Ms. Catherine Potter, St. Luke's, Hope (2009, 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 (2009, D9)
 The Rev. Stuart Smith, St. Clement's, Hawthorne (2009, D10)
 Ms. Patty Watts, Good Shepherd, Wantage (2008, D2)
 The Rev. Fain Webb, Good Shepherd, Wantage (2009, D2)
 Mr. Steven Boston, St. John's, Ramsey (2008, D10)
 The Rev. Dr. Sandye Wilson, St. Andrew's & Holy Communion, South Orange (2009, D4)

Bishop's Appointments

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

Officers

The Rt. Rev. Mark M. Beckwith, *President*
 Mr. John Zinn, *Treasurer*
 Mr. Michael Francaviglia, *Secretary*

Chancellor

Diane Sammons, Esq., *Chancellor*

Episcopal Church Women

Ms. Doris Mardrosian, St. Mark's, Teaneck

Standing Committee. Episcopal Diocese of Newark, Summary of Actions 2007

January 2007

- Christ Church, Bloomfield/Glen Ridge: reviewed the lease for the Bishop's use; insurance is in place.
- St. Martin's, Maywood: Property Chair will contact them and suggest that they approach Council's Congregational Vitality group to determine a parish plan.
- St. Mary's, Sparta: Chancellor and Property Committee will have a teleconference to help them to know what they are getting into.
- St. Thomas', Vernon: Sale of easement needs to be deferred until next month. Property Chair will reach out and guide them through the process.
- Trinity, Montclair: the Standing Committee gave its approval to the closing of Trinity, Montclair. Moved, seconded, and approved unanimously.
- House of Prayer, Newark: They are exploring a brokerage agreement to market their steeple for use in telecommunications.
- The final approval for the ordination to the priesthood of Jeremiah Williamson was given unanimously.
- Consent to the election of John Crawford Bauerschmidt as Bishop of the Diocese of Tennessee was given unanimously.

February 2007

- Nominating Committee Chair reported that the nominating committee had nominated Elizabeth Kaeton as President and Cheryl Brocking as secretary. Moved, seconded and approved unanimously.
- President distributed "Highlights of Title III Revisions as enacted by General Convention 2003" for SC review. "Lease, Sale or Mortgage of Church Property" and a draft of "New Standing Committee Procedures" as regards leases and mortgages; "Life Signs of Effective Team Work" and "Respectful Communications Guidelines" were also distributed. Confidentiality guidelines were reviewed. No names will be mentioned in the minutes in Title IV cases.
- House of Prayer, Newark: With the unanimous approval, Patrice will convey that the SC cannot in good faith support the terms outlined in the basic contract for a number of reasons.
- St. David's Kinnelon: The SC approved application upon the satisfaction of three contingencies.
- Consents to the election of The Rev. Canon Robert L. Fitzpatrick as Bishop of the Diocese of Hawaii; The Rev. Dr. Dabney T. Smith as Bishop Coadjutor of the Diocese of Southwest Florida; and The Rev. Dr. Thomas E. Bredenthal as Bishop of the Diocese of Southern Ohio were taken as a group and given unanimously.

March 2007

- St. John's, Jersey City: Building use of St. John's, Jersey City is being explored. Asbestos is scheduled to be removed but, prior to that, the engineer representing the group wishing to use the building and an engineer representing the Diocese will inspect the mechanics of the building.
- House of Prayer, Newark: Has followed the suggestions Property Chair offered following last month's SC meeting and are proceeding to "shop" for tower providers with help from a District 4 representative.
- No action but reminder that these items are still "out there": St. Martin's Maywood: Permission to sell Rectory. Now understand that funds realized must be restricted clergy housing.

- St. Mary's Sparta: Deed restriction - alienation of property *vis a vis* Memorial Garden.
- St. Thomas Vernon: Sale of a portion of land at \$5,000 or an easement so that the town can put in sewer pipes.
- Request for a second consideration of the election of the Bishop Coadjutor of South Carolina. Second request was denied. Moved, seconded and approved unanimously.
- Discussion of Primates' Communiqué and a possible SC resolution ensued. It was deemed as inappropriate that the SC put forth a resolution at this time. Mark was given to understand that the SC would support him in his work at the upcoming House of Bishops.

April 2007

- St. Mary's Haledon - The sale of the property is imminent but the Standing Committee has not yet received any contracts or other legal forms. It was moved that based on information from the Diocesan Property Chair that a request for a formal application with a copy of a contract and other pertinent information be made, so that approval of the sale can proceed in a timely fashion. The motion was seconded and approved unanimously.
- Special meeting on April 18, 2007: The contract for the sale of the property was approved unanimously and the consent will be signed at May meeting.
- St. Mary's Sparta – they have inquired about our decision regarding their request last year for a deed restriction for their Memorial Garden. After discussion of a letter to St. Mary's from the Standing Committee, it was moved, seconded and passed unanimously that the letter be sent.
- All Saints Hoboken – A letter from Geoff Curtis, requesting permission to demolish the buildings on this property, has been received. It was agreed that the Property Chair would follow up on this request.
- Final approval for Ordination to the Transitional Diaconate for Thomas Murphy and Alexi Khamin was given unanimously.
- A request from the Diocese of Alabama to call for the election of a Bishop Suffragan was moved, seconded by Cathy Deats and approved unanimously.
- Consent to the election of Shannon Sherwood Johnston as Bishop Coadjutor of the Diocese of Virginia was moved, seconded and approved unanimously.
- A request to hold an election for Bishop of Nevada was received, moved, seconded and passed unanimously.

May 2007

- St. Mary's Haledon - Consent to Sale was signed (as voted at special April meeting).
- Final approval of Deborah Drake to the Vocational Diaconate was given: moved, seconded, approved unanimously.
- Final approval of Karen Razach to the Transitional Diaconate was given: moved, seconded, approved unanimously.
- Final approval of Christian Carroll to the Transitional Diaconate was given: moved, seconded, approved unanimously.

June 2007

- Pre-school Lease for Epiphany, Allendale (Nanny's Nest) approved pending amendments and review by Chancellor. Moved, seconded and approved with one abstention.
- St. David's Kinnelon: approval given for Lease. Moved, seconded and approved.
- Consent to the Ordination and Consecration of The Rev. Dr. Laura J. Ahrens as Bishop Suffragan for the Diocese of Connecticut. Moved, seconded, approved unanimously.

September 2007

- St. Peter's Mountain Lakes requesting SC permission to apply for a line of credit. Moved, seconded and approved that permission be given pending Chancellor's successful review of the Letter of Agreement and information about their investment portfolio.
- Consent to the Election of Edward Joseph Konieczny as Bishop of the Diocese of Oklahoma. Moved, seconded, approved unanimously.
- Consent to the Election of Gregory Harold Rickei as Bishop for the Diocese of Olympia. Moved, seconded, approved with one abstention.
- Consent to the Ordination and Consecration of The Rev. Sean Walter Rowe as Bishop of the Diocese of Northwestern Pennsylvania. Moved, seconded, approved unanimously.
- Consent to the Election of a Bishop Coadjutor of the Diocese of Maine. Moved, seconded, approved unanimously.
- Consent to the Ordination of The Rev. Mary Gray-Reeves as Diocesan Bishop of the Diocese of El Camino Real. Moved, seconded, approved unanimously.
- Signing of Testimonial for Approval of Michael Sniffen for Ordination to the Diaconate. Previously moved, seconded and approved with one abstention. Signed at this meeting.

October 2007

- Consent to the Ordination of a Bishop of the Diocese of South Carolina. After much discussion, it was moved, seconded and passed with one abstention to not consent (not just withhold consent) to this ordination.
- The Candidacy of Elizabeth (Lisa) Green was moved, seconded and approved unanimously.

November 2007

- Consent to the Ordination of Dan Thomas Edwards as Diocesan Bishop of the Diocese of Newark was given unanimously.
- Consent to the Ordination of John McKee Sloan as Suffragan Bishop of the Diocese of Alabama was given unanimously.
- Final approval of the Ordination to the Priesthood of Christian Carroll, Alexei Khamin and Thomas Murphy was moved, seconded and approved unanimously.

- Final approval of the Ordination to the Vocational Diaconate of Eric G. Solwedel was moved, seconded and approved unanimously.

December 2007

- All Saints' Church, Orange - wishes to convey their deed to the Trustees of the Diocese of Newark. The following resolution was approved and will be forwarded to the Bishop's Administrator for communication to the Wardens of All Saints' Episcopal Church in Orange: *Be it resolved that the members note with sadness the closing of All Saints' in the Valley in Orange and we commend the faithful ministry of the parish over the years. We hereby acknowledge the gracious manner in which the sacred property was distributed, and you continue in our prayers.* Consent of Standing Committee to transfer property from All Saints' in Orange to the Trustees of the Diocese of Newark was given.
- Consent to the election of a Bishop Suffragan given to Diocese of Dallas.
- Final Approval of the Ordination to the Priesthood of Karen Rezach was given.

Statement of Proceedings of the Trustees of the Episcopal Fund and Diocesan Properties-2007

Authority and Responsibilities of the Trustees of the Episcopal Fund and Diocesan Properties

The positions and functions of the Trustees are as set forth in the Statutes of the State of New Jersey, which provide that the Trustees are the legal custodians of various types of real and personal property. As defined by statute, the Trustees are a separate not for profit corporation having all of the custodial powers and responsibilities as defined by the Statutes. Significantly, the Trustees cannot have day-to-day operational responsibility for the diocese or the diocesan budget.

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.

Funds Managed by Trustees

The Trustees manage funds which fall into three major categories:

1. The endowment of the diocese (unrestricted funds given or left to the diocese), the income from which by statute is used "to support the episcopate of the diocese";
2. Undesignated capital funds, the income from which can be used at the discretion of the Trustees; and
3. Restricted funds held for the benefit of the diocese, congregations, or other ecclesiastical institutions, for which the Trustees serve merely as custodians.

Property for Which Trustees Hold Title

The Trustees hold title to the following property:

1. Real property of the diocese (e.g., the Bishop's house in South Orange, and Episcopal House at 31 Mulberry Street, Newark);
2. Mission and Aided Parishes while they remain in that status, formerly under the auspices of the now disbanded Department of Missions; and
3. The property of extinct parishes as declared by the Convention. (N.J.S.A. 16:12-16).

Overview of Trustee Operations-2007

The Trustees met collectively four times in 2007 (March, June, September, and December) to manage the endowment of the diocese and to oversee the properties and various funds under their supervision. Between quarterly meetings, the officers of the Trustees met on a weekly (frequently daily), basis, by phone, in person, or by e-mail, as did subcommittees of the Trustees, and they communicated with all

Trustees on matters before them. At the March 2008 meeting of the Trustees, they plan to expand the number of their scheduled meetings, as the workload of the Trustees has increased enormously.

During 2007, the Trustees also worked closely with Jim Caputo, the diocesan property manager, to address concerns on properties under the auspices of the Trustees. Many of these properties formerly were under the now disbanded Department of Missions, and many of them confront needed costly repairs or environmental-related remediation. The Trustees presently are addressing a priority list of property matters, ranging from the removal of in-ground oil tanks and the replacement of dysfunctional heating units, to the repair of leaking roofs, floors, and walls, the removal of physical hazards, and the resolution of violations of legal codes in kitchens and restrooms. The Trustees have discussed with Bishop Mark Beckwith the urgent need for a diocesan strategy within the Bishop's Office regarding ongoing diocesan property management.

Assets that Can, and Cannot, 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 the 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 better understand actual facts concerning what the Trustees are—and are not—able to do at their own discretion.

The Trustees provide funding for diocesan projects, commitments, and responsibilities from the income of an endowment, whose value as of September 30, 2007, was \$1,685,000. The income from the endowment that the Trustees spend annually presently equates to approximately \$75,000. In 2007, almost 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 in 2007, such as the repairs of churches, has come solely from the remainder of funds in the Congregational Growth and Development Fund. As of September 30, 2007, there were \$562,925 remaining in the Congregational Growth and Development Fund, with \$55,108 in outstanding commitments, leaving \$507,817 in net funds available.

Only one property was sold by the Trustees in 2007: the Bishop's house in Montclair. The historical precedent in the Diocese of Newark is that the Trustees have purchased a house, absent any debt, for the Diocesan Bishop. In 2007, the Trustees applied the full proceeds of the sale of the former Bishop's residence in Montclair to the purchase of a South Orange residence for Bishop Mark Beckwith and his family. The Bishop's house in Montclair was purchased on September 30, 1998, for \$465,000. The net proceeds from the sale were \$763,000. The purchase price of the new Bishop's residence in South Orange was \$838,545.

There is a pending contract for the sale of Trinity Church, Montclair (church, only, not the rectory), with the Petra Baptist Church, which presently rents the property. The Trustees expect that this contract will be finalized by March.

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 \$25.6 million as of September 30, 2007. 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 fact, the Trustees have very limited resources that they are able to use at their discretion for projects within the diocese and to support pressing diocesan needs. Funding of needs and projects largely can come only from the sale of churches and other diocesan properties.

Summary of Trustee Projects in 2007

In 2006-2007, the Trustees, with the assistance of Jim Caputo, diocesan property manager, identified some \$3 million in urgent and other necessary repairs on properties under their supervision. The repairs are necessary to preserve the property asset, to meet legal codes, and to remove potential safety and health hazards. Most of the properties formerly were under the Department of Missions until it was abolished by Bishop Croneberger. Attention to these repairs was prioritized by consultation among the Trustees, the diocesan property manager, the diocesan financial office, and Bishop Beckwith. A schedule of projects was established, with urgent matters given top priority.

The diocesan property manager reported to the Trustees in early December 2007 that, as of that time, he had spent approximately \$300,000 on needed repairs. The Trustees are aware of the diocesan property manager's estimated expenses for all projects; the diocesan staff, to date, has not presented to the Trustees a formal accounting of actual expenses. The Trustees await this report.

Projects accomplished and underway in 2007 (alphabetically by town)

- **Christ Church, Belleville:** The long rear interior staircase of the vicarage has been rebuilt, as its condition was hazardous and used by persons with physical impairments. The heating system in the church parish hall is being replaced as it has extensive leaks throughout. The main sewer line which collapsed was replaced.
- **St. Mary's, Belvidere:** Three in-ground oil tanks have been removed and replaced. The contaminated soil has been remediated. The problematic parish hall roof is being replaced with an insulated EPDM roofing system; damaged fascia boards also are being replaced.
- **All Saints, Bergenfield:** Extensive work has been accomplished, including the replacement of the vicarage and vicarage garage roofs, refurbishment of the substandard vicarage kitchen, and removal of an oil tank from under the driveway. The vicarage driveway will be resurfaced in the spring. The congregation is attempting to secure a \$28,000 loan to repay a portion of the cost of the work.
- **St. Cyprian's, Hackensack:** The leaking water heater has been replaced. Quotes are being obtained to install a small heating system in the parish hall to provide comfort to church members, and for a fire suppression system in the kitchen to bring the church into compliance with fire code.
- **Cator Avenue, Jersey City:** The property, once again, has been cleared of debris, an ongoing problem. The some forty feet of fencing securing the property that had been stolen, has been replaced and the property reposted and resecured. The diocesan property staff checks the property weekly.
- **St. John's, Jersey City:** The leaking in-ground oil tank at the church site has been removed, as well as the contaminated soil. The in-ground oil tank at the vicarage also has been removed. All trees on the St. John's property have been trimmed away from surrounding buildings, as requested by neighbors and the city inspector. The church building has been secured; diocesan building staff checks the property weekly.

- St. Gabriel's, Milton/Oak Ridge: The in-ground oil tank at the church has been removed and replaced with an epoxy-coated above-ground exterior tank. The diocesan property manager is awaiting quotations to begin other necessary work.
- Trinity, Montclair: The in-ground oil tank at the church has been removed. By March 2008, the Trustees expect to close a \$775,000 sale contract with the Petra Baptist Church that presently rents the church building. At the Trinity vicarage, the dysfunctional garage doors have been replaced and the garage cleaned of extensive debris. Two oil tanks have been removed, and the indoor tank replaced by a double-wall interior tank. The contaminated soil around the leaking exterior in-ground tank at the vicarage has been remediated.
- Episcopal House, Newark: The chronic roof leak has been repaired. At the request of Bishop Beckwith, the Trustees have approved the expenditure of \$20,000 from Trustee-overseen assets for the remodeling of the entry level and other areas of Episcopal House. A video/audio remote door attendant and panic alarm system has been installed.
- St. Andrew's, Newark: The large boiler in the church that ceased to function and was beyond repair has been replaced and converted to gas. Another small boiler will be replaced by a high-efficiency gas unit to enable the abandonment of oil usage altogether. The oil tank will then be removed.
- St. Barnabas, Newark: All of the dangerous dead and other trees have been removed or trimmed. The surrounding city sidewalk has been replaced where necessary.
- St. Paul's, North Arlington: The front stairs of the vicarage are being rebuilt and the small concrete driveway replaced. Other repairs will follow at both the church and the vicarage.
- St. Peter's, North Bergen: The collapsing walkway wall on the north side of the church has been rebuilt. The deteriorated front and rear porches and steps have been replaced. A scan for oil tanks revealed none. The inoperative heating system presently is being replaced.
- St. Matthew's, Paramus: The boiler room door has been replaced to comply with safety standards.
- St. Gregory's, Parsippany: Quotations are being obtained for a fire suppression system in the church kitchen to comply with fire code and for replacement of cabinets and counters in the vicarage kitchen.
- Good Shepherd, Ringwood: The electrical system has been brought up to code. Both badly deteriorated, substandard restrooms have been refurbished. The front door of the church was reversed and crash bars were installed to comply with fire code.
- Church of Our Savior, Secaucus: The dangerous collapsing, badly slanting front steps and facade of the church have been rebuilt. The old oil-fired boiler has been replaced with a gas-fired boiler. The in-ground oil tank will be removed in February 2008.
- Bishop's Residence, South Orange: All the family room and second-floor hardwood floors were refinished prior to the Bishop and his wife's relocation to the house. The torn sheet vinyl flooring on the third floor was replaced with carpeting. Malfunctioning doors were trimmed where required, and some window cords were replaced. The cedar deck in the rear of the house was refinished. The brick front steps and front walkway are being replaced owed to concerns of safety caused by heaving.

- Christ Church, Teaneck: Two in-ground oil tanks were removed in December 2007. A new tank was installed in the vicarage.
- St. Thomas, Vernon: A very large tree was removed from the property for safety reasons. The vicarage was completely renovated in preparation to call a new vicar. The congregation donated the majority of the materials, appliances, and labor for this work.
- Holy Trinity, West Orange: A new boiler was installed in December. The in-ground oil tank is scheduled for removal in January 2008. The broken walkway and disability ramp-way will be replaced following the oil tank removal. A fire suppression system will be installed to comply with fire code and the substandard stove replaced when quotations are received.
- St. Mark's, West Orange: The main boiler of the church, which was in very bad condition, was replaced, and the entire system was upgraded. Toxic bird waste was removed from the bell tower, and the tower and windows have been pigeon-proofed. The rear door of the vicarage has been rebuilt for safety reasons and the locks have been replaced.
- St. Mark's Cemetery, West Orange: Once again, St. Mark's Cemetery has been cleaned of debris, dumped by local contractors and others in the community. The brush has been cleared from the property. The fall 2007 round of maintenance at the cemetery cost approximately \$30,000.

The above list of projects represents only the beginning of a long list of necessary repairs at mission churches and vicarages. The Trustees will continue to work with the Bishop and members of the diocesan staff in 2008 to attend to other identified concerns as financial resources become available.

The Trustees have been in consultation with the Bishop regarding the development of a strategy concerning more effective diocesan management of properties in the future, and have sought outside professional advisement in this regard.

Conclusion

Although much has been accomplished in 2007, including visits by representatives of the Trustees to all churches, vicarages (except one), and other properties under their auspices, as well as much legal work by Trustees to clear properties of encumbrances, sell and purchase properties, and protect diocesan assets and interests, the Trustees acknowledge that there is yet much work to be accomplished in 2008. In 2007, the Trustees were indeed fortunate to have Bernie Milano, a partner of KPMG, agree to serve as an advisor to the body, which is deeply appreciated as we move into the work of the current year.

Respectfully submitted,
Deborah A. Brown, President
Trustees of the Episcopal Fund
and Diocesan Properties

Trustees:

Deborah A. Brown, President
Carlotta Budd, Esq.
William Carpenter, Esq.
Marge Christie, Secretary

Michael F. Rehill, Esq.
John Garde, Esq., Vice President
John E. Lynch
Peter Van Brunt

A COMMITMENT TO SERVE/VENTURES IN MISSION

ACTS/VIM is charged with financially supporting programs and projects that encourage both congregational development and community outreach. We honor this charge by granting, on a semi-annual basis, monies to programs of our Diocese.

This year we were privileged to give away \$174,000 to 36 congregations, social service organizations and Diocesan programs. These organizations represent a cross-section of this Diocese and the amazing work done of this Diocese. This year we gave funds to support soup kitchens, homeless shelters, HIV/AIDS ministries, immigrant drop-in centers, summer youth programs, and so many others. This year we saw new ministries develop, such as a recycling ministry and a mobile outreach center. We also saw our past grantees return for monies for continuing ministries with ESL, senior centers, retreat centers and computer literacy programs. We are continually amazed at the good work the people of this Diocese do to help others.

But giving away funds is not everything this committee does. This year we set an ambitious schedule of creating new applications, re-working the granting criteria, grant workshops and annual meetings.

We began the year by creating 2 additional applications, one application for a District applicant and another for multiple congregations. Recognizing the need, these applications help to bring a platform to future ministries. We then went to district meetings, and spoke at congregations, discussing who we are, what we do, the new applications, and listening, listening to what the Diocese needs and wants from us. This listening experience allowed us to re-consider the granting criteria.

We took our listening to the next level and looked at the granting criteria. Though we are still working with Diocesan Council to adjust the criteria to better serve the Diocese, we have already changed the criteria for our funding cap, making it easier for applicants who have not applied in the recent past, and enhanced our spending report to allow applicants to use the form as a better tool to assess their program.

We continued the year by holding workshops. We held a workshop in June on grant writing. We are holding a workshop at Convention on granting opportunities and ACTS/VIM. We also have another workshop scheduled for February 12th and 26th on how to evaluate your program. As with all our workshops, everyone is welcome, regardless of ever applying to ACTS/VIM.

And we have added a Meeting of Grantees to our agenda. This annual meeting is designed to allow grantees to socialize, discuss new ideas and new grant opportunities and to spotlight what works with funders. Our first meeting will be held on April 19th.

Finally, it has been a privilege for us to serve on this committee and help organizations within the Diocese live into our baptismal promises. We thank you.

Board Members were: Laura Russell (Chair), The Rev. Cooper Conway, Salim Dallal, Barbara Deneka, Mollie Galletly, Bernice Mayes, The Rev. Allison Moore, Roberta Moseley, The Rev. William Parnell, Cheryl Thompson, Janice Walker, Hester Wharton

REMEMBER, GRANT APPLICATIONS ARE DUE ON FEBRUARY 15TH!

ACTS/VIM Grants – 2007

Spring cycle:

AV-07-01: Clifton, St. Peter's - St. Peter's Haven, \$8,000
 AV-07-02: Port Murray, Cross Roads Outdoor Ministries - Indoor Chapel, \$8,500
 AV-07-03: Union City, Grace Church - Jerusalem Market Place Vacation Bible Study, \$1,000
 AV-07-04: Orange, All Saints' - Opportunity House, \$2,250
 AV-07-05: Chester, Messiah - The Senior Resource Center, \$5,000
 AV-07-06: Hackettstown, St. James' - Deaf Outreach, \$3,600
 AV-07-07: Fort Lee, Good Shepherd - Friends for Life/Gd Shepherd Community Svcs, \$10,000
 AV-07-08: Hoboken, All Saints' - Jubilee Children's Program, \$8,000
 AV-07-09: Hackensack, Christ Church CDC, Next Step Program Plus Housing, \$8,000
 AV-07-10: Dover, St. John's - A Breathing Space for Mothers, \$3,600
 AV-07-11: Paterson, St. Paul's - CityServe Summer Program, \$8,000
 AV-07-12: Hasbrouck Heights, St. John - Care on the Corner Community Service, \$6,850
 AV-07-13: Paramus, St. Matthew's - Summer "Church Camp", \$1,200
 AV-07-14: Hope, St. Luke's - Haven of Hope for Kids, \$5,000
 AV-07-15: Newark, Newark School of Theology, no funding
 AV-07-16: Belleville, Christ Church - Mary & Martha Soup Kitchen, \$5,000
 AV-07-17: Boonton, St. John's - Cornerstone, \$3,000

Total Recommendation to Diocesan Council: \$87,000

Fall cycle:

AV-07-18: Ringwood, Good Shepherd - Mobile Outreach, \$4,000
 AV-07-19: Clifton, St. Peter's Haven - Citizenship & English, \$4,400
 AV-07-20: Jersey City, Grace Church Van Vorst, Breakfast Plus Program, \$3,400
 AV-07-21: Madison, Grace Church - Recycling Ministry, \$5,000
 AV-07-22: Hoboken, All Saints Episcopal - Jubilee Children's Program, \$4,400
 AV-07-23: Hackettstown, St. James' Church - Deaf Ministry, \$1,500
 AV-07-24: Kearny, Trinity Church - Hispanic Ministry, \$5,000
 AV-07-25: Dover, St. John's Church - Bilingual Tutoring Project, \$5,000
 AV-07-26: Union City, St. John's Church - Summer Arts Day Camp, \$5,300
 AV-07-27: Newark, The Apostles' House - Feed The Solution Program, \$5,000
 AV-07-28: Fort Lee, Good Shepherd - Friends for Life, \$5,000
 AV-07-29: Newark, Trinity & St. Philip's Cathedral, \$4,400
 AV-07-30: Boonton, St. John's CDC - Transportation for programs, \$4,400
 AV-07-31: Hasbrouck Heights, St. John the Divine - Care on The Corner, \$4,000
 AV-07-32: Belleville, Christ Episcopal Church - The Care Closet, \$4,400
 AV-07-33: Newark, ECD - Homebuyer Services Program, \$5,000
 AV-07-34: Paterson, St. Paul's Church - Daily After School Program, \$5,000
 AV-07-35: Hope, St. Luke's Church - Vacation retreat cottage, \$2,800
 AV-07-36: Bayonne, Trinity Parish - Where 2 or 3 Are Gathered, rejected
 AV-07-37: Hackensack, Christ Church CDC - Next Step Program, \$5,000
 AV-07-38: Montclair, St. Luke's Church - Computer literacy/Internet skills, \$4,000

Total Recommendation to Diocesan Council: \$87,000

The Apostles' House – Report to Diocesan Convention 2008

As The Apostles' House looks forward to its 25th Anniversary in 2008 we reflect back on a very active 24th year of service to the community in Newark and Essex County.

Ironically our productivity and successes are reflective of the growing problem of poverty, not only in Newark but in New Jersey and the Country as well. New Jersey is now 19th nationally, in the percentage of our population which is homeless and 2nd in the percentage of homeless people that are children (29%). Based on 2004 census data, 11.7% of all children under 18 in NJ, live in poverty. We are seeing the cost of housing in New Jersey rise to the point where we are now the second most expensive state in which to live. The Fair Market Rent for a 2 bedroom apartment in Northern New Jersey is now \$1,200.

Having said all of this, you can understand why 2007 has been a very busy year. In fact:

1. Our Emergency Shelter has been at 90% occupancy all year, we served over 250 individuals.
2. Our Food Pantry has been operating at full capacity for the year. In November 2007 we served an agency record, 1,500 individuals and distributed 200 turkeys with all the trimmings.
3. The Transitional Housing for teens and their babies (Multigenerational) has been at 100% capacity for the first time in 3 years.
4. For Christmas 2007, The Apostles' House facilitated the "adoption" of 200 families (approx. 600 children) through our Adopt-A-Family Program to provide Christmas gifts for needy families.

We would like to thank Bishop Beckwith, the Diocese and the many individual churches who provided vital support in the form of monetary contributions, volunteer activities, advocacy activities and prayers. Without your generosity we would not have been able to meet the increasing demand for services in the face of continually eroding government funding.

Bethsaida Team Report to Convention 2008

2007 proved to be another challenging year for the Bethsaida Team. A new operating structure was implemented and the BT embarked with a renewed spirit and dedication. Radical Hospitality became a focus to our mission.

The BT made several presentations at District meetings and onsite visits to congregations that invited our input. The BT was asked to review the new Cross Roads building and our input was well received.

The BT participated in an Autism Conference at NJIT in the spring of '07. This disability affects 3 out of 10 people in our area. We have been given data by several churches with their concerns and desire to learn more about Autism. The BT served as one of the organizers on the committee that put the Autism Conference together. Christ Church, Budd Lake, contacted the BT for information about how to start an inclusive church service for children of all abilities. The BT put out a request for information on the NJ Coalition for Inclusive Ministries listserv and received many responses that were helpful to Christ Church. Their first service was in October and they have a service one Sunday a month.

The BT remains committed to providing ways to promote accessibility awareness and education. Our goal in 2008 is to participate in a Mini Creative Congregations with other Justice Missions. The BT is also determined to host another Funding Conference which many of the congregations have been requesting since our 2005 Funding Conference.

The BT has been invited to assist the Cathedral with their efforts to renovate and make our Diocesan Cathedral accessible to all. We are pleased to have started a dialogue with Dean Williams and Warden Churchman.

2008 the BT will meet on a quarterly basis with several subcommittee meetings to carry out our work. The BT has recognized that we all are working with a tremendous amount of overload and tend to burn ourselves out.

Respectfully submitted on behalf the Bethsaida Team.

Barbara Djimopoulos,
Liz Lannigan

Erik Soldwedel, Deacon
Oscar Mockridge III

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ANNUAL REPORT FOR 2007

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 and at other times as needed.

- Use of the Resource Center continues to be approximately 80% of the congregations in the diocese. 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 continues to be an important and viable ministry of the Diocese in spite of drastic budget reductions.
- The Resource Center has available for loan, multiple copies of Safeguarding God's Children for congregations to use for Children Abuse Awareness training for employees and volunteers.
- 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 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. In past years, every congregation was offered one free copy. This could not be done this year because of budget constraints so these materials were offered at a reduced price. This year fifty-five 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 eighth year of this effort.
- The Bishop Anand Resource Center is the designated Diocesan contact for the "Red Book".

Respectfully submitted,

Kitty Kaweck
Director of Resources
Bishop Anand Resource Center



Christian Formation Commission
Report to Convention: January 2008

Throughout 2007, the Christian Formation Commission continued to live into its mission to support individual discipleship in reciprocal relationship with parish-based mission; and to engender joint ventures among parishes and districts and between parishes and 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. One "Unpacking the Bible" session was held bringing together seekers from several congregations and offering diverse styles of Scriptural study with a robust exchange of ideas and participation. Prayerful and spiritually rich, the "Retreat with Your Bishop: Everyday Christians-When Sunday Isn't Enough" was the first of many such retreats and quiet days. Finally, the "Teacher Resource Day: What Do We Do Now?" proved to be an exciting and popular event for both seasoned and new church school teachers.

The Communications and Connections Committee continues to create ways to raise awareness about the importance of continuing and lifelong Christian formation as well as promote communication about CFC programs and offerings. This Committee has become the publisher of the "Everyday Christians: Resources for Lifelong Formation" newsletter. Published three times this year, it includes timely articles about youth and adult events, seasonal resources and ideas, book reviews and a calendar of events. Mailed to every parish, the newsletter is a valuable and informative resource in itself.

The Young Adult and Higher Education Committee continues to explore ways to continue formation, develop the ministries of young people, and keep them in and close to the Church past Confirmation. The Committee looks forward to sponsoring a mission trip for college age youth sometime in the coming months. Watch for details.

Looking ahead, the CFC will present another "Unpacking the Bible" on April 8th and will co-sponsor a workshop with Interweave on June 21 led by the Rev'd. Kurt Weiser on "The Good News According to Harry Potter."

Submitted by: Rev'd. Ronnie T. Stout-Kopp+, CFC Chair

Commission on Church Growth and Evangelism

Our Diocese of Newark Annual Report

Our mission remains to empower congregations and diocesan organizations in church growth and evangelism. To do this we were engaged in a number of activities throughout 2007.

Two of our ongoing activities were:

- Updating *The Grid*: Our Web-based church growth resource on our diocesan Web site (<http://www.dioceseofnewark.org/churchgrowth/>). This was a joint effort by members of the commission and was implemented by the Rev. John Rollins.
- Occasional e-mail to the Newark List with ideas for church growth and evangelism.

Our primary focus in 2007 was the fall conference. The conference was held as a Creative Congregations Mini Event, entitled *The Excitement of Growth*, at St. Mark's, Teaneck, on November 10, 2007. This event opened with a welcome and blessing from Bishop Mark Beckwith, followed by a panel discussion on Church growth and several workshops. Some 20 clergy and lay from various congregations throughout our diocese contributed to the success of this event which was attended by nearly 100 people.

The commission members are: Ms. Leigh Abbott-Leaman, Christ Church, Pompton Lakes; Mr. Scott Bennett, The Saviour, Denville; The Rev. Theron Cook, The Saviour, Denville; The Rev. Randall Day, St. Mark's, Teaneck; Canon R. Carter Echols; Ms. Kitty Kaweck; Ms. Pam Kuhn, Calvary, Summit; The Rev. Gray Lesesne, All Saints', Glen Rock; The Rev. Thomas Mathews, Jr., St. Luke's; Phillipsburg; Ms. Jan Paxton, Christ Church, Pompton Lakes; Ms. Ruth Portela, St. Peter's, Livingston; The Rev. John Rollins, Christ Church, Pompton Lakes and Mr. Sam Wood, Messiah, Chester.

Peace,

Scott Bennett, Chair
Your Commission on Evangelism

COMMISSION ON MINISTRY ANNUAL REPORT FOR 2007

The Work of the Commission on Ministry is to advise and assist the Bishop in the implementation of Title III of the National Canons; in the determination of present and future opportunities and needs for the ministry of all baptized persons; in the design and oversight of the ongoing process for recruitment, discernment, formation for ministry, and assessment of readiness for ministry of laity and clergy alike. Monthly we meet and work to be faithful, prayerful and thoughtful as we honor this work.

In 2006 the National Canons were altered and we are working faithfully of adjusting our work here in the Diocese. The core assumption is that ministry discernment begins at Baptism and continues through life. We have continued to work on three tracks to oversee this work, Lay vocations, Diaconal vocations, Priestly vocations. We work separately but keep abreast of one another's work. We hope in 2008 to develop this at a deeper level.

The work of deep discernment-at all levels of vocation is assumed by canon to be ongoing in every congregation. It is not and this is evidenced by our experience of some who come to us for further discernment. Thus much emphasis is now being placed on helping congregations do this core task both for baptismal and ordained vocations. In truth this is a change from the past.

Late in 2007 we held a working conference to evaluate and improve our work under these new canons. Our 2008 work has been largely defined by the outcome of this conference. The Rev'd Denise Haines and Canon Carter Echols assisted in allowing all members of the COM to work freely and well at this conference. We are grateful to Bishop Mark Beckwith for his support and involvement in oversight and planning. Our hope is that when we next report to this convention we will have a process that fully reflects the new Canons and addresses the needs of the diocese.

THE PRIESTLY TRACK

In 2007, the Priestly track of the COM sponsored: a joint conference for postulancy/candidacy; individual conferences, one for postulancy and another for candidacy; one postulancy socials; and three nominee conferences. There were 5 people ordained to the transitional diaconate and four people ordained to the priesthood. At the beginning of 2007 there were 24 individuals in the process: 6 nominees; 11 postulants; 6 candidates; and 1 candidate for ordination to the priesthood. We entered 2008 with 17 individuals in the process: 2 nominees; 11 postulants; 2 candidates; and 2 candidates for ordination to the priesthood. We are joyful that we have 2 persons of Hispanic descent among them.

Each person is assigned a liaison and we have sought to strengthen the connection between those in formation and the COM. We continue to improve the website and the tracking aids which help those in the process to be clear of the steps in their formation.

The four Chairs meet regularly to co-ordinate our work and plan for future needs. I am grateful to the Rev. Susan Sica, Conference Chair; Mr. Paul Shackford, Documents Chair; the Rev. Anne Bolles-Beaven, Education Chair; for all they do to make this a clear and helpful process. We are also grateful to the Rev. Vicki McGrath who assists us by overseeing those who are coming into our process from other traditions.

Being sensitive to the Diocesan budget constraints, we increased the Administrative Fee from \$900 to \$1200 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 2007 as a step in vocational discernment.

The Chairs of the Priestly and Diaconal track meet quarterly with a network in Province II whose goal is to enhance the work of our COM's. A conference is being planned for early Spring 2008.

The Rev'd J. Carr Holland III, Chair

THE DIACONAL PROCESS

The Diaconal Ordination Committee, the twelve member committee overseeing discernment and formation for the diaconate, has spent the year working with two candidates who proceeded to ordination in 2007. Deborah Drake was ordained in June and Erik Soldwedel in December. One postulant continues his formation work and three new aspirants have come forward and began their parish-based discernment process this year.

In response to the 2006 Title III canon revisions, a working group of the DOC has also finished its work on a new academic preparation program which is being passed on to the bishop for his endorsement. A separate working group is charged with re-writing the Diaconal Handbook and expects to complete its work for distribution to all parishes in 2008.

The Rev. Paul V. Olsson, Co-Chair

LAY SUBCOMMITTEE

The Subcommittee on Lay Ministry of the Diocese of Newark Commission on Ministry used this year to develop a resource manual for the purpose of equipping congregations in the diocese to meet the expectations for ministry of all the baptized, as laid out in the Baptismal Covenant and the Catechism in the Book of Common Prayer and in Title III of the Canons of the Episcopal Church. It is hoped that this resource manual will:

- affirm the ministry of non-ordained persons;
- equip congregations to affirm ministries beyond the institutional church;
- equip individuals to listen for their ministries;
- equip congregations to be discerning communities;
- expand our understanding of ministry possibilities in every day life.

The subcommittee will introduce the manual at the 2008 Annual Meeting of the Diocese of Newark through a workshop. The manual will be distributed to congregations in early 2008.

Mary Barrett, Chairperson

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. Anne Bolles-Beaven, Education Chair; the Rev. Judith Baldwin, Ms. Jennifer Coury, the Rev. Randall Day, Ms. Sally Falk, Mr. Michael Fraser, the Rev. Melissa Hall, Mr. Mark Hoyer, Ms. Geri Livengood, Mr. John Niles, the Rev. Bernie Poppe, Ms. Muriel Reed, Mr. David Sullivan, Ms. Jane Sullivan, the Rev. Jim Warnke, the Rev. Phillip Wilson, The Rev. Sandye Wilson.

The Diaconal Committee: The Rev. Paul V. Olsson, Co-Chair; the Ven. Nancy Read, *ex officio*; the Rev. William Bailey; the Rev. Elizabeth Ostuni; the Rev. Barbara Harriman; the Rev. Kathleen Ballard; the Rev. David Cabush; the Rev. Willie Smith; the Rev. David Gable; Ms. Carol Haeefe; Ms. Hyacinth McCauley; Ms. Loretta Jackson; Ms. Geri Livengood, COM Liaison; the Rev. Randall Day COM Liaison.

The Lay Committee: Ms. Mary Barrett, Chair; Ms. Cynthia Brady, the Rev. Randall Day; Ms. Geri Livengood; the Rev. Diane Riley; Canon Carter Echols, Diocesan Staff.

Companion Diocese Committee

Highlights of the Year: The year 2007 began with a visit by Bishop Julio Murray, who came to the diocese for the consecration of Bishop Mark Beckwith. During his visit, he met with members of the Companion Diocese Committee, preached at one of our congregations and celebrated a diocesan-wide evensong at Christ Church, East Orange.

In March, Canon Carter Echols traveled to Panama to continue her work with lay and ordained leaders around congregational development.

In July, Diocesan Youth Missioner Kaileen Alston, along with St. Paul's, Chatham youth missionary Tim Wong, took four youth from our diocese to Panama. (see article at www.companiondiocese.dioceseofnewark.org)

Plans for 2008. As requested by Bishop Beckwith, the committee is developing a three-year plan so that congregations and individuals can easily find out how they can best benefit from this companion diocese relationship. This plan will include:

- More integration with the Hispanic Commission of the Diocese of Newark.
- Protocol for parish-to-parish relationships (learning from existing relationships with parishes in Panama.)
- Develop criteria for youth mission trips to Panama
- Explore which national programs (e.g., EYE) folks from Panama can be eligible for.
- Continue to learn about the history and demographics of Panama.
- Explore clergy exchange programs (Panama to Newark and Newark to Panama)
- Explore bringing local crafts (e.g., from the KUNA people) to the diocese.
- Investigate adult education opportunities.

We welcome members to our committee! Please contact me if you are interested in joining the committee or would like more information about our work.

Ms. Martha Gardner (co-chair) mgardner25@att.net or 973-378-5938.

Other members of the committee include: Ms. Kaileen Alston, the Rev. Esar Budhu, the Rev. Geoff and Ms. Linda Curtiss, Ms. Bernice Mayes, Mr. Donald Roberts, the Rev. Cork Tarplee. Due to increased parish commitments, the Rev. Robert Griner resigned as co-chair/member in September. We thank Robert for his leadership on the committee and all his efforts in establishing this companion relationship with Panama.

Please also visit our website www.companiondiocese.dioceseofnewark.org. This website contains news and information about our companion diocese relationship with Panama, companion dioceses in general, the Episcopal Church in Panama, and the country of Panama. Thanks to Don Roberts for developing and maintaining this site.

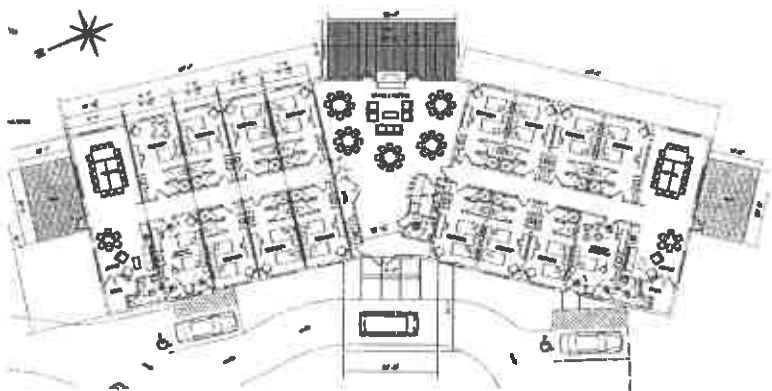
Cross Roads Camp and Retreat Center Executive Directors' 2007 Annual Report

"With God, all things are possible." Matthew 19:26

Building on the strong foundation set in 2005 and 2006, 2007 was perhaps the best year yet for Cross Roads! Through a committed staff and Board, a great deal of hard work, prayer, and God's Grace, Cross Roads continued to create exceptional experiences for spiritual renewal and growth for both summer campers and year-round retreaters.

We were blessed with another tremendous summer camp season – with almost 50% more campers than in 2006, making Cross Roads one of the fastest growing summer programs in the country! This quantitative success was reflected qualitatively in the overwhelmingly positive evaluations from participants. Our mature staff imbued a sense of intentional spirituality throughout every program, resulting in safe, fun, and transformational camp experiences. Some highlights included: new programs such as Woodlanders (an Environmental Education week), a dynamic Bible Study curriculum, excellent food, and powerful worships. The past summer's success strengthens the foundation for a thriving and growing program for future summers.

2007 also saw a flurry of activity negotiating with the state to allow the construction of the new Adult Retreat Center. The good news is that, after 3 years, we have finally received official permission to move ahead! Now, once the local approvals are cleared, we will break ground on this exciting new addition to Cross Roads. After feedback from many throughout the Diocese, we are proud to present the final plans for the Center (below). Stay tuned for the official opening date!



We have also continued to upgrade and enhance the existing facilities. This included: renovating the kitchen and bathrooms in the Beisler retreat center, refinishing the barn, landscaping the main Lodge, and paving the entrance drive and main parking lot. With help from ACTS/VIM funds, we purchased a yurt for the new indoor chapel, which will be completed in the Spring.

Finally, 2007 showed a continuation of the trend of healthy finances for Cross Roads. Despite spending the necessary resources to accomplish all that has been done, Cross Roads finished the year 'in the black', its fourth consecutive year doing so. Our healthy financial situation has enabled the continued reduction of financial dependence from the Diocese.

With so many good things behind us, we look ahead to 2008 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 higher comfort adult facilities that will enable expansion of the adult retreat ministry at Cross Roads.
- Construct the new indoor chapel, new septic systems, and a new Director's Residence.
- Continue to upgrade the Lodge, Beisler Center, Log Cabin, and summer bathhouses to make them more hospitable to users.
- Continue to be good financial stewards.

We are filled with gratitude that God continues to bless Cross Roads with a growing community of supporters, a critical piece in the revitalization of Cross Roads. Through helping to spread the word, through your hard work and volunteered time, your financial contributions, and your continued prayers for this ministry, you have helped to create this sacred space for the Spirit of God to inspire holy relationships, that we might embody Christ's love on earth. Thank you!

In Christ,

Marie Skweir and Andrew Molnar
Executive Directors, Cross Roads Outdoor Ministries
www.crossroadsretreat.com
(908) 832-7264



Cursillo in the Diocese of Newark 2007

At this time last year, Cursillo reported that it had entered into "Sabbatical Time" at the recommendation of National Episcopal Cursillo following Bishop Croneberger's decision that no weekends could be planned.

During 2007 we have followed the steps outlined and Group Reunions have continued where they existed. The quarterly Ultreya at the Convent of St. John Baptist continued for March, June and September. Several folks from the Diocese of Newark made 3-day weekends in the Diocese of New York. Bill and Sue Calcagno and Jan Paxton attended the Northeast Regional Cursillo gathering in April of 2007.

In the summer of 2007 the Lay Director, Jan Paxton, met with Bishop Beckwith to discuss the future of Cursillo in the diocese. At his recommendation, plans were made to hold a "Day of Discernment" on December 1, 2007 to try to see what, if anything, the Cursillo community in the diocese is interested in doing. John Clow, our Northeast representative on the National Episcopal Cursillo Committee, came down from Cooperstown, NY to facilitate that meeting. There were about 30 people, lay and clergy, present at St. Peter's, Clifton for the morning's work.

As a result of that meeting, several committees have been formed. One committee is looking into planning a "Back to the Mountain" weekend. The consensus of the group was that we need to strengthen the existing reunion groups and leadership, form some new reunion groups to sustain those who have already made weekends, and hold some more Ultreyas. More folks willing to take on leadership roles are needed and it is hoped that some will be able to attend one of the National Episcopal Cursillo Leadership weekends.

The first Ultreya for 2008 is tentatively scheduled for Church of the Atonement in Fair Lawn on January 20th at 5 PM.

DEAF MINISTRY OF THE DIOCESE OF NEWARK 2007 REPORT

2007 was a year in which the Deaf Ministry expanded its outreach to both the community and to our congregations. Utilizing funding from ACTS / VIM, St. James' Church, Hackettstown, and private donations, we report the following:

Diocesan connections

- Interpreter referral and information (4 churches)
- Preached and presided at worship, St. Peter's, Mountain Lakes
- Bethsaida Team member

Outreach

- Communication classes, including basic sign language skills, taught at Heath Village Retirement Community, attended by approximately 20 residents.
- Deaf awareness and communication skills taught to 50 Cub Scouts to fulfill requirements for disability awareness
- Resource to 4 sign language students, one currently training to be a Teacher of the Deaf
- Mentor to young hearing mother of 18-month-old deaf child
- Greystone Park Psychiatric Hospital, Deaf patients
- Emergency interpreting services to Hackettstown Regional Medical Center
- Advertised Advent and Christmas Services in NJ Division of the Deaf and Hard of Hearing Monthly Communicator (circulation 9,000)

Community connections

- Senior Housing for the Deaf of New Jersey (a new outreach initiative for people with all kinds of deafness, including age-related hearing loss and the deaf-blind)
- Association of Late Deafened Adults, Garden State (the community of people with hearing loss in New Jersey)
- Hackettstown Harvest Festival (grassroots awareness in the local community)

How we can help you in 2008:

- Preacher at worship and / or Speaker at Adult Forum on the issues of hearing loss and communications (*we ask congregations which can afford it to cover the cost of Interpreter, approximately \$150*)
- Information and referral on making your congregation / building more accessible to those with hearing loss (estimated 10% of your congregation)
- Communications skills training for your outreach programs, such as CDCs, Preschools or Senior Outreach

The Rev. Deacon Sheila C. Shuford
scshuford@optonline.net

The Rev. Dr. Cathy L. Deats
cathydeats@comcast.net

St. James' Episcopal Church
214 Washington St, Hackettstown NJ 07840
908.852.3968

**Diocesan Ecumenical & Interreligious Officer (DEIO)
Ecumenical & Interreligious Commission (EIC)
2007 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 2007, the DEIO and EIC participated in the following activities:

- ❑ Invited and hosted our ecumenical and interreligious guests for the Ordination of Mark Beckwith as Bishop of Newark in January. A wonderful, diverse representation of our dialogue partners responded and was present. All of them were impressed with the worship service and the Spirit they felt was present.
- ❑ Represented our Diocese and Bishop at various interreligious events, including the Community Iftar Dinner at the Islamic Center, Paterson, events with the Turkish Muslim community and the Interfaith Brotherhood-Sisterhood Committee of Bergen County (IBSCBC) annual breakfast. Serve on the planning board of the IBSCBC.
- ❑ Co-sponsored with *Interweave* the 2nd Interfaith Women's Tea, held in Tenafly. Planning the third Tea along with a book discussion on Sunday, March 30, 2008 in Tenafly. Jewish, Christian and Muslim women gather for tea and a topic for discussion. All are welcome.
- ❑ Leadership in the North Jersey Christian-Muslim Project, which partners Christian ecumenical representatives with Muslim colleagues from the Islamic Center of Passaic in Paterson, planning forums on February 5 and October 29. Planned and implemented our second Muslim-Christian Youth Forum on "Religious Stereotypes and How to Respond."
- ❑ The DEIO attended the National Workshop on Christian Unity and the Annual Meeting of Episcopal Diocesan Ecumenical & Interreligious Officers (EDEIO) in Washington, D.C.
- ❑ Maintained ecumenical relationships through participation in meetings of the New Jersey Ecumenical Officers (NJEIO), hosting NJEO and other ecumenical representatives at Diocesan Convention, and through phone & e-mail conversations.
- ❑ Participated in the Fall 2007 Province II EDEIO meeting on Friday, Oct. 26 in NYC. We discussed ecumenical and interfaith ministries and issues on a diocesan, provincial and national basis. Received an updated report on all ecumenical relations. Lynne Bleich Weber was elected provincial coordinator for Province II for a two-year term.
- ❑ 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.

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 - 2008**

In 2007 several of our meetings were held on Wednesday mornings at Episcopal House. Our March and November meetings are 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 Grace Church, Westwood and Epiphany Church, Orange. We look forward to seeing more guests at our future meetings.

The women from our diocese who have passed away in 2006 were remembered through the Book of Remembrance at the ECW Annual Meeting and UTO Ingathering in May at St. Clements, Hawthorne. We now alternate the May ECW 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 Scholarships.

North Porch continues to provide services to women with infants in Newark, Paterson and Dover. This is accomplished through parishes and individuals of clothes, formula, baby food, diapers and financial contributions. The North Board of Trustees greatly appreciates your support.

The "Honoring Women" program was held at Church of the Saviour, Denville which was well attended. A wonderful luncheon was prepared and served by members of the church. This year we honored all female clergy, associated with a parish or not, and all female administrators/secretaries. The Diocesan ECW Board was privileged to nominate these women. As these women were announced, Bishop Beckwith presented each nominee with a Certificate.

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 Funds, St. Augustine's College and Campership Scholarships.

April, 2007 the Annual Meeting of Province II ECW was held at Stony Point Center, New York hosted by ECW Diocese New York. Because this meeting was the same week end as our Honoring Program, no delegates were assigned to attend. However, Anna Byrne and myself attended the Friday evening dinner and program.

In October Anna Byrne and I met with the National ECW Board members at Episcopal Center, New York. We began with Holy Eucharist in the Chapel followed by lunch with the board. There was a speaker from St. Paul's Church, New York. The Board then discussed their ideas for Triennial, 2009. The theme will be "Grow in Grace."

It was a fulfilling year for us and we look forward to meeting our goals in 2008.

Faithfully,
Doris Mardirosian, President

**Episcopal Relief and Development (www.er-d.org)
 Sunday, February 10, 2008 is ERD Sunday!**

**Visit me at the ERD exhibit and/or contact me at mgardner25@att.net, 973-378-5938. AND consider becoming the ERD contact for your congregation!
 Martha Gardner, ERD Diocesan Coordinator**

Mission Statement. (from the annual report) Episcopal Relief and Development (ERD) 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, ERD serves to bring together the generosity of Episcopalians and others with the needs of the world.

ERD 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 causes of suffering.

ERD cherishes its partnerships with the Anglican Communion, with ecumenical bodies and with others who share a common vision for justice and peace.

ERD Programs. Operating in 40 countries, ERD focuses on fulfilling its mandate through programs in three main areas: primary health, food security and emergency relief and recovery. In efforts to fight preventable diseases (e.g., malaria and HIV/AIDS), eradicate poverty and restore communities devastated by disasters, ERD uses the Millennium Development Goals (MDGs) as a benchmark to measure its progress. Each of ERD's international programs is structured to make the MDGs a reality for people in the developing world.

ERD's annual budget is approximately \$22 million. As the official relief and development agency of The Episcopal Church, ERD receives support from the National Episcopal Church through in-kind contributions which keeps administrative overhead low: 92 cents from each dollar that ERD receives goes directly towards its programs. 2007 figures show that there were 597 gifts from the Diocese of Newark equaling \$114,655.31, plus two pledges, totaling \$422,355.31.

Highlights of 2007

- **MDG Inspiration Fund.** Launched in fall of 2007 in partnership with Jubilee Ministries and the Executive Council, goal is to raise \$3 million to fight malaria and other preventable diseases. This fund supports *NetsforLife* (www.netsforlifeafrica.org) which is distributing long-lasting insecticide-treated nets and the training of community volunteers.
- Commemorated the **Third Anniversary of the Indian Ocean Tsunami**. Has allocated more than \$10 million to long-term recovery programs; partnering with Ecumenical Church Loan Fund of Sri Lanka to support micro-credit initiatives in 2008.
- **Rebuilding of the Gulf Coast** long-term. Full details at *Katrina Recovery Center* at http://www.er-d.org/newsroom_64626_FNG_HTML.htm?menupage=36745.
- Received a five year \$1.5 million grant from US AID to partner with the Anglican Church of Angola to implement a **malaria prevention program**.
- Launched a **Women's Development Fund** with a \$1 million leadership gift from the Laura Ellen and Robert Muglia Family Foundation. Close to 80% of ERD's program beneficiaries are women; ERD's integrated community development programs give women access to resources and tools which promote self-reliance and support families and communities worldwide.

Partnering with Anglican and/or ecumenical partners, ERD provided emergency assistance in many kinds of disasters, both domestically and internationally, in 2007. The Diocese of Newark received \$10,000 for assistance after the April storms.

Newark Diocesan Altar Guild
2007 Annual Report

The Diocesan Altar Guild of Newark is 90 years old this year and though we do not have so many meetings or attendees, we continue to carry out the purposes for which it was incorporated. They are to serve the Bishops of the Diocese and its missions and ministry, and to educate and encourage parishes in this work.

In January we orchestrated the Altar Guild work for Diocesan Convention, Evensong the following day and then the Diocesan Bishop's Consecration the following week, providing and setting up 15 altars, and 11 sets of vestments, etc. All this 'equipment', was carted to the events in three pick-up trucks that Sue Bennett, Carol Homer and the Convent drove to the convention and consecration. We are grateful to 'angels' who show up at all the events to set up and clean up, and pack up – the Lord provides!

We continue to be a recycling place for church vestments and altar 'things', as well as teaching vestment restoration and restoring many things that come our way. We are on call to assist any parish with Altar Guild instruction or information and resources. We send out a Newsletter to every parish in the diocese and others on our list three times a year. Our financial and human resources are diminishing rapidly and need immediate assistance. We are a not-for-profit corporation of the diocese able to receive donations that will enable this work to continue. We also need persons able to help run the organization and we are able to guide them in whatever work they are willing to help.

Contact persons: Sr. Suzanne Elizabeth, President and Treasurer at srse@csib.org
Sue Bennett, Vice President at 973-664-294
Carol Homer, Secretary at homer6@comcast.net or 908-876-3029

HEATH VILLAGE REPORT

2008 DIOCESAN CONVENTION

A non-profit subsidiary of Heath Alliance for Care, Inc., Heath Village is a full-service retirement community with no life care fees. Heath Village has provided seniors with superior retirement living for more than forty years. The multi-level care community offers independent living options in cottages, studios, one and two bedroom apartments and hotel-style studio units. The 40-bed residential health care center (Mayflower House) offers both private and semi-private rooms in a warm and gracious living environment. The Clarence W. Slekles Health Care Center is a New Jersey state-licensed, 99 bed facility offering comprehensive and professional nursing services for both temporary and extended stays. A broad spectrum of on-site rehabilitation therapy services are offered in the sub-acute care area, as well.

Heath Alliance for Care, Inc., the parent organization, operates DayBreak, an adult daycare center that offers an approach that is responsive to adults who require special attention and who would benefit from socialization with the security of returning home each evening. They also operate Canterbury Village, an assisted living community located at 33 Mt. Pleasant Avenue, West Orange, NJ. (973-736-1194).

Heath Village is pleased with the accomplishments made during 2007. Our campus continues to be updated, renovated and expanded as opportunities present themselves. We continue to combine apartments to allow for more spacious accommodations.

Heath House continues to be the center of most of the activities, especially during the winter months. The lobby, club room, fitness center, bank, library, chapel, computer center, auditorium and dining areas offer residents a variety of venues to pursue their interests or to just socialize.

The Residents' Council is an active group of nine elected individuals who represent the population and act as liaisons between residents and administration. They encourage residents to get involved in the more than 30 groups/organizations that function in the Community and to offer new ideas and suggestions that would enhance life at Heath Village.

Heath Village is extremely progressive, innovative, and dedicated to furthering its mission of providing the best in services to its residents. We look forward to an excellent year in 2008.

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

THE HOUSE OF THE GOOD SHEPHERD
798 Willow Grove Street
Hackettstown, NJ 07840-1721
www.hotgs.org

"Celebrating 125 Years in 2007"

The House of The Good Shepherd is a Continuing Care Retirement Community located in Hackettstown, NJ. Inspired by seniors and approved by families, the House of The Good Shepherd is designed for those who seek a relaxed, secure, maintenance-free lifestyle. We provide a variety of life enrichment and healthcare options so you will always have a place to call home. Focusing on your well-being is first and foremost to us.

The Board of Directors of the House of The Good Shepherd was pleased to announce the hiring of James W. McCracken, MHA, as CEO/Executive Director in 2007, replacing Rev. Fred Heleine who retired. Mr. McCracken brings a wealth of experience to the House. Formerly with the United Methodist Homes of New Jersey for 12 years and most recently the Administrator at Bristol Glen in Newton, Mr. McCracken is highly respected in the industry.

In 2008, a \$1.5 million renovation to the Healthcare center will take place. The unit was constructed in the early 1980's. The renovation will modernize all aspects of the center, including expanding the dining room and improving food service delivery as well as improving all other resident areas.

The House of The Good Shepherd has Independent living, Assisted Living and a skilled Nursing Center. We are certified for Medicare and Medicaid and provide sub-acute skilled rehabilitation services. Donations to the Shepherd's Fund enable the House to provide charitable care to residents unable to pay their entire cost of care.

For more information about the House of The Good Shepherd including ways to donate to the Shepherd's Fund, please contact us at 908.684.5900.

Sincerely,

The Reverend Canon George H. Bowen
President
Board of Trustees

MARY G. RANKIN SCHOLARSHIP FUND – EPISCOPAL CHURCH WOMEN

This fund was established in 1980, in memory of Mary G. Rankin, who was a faithful member of the Executive Board of the ECW of the Diocese of Newark, for many years, serving as Assistant Treasurer, and Treasurer. She made history in the late 1960's by being the first woman to be elected to the Diocesan Council. Mary was also a pioneer in her home parish, St. George's, Maplewood: she was the first woman in the Diocese of Newark to serve her parish as Warden. The education of young people was a major priority to Mary, so it is therefore very appropriate that this scholarship is in her name.

The amount of the scholarships, as well as the number of awards, varies from year to year, depending entirely upon the contributions made during the year to the Scholarship Fund, either directly to the fund, or through contributions given when names of deceased women of the Diocese of Newark are added to the Book of Remembrance of the ECW of the Diocese. It is easy to contribute to this fund to honor someone, or in memory of a loved one; send checks to the Treasurer of the Diocesan ECW: Mrs. Dorothy E. Meyers, 53 East Gramercy Place, Glen Rock, New Jersey.

Applicants for a scholarship must be graduating from high school in 2008. Scholarships are not awarded to young people already attending a college. Please use a current application form. Scholarship application forms will be available at each parish in the diocese in February. Please contact your clergy person, or the E.C.W. president in your parish, if you wish an application. (Application forms will also be on the E.C.W. table at the Diocesan Convention.) Scholarship applications must be returned by April 1st, 2008 to:

Mrs. Dorothy E. Meyers,
53 East Gramercy Place
Glen Rock, New Jersey 07452.

In 2007, the ECW Board awarded five scholarships, in the amount of \$400.00 each, to the following young people:

Nigel John Baptiste, of St. Luke's Church, Montclair
Kristen Demafeliz, of Christ Church, Ridgewood
Emily Hasse, of St. Paul's Church, Montvale
Sean M. Rogers, of Trinity-St. Philip's Cathedral, Newark
Sasha Lee Warren, of Church of the Epiphany, Orange

North Porch Women & Infants' Centers
Report to the 134th Convention of the Episcopal Diocese of Newark
Activities for year 2007

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 2007, we served 898 mothers and 1347 infants. One significant difference in 2007 has been an increase in first-time mothers with only one child who seek assistance from North Porch. This has resulted in a slight decrease in the number of infants and young children served, although the number of mothers served has increased when compared to the same period in 2006.

We have found that our center in Dover is connecting to more, young, immigrant mothers, many under twenty years of age, who are alone in this country and who are giving birth for the first time. These young women are desperately in need not only of emergency supplies, but also of assistance in handling the challenges of single parenthood. We have been pleased to be able to refer many of these clients to a new program at St. John's Dover, called "Breathing Space for Mothers", that provides support and education.

Over the years, North Porch has grown, and our services have expanded. Throughout 2006 and in 2007, we have undertaken an organizational review and identified some major goals. One of these goals is the need for greater coordination between our three centers. We have received a Diocesan grant to hire a coordinator, whose role is to ensure greater efficiency in sharing of information and supplies among the centers. We are just beginning to see the positive impact of her efforts. Another goal is to invigorate and add expertise to our board. We are actively seeking to expand and refresh our board of director, and we welcome interest from anyone with energy and concern for the needs of women and children. Our third aim is to improve our networking with other ministries and agencies. We are considering becoming a Jubilee Center, which would allow us access to educational opportunities such as grant application workshops, budget management and program planning.

We would like to thank all those who hold baby showers, diaper drives and toy collections for North Porch. One special word of advice: please call our centers before delivering donations. Our managers sometimes need to be out of the office during business hours, and we'd hate there to be a wasted trip. If you call first, we can prepare storage space for the donations and make sure that they are put to use quickly and efficiently. We could not fulfill our ministry goals without the support of parishes, outreach committees, parish ECWs and individual donors. Thank you all.

Respectfully submitted,
 Lindsay McHugh

**2007 Annual Report to Diocesan Convention
The Oasis
Episcopal Diocese of Newark**

In 2007 the Oasis continued to provide education, worship experiences, social opportunities, and support to the congregations and people of the diocese so that our Lesbian, Gay, Bisexual and Transgender sisters and brothers might feel welcome, safe and fully incorporated into churches throughout the diocese.

This has been a very busy year for The Oasis. Over the past 18 months we have actively advocated for full inclusion of all people at the 75th General Convention in partnership with other equally committed Episcopal organizations such as Integrity, Beyond Inclusion, and Claiming The Blessing.

Worship and Outreach (100% of the offering from all services goes to outreach)

- Celebration of Committed Relationships – St. Peter's, Clifton. The Rev. Peter DeFranco, celebrant and The Rev. Mark Lewis, preacher.
- 18th Anniversary – June 3rd at St. Mark's, Teaneck – The Rev. Randall Day, celebrant and The Rt. Rev. Mark Beckwith, preacher. Picnic, service and reception.
- World AIDS Day – December 1st – Trinity and St. Philip's Cathedral, Newark – The Very Rev. C. David Williams, celebrant and The Rev. Joseph Harmon, preacher – co-sponsored with Liberation and Truth Unity Fellowship. Eucharist, gospel concert and luncheon.

Pride Events and Partnerships

- Participated in NJ Pride in Asbury Park
- Participated in NYC Heritage of Pride Street Eucharist and March
- Participated in Newark Pride
- Participated in Lambda Legal Pride Gallery Event
- Participated in Jersey City Pride
- Participated in Garden State Equality Events in Maplewood and Trenton
- Participated in Claiming The Blessing Meeting in Pasadena

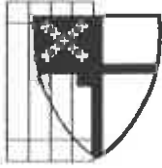
New Initiatives / Fundraisers in 2007

- We inaugurated GLBT "Movie Nights" with *The Saint of 9/11* at St. Andrew's and Holy Communion
- We have been an active participant in The Civil Union Task Force in the diocese.
- We inaugurated and facilitated an AIDS / HIV Committee in the diocese
- We hosted Davis MacIyalla, founder of Changing Attitude – Nigeria and raised over two thousand dollars for his organization at a silent auction fundraiser.
- We inaugurated a meeting of LGBT leadership (and others) with the Bishop following the Fall House of Bishops meeting

Upcoming in 2008

- We will be presenting a transgender educational program at St. David's, Kinnelon, on Sunday, January 27th, with an eye toward possibly presenting the program at other venues in the diocese.
- A Celebration of Committed Relationships – this liturgy is one at which blessings will be offered for ALL relationships of committed love: partners, spouses, civil unions, domestic partnerships, parents and children, friends, family and colleagues. The service will be at St. Paul's, Paterson on February 12th. The celebrant will be The Rev. David Wolf and the preacher will be St. Shane Margaret Phelan.
- More Movie Nights – *For The Bible Tells Me So* and *Kinky Boots* – dates and venues to be announced
- We will be hosting a Claiming The Blessing Workshop at Episcopal House on May 9th and 10th
- We will be participating in a Celebrating Creative Congregations mini event – *Who is At The Table?* – in May
- The Oasis 19th Anniversary – June – date, location and preacher TBA

Members of The Oasis Commission: Ms. Donna Cartwright, The Rev. Karen Rezach, Mr. Peter Madison, Dr. Thomas Mundy, Mr. Christian Paolino, Mr. Michael Petti, Mr. John Simonelli, Chair



Diocese of Newark Prison Ministry Committee

Annual Report for 2007

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, the Rev. Christian Carroll, Tim Evans, Paul Forste, Dorothy Fowlkes, Ruth Mayes, Jim McCallum, the Rev. Joanne O'Neill, the Rev. Liz Ostuni, Larry Ostuni, John Vine.

The Prison Ministry Committee has regular meetings 11 months out of the year. To become a member of this committee, all one has to do is be active in a ministry, and attend as many meetings as possible. Meetings are on Friday evenings at 6PM at Trinity St. Phillips Cathedral. We are always interested in engaging new members, or Parish Liaisons who can get the word out about the various ministries we are engaged in. A very important area of our work is partnering with an organization called OAR (Offender Aid and Restoration). We have several committee members who sit on their Board, or on OAR's PATCH Committee, which is the program that supports the children of men and women who are incarcerated. Another important part of our work is the "Learning by Experience" Program which takes place at Epiphany, Orange on Saturday mornings.

Conferences and Trainings

Several Committee members received training from United Way, on mentoring. A Mentoring program is one of the goals we had set for last year. These skills are being used by our "Learning by Experience" volunteers.

Prison Bible Study and Services

The Bible Study at Northern State Prison this year continued working with the Book, "Purpose Driven Life," as well as an in depth study of "Paul's letter to the Hebrews". The program is held consistently on Wednesday evenings.

We also lead a Sunday service at Northern State Prison the last Sunday of the month.

It continues to be a challenge to invite other volunteers to the prison as they are very strict about 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.

Penpals

We maintain a post office box for the purpose of receiving and disbursing Pen-pal letters.

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 or "Learning by Experience" Program. We were able to raise \$6500.00.

(Prison Ministry cont.)

Gifts

Grace Church, Nutley collected personal care products for the men at Toler and Logan Halls, half-way houses in Newark. The donations are deeply appreciated because the men are penniless when they arrive at a half-way house, and do not receive shampoo etc. or non-prison uniform clothing.

Many parishes or organizations in the diocese responded to our request for gifts for children of incarcerated parents. We are always happy to receive them right up until Christmas.

Children's Programs

The "Learning by Experience Program", on Saturday mornings continues to grow. They now use a space at the Church of the Epiphany in Orange. In addition to their regular meetings they have had several outings; parties, and mentoring.

Summer Campership: The children went to Camp Vacamos this summer. The Parishes in the diocese are critical for supplying the money for this project. The parishes of the Prison Ministry Committee members were able to supply duffle bags and the necessary camp items for the children.

Transportation continues to be the greatest setback to increasing the "Learning by Experience" and campership programming. For one round trip event, the cost of transportation is \$200. Since the program has grown, it can require two buses to transport the children, or \$400 per event. We are constantly in search of an answer to this problem.

We now have a video camera to record the children's events.

Diocese

Bishop Beckwith met with us this year. He is very supportive of our work.

Faithfully Submitted:

The Rev. Pamela Bakal, President, and members of the Prison Ministry Committee.

Basic Prison Statistics: (from the Dept of Correction, NJ)

Q: How many institutions does the New Jersey Department of Corrections operate?

A: The NJDOC is responsible for 14 major institutions -- eight adult male correctional facilities, three youth facilities, one facility for sex offenders, one women's correctional institution and a central reception/intake unit -- as well as a Stabilization and Reintegration Program. These facilities collectively house approximately 23,000 inmates in minimum, medium and maximum-security levels.

Q: How much does it cost to incarcerate one inmate in New Jersey?

A: The annual institutional cost per inmate is approximately \$34,600.

Q: How many people are committed to the Department of Corrections in one year?

A: Approximately 14,000 inmates were committed to NJDOC institutions during the 2006 calendar year. It is anticipated that roughly 1,180 inmates per month will be committed in 2007.

Q: How many people are released from the Department of Corrections in one year?

A: Approximately 14,000 inmates were released from NJDOC institutions during the 2006 calendar year. An estimated 1,200 inmates per month are expected to be released in 2007.

Q: What is the average length of sentence?

A: The median term for NJDOC inmates is five years. Fifty percent of all NJDOC inmates are serving terms of one-to-five years; 16 percent are serving terms of six-to-nine years; and 34 percent are serving maximum sentences of 10 years or more.



260

Seamen's Church Institute of New York & New Jersey

241 Water Street

New York, NY 10038

212-349-9090

sci@seamenschurch.org

118 Export Street

Port Newark, NJ 07114

973-589-5828

www.seamenschurch.org

Annual Report for the 2008 Convention of the Episcopal Diocese of Newark, January 25 & 26, 2008 Page 1 of 2

Founded in 1834 and affiliated with the Episcopal Church, the Seamen's Church Institute of New York & New Jersey (SCI) is the largest, most comprehensive maritime non-profit 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.

Respectfully submitted,

The Rev. David M. Rider, Executive Director

2007 Year in Review*

CHRISTMAS

214,384	Volunteer hours by Christmas-at-Sea knitters
8,350	Knitted gifts to deep-sea mariners
4,749	Knitted scarves to America's river mariners
300	Knitted gifts to cruise ship workers
4,346	Additional gifts (including handmade cards from children and/or cookies) for America's river mariners
17,745	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

2,839	Ships visited in the Port on NY & NJ
20,603	Seafarers, truckers, and port workers used SCI's International Seafarers' Center
24,157	Seafarers transported by SCI vans
31,517	Book and magazines placed aboard ships in port
3,313	Seafarers sought personal, pastoral, and vocational counseling
372	Religious services held onboard vessels



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Annual Report for the 2008 Convention of the Episcopal Diocese of Newark, January 25 & 26, 2008 Page 2 of 2

2007 Year in Review - Continued

MINISTRY ON THE RIVER

2343	Mariners counseled or assisted
305	Boats visited
7,309	Books, videos; newsletters; and newspapers distributed
829	Bibles distributed
1,190	Volunteer hours logged in from Pittsburgh to New Orleans and the Gulf region

MARITIME EDUCATION

1,100 mariners received training at SCI Paducah
 431 mariners received training at SCI Houston
 660 mariners received counseling at SCI-New York

*Numbers are not final; but those accumulated through December 21, 2007.

Report to the 134th convention of the Episcopal Diocese of Newark

Senior Ministries Activities for the Year 2007

Senior Ministries seeks to provide programs, resources and ministry to, for, of and with senior members of diocesan congregations and seeks opportunities to celebrate their ministries.

Some of the work of Senior Ministries included:

- **Honoring more than 60 seniors from 43 parishes at the annual David P. Hegg II Lifetime Achievement Awards Evensong with approximately 475 in attendance**
- **Creative Congregations Workshops on Elder Law**
- **Distribution of Hospital emergency cards**
- **Presentation to District 2**
- **Presentation to Church of the Good Shepherd, Wantage**
- **Presentation to Church of the Messiah, Chester**
- **Reporting by Senior Ministries members to Districts**
- **Preparation of Senior Ministry Clergy Survey**
- **Large print materials available (hymnal, prayer book). Contact the Episcopal House Resource Center**
- **Senior Ministries is available to provide**
 - **Programs/presentations on a variety of aging topics, including driving issues, health and health insurance, advanced directives, housing, nursing home issues, and caregiving**
 - **Support to districts and churches on aging and intergenerational issues**

For more information, contact Episcopal House at 973.430.9906.

Stewardship Commission Annual Report

In the summer of 2007 the Stewardship Commission hosted a Province II stewardship mentor training weekend followed by a day-long workshop. Over 30 priests and laity from across the country attended the mentor training, led by Terry Parsons. Eight of the mentors trained came from the Diocese of Newark. The day-long workshop had to be relocated to the cathedral auditorium to handle the crowd of over 150 attendees, 50 of whom came from this diocese.

In the fall of 2007 the Stewardship Commission was thrilled to work with the Bishop to host a special pledge in-gathering ceremony and day-long discussion of stewardship with clergy and laity interested in stewardship. Once again Terry Parsons' talents were offered and deeply appreciated. A history of diocesan stewardship was presented, setting the stage for open discussions on how we came to be where we are in our giving, and where we might go from here. The fruits of this discussion will be fodder for Stewardship Commission offerings in 2008.

In December, the Diocese of Newark joined the TENS (The Episcopal Network for Stewardship) organization, making the considerable resources of that organization available to each and every congregation in the diocese.

Members of the commission are:

The Rev. Geoffrey Curtiss, The Rev. David DeSmith, Mr. Peter Katzenbach, The Rev. Stuart Smith, The Rev. Willie Smith, and Ms. Ross Wisnewski (chair).



The Union of Black Episcopalians

Diocese of Newark Chapter

Sidney W. King, Jr.
President

Report to the 134th Annual Convention of the Episcopal Diocese of Newark: Activities of The Union of Black Episcopalians, The Diocese of Newark Chapter, for the year 2007.

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. Philip's Cathedral in Newark on Sunday, February 11, 2007. The Rev. Canon Petero A. N. Sabune, Pastor and Protestant Chaplain at Sing Sing Correctional Facility in Ossining, New York, was the guest preacher. The Rt. Rev. Mark M. Beckwith, 10th Bishop of the Diocese of Newark, was the celebrant. The net collection from this service was deposited into our scholarship fund account.

The Rt. Rev. Mark M. Beckwith was the invited guest for the UBE March 26, 2007 monthly meeting. Bishop Beckwith shared thoughts, invited questions, answered questions and participated in a lively discussion. There was a large turnout to welcome and meet our new bishop.

Our Chapter held its 31st Anniversary Banquet on June 15, 2007 at The Appian Way located in Orange, New Jersey. It is our intention to host this event yearly as a fund raiser to support our scholarship program. We also sponsored a Card Party and Luncheon on November 10, 2007 held at Christ Church, East Orange. Net proceeds from the card party and luncheon will also support our scholarship program.

During the 31st Anniversary Banquet, scholarships were awarded to five deserving high school seniors who attend Episcopal churches in the Diocese of Newark and are pursuing higher education.

Sidney W. King, Jr., President, Juditha Collins, Vice President and Robert Simmons, Treasurer are completing the third year of a three years term of office.

Submitted by:

Sidney W. King, Jr.
President

**The United Thank Offering Report to the 134th 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.

In 2007 58 parishes participated in the In-gatherings of the United Thank Offering and 22 participated in both the fall and spring in-gatherings. Our monetary signs of Thankfulness totaled \$27,019.79. I am sad to report that the number of parishes and the total contributed were both lower in 2007 in comparison to 2006. Despite the numbers we are truly a "Blessed" and "Thankful" diocese. Our two in-gatherings for 2007 were held during the 133rd Diocesan Convention and in May at St. Clement's Church in Hawthorne this was in conjunction with the ECW's Annual Meeting. Our guest speaker for the Spring Ingathering was The Rev. William A. Potter, Rector of St. Luke's Church in Hope. "Haven of Hope" received an United Thank Offering grant last year, this is an outreach of St. Luke's, reaching out to families of terminally ill children by providing them with week vacation in Hope, NJ.

In May I attended the ECW Province II Annual Meeting hosted by the Diocese of New York and held at Stony Point. This meeting was held the same weekend of our ECW's Honoring Women program so I was only able to attend the first evening and we were able to finish the business part of the meeting.

**Submitted by
Anna Byrne
Diocesan United Thank Offering Coordinator**

WARD J. HERBERT FUND BOARD REPORT

134th Annual Convention

The Ward J. Herbert Fund (WJH) has been in existence for over two decades. The primary responsibility of the WJH board is to assist churches within the diocese to be dutiful stewards of the property they have entrusted with. To assist in this measure, the board administers three funds through which financial assistance is distributed.

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 from the Diocesan Budget annually for property maintenance. These funds are then 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.

The WJH Board works closely with the Diocesan Property Manager, the Diocesan Council, the Standing Committee and the Trustees of the Diocese to ensure that we are ourselves as mandated, effective stewards of all Diocesan property. Sitting on the board are two representatives from the Council, and one each from the Standing Committee and the Trustees.

This year the board sought to clarify the criteria for qualification for grants with a view of removing some of the ambiguity that existed. The board also created a check list that churches could use to anticipate and hopefully prevent future problems and thus become proactive with maintenance rather than reactive.

In 2007 the board presented two workshops in an effort to further demystify the application process.

In 2007, there were 36 requests to the board for a total \$428,830. Unfortunately because of limited resources, we were only able to fund 28 of those requests for a total of \$186,122. Sadly, the other 8 requests were not funded because they failed to meet the required criteria.

Grant Detail:

Cycle 1

- WJH-07-01: Parsippany, St. Gregory's - Vicarage windows replacement, no funding
- WJH-07-02: Mt. Arlington, St. Peter's - Parish hall flat roof replacement, \$9,137
- WJH-07-03: Lyndhurst, St. Thomas - Undercroft tile floor replacement, no funding
- WJH-07-04: Chester, Messiah - Water drainage around rectory, \$3,140
- WJH-07-05: Kearny, Trinity - Church roof repair, \$1,395
- WJH-07-06: Nutley, Grace Church - Church & hall boilers, hot water tank, \$6,750
- WJH-07-07: Hackensack, St. James' - Church steeple roof replacement, \$7,125
- WJH-07-08: Kinnelon, St. David's - Church roof, rectory roof repairs, \$2,050
- WJH-07-09: Ho-Ho-Kus, St. Bartholomew's - Rectory painting, parking lot repaving, no funding
- WJH-07-10: Hawthorne, St. Clement's - Roof & window repairs/replacements, \$18,325

- WJH-07-11: Boonton, St. John's - Stained glass windows repairs, no funding
 WJH-07-12: Hope, St. Luke's - Church furnace replacement, \$4,750
 WJH-07-13: Belleville, Christ Church - Boiler replacement, oil tank abatement, \$4,000

Total recommendation to Diocesan Council: **\$52,522**

Cycle 2

- WJH-07-14: Lyndhurst, St. Thomas', undercroft floor, \$4,500
 WJH-07-15: Hope, St. Luke's, Septic Tank Replacement & Sidewalk, \$2,250
 WJH-07-16: Dover, St. John's, Roof for Rectory, \$4,950
 WJH-07-17: Millington, All Saints', Boiler Replacement, \$2,100
 WJH-07-18: Lincoln Park, St. Andrew's, Roof Replacement, \$8,500
 WJH-07-19: Fair Lawn, Church of the Atonement, Furnace & Fire Suppression System, \$3,750
 WJH-07-20: Glen Rock, All Saints', Roof Repair, Steeple Removal/Furnace, \$18,500
 WJH-07-21: Chatham, St. Paul's, Gutters, roof, windows, security, deferred
 WJH-07-22: Maplewood, St. George's, Masonry repairs on parish hall building, \$15,000
 WJH-07-23: Jersey City, Incarnation, Office windows, church doors, \$14,550

Total recommendation to Diocesan Council: **\$74,100**

Cycle 3

- WJH-07-24: Kinnelon, St. David's Church - Furnaces - church and parish hall, \$4,000
 WJH-07-25: Hawthorne, St. Clement's Church, \$7,000
 WJH-07-26: Mountain Lakes, St. Peter's - Rectory and Parish House repairs, \$8,500
 WJH-07-27: East Orange, St. Agnes & St. Paul Church, \$5,000 (for independent estimate)
 WJH-07-28: Clifton, St. Peter's Church - Windows replacement for the Haven, \$3,000
 WJH-07-29: Jersey City, Grace Church Van Vorst, \$8,000
 WJH-07-30: Fort Lee, Church of the Good Shepherd, \$7,000
 WJH-07-31: Verona, Church of the Holy Spirit, \$2,250
 WJH-07-32: Westwood, Grace Church, \$1,750
 WJH-07-33: Hope, St. Luke's Church, \$4,180
 WJH-07-34: Hackensack, Christ Church - Renovation of bathrooms, rejected.
 WJH-07-35: Chatham, St. Paul's - New roof & windows, gutters and drains, \$8,500
 WJH-07-36: Newark, Trinity + St. Philip's - Electrical upgrade, no funding

Recommendation to Diocesan Council: **\$59,500**

Members of the 2007 Board:

The Rt. Rev. Mark Beckwith, Mr. Michael Francaviglia, Mr. Jim Caputo

Class of 2008

The Rev. Edward M. Hasse, III, The Rev. Gray Lesesne, Mr. Nat Nelson, Mr. Aubrey V. Thompson, Mr. Thomas Ploch

Class of 2009

Mr. Michael David, Mr. Sam Kinney, Mr. Sidney King, Mr. Laurence Taber, Mr. Ed Hasse, Jr., The Rev. Margaret Gat.

Class of 2010

The Rev. Lu-Ann Connor, The Rev. Randall Day, Mr. John Garde, Ms. Elizabeth Moss, The Very Rev. C. David Williams

Women's Commission of the Episcopal Diocese of Newark
Report for the Year 2007

(Summary Only – For Detailed Report See “Request for Budget Support”)

Mission

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.

Members:

Co-Chairs: Martha Gardner and Ellen Sloan
 Kathleen Ballard (leave of absence), Marge Christie, Lyn Headley-Deavours,
 Elizabeth Kaeton, Prince Singh, Hattie Stone, Fran Trott, Sandye Wilson,
 Pat Yankus

Programs and Events of 2007

- Clergywomen's Brunch – St. Paul's, Chatham – April 17, 2007
- Movie, Supper, and Discussion Series – March 29, May 31, & Nov. 29
 (*Water, Real Women Have Curves, and Whale Rider*)
- Anglican Women's Empowerment (AWE) – The General Theological Seminary
 Gathering of young girls from UN delegates, Diocese of Newark, and
 GTS – March 3, 2007
- Creative Congregations Conference – Workshop on AWE
- Celebration of 100th Birthday of The Rev. Florence Li Tim-Oi – Oct. 14, 2007
 Trinity and St. Philip's Cathedral, Newark, NJ (Co-sponsored with ECW)
- Actions on Behalf of Freedom, Justice, and Peace:
 - Members attended the UN Comm. on the Status of Women – Feb. 26-Mar. 9, '07
 - Members participated in anti-poverty hearings and programs in NJ
 - Members attended 3-day conference at the UN on Climate Change
 - Financial support to Episcopal Women's Caucus, NJ Religious Coalition for Reproductive Choice, and Shelter Our Sisters
- Collaborative Discussions with ECW – We have become more purposeful about strengthening the common bonds between WC and ECW, creating collaborative structures, and integrating/co-sponsoring more of our events.
- Monthly Meetings

Plans for the Year 2008

- Annual Breakfast Gathering at Diocesan Convention – Jan. 26, 2008
 Speaker: Dr. Heather Murray Elkins – *Dressing for the Wilderness*
- Conference – May 3, 2008 - *State of Emergency: Our Girls At Risk*
 This conference will focus on how self-esteem issues, issues of power and control, violence, and pressure from peers and the media are seriously impacting girls and young women. It will also offer tools to provide not only hope but also some safe alternatives. (Co-sponsored with ECW)
 Conference will be held at St. Elizabeth's, Ridgewood, NJ)

- To establish new position of Membership Chair
- To continue involvement with the Anglican Women's Empowerment (AWE)
- To increase collaboration with ECW
- To continue discussion regarding how we can support the Diocesan Youth Missioner in the activities and goals of that ministry
- To remain purposeful at offering creative liturgies with hospitable and inclusive language
- To host clergywomen's brunch and lay leadership event

**YCS (Youth Consultation Service)
2007 Year in Review**

Youth Consultation Service (YCS) has made a difference in the lives of over 3,500 children in FY2007. YCS is the leading provider of children's mental health, education and social services in New Jersey, with over 90 programs in 55 locations across the State. YCS helps children from infancy to age 22 in an effort to prevent as well as treat problems in a wide range of programmatic areas. YCS is a source of guidance and comfort for families as well, offering crisis intervention and counseling to treat problems before they develop into a pattern of abuse.

Whenever possible, YCS treats the child while at home through programs designed to prevent out-of-home placement for the child and nurture stability within the child, the family, and community. These options may include therapy, education, health services, advocacy, recreational opportunities, life skills, etc. There are times, however, when abuse or neglect threaten a child to a degree where he or she can no longer stay at home. YCS offers many safe havens – group homes, shelters and foster homes – providing structured, therapeutic services in a safe, stable, and nurturing environment.

YCS would like to take this moment to thank the Episcopal Diocese of Newark for their long-standing support for the past 89 years. We look forward to continuing to work together for the benefit of New Jersey's children. The following is a sampling of activities that have occurred over the past year:

- After two years of negotiations with the State, YCS is proud to have finally implemented an innovative program called Emergency Diagnostic Reception Units (EDRU) at our shelters. While shelters were originally designed as temporary placements, many children languished in them for months without adequate assessments or clinical care. YCS worked diligently to formulate a program that would provide the children with comprehensive assessments, clinical services and case management to facilitate their more timely move out of the shelter and into a more appropriate, permanent placement.
- Outside of regular business hours, DYFS workers have had few resources for the services children require before they can move into a safe haven. Children who were already enduring the stress of having just been removed from their homes were brought to the cold and sterile environment of hospital emergency rooms. YCS has initiated a solution to this: By offering health and clinical assessments in the evenings and around-the-clock on weekends, YCS medical staff can help get a child placed more quickly with less stress. In its first month of operation, the staff saw more than 65 hurting, displaced children.
- With generous funding from the Chelsea Foundation and the Healthcare Foundation of New Jersey, YCS is working to establish a partnership between YCS, DYFS and the Family Courts to provide extensive intervention services for abused infants and their families.
- YCS received a grant from the NJ Department of Children & Families (DCF) to establish a Nurse Family Partnership (NFP) program to provide child abuse prevention and early intervention services to first-time young mothers and fathers who are challenged by complex problems and may present a risk to their new babies. The grant allows nurses to work with families in the privacy of their own homes for approximately 2 ½ years.
- 24 YCS athletes from residential and foster care programs competed in this year's H'Olympics sports competition in Springfield, MO, bringing home 14 medals, and a lifetime of memories.

What I have presented here is just a snapshot of the big picture: but to understand the heart of YCS we have to look to each individual – one-by-one – to savor what this agency really stands for. The foster mother who stays up all night soothing an infant born exposed to drugs; the mentor who plays basketball week after week with a lonely child, or the child-care worker who spends his weekends holding basketball practice so that children in our residential programs can compete in a local league. These are real people who know that the work they do is beyond glory or recognition – they do it because each child deserves a chance at happiness.

RESOLUTIONS FROM THE DIOCESE OF NEWARK CONVENTIONS (1991-2008)

INTERNATIONAL PEACE

Peace and Militarism

- Nuclear Proliferation (2004, p. 52)
- A Resolution Concerning the War on Terrorism (2003, p. 56)
- Study of the Theology of Just War (2003, p. 58)
- September 11 (2002, p. 75)

International Human Rights, Trade and Debt

- International Debt (1999, p. 58)

Refugees/Immigration Policy

- Protection for Immigrants and Their Families (2008, p. 67)
- Immigration and Undocumented Aliens (2007, p. 49)
- Task Force on Refugee and Immigration Policy (2001, p. 79)
- Refugee Status and Female Genital Mutilation (1997, p.38)
- Immigrants and Refugees (1997, p. 41)
- Immigrant Advocacy (1995, p. 35)
- Equitable Refugee Policies (1996, p. 36)
- Forced Repatriation of Vietnamese Refugees from Hong Kong (1992, p. 160)

Central America, South America and Caribbean

- Haiti (1994, p.161)
- Haiti (1993, p. 179)

Middle East

- A Resolution Concerning the War on Terrorism (2003, p. 56)
- Middle East War (1991, p. H-2)
- Iraqi Invasion of Kuwait (1991, p. H-2)

Asia and Pacific

- Hong Kong (1997, p. 47)
- Human Rights Commitment for Hong Kong (1993, p. 176)

Africa

- Civil War in Liberia (1993, p. 181)

HEALTH AND HUMAN NEED

Family and Society

- Elimination of Hunger (2006, p. 57)
- Organized Sports Activities and Religious Observances (2001, p. 59)
- Pledge of Nonviolence and the Birmingham Pledge (2001, p. 61)
- Task Force to Study Violence (2000, p. 48)
- Opposition to Video Lottery Machines (1995, p. 37)
- Adequate Feeding and Nutrition of Children (1991, p. H-1)

Medical Ethics

- Assisted Suicide (1997, p.35)
- Euthanasia (1995, p.39)
- Life-Sustaining Treatment (1992, p. 168)

Human Sexuality

- Human Sexuality Education for Diocesan Youth and Young Adults (2002, p. 68)
- Human Sexuality Statement (2001, p. 64)
- Sexual Morality, Justice and Healing (2000, p. 56)
- Affirming Catholicism Conference 1998 (1999, p. 66)
- A Resolution Concerning Deeper Understanding of Scripture, Tradition and Reason in Relationship to Human Sexuality (1999, p. 67)
- Support of the Koinonia Statement (1996, p. 36)
- Human Sexuality (1992, p. 159)

HIV/AIDS

- HIV/AIDS Medications (2001, p. 69)
- Syringe Exchange (2000, p. 50)
- Ten Principles for the Workplace (1991, p. H-7)

Health Care

- Recognition and Care of School Age Children with Diabetes (2007, p. 48)
- Blood Donation Guidelines (2004, p. 46)
- Food Allergens (2003, p. 47)
- Health Care Policy (1995, p. 36)
- Blood Donations (1993, p. 177)
- Equal Access to Health Care (1992, p. 160)

Inclusivity and Accessibility

- Inclusive Language in all Communications (2008, p. 63)
- Provision of Interpreters for the Deaf at Diocesan Programs & Events (2008, p. 70)
- Making the Church Inclusive Of and Fully Accessible to All Youth and Young Adults (2006, p. 62)
- Access to Diocesan-Sponsored Gatherings (Accessibility) (2005, p. 64)
- Bethsaida Team Project Compliance with ADA (2002, p. 66)
- Deaf Ministry Task Force (1998, p.56)

JUSTICE FOR WOMEN AND FAMILIES**General**

- Sexism, A Concern in the world, our communities and in the pew (2002, p.60)

Abortion and Birth Control

- Abortion (1998, p. 70) (1991, p. H-8)

Violence and Physical Abuse

- Advertising Which Is Abusive Of Women (2005, p. 60)
- Response to the Murder of Sakia Gunn (2004, p. 50)
- Domestic Violence Awareness Month in the Diocese of Newark (2003, p. 50)
- DNA Rape Kit (2003, p. 51)
- Domestic Violence Prevention Training (2002, p. 66)
- Sexual Misconduct Prevention & Child Abuse Awareness Training (2001, p. 71)
- "Stop Domestic Violence" Stickers (2000, p. 52)
- Domestic Violence (1997, p. 40)
- Violence Against Women (1996, p.38)

Violence Against the Women of Bosnia-Herzegovina (1994, p. 154)

Economics and Poverty

World Mission Sunday (2006, p. 56)

Resolution in Support of United States Ratification of International Labor Organization Convention 185, Seafarers' Identify Documents Convention (Revised), 2003 (2004, p.49)

Mobilization Against Poverty (2002, p. 70)

Welfare Reform (1998, p.57)

Women in the Church

Add The Rev. Pauli Murray to *Lesser Feasts and Fasts* (2008, p. 64)

Name Change for the Commemoration of "The Martyrs of Lyons" in the Calendar of Lesser Feasts and Fasts (2005, p.59)

Celebrating Thirty Years of Women's Ordained Ministry in ECUSA (2005, p. 61)

A045 Task Force Report (2003, p. 59)

Episcopal Women's Caucus and the Angel Project (2003, p. 49)

Compliance with National Church Canons (2001, p. 65)

Women's Ordination (1997, p.36)

Congratulations to the Church of England, the Church of Australia & the Church of the Province of Southern Africa (1993, p.188)

Children's Advocacy

Recognition and Care of School Age Children with Diabetes (2007, p. 48)

In Support of the Children's Sabbath (2003, p. 52)

Children's Charter (1998, p. 52)

Companion Diocese Committee (1998, p. 58)

Boarder Babies (1997 , p.37)

ENVIRONMENT

Integrated Pest Management (2003, p. 53)

Energy Conservation for Diocesan Headquarters and National Church Headquarters and Global Warming (2003, p. 54)

Covenant of Sustainability (2002, p. 77)

Electric Deregulation (1999, p. 64)

Environmental Justice Covenant Congregations (1998, p.55)

Global Warming (1998, p.69)

Environmental Health (1997, p.41)

Sustainable Development in New Jersey (1995, p. 37)

Celebration of a Creation Cycle in the Pentecost Season (1994, p.152)

National Conference on Environmental Stewardship (1994, p. 152)

Working Group on Faith, Science, and Technology for the National Church (1994, p. 160)

Environmental Education (1993, p. 175)

Eco-Justice (1993, p. 178)

Environmental Resolution #1 (1992, p. 161)

Environmental Resolution #3 (1992, p. 164)

ECONOMIC AND SOCIAL JUSTICE

General

- Protection for Immigrants and Their Families (2008, p. 67)
- Adding Gender Identity to TEC Canons (2007, p. 50)
- Immigration and Undocumented Aliens (2007, p. 49)
- The Right of Workers to Organize (2006, p. 59)
- Economic Justice Education (2006, p. 67)
- Economic Justice Resolution for General Convention (2006, p. 68)
- Support of Justice Issues Through Judicial Nominations (2006, p. 70)
- International Relief and Development (Contribution of .7%) (2004, p. 54)
- General Support for the Seafaring Community & The Organizations That Assist Mariners (2004, p. 48)
- Engagement and Celebration of Multi-Culturalism (2003, p. 55)
- Fundamentalism (2003, p. 50)
- Urban Mission (2002, p. 85)
- Supporting "Justice for Janitors" Organizing Campaign (2002, p. 73)
- Resolution to Help Implement Lambeth Conference Resolution 11.7- Urbanization (2000, p. 52)
- Assisting the Poor thru Faith-Based Ministry (1998, p. 58)
- Living Wage (1998, p. 61) (2003, p. 62)
- UFW Strawberry Workers Campaign (1997, p.38)
- Pay Equity (1992, p. 170)
- Tax Policy (1991, p. H-10)

Education

- Public School Education (2002, p. 71)
- Public Education (1997, p. 42)

Welfare System

- Well Being of Children (2003, p. 41)
- Welfare Reform (1997, p. 44)

Community Investment

- Valdez Principles (1992, p. 169)

Criminal Justice and Firearms

- Capital Punishment (Opposition to the Death Penalty) (2005, p. 63)
- In Support of Prisoners and Their Families (2003, p. 53)
- In Support of a Death Penalty Moratorium in New Jersey (2002, p. 72)
- Prison Industrial Complex (2001, p. 67)
- Death Penalty Moratorium (2001, p. 68)
- Capital Punishment (1998, p.63)
- Prison Ministry (1998, p.67)
- Appropriate Access to Prisons (1998, p. 69)
- Prison Ministry (1997, p. 42)

Justice, Peace and Integrity of Creation

- Justice Peace and Integrity of Creation (1998, p.60)
- Jubilee 2000 (1998, p. 60)

- Commending the Work of JPIC New Jersey (1998, p. 62)
- Commending the Work of Episcopal Public Policy Officer (1998, p. 63)
- Activating the Church's Voice: Visions for Justice and Creation (1997, p.39)

RACISM AND DISCRIMINATION

General

- Hate Crime Resolution (2008, p. 66)
- Racial Profiling Legislation (2002, p. 62)
- The Equal Protection Voting Rights Act of 2001 (2002, p. 63)
- Racial Profiling (2001, p. 70)
- Hate Crimes (1999, p. 59)
- Making the Connection (1999, p. 61)
- Interconnectedness of Prejudice and Intolerance (1998, p. 66)

Racial Justice in the Church

- Church Responsibility in Reparations (2006, p. 65)
- Task Force on Discussion of Reparations (2004, p. 51)
- Ethnic Desk at the National Church Offices (2003, p. 47)
- Anti-Racism Dialogues (2001, p. 61)
- Anti-Racism Training (2001, p.79)
- Anti-Racism Training (2000, p.57)
- Anti-Racism (1999, p. 63)
- The Work of Anti-Racism (1998, p.62)
- Dismantling Racism (1998, p. 64)
- Racial Justice/Mission to Dismantle Racism (1997, p. 43)
- Change the Site of General Convention (1991, p. H-11)

American Indian

- 500th Anniversary of the Columbus Voyage (1992, p. 170)

Interfaith Relations

- Christian Mission and the Grace of God (1997, p. 46)
- Episcopal and Lutheran Dialogue (1992, p. 171)

Equal Employment and Affirmative Action

- Minority Vendors (1999, p. 65)
- Sexual Harassment Policy (1993, p. 180)

Gays and Lesbians

- Resolution B033 and Consents to Bishops-Elect (2008, p. 63)
- Affirm the Full Participation of the LGBTI Community in TEC (2008, p. 72)
- Dissenting from General Convention's B033 (2007, p. 46)
- Equal Rights and Benefits for Same Sex Couples in New Jersey (2007, p. 47)
- Adding Gender Identity to TEC Canons (2007, p. 50)
- Marriage Rites in Civil Jurisdictions That Permit Same-Sex Marriages (2007, p. 51)
- Role of the Clergy—Ceremony of Marriage or Blessing of a Civil Union? (2007, p. 52)
- Future General Conventions Not To Be Held In States That Prohibit Domestic Partnership Benefits (2006, p. 64)

Response of the Diocese of Newark to the Windsor Report (2005, p. 66)
 Opposition to the Proposed Federal Marriage Amendment (2004, p. 63)
 Lesbian, Gay, Bisexual and Transgender Civil Rights (2004, p. 55)
 Response to the Murder of Sakia Gunn (2004, p. 50)
 Ceremonies for Blessing Relationships (2003, p. 60)
 Support for Same Gender Couples (2003, p. 60)
 Boy Scouts of America (2001, p. 66)
 Opposition to "Reparative/Conversion Therapy" for Gay and Lesbian Persons
 (2001, p.78)
 The Cambridge Accord (2000, p. 47)
 Blessing Committed, Monogamous Relationships (1999, p. 60)
 Celebrating the 10th Anniversary of the OASIS and the 25th Anniversary of
 Integrity (1999, p.61)
 Don't Ask/Don't Tell (1998, p.65)
 Awareness of Lesbian and Gay Young People At Risk (1998, p. 66)
 Adoption Rights (1996, p. 35)
 Diversity of the Human Family (1996, p. 36)
 General Convention Resolution on Lesbian and Gay Youth (1994, p. 153)
 General Convention Resolution on Federal Civil Rights Act (1994, p. 156)
 The Diocese of Newark and the Boy Scouts of America (1994, p. 163)
 Colorado's Amendment 2 (1993, p. 184)
 1964 Civil Rights Amendment (1993, p. 186)
 Anti-Discrimination Bill A643 (1991, p. H-3)

Hispanic Ministry

Multi-ethnic Ministry Toll-Free Number (2004, p. 47)
 Hispanic Ministry (1992, p. 185)

MINISTRY AND LITURGY

Inclusive Language in all Communications (2008, p. 63)
 Commemoration of John Jay (2008, p. 65)
 Seminary Debt Relief for Newly Ordained Clergy (2002, p. 61)
 Deployment Strategy of Justice (2002, p. 69)
 Youth Ministries Support (2002, p. 76)
 Revised Common Lectionary Usage (2001, p. 80)
 College Chaplaincy (2000, p. 49)
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**CONSTITUTION
&
CANONS
OF THE
EPISCOPAL DIOCESE OF NEWARK**

January 2008

(Article II, Section 4(ii) second reading to amend eligibility for canonical residency and end two-year waiting period for deacons; Canon 22, Trustees - added.)

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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 fourteen (14) days immediately preceding the meeting of the Convention, except that a vote shall not be accorded 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 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.

CANON 22 TRUSTEES OF THE EPISCOPAL FUND & DIOCESAN PROPERTIES

The composition, duties and powers of the Trustees of the Episcopal Fund and Diocesan Properties of the Diocese of Newark, are set forth in the New Jersey Statutes of the Episcopal Church, N.J.S.A. 16:12-20 to 16:12-22 (first enacted 1880) and of Religious Corporations and Associations, N.J.S.A. 16:4-1.

Name	City	Report Year	Mbrs on Jan. 1	Incr.	Decr.	Mbrs on Dec.	Communcants	Comm. Under	Others in Cong.
Church of the Epiphany	Allendale	2007	79	4	1	82	74	16	3
Calvary Church	Bayonne	2007	113	7	5	115	49	3	5
Trinity, Parish in Bergen Point	Bayonne	2007	85	11	11	85	78	16	23
Christ Church	Belleville	2007	105	24	10	119	119	13	11
St Mary's Church Belvidere	Belvidere	2007	118	21	36	103	103	23	0
All Saints Church	Bergenfield	2007	132	0	4	128	130	30	31
Christ Church	Bloomfield/Glen Ridge	2007	216	66	30	252	216	54	10
St John's Church	Boonton	2007	201	9	2	208	88	14	10
Christ Church	Budd Lake	2007	61	8	2	67	67	15	0
St Paul's Church	Chatham	2007	630	9	17	622	471	113	0
Church of the Messiah	Chester	2007	158	18	47	129	129	26	0
Trinity Church	Cliffside Park	2007	175	4	5	174	183	2	9
St Peter's Church	Clifton	2007	191	9	3	197	127	25	
The Church of the Saviour	Denville	2007	694		2	718	320	75	0
St John's Church	Dover	2007	240	6	3	243	148	12	48
Christ Church	East Orange	2007	262	12	4	270	270	25	0
St Agnes & St Paul Church	East Orange	2007	342	10	7	345	259	35	0
St Paul's Church	Englewood	2006	560	18	26	552	512	91	0
St Peter's Church	Essex Fells	2007	856	24	7	873	873	165	0
Church of the Atonement	Fair Lawn	2007	102	0	0	102	55	10	14
Church of the Good Shepherd	Fort Lee	2007	119	11	7	123	77	16	19
All Saints Church	Glen Rock	2007	293	10	3	300	300	60	10
Christ Church	Hackensack	2007	213	9	0	222	222	17	500
Church of St Anthony Padua	Hackensack	2005	389	39	17	411	472	140	38
St Cyril's Church	Hackensack	2007	88	2	0	90	82	12	2
Panther Valley Ecumenical Min.	Hackettstown	2006	178			178			
St James Church	Hackettstown	2007	344	32	37	339	294	39	0

Name	City	Report Year	Mbrs on Jan. 1	Incr.	Decr.	Mbrs on Dec.	Comm. tants	Comm. Under 16	Others In Cong.
St Andrews Church	Harrington Park	2007	78	7	6	79	70	16	1
Christ Church	Harrison	2007	41	0	0	41	27	3	2
Church of St John the Divine	Hasbrouck Heights	2007	258	13	18	255	231	29	38
St Lukes Church	Haworth	2007	145	10	1	154	144	38	10
St Clements Church	Hawthorne	2007	145	13	18	142	142	17	0
Holy Trinity Church	Hillsdale	2007	300	2	4	298	190	33	9
St Bartholomews Church	Ho-Ho-Kus	2007	198	3	6	183	149	58	12
All Saints Parish	Hoboken	2007	191	74	7	258	268	85	52
St Lukes Church	Horse	2007	176	16	17	175	158	38	6
Church of the Incarnation	Jersey City	2007	179	10	47	142	72	15	6
Grace Van Vorst Church	Jersey City	2007	245	38	4	278	279	59	75
St Pauls Church	Jersey City	2007	239	11	23	227	227	35	6
Trinity Church	Kearny	2007	102	11	9	104	38	6	4
St Davids Church	Kinnelon	2007	139	1	5	135	117	25	0
All Saints Church	Leonia	2007	102	6	4	104	88	24	9
St Andrews Church	Lincoln Park	2007	131	5	7	129	104	20	3
St Agnes Church	Little Falls	2007	213	8	8	213	113	8	0
St Peters Church	Livingston	2007	142	4	2	144	87	6	36
St Thomas Church	Lynchhurst	2007	28	0	0	28	28	0	7
Grace Church	Madison	2007	1081	44	31	1094	822	280	19
St Georges Church	Maplewood	2007	417	10	16	411	0	0	0
St Martins Church	Maplewood	2007	65	2	1	66	53	10	17
St Marks Church	Mendham	2007	347	2	2	347	159	52	1
Church of the Good Shepherd	Midland Park	2007	238	9	24	223	80	9	4
St Stephens Church	Millburn	2007	372	18	64	326	326	74	0
All Saints Church	Millington	2007	299	16	41	274	220	58	11
St Gabriels Church	Milton/Oak Ridge	2007	76	0	0	76	76	9	0
St Johns Church	Montclair	2007	508	32	80	480	372	70	5
St Lukes Church	Montclair	2007	320	103	60	383	325	68	0

Name	City	Report Year	Mbrs on Jan. 1	Incr.	Decr.	Mbrs on Dec.	Comm. Under 16	Others In Cong.
St Pauls Church	Montvale	2007	366	11	4	373	278	100
St Pauls Church	Morris Plains	2007	283	14	79	218	181	39
Church of the Redeemer	Morristown	2007	428	19	6	441	432	65
St Peters Church	Morristown	2007	794	207	141	860	683	178
St Peters Church	Mount Arlington	2007	178	4	72	110	101	19
St Peters Church	Mountain Lakes	2007	415	38	35	418	379	85
Grace Church	Newark	2007	293	7	4	298	231	43
House of Prayer Church	Newark	2007	144	5	6	143	90	27
St Andrews Church	Newark	2007	105	7	6	106	106	26
St Barnabas Church	Newark	2006	168	3	1	168	98	10
Trinity & St Philip's Cathedral	Newark	2007	298	10	7	301	301	17
Christ Church	Newton	2007	595	37	23	609	495	65
St Pauls Church	North Arlington	2007	100	0	1	99	0	0
St Peters Korean Church	North Bergen	2007	93	17	3	107	85	18
Holy Communion Church	Norwood	2007	180	0	83	97	87	5
Grace Church	Nutley	2007	486	45	32	499	298	92
St Albans Church	Oakland	2007	298	20	5	313	313	69
Church of the Annunciation	Oradell	2007	93	6	7	92	92	21
Church of the Eucharist	Orange	2007	286	5	3	289	209	38
St Matthews Church	Paramus	2007	135	9	4	140	136	23
St Gregory's Church	Parsippany	2007	83	2	6	79	76	27
St Johns Church	Passaic	2007	130	2	2	130	91	6
Church of Holy Communion	Peterson	2006	38	0	0	38	38	1
St Pauls Church	Peterson	2007	363	15	3	375	375	38
St Luke Church	Phillipsburg	2007	232	7	6	233	212	46
Christ Church	Pompton Lakes	2007	1138	32	26	1144	751	291
St Johns Memorial Church	Ramsey	2007	518	26	4	540	342	80
St James Church	Ridgewood	2007	317	2	4	315	255	32
Christ Church	Ridgewood	2007	1186	58	56	1188	891	253

Name	City	Report Year	Mbrs on Jan. 1	Incr.	Decr.	Mbrs on Dec.	Comm. Candidates	Comm. Under 16	Others In Cong.
St Elizabeths Church	Ridgewood	2007	830	50	21	859	832	227	27
Church of the Good Shepherd	Ridgewood	2007	48	2	0	50	50	0	0
Grace Church	Rutherford	2007	349	3	2	350	286	47	11
Church of Our Saviour	Secaucus	2007	194	29	7	216	216	46	11
Christ Church	Short Hills	2007	1424	32	536	920	736	200	0
St Andrew & Holy Communion	South Orange	2007	542	40	10	572	520	115	35
St Mary's Church	Sparta	2007	231	23	20	234	230	47	0
St Dunstons Church	Succasunna	2007	171			171			
Calvary Church	Summit	2007	1530	25	500	1055	1055	406	50
Christ Church	Teaneck	2007	113	3	4	112	94	19	0
St Marks Church	Teaneck	2007	511	25	35	501	455	80	9
Church of the Atonement	Tenafly	2007	445	15	8	452	253	58	41
Christ Church	Totowa	2007	79	5	21	63	38	8	7
Church of the Transfiguration	Towaco	2007	91	5	2	94	149	27	31
Grace Church	Union City	2007	55	7	0	62	62	6	0
St Johns Church	Union City	2007	51	5	8	50	46	9	10
St James Church	Upper Montclair	2007	484	30	100	414	414	110	0
St Thomas Church	Vernon	2007	295	10	1	304	195	85	25
Church of the Holy Spirit	Verona	2007	148	6	20	134	111	42	4
Church of the Good Shepherd	Wanaque	2007	187	14	14	187	173	33	0
St Peters Church	Washington	2007	180	8	7	181	181	25	4
St Michaels Church	Wayne	2007	450	25	75	400	400	50	33
Church of the Holy Innocents	West Orange	2007	76	18	15	79	78	15	7
Holy Trinity Church	West Orange	2006	126	0	2	124	124	20	0
Grace Church	Westwood	2007	578	2	7	573	410	12	2
St Pauls & Resurrection Church	Wood-Ridge	2007	175	11	3	183	121	25	3

Name	City	Report Year	Sunday Attend.	Easter Attend.	Sat/Sun Euch.	Weekday Euch.	Private Euch.	Sunday Offices
Church of the Epiphany	Allendale	2007	43	110	62	42	21	0
Calvary Church	Bayonne	2007	32	40	51	4	13	7
Trinity Parish in Bergen Point	Bayonne	2007	36	67	52	21	2	0
Christ Church	Belleville	2007	60	163	71	34	85	3
St Marys Church Belvidere	Belvidere	2007	52	105	99	12	25	0
All Saints Church	Bergenfield	2007	46	78	78	4	13	2
Christ Church	Bloomfield/Glen Ridge	2007	108	283	102	54	35	0
St Johns Church	Boonton	2007	41	60	109	20	21	0
Christ Church	Budd Lake	2007	40	60	57	16	0	1
St Pauls Church	Chatham	2007	128	300	99	56	190	1
Church of the Messiah	Chester	2007	53	127	85	15	60	1
Trinity Church	Cliffside Park	2007	45	93	0	1	58	0
St Peters Church	Clifton	2007	69	135	134	42	74	0
The Church of the Saviour	Denville	2007	134	298	97	11	7	0
St Johns Church	Dover	2007	85	190	139	11	17	3
Christ Church	East Orange	2007	150	381	0	40	0	0
St Agnes & St Paul Church	East Orange	2007	54	113	52	5	0	2
St Pauls Church	Englewood	2006	136	495	102	141	48	5
St Peters Church	Essex Fells	2007	190	483	135	45	155	0
Church of the Atonement	Fair Lawn	2007	55	58	86	22	25	23
Church of the Good Shepherd	Fort Lee	2007	47	100	105	60	25	2
All Saints Church	Glen Rock	2007	106	294	102	32	40	0
Christ Church	Hackensack	2007	52	169	52	18	1	1
Church of St Anthony Padua	Hackensack	2005	185	390	202	268	347	49
St Cyprians Church	Hackensack	2007	39	56	54	2	3	6
Panther Valley Ecumenical Min.	Hackettstown	2006						
St James Church	Hackettstown	2007	96	212	92	54	14	1

Name	City	Report Year	Sunday Attend.	Easter Attend.	Sat/Sun Euch.	Weekday Euch.	Private Euch.	Sunday Offices
St Andrews Church	Harrington Park	2007	45	64	94	9	0	7
Christ Church	Harrison	2007	10	22	48	4	1	2
Church of St John the Divine	Hasbrouck Heights	2007	57	98	44	47	20	7
St Lukes Church	Haworth	2007	60	117	91	2	67	24
St Clements Church	Hawthorne	2007	88	153	105	41	36	10
Holy Trinity Church	Hillsdale	2007	50	118	115	11	113	0
St Bartholomews Church	Ho-Ho-Kus	2007	63	181	102	52	70	0
All Saints Parish	Hoboken	2007	125	388	156	15	11	0
St Lukes Church	Hope	2007	48	96	66	0	18	5
Church of the Incarnation	Jersey City	2007	44	90	52	12	58	2
Grace Van Vorst Church	Jersey City	2007	145	390	3	6	41	0
St Pauls Church	Jersey City	2007	50	130	104	13	23	0
Trinity Church	Kearny	2007	44	75	159	4	16	1
St Davids Church	Kinnelon	2007	73	161	99	64	55	11
All Saints Church	Leonia	2007	43	72	86	4	14	1
St Andrews Church	Lincoln Park	2007	41	110	68	24	18	5
St Aunes Church	Little Falls	2007	45	123	52	12	57	1
St Peters Church	Livingston	2007	54	88	50	4	2	3
St Thomas Church	Lyndhurst	2007	17	28	45	6	19	7
Grace Church	Madison	2007	288	891	190	158	83	74
St Georges Church	Maplewood	2007	102	444	117	60	17	1
St Martins Church	Maywood	2007	28	80	46	5	3	8
St Marks Church	Mendham	2007	54	124	89	27	1	15
Church of the Good Shepherd	Midland Park	2007	120	130	107	13	14	1
St Stephens Church	Millburn	2007	98	232	103	3	26	1
All Saints Church	Milington	2007	92	189	97	77	9	10
St Gabriels Church	Milton/Oak Ridge	2007	25	36	51	9	0	1
St Johns Church	Montclair	2007	122	340	0	0	4	0
St Lukes Church	Montclair	2007	122	356	105	9	5	2

Name	City	Report Year	Sunday Attend.	Easter Attend.	Sat/Sun Euch.	Weekday Euch.	Private Euch.	Sunday Offices
St Pauls Church	Montvale	2007	118	285	87	62	31	10
St Pauls Church	Morris Plains	2007	87	222	87	69	0	8
Church of the Redeemer	Morristown	2007	161	300	104	13	62	1
St Peters Church	Morristown	2007	270	876	135	55	50	9
St Peters Church	Mount Arlington	2007	45	92	70	15	0	3
St Peters Church	Mountain Lakes	2007	102	392	89	8	2	0
Grace Church	Newark	2007	110	178	107	280	44	0
House of Prayer Church	Newark	2007	44	87	51	3	0	1
St Andrews Church	Newark	2007	41	87	53	56	15	0
St Barnabas Church	Newark	2006	42	45	52	0	3	2
Trinity & St Phillips Cathedral	Newark	2007	112	241	105	15	22	4
Christ Church	Newton	2007	220	523	105	25	6	0
St Pauls Church	North Arlington	2007	0	0	0	0	0	0
St Peters Korean Church	North Bergen	2007	77	97	54	2	4	0
Holy Communion Church	Norwood	2007	60	149	104	15	20	0
Grace Church	Nutley	2007	114	296	111	51	108	51
St Albans Church	Oakland	2007	106	267	104	9	13	20
Church of the Annunciation	Oradell	2007	50	104	49	8	61	2
Church of the Epiphany	Orange	2007	66	147	80	30	50	0
St Matthews Church	Paramus	2007	68	111	0	23	93	1
St Gregory's Church	Parsippany	2007	48	87	49	13	12	3
St Johns Church	Passaic	2007	48	97	104	16	57	2
Church of Holy Communion	Paterson	2006	20	50	1	4	2	0
St Pauls Church	Paterson	2007	149	355	159	21	0	0
St Luke Church	Phillipsburg	2007	94	195	95	11	31	2
Christ Church	Pompton Lakes	2007	108	301	108	65	32	5
St Johns Memorial Church	Ramsey	2007	110	252	104	49	9	2
St James Church	Ridgewood	2007	69	124	98	64	164	2
Christ Church	Ridgewood	2007	173	489	95	53	19	3

Name	City	Report Year	Sunday Attend.	Easter Attend.	Sat/Sun Euch.	Weekday Euch.	Private Euch.	Sunday Offices
St Elizabeths Church	Ridgewood	2007	193	514	92	51	66	49
Church of the Good Shepherd	Ridgewood	2007	12	30	52	1	0	47
Grace Church	Rutherford	2007	73	111	54	58	15	0
Church of Our Saviour	Secaucus	2007	67	137	66	7	17	0
Christ Church	Short Hills	2007	148	515	104	22	5	11
St Andrew & Holy Communion	South Orange	2007	280	725	125	52	130	0
St Marys Church	Sparta	2007	112	275	92	50	33	0
St Dunstons Church	Succasunna	2007						
Calvary Church	Summit	2007	245	684	110	83	13	19
Christ Church	Teaneck	2007	35	88	64	6	1	12
St Marks Church	Teaneck	2007	162	480	181	9	2	5
Church of the Atonement	Tenafly	2007	101	223	132	15	17	11
Christ Church	Totowa	2007	36	62	108	7	15	5
Church of the Transfiguration	Towaco	2007	44	121	89	16	25	69
Grace Church	Union City	2007	36	83	103	50	15	4
St Johns Church	Union City	2007	34	120	52	6	17	4
St James Church	Upper Montclair	2007	174	542	105	49	9	0
St Thomas Church	Vernon	2007	90	213	100	7	2	0
Church of the Holy Spirit	Verona	2007	50	123	100	18	25	4
Church of the Good Shepherd	Wanaque	2007	75	115	73	48	37	6
St Peters Church	Washington	2007	51	96	104	10	30	0
St Michaels Church	Wayne	2007	155	314	112	1	30	2
Church of the Holy Innocents	West Orange	2007	38	67	86	16	14	2
Holy Trinity Church	West Orange	2006	56	82	54	11	0	1
Grace Church	Westwood	2007	89	185	105	88	52	53
St Pauls & Resurrection Church	Wood-Ridge	2007	91	162	108	48	22	5

Name	City	Report Year	Weekday Offices	Marriages	Burials	Baptisms Adult	Baptisms Child
Church of the Epiphany	Attendale	2007	7	0	1	1	3
Calvary Church	Bayonne	2007	2	0	5	0	2
Trinity Parish in Bergen Point	Bayonne	2007	43	3	1	0	3
Christ Church	Belleville	2007	77	3	3	1	4
St Mary's Church Belvidere	Belvidere	2007	12	3	3	2	2
All Saints Church	Bergenfield	2007	0	1	2	0	0
Christ Church	Bloomfield/Glen Ridge	2007	0	4	9	0	4
St Johns Church	Boonton	2007	10	0	4	0	0
Christ Church	Budd Lake	2007	1	0	1	2	0
St Pauls Church	Chatham	2007	81	4	3	1	7
Church of the Messiah	Chester	2007	36	0	1	1	3
Trinity Church	Cliffside Park	2007	2	2	3	2	2
St Peters Church	Clifton	2007	6	6	5	1	1
The Church of the Saviour	Denville	2007	0	1	3	12	0
St Johns Church	Dover	2007	51	2	3	0	5
Christ Church	East Orange	2007	5	2	4	0	18
St Agnes & St Paul Church	East Orange	2007	6	4	7	1	3
St Pauls Church	Englewood	2006	40	6	18	2	14
St Peters Church	Essex Fells	2007	0	2	18	0	0
Church of the Atonement	Fair Lawn	2007	6	2	11	0	0
Church of the Good Shepherd	Fort Lee	2007	23	0	3	0	2
All Saints Church	Glen Rock	2007	0	2	3	0	8
Christ Church	Hackensack	2007	0	1	6	0	4
Church of St Anthony Padua	Hackensack	2005	225	3	7	1	9
St Cyrilians Church	Hackensack	2007	8	0	0	0	0
Panther Valley Ecumenical Min.	Hackettstown	2006					
St James Church	Hackettstown	2007	10	2	4	0	5

Name	City	Report Year	Weekday Offices	Marriages	Burials	Baptisms Adult	Baptisms Child
St Andrews Church	Harrington Park	2007	6	0	1	0	0
Christ Church	Harrison	2007	0	1	1	0	0
Church of St John the Divine	Hasbrouck Heights	2007	33	7	10	0	2
St Lukes Church	Haworth	2007	13	1	0	0	3
St Clements Church	Hawthorne	2007	4	1	9	0	1
Holy Trinity Church	Hilldale	2007	4	2	4	0	2
St Bartholomews Church	Ho-Ho-Kus	2007	0	2	8	0	3
All Saints Parish	Hoboken	2007	30	13	0	0	27
St Lukes Church	Hope	2007	0	5	4	1	6
Church of the Incarnation	Jersey City	2007	17	0	5	0	4
Grace Van Vorst Church	Jersey City	2007	0	1	4	0	3
St Pauls Church	Jersey City	2007	0	0	3	5	0
Trinity Church	Kearny	2007	12	8	3	1	3
St Davids Church	Kinnelon	2007	42	1	3	1	0
All Saints Church	Leonia	2007	4	0	3	0	1
St Andrews Church	Lincoln Park	2007	12	0	2	0	0
St Agnes Church	Little Falls	2007	0	0	8	0	1
St Peters Church	Livinston	2007	0	0	1	0	2
St Thomas Church	Lyndhurst	2007	6	2	3	0	0
Grace Church	Madison	2007	25	7	14	1	17
St Georges Church	Maplewood	2007	4	7	3	0	17
St Martins Church	Maywood	2007	1	0	2	0	2
St Marks Church	Mendham	2007	8	0	2	0	2
Church of the Good Shepherd	Midland Park	2007	0	1	4	0	4
St Stephens Church	Millburn	2007	0	6	3	0	6
All Saints Church	Millington	2007	16	4	5	1	5
St Gabriels Church	Milton/Oak Ridge	2007	0	0	1	0	1
St Johns Church	Montclair	2007	0	2	2	0	2
St Lukes Church	Montclair	2007	198	0	9	0	7

Name	City	Report Year	Weekday Offices	Marriages	Burials	Baptisms Adult	Baptisms Child
St Pauls Church	Montvale	2007	2	4	13	1	9
St Pauls Church	Morris Plains	2007	22	2	7	1	5
Church of the Redeemer	Morristown	2007	0	24	1	0	1
St Peters Church	Morristown	2007	71	6	12	0	16
St Peters Church	Mount Arlington	2007	34	3	0	1	3
St Peters Church	Mountain Lakes	2007	0	2	5	0	9
Grace Church	Newark	2007	61	2	4	0	7
House of Prayer Church	Newark	2007	19	0	0	0	1
St Andrews Church	Newark	2007	2	0	0	0	4
St Barnabas Church	Newark	2006	0	0	1	0	1
Trinity & St Phillips Cathedral	Newark	2007	135	3	9	0	8
Christ Church	Newton	2007	64	3	9	0	15
St Pauls Church	North Arlington	2007	0	0	0	0	0
St Peters Korean Church	North Bergen	2007	50	1	2	3	2
Holy Communion Church	Norwood	2007	0	3	3	3	3
Grace Church	Norley	2007	481	10	12	1	15
St Albans Church	Oakland	2007	19	1	0	0	3
Church of the Annunciation	Oradell	2007	11	1	2	1	2
Church of the Epiphany	Orange	2007	0	1	3	0	5
St Matthews Church	Paramus	2007	0	2	5	0	1
St Gregory's Church	Parsippany	2007	0	0	4	0	0
St Johns Church	Passaic	2007	2	0	3	0	8
Church of Holy Communion	Paterson	2006	0	0	2	0	0
St Pauls Church	Paterson	2007	144	4	3	5	9
St Luke Church	Phillipsburg	2007	0	2	8	0	3
Christ Church	Pompton Lakes	2007	1	11	11	1	21
St Johns Memorial Church	Ramsey	2007	21	1	2	0	5
St James Church	Ridgefield	2007	1	2	10	0	6
Christ Church	Ridgewood	2007	53	6	14	0	12

Name	City	Report Year	Weekday Offices	Marriages	Burials	Baptisms Adult	Baptisms Child
St Elizabeths Church	Ridgewood	2007	203	5	13	1	19
Church of the Good Shepherd	Ridgewood	2007	0	2	1	0	3
Grace Church	Rutherford	2007	0	9	2	0	3
Church of Our Saviour	Secaucus	2007	0	3	5	0	12
Christ Church	Short Hills	2007	73	2	24	1	12
St Andrew & Holy Communion	South Orange	2007	52	8	10	5	18
St Marys Church	Sparta	2007	5	1	10	0	4
St Dunstons Church	Succasunna	2007					
Calvary Church	Summit	2007	0	4	11	1	18
Christ Church	Teaneck	2007	4	0	0	0	0
St Marks Church	Teaneck	2007	3	6	7	0	11
Church of the Atonement	Tenafly	2007	5	1	4	0	5
Christ Church	Totowa	2007	2	2	11	1	2
Church of the Transfiguration	Towaco	2007	16	2	2	0	1
Grace Church	Union City	2007	9	2	1	0	2
St Johns Church	Union City	2007	5	5	1	0	5
St James Church	Upper Montclair	2007	30	3	8	1	17
St Thomas Church	Vernon	2007	2	2	3	0	6
Church of the Holy Spirit	Verona	2007	6	0	0	0	4
Church of the Good Shepherd	Wentzville	2007	5	4	5	0	1
St Peters Church	Washington	2007	0	0	2	0	1
St Michaels Church	Wayne	2007	15	1	3	0	1
Church of the Holy Innocents	West Orange	2007	5	0	6	5	0
Holy Trinity Church	West Orange	2006	0	0	2	0	0
Grace Church	Westwood	2007	67	1	6	0	2
St Pauls & Resurrection Church	Wood-Ridge	2007	2	2	1	0	3

Name	City	Report Year	Confirm. Adult	Confirm. Child	Rec'd	Church School Students	Pledge Units	Amount Pledged
Church of the Epiphany	Allendale	2007	0	0	0	8	27	\$ 96,750
Calvary Church	Bayonne	2007	0	0	0	4	34	\$ 31,863
Trinity Parish in Bergen Point	Bayonne	2007	0	0	2	6	31	\$ 60,298
Christ Church	Belleville	2007	4	0	2	8	32	\$ 36,000
St Mary's Church Belvidere	Belvidere	2007	0	0	0	10	36	\$ 63,616
All Saints Church	Bergenfield	2007	0	0	0	28	48	\$ 29,500
Christ Church	Bloomfield/Glen Ridge	2007	0	3	0	38	76	\$ 122,928
St Johns Church	Boonton	2007	0	0	0	14	0	\$ -
Christ Church	Budd Lake	2007	0	0	0	10	18	\$ 152,022
St Pauls Church	Chatham	2007	0	0	0	58	95	\$ 293,473
Church of the Messiah	Chester	2007	0	0	0	25	48	\$ 123,708
Trinity Church	Cliffside Park	2007	0	0	0	0	30	\$ 38,180
St Peters Church	Clifton	2007	0	0	0	25	64	\$ 100,000
The Church of the Saviour	Denville	2007	0	14	0	80	94	\$ 140,314
St Johns Church	Dover	2007	1	0	0	14	57	\$ 65,784
Christ Church	East Orange	2007	0	12	12	36	175	\$ 186,119
St Agnes & St Paul Church	East Orange	2007	0	0	0	0	0	\$ -
St Pauls Church	Englewood	2006	4	0	1	39	176	\$ 185,000
St Peters Church	Essex Fells	2007	0	9	4	55	202	\$ 345,324
Church of the Atonement	Fair Lawn	2007	0	0	0	9	26	\$ 45,658
Church of the Good Shepherd	Fort Lee	2007	0	0	0	10	29	\$ 50,712
All Saints Church	Glen Rock	2007	0	0	2	72	88	\$ 176,601
Christ Church	Hackensack	2007	0	0	1	4	65	\$ 85,884
Church of St Anthony / Padua	Hackensack	2005	9	5	18	64	73	\$ 58,439
St Cyriacs Church	Hackensack	2007	0	0	0	14	42	\$ 17,523
Panther Valley / Ecumenical Min.	Hackettstown	2006					0	\$ -
St James Church	Hackettstown	2007	0	1	2	30	76	\$ 112,150

Name	City	Report Year	Confirm. Adult	Confirm. Child	Rec'd	Church School Students	Pledge Units	Amount Pledged
St Andrews Church	Harrington Park	2007	0	0	0	16	27	\$ 58,288
Christ Church	Harrison	2007	0	0	0	0	14	\$ 7,800
Church of St John the Divine	Hastbrouck Heights	2007	5	3	7	12	40	\$ 55,086
St Lukes Church	Haworth	2007	0	0	0	9	50	\$ 81,070
St Clements Church	Hawthorne	2007	2	1	1	11	74	\$ 87,818
Holy Trinity Church	Hilldale	2007	0	0	0	28	79	\$ 92,326
St Bartholomews Church	Ho-Ho-Kus	2007	0	4	0	32	64	\$ 128,152
All Saints Parish	Hoboken	2007	4	0	2	28	71	\$ 217,761
St Lukes Church	Hoe	2007	0	0	0	12	35	\$ 67,351
Church of the Incarnation	Jersey City	2007	3	1	0	11	68	\$ 90,000
Grace Van Vorst Church	Jersey City	2007	0	0	0	34	64	\$ 138,000
St Pauls Church	Jersey City	2007	0	0	0	25	66	\$ 33,000
Trinity Church	Kearny	2007	3	0	1	3	36	\$ 44,650
St Davids Church	Kinnelon	2007	2	0	0	24	55	\$ 131,800
All Saints Church	Leonia	2007	0	0	0	13	34	\$ 47,084
St Andrews Church	Lincoln Park	2007	0	0	0	15	40	\$ 49,801
St Agnes Church	Little Falls	2007	1	0	0	15	45	\$ 51,348
St Peters Church	Livingston	2007	0	0	0	29	32	\$ 49,344
St Thomas Church	Lyndhurst	2007	0	0	0	0	16	\$ 30,000
Grace Church	Madison	2007	5	4	2	17	175	\$ 402,700
St Georges Church	Maplewood	2007	0	0	0	50	103	\$ 300,228
St Martins Church	Maywood	2007	1	1	0	12	22	\$ 31,538
St Marks Church	Mendham	2007	0	0	0	30	35	\$ 179,000
Church of the Good Shepherd	Midland Park	2007	4	0	0	15	61	\$ 100,000
St Stephens Church	Millburn	2007	0	0	0	36	92	\$ 161,000
All Saints Church	Millington	2007	0	0	0	51	67	\$ 108,962
St Gabriels Church	Millton/Oak Ridge	2007	0	1	0	8	14	\$ 18,097
St Johns Church	Montclair	2007	0	4	1	54	114	\$ 211,874
St Lukes Church	Montclair	2007	6	0	0	47	95	\$ 185,943

Name	City	Report Year	Confirm. Adult	Confirm. Child	Rec'd	Church School Students	Pledge Units	Amount Pledged
St Pauls Church	Montvale	2007	0	0	0	90	80	\$ 148,000
St Pauls Church	Morris Plains	2007	1	4	0	27	84	\$ 152,862
Church of the Redeemer	Morristown	2007	1	1	6	52	156	\$ 348,000
St Peters Church	Morristown	2007	10	13	2	110	311	\$ 619,080
St Peters Church	Mount Arlington	2007	0	0	0	11	37	\$ 75,120
St Peters Church	Mountain Lakes	2007	0	15	0	47	116	\$ 257,568
Grace Church	Newark	2007	3	0	2	37	63	\$ 104,268
House of Prayer Church	Newark	2007	0	0	0	24	29	\$ 36,932
St Andrews Church	Newark	2007	1	0	0	0	30	\$ 46,219
St Barnabas Church	Newark	2006	0	0	0	6	52	\$ 12,000
Trinity & St Phillips Cathedral	Newark	2007	0	0	0	18	125	\$ 164,902
Christ Church	Newton	2007	0	0	0	78	108	\$ 181,003
St Pauls Church	North Arlington	2007	0	0	0	0	11	\$ 11,250
St Peters Korean Church	North Bergen	2007	0	0	0	19	42	\$ 180,000
Holy Communion Church	North Bergen	2007	1	4	0	15	35	\$ 57,024
Grace Church	Nutley	2007	0	3	0	73	96	\$ 150,153
St Albans Church	Oakland	2007	0	2	1	50	70	\$ 121,502
Church of the Annunciation	Oradell	2007	0	0	0	19	57	\$ 72,000
Church of the Epiphany	Orange	2007	1	1	0	45	0	\$ -
St Matthews Church	Paramus	2007	2	4	0	23	46	\$ 45,000
St Gregorys Church	Parsippany	2007	2	2	0	21	28	\$ 57,000
St Johns Church	Passaic	2007	0	0	0	7	49	\$ 69,100
Church of Holy Communion	Patterson	2006	0	0	0	0	0	\$ 11
St Pauls Church	Patterson	2007	1	8	2	68	83	\$ 12,040
St Luke Church	Phillipsburg	2007	2	8	1	30	82	\$ 96,031
Christ Church	Pompton Lakes	2007	1	8	1	44	113	\$ 154,238
St Johns Memorial Church	Ramsey	2007	0	0	0	78	114	\$ 240,350
St James Church	Ridgely	2007	0	3	0	32	71	\$ 71,730
Christ Church	Ridgewood	2007	0	9	0	73	159	\$ 425,000

Name	City	Report Year	Confirm. Adult	Confirm. Child	Rec'd	Church School Students	Pledge Units	Amount Pledged
St Elizabeths Church	Ridgewood	2007	1	14	0	233	221	\$ 868 738
Church of the Good Shepherd	Ridgewood	2007	0	0	0	0	0	\$ -
Grace Church	Rutherford	2007	0	0	0	12	64	\$ 73 920
Church of Our Saviour	Secaucus	2007	0	0	0	31	0	\$ -
Christ Church	Short Hills	2007	2	0	0	160	212	\$ 534 214
St Andrew & Holy Communion	South Orange	2007	3	20	0	120	137	\$ 289 305
St Marys Church	Sparta	2007	0	0	0	34	74	\$ 202 782
St Dunstons Church	Succasunna	2007					41	\$ 68 000
Calvary Church	Summit	2007	0	0	0	128	241	\$ 568 121
Christ Church	Teaneck	2007	0	0	0	8	44	\$ 52 360
St Marks Church	Teaneck	2007	0	0	0	80	133	\$ 212 168
Church of the Atonement	Tenafly	2007	0	5	0	46	88	\$ 150 697
Christ Church	Totowa	2007	0	0	0	15	20	\$ 51 950
Church of the Transfiguration	Towaco	2007	9	0	0	32	47	\$ 80 800
Grace Church	Union City	2007	0	0	0	1	0	\$ 31 35 117
St Johns Church	Union City	2007	0	0	0	11	35	\$ 32 000
St James Church	Upper Montclair	2007	2	5	2	85	152	\$ 457 802
St Thomas Church	Vernon	2007	0	4	0	27	63	\$ 92 248
Church of the Holy Spirit	Verona	2007	0	5	0	36	36	\$ 64 000
Church of the Good Shepherd	Wanaque	2007	0	0	0	22	60	\$ 90 778
St Peters Church	Washington	2007	1	4	1	22	0	\$ -
St Michaels Church	Wayne	2007	0	0	0	40	107	\$ 305 000
Church of the Holy Innocents	West Orange	2007	0	0	0	10	6	\$ 33 760
Hol. Trinity Church	West Orange	2008	0	0	0	20	48	\$ 74 107
Grace Church	Westwood	2007	0	0	0	15	65	\$ 113 000
St Pauls & Resurrection Church	Wood-Ridge	2007	0	0	0	38	51	\$ 72 650

Name	City	Report Year	Plate Amount	Total Invest. used for operations	Other Income	Unsat. Bequests
Church of the Epiphany	Allendale	2007	\$ 121 628	\$ 417	\$ 16 300	\$ -
Calvary Church	Bayonne	2007	\$ 29 633	\$ 4 969	\$ 7 095	\$ 255
Trinity Parish in Bergen Point	Bayonne	2007	\$ 57 668	\$ 11 965	\$ 149 969	\$ -
Christ Church	Belleville	2007	\$ 42 645	\$ 76 930	\$ 11 139	\$ -
St Mary's Church Belvidere	Belvidere	2007	\$ 76 949	\$ -	\$ 11 501	\$ -
All Saints Church	Bergenfield	2007	\$ 32 140	\$ 440	\$ 59 931	\$ -
Christ Church	Bloomfield/Glen Ridge	2007	\$ 163 368	\$ 69	\$ 44 180	\$ -
St Johns Church	Boonton	2007	\$ 89 045	\$ 37 500	\$ 10 916	\$ -
Christ Church	Budd Lake	2007	\$ 136 414	\$ -	\$ 2 000	\$ -
St Pauls Church	Chatham	2007	\$ 303 023	\$ 32 053	\$ -	\$ -
Church of the Messiah	Chester	2007	\$ 140 802	\$ -	\$ 17 799	\$ -
Trinity Church	Cliffside Park	2007	\$ 39 487	\$ 8 555	\$ 42 559	\$ -
St Peters Church	Clifton	2007	\$ 198 306	\$ -	\$ 260	\$ -
The Church of the Saviour	Denville	2007	\$ 159 601	\$ 25 000	\$ 68 548	\$ -
St Johns Church	Dover	2007	\$ 71 214	\$ 5 500	\$ 24 824	\$ -
Christ Church	East Orange	2007	\$ 200 711	\$ 515	\$ 46 811	\$ -
St Agnes & St Paul Church	East Orange	2007	\$ 170 868	\$ 19 218	\$ -	\$ -
St Pauls Church	Englewood	2006	\$ 191 668	\$ 168 000	\$ -	\$ -
St Peters Church	Essex Fells	2007	\$ 371 587	\$ 75 141	\$ 89 445	\$ -
Church of the Atonement	Fair Lawn	2007	\$ 43 660	\$ 27 813	\$ 21 586	\$ -
Church of the Good Shepherd	Fort Lee	2007	\$ 78 801	\$ 10 000	\$ 48 077	\$ 5 150
All Saints Church	Glen Rock	2007	\$ 201 908	\$ 652	\$ 3 000	\$ -
Christ Church	Hackensack	2007	\$ 96 473	\$ 27 218	\$ 15 822	\$ -
Church of St Anthony Padua	Hackensack	2005	\$ 110 692	\$ -	\$ -	\$ -
St Cyprians Church	Hackensack	2007	\$ 20 048	\$ 622	\$ -	\$ 2 148
Panther Valley Ecumenical Min.	Hackettstown	2006	\$ -	\$ -	\$ -	\$ -
St James Church	Hackettstown	2007	\$ 122 184	\$ 36 000	\$ 22 435	\$ -

Name	City	Report Year	Plate & Pledge	From Invest. used for operations	Other Income	Unrestr. Bequests
St Andrews Church	Harrington Park	2007	\$ 68,554	\$ 31,500	\$ 24,551	\$ -
Christ Church	Harrison	2007	\$ 10,863	\$ 2,482	\$ 22,205	\$ -
Church of St John the Divine	Hasbrouck Heights	2007	\$ 65,590	\$ 183	\$ 61,861	\$ -
St Lukes Church	Harworth	2007	\$ 86,958	\$ 25,920	\$ 19,802	\$ 17,800
St Clements Church	Hawthorne	2007	\$ 99,004	\$ 18,000	\$ 28,841	\$ -
Holy Trinity Church	Hillsdale	2007	\$ 107,633	\$ 10,852	\$ 39,251	\$ -
St Bartholomews Church	Ho-Ho-Kus	2007	\$ 173,662	\$ 5,692	\$ 31,689	\$ -
All Saints Parish	Hoboken	2007	\$ 244,190	\$ -	\$ -	\$ -
St Lukes Church	Hope	2007	\$ 73,543	\$ 2,634	\$ 68,628	\$ -
Church of the Incarnation	Jersey City	2007	\$ 100,967	\$ 18,640	\$ -	\$ -
Grace Van Vorst Church	Jersey City	2007	\$ 137,762	\$ 7,423	\$ 101,768	\$ -
St Pauls Church	Jersey City	2007	\$ 30,824	\$ 104,428	\$ -	\$ -
Trinity Church	Keamy	2007	\$ 54,346	\$ -	\$ -	\$ -
St Davids Church	Kinnelon	2007	\$ 141,311	\$ -	\$ 66,255	\$ -
All Saints Church	Leonia	2007	\$ 46,471	\$ -	\$ 66,668	\$ -
St Andrews Church	Lincoln Park	2007	\$ 60,101	\$ 9,368	\$ 24,915	\$ -
St Agnes Church	Little Falls	2007	\$ 78,633	\$ 12,784	\$ 14,266	\$ 500
St Peters Church	Livingston	2007	\$ 66,078	\$ 9,513	\$ 65,687	\$ -
St Thomas Church	Lyndhurst	2007	\$ 32,866	\$ 7,762	\$ 45,352	\$ -
Grace Church	Madison	2007	\$ 444,669	\$ 168,212	\$ 98,345	\$ -
St Georges Church	Maplewood	2007	\$ 327,143	\$ 36,402	\$ 18,015	\$ 6,594
St Martins Church	Maywood	2007	\$ 36,994	\$ 52,263	\$ 103	\$ -
St Marks Church	Mendham	2007	\$ 161,469	\$ 3,277	\$ 32,294	\$ 11,400
Church of the Good Shepherd	Midland Park	2007	\$ 101,467	\$ -	\$ 42,234	\$ -
St Stephens Church	Millburn	2007	\$ 181,648	\$ -	\$ 59,923	\$ -
All Saints Church	Millington	2007	\$ 122,983	\$ 554	\$ 37,061	\$ -
St Gabriels Church	Milton/Oak Ridge	2007	\$ 18,097	\$ 3,100	\$ -	\$ -
St Johns Church	Montclair	2007	\$ 199,989	\$ 19,930	\$ 9,950	\$ -
St Lukes Church	Montclair	2007	\$ 223,104	\$ 52,089	\$ 101,196	\$ -

Name	City	Report Year	Platts & Pledge	From Invest. used for operations	Other Income	Unrestr. Bequests
St Pauls Church	Montvale	2007	\$ 204,003	\$ 200	\$ 27,277	\$ -
St Pauls Church	Morris Plains	2007	\$ 166,198	\$ -	\$ 19,538	\$ -
Church of the Redeemer	Morristown	2007	\$ 368,450	\$ -	\$ 92,560	\$ 20,000
St Peters Church	Morristown	2007	\$ 725,408	\$ 36,925	\$ 11,140	\$ -
St Peters Church	Mount Arlington	2007	\$ 78,485	\$ 341	\$ 14,437	\$ -
St Peters Church	Mountain Lakes	2007	\$ 253,656	\$ 8,077	\$ 48,582	\$ -
Grace Church	Newark	2007	\$ 130,075	\$ 54,867	\$ -	\$ -
House of Prayer Church	Newark	2007	\$ 43,923	\$ 10,000	\$ 25,097	\$ -
St Andrews Church	Newark	2007	\$ 60,223	\$ 7,928	\$ 29,342	\$ -
St Barnabas Church	Newark	2006	\$ 13,899	\$ 2,869	\$ 10,052	\$ -
Trinity & St Phillips Cathedral	Newark	2007	\$ 227,910	\$ 161,112	\$ 3,656	\$ 1,591
Christ Church	Newton	2007	\$ 219,293	\$ 153,291	\$ 37,308	\$ -
St Pauls Church	North Arlington	2007	\$ 11,450	\$ -	\$ 30,200	\$ -
St Peters Korean Church	North Bergen	2007	\$ 137,173	\$ -	\$ 18,580	\$ -
Holy Communion Church	Norwood	2007	\$ 79,802	\$ 95	\$ 85,703	\$ -
Grace Church	Nutley	2007	\$ 147,125	\$ 55,830	\$ 47,259	\$ 800
St Albans Church	Oakland	2007	\$ 142,426	\$ -	\$ 133,111	\$ -
Church of the Annunciation	Oradell	2007	\$ 76,784	\$ -	\$ 30,279	\$ -
Church of the Epiphany	Orange	2007	\$ 89,595	\$ 36,482	\$ 47,858	\$ 3,247
St Matthews Church	Paramus	2007	\$ 53,830	\$ 32	\$ 41,293	\$ -
St Gregories Church	Parsippany	2007	\$ 56,300	\$ 17,000	\$ 28,900	\$ 36,000
St Johns Church	Passaic	2007	\$ 108,073	\$ 22,350	\$ -	\$ -
Church of Holy Communion	Paterson	2008	\$ 33,380	\$ 38,381	\$ 2,128	\$ -
St Pauls Church	Paterson	2007	\$ 131,546	\$ 120,000	\$ 279,687	\$ -
St Luke Church	Phillipsburg	2007	\$ 108,613	\$ 235	\$ 9,850	\$ -
Christ Church	Pompton Lakes	2007	\$ 227,766	\$ 21,307	\$ 75,594	\$ -
St Johns Memorial Church	Ramsey	2007	\$ 258,253	\$ 1,937	\$ 39,073	\$ -
St James Church	Ridgefield	2007	\$ 81,928	\$ 16,963	\$ 17,528	\$ 1,878
Christ Church	Ridgewood	2007	\$ 441,759	\$ 36,953	\$ 11,125	\$ -

Name	City	Report Year	Pledge	Spent Invest. used for operations	Other Income	Unest. Requests
St Elizabeths Church	Ridgewood	2007	\$ 898 250	\$ 24 597	\$ 605	\$ -
Church of the Good Shepherd	Ridgewood	2007	\$ 3 715	\$ -	\$ -	\$ -
Grace Church	Rutherford	2007	\$ 78 572	\$ 35 620	\$ -	\$ -
Church of Our Saviour	Secaucus	2007	\$ -	\$ -	\$ -	\$ -
Christ Church	Short Hills	2007	\$ 434 200	\$ 176 795	\$ -	\$ -
St Andrew & Hol. Communion	South Orange	2007	\$ 278 662	\$ 142 000	\$ -	\$ -
St Marys Church	Sparta	2007	\$ 212 332	\$ 6 745	\$ 4 230	\$ -
St Dunstons Church	Succasunna	2007	\$ 77 764	\$ -	\$ 21 713	\$ -
Calvary Church	Summit	2007	\$ 636 560	\$ 59 956	\$ -	\$ 6 046
Christ Church	Teaneck	2007	\$ 56 399	\$ 4 106	\$ 89 915	\$ -
St Marks Church	Teaneck	2007	\$ 287 290	\$ 123	\$ 975	\$ -
Church of the Atonement	Tenafly	2007	\$ 178 430	\$ 2 677	\$ 31 882	\$ -
Christ Church	Totowa	2007	\$ 67 369	\$ 8 949	\$ 10 447	\$ 1 000
Church of the Transfiguration	Towaco	2007	\$ 123 863	\$ -	\$ 22 097	\$ -
Grace Church	Union City	2007	\$ 41 820	\$ 35 454	\$ 4 643	\$ -
St Johns Church	Union City	2007	\$ 50 469	\$ 14 421	\$ 12 600	\$ -
St James Church	Upper Montclair	2007	\$ 502 716	\$ 93 015	\$ 35 361	\$ -
St Thomas Church	Vernon	2007	\$ 115 254	\$ -	\$ 29 982	\$ -
Church of the Holy Spirit	Verona	2007	\$ 78 107	\$ 7 074	\$ 22 548	\$ -
Church of the Good Shepherd	Wantage	2007	\$ 103 213	\$ 1 462	\$ 12 831	\$ -
St Peters Church	Washington	2007	\$ -	\$ -	\$ -	\$ -
St Michaels Church	Wayne	2007	\$ 346 302	\$ 2 234	\$ 37 049	\$ -
Church of the Holy Innocents	West Orange	2007	\$ 109 705	\$ 12 847	\$ 16 363	\$ -
Holy Trinity Church	West Orange	2006	\$ 96 134	\$ 10 000	\$ 44 426	\$ -
Grace Church	Westwood	2007	\$ 136 807	\$ 7 722	\$ 9 314	\$ -
St Pauls & Resurrection Church	Wood-Ridge	2007	\$ 92 151	\$ 14 752	\$ 30 672	\$ -

Name	City	Report Year	Normal Operating Revenues	Total Operating Revenues	Total Non-Operating Revenues	Total Revenues
Church of the Epiphany	Allendale	2007	\$ 138 345	\$ 138 345	\$ 28 855	\$ 167 200
Calvary Church	Bayonne	2007	\$ 41 972	\$ 41 972	\$ 140	\$ 42 112
Trinity Parish in Bergen Point	Bayonne	2007	\$ 219 602	\$ 219 602	\$ 9 806	\$ 229 408
Trinity Church	Belleville	2007	\$ 130 714	\$ 130 714	\$ 11 300	\$ 142 014
St Mary's Church Belvidere	Belvidere	2007	\$ 88 450	\$ 88 450	-	\$ 88 450
All Saints Church	Bergenfield	2007	\$ 92 511	\$ 92 511	\$ 1 750	\$ 94 261
Christ Church	Bloomfield/Glen Ridge	2007	\$ 207 617	\$ 207 617	\$ 58 067	\$ 265 684
St John's Church	Boonton	2007	\$ 137 461	\$ 137 461	\$ 18 500	\$ 155 961
Christ Church	Budd Lake	2007	\$ 138 414	\$ 138 414	-	\$ 138 414
St Paul's Church	Chatham	2007	\$ 335 076	\$ 343 151	\$ 5 000	\$ 348 151
Church of the Messiah	Chester	2007	\$ 158 601	\$ 173 084	\$ 3 248	\$ 176 332
Trinity Church	Cliffside Park	2007	\$ 90 601	\$ 90 601	\$ 5 254	\$ 95 855
St Peters Church	Clifton	2007	\$ 198 568	\$ 198 568	\$ 7 563	\$ 206 129
The Church of the Saviour	Denville	2007	\$ 253 149	\$ 253 149	\$ 36 643	\$ 289 792
St John's Church	Dover	2007	\$ 101 638	\$ 101 638	\$ 23 342	\$ 124 980
Christ Church	East Orange	2007	\$ 248 037	\$ 248 037	\$ 32 827	\$ 280 864
St Agnes & St Paul Church	East Orange	2007	\$ 190 087	\$ 190 087	-	\$ 190 087
St Paul's Church	Englewood	2006	\$ 359 668	\$ 359 668	\$ 1 442	\$ 361 110
St Peters Church	Essex Felts	2007	\$ 536 173	\$ 536 173	\$ 58 276	\$ 594 449
Church of the Atonement	Fair Lawn	2007	\$ 93 059	\$ 93 059	\$ 6 792	\$ 99 851
Church of the Good Shepherd	Fort Lee	2007	\$ 142 028	\$ 142 028	\$ 18 817	\$ 160 845
All Saints Church	Glen Rock	2007	\$ 205 460	\$ 205 460	\$ 155 675	\$ 361 135
Christ Church	Hackensack	2007	\$ 139 513	\$ 139 513	\$ 274 268	\$ 413 781
Church of St Anthony, Padua	Hackensack	2005	\$ 110 882	\$ 110 882	-	\$ 110 882
St Cyprians Church	Hackensack	2007	\$ 22 818	\$ 22 818	\$ 1 855	\$ 24 673
Panther Valley Ecumenical Min.	Hackettstown	2006	\$ -	\$ -	\$ -	\$ -
St James Church	Hackettstown	2007	\$ 180 619	\$ 180 619	\$ 109 304	\$ 289 923

Name	City	Report Year	Normal Oper. Income subtotal	Total Operating Revenues	Total Non-Operating Revenues	Total Revenues
St Andrews Church	Harrington Park	2007	\$ 125,805	\$ 125,805	\$ 1,148	\$ 126,953
Christ Church	Harrison	2007	\$ 38,550	\$ 38,550	\$ 165	\$ 38,715
Church of St John the Divine	Heathbrouck Heights	2007	\$ 127,614	\$ 127,614	\$ 18,357	\$ 145,971
St Lukes Church	Haworth	2007	\$ 150,478	\$ 150,478	\$ -	\$ 150,478
St Clements Church	Hawthorne	2007	\$ 145,845	\$ 145,845	\$ 74,630	\$ 220,475
Holy Trinity Church	Hillisdale	2007	\$ 157,736	\$ 157,736	\$ 24,275	\$ 182,011
St Bartholomews Church	Ho-Ho-Kus	2007	\$ 211,043	\$ 211,043	\$ 23,077	\$ 234,120
All Saints Parish	Hoboken	2007	\$ 244,190	\$ 244,190	\$ 333,759	\$ 577,949
St Lukes Church	Hope	2007	\$ 144,805	\$ 144,805	\$ 34,732	\$ 179,537
Church of the Incarnation	Jersey City	2007	\$ 119,607	\$ 184,718	\$ 30,300	\$ 215,016
Grace Van Vorst Church	Jersey City	2007	\$ 246,943	\$ 246,943	\$ 100,738	\$ 347,681
St Pauls Church	Jersey City	2007	\$ 135,252	\$ 135,252	\$ 17,000	\$ 152,252
Trinity Church	Kearny	2007	\$ 54,346	\$ 54,346	\$ 20,224	\$ 74,570
St Davids Church	Kinnelon	2007	\$ 207,568	\$ 229,568	\$ 9,904	\$ 239,470
All Saints Church	Leonia	2007	\$ 113,139	\$ 113,139	\$ 21,258	\$ 134,397
St Andrews Church	Lincoln Park	2007	\$ 94,382	\$ 94,382	\$ -	\$ 94,382
St Agnes Church	Little Falls	2007	\$ 108,193	\$ 108,193	\$ 10,879	\$ 119,072
St Peters Church	Livingston	2007	\$ 141,278	\$ 141,278	\$ 5,063	\$ 146,331
St Thomas Church	Lyndhurst	2007	\$ 85,980	\$ 85,980	\$ 9,755	\$ 95,735
Grace Church	Madison	2007	\$ 711,228	\$ 711,228	\$ 548,040	\$ 1,259,268
St Georges Church	Maplewood	2007	\$ 388,154	\$ 388,154	\$ 213,070	\$ 601,224
St Martins Church	Maywood	2007	\$ 89,380	\$ 89,380	\$ 4,067	\$ 93,427
St Marks Church	Mendham	2007	\$ 208,440	\$ 208,440	\$ 20,540	\$ 228,980
Church of the Good Shepherd	Midland Park	2007	\$ 143,701	\$ 143,701	\$ 30,758	\$ 174,459
St Stephens Church	Millburn	2007	\$ 241,671	\$ 241,671	\$ 48,873	\$ 288,444
All Saints Church	Millington	2007	\$ 160,600	\$ 160,600	\$ 232,373	\$ 392,973
St Gabriels Church	Millton/Oak Ridge	2007	\$ 21,197	\$ 21,197	\$ 390	\$ 21,577
St Johns Church	Montclair	2007	\$ 229,869	\$ 229,869	\$ 245,895	\$ 475,764
St Lukes Church	Montclair	2007	\$ 376,389	\$ 376,389	\$ 94,801	\$ 470,990

Church Name	City	Fiscal Year	Normal Operating Revenues	Total Operating Revenues	Total Non-Operating Revenues	Total Revenues
St Pauls Church	Montvale	2007	\$ 231,480	\$ 231,480	\$ 6,009	\$ 237,489
St Pauls Church	Morris Plains	2007	\$ 185,736	\$ 185,736	\$ 9,422	\$ 195,158
Church of the Redeemer	Morris Plains	2007	\$ 479,010	\$ 479,010	\$ 194,286	\$ 673,296
St Peters Church	Morristown	2007	\$ 773,473	\$ 773,473	\$ 284,333	\$ 1,057,806
St Peters Church	Mount Arlington	2007	\$ 93,263	\$ 93,263	\$ 34,347	\$ 127,610
St Peters Church	Mountain Lakes	2007	\$ 310,315	\$ 310,315	\$ 95,048	\$ 405,363
Grace Church	Newark	2007	\$ 184,942	\$ 184,942	\$ 162,358	\$ 347,300
House of Prayer Church	Newark	2007	\$ 79,020	\$ 79,020	\$ 5,568	\$ 84,588
St Andrews Church	Newark	2007	\$ 97,493	\$ 97,493	\$ 7,451	\$ 104,944
St Barnabas Church	Newark	2006	\$ 26,820	\$ 26,820	\$ -	\$ 26,820
Trinity & St Phillips Cathedral	Newark	2007	\$ 394,269	\$ 394,269	\$ 1,719	\$ 395,988
Christ Church	Newton	2007	\$ 409,892	\$ 409,892	\$ 2,480	\$ 412,372
St Pauls Church	North Arlington	2007	\$ 41,650	\$ 41,650	\$ 326	\$ 41,976
St Peters Korean Church	North Bergen	2007	\$ 155,753	\$ 155,753	\$ 65,000	\$ 220,753
Holy Communion Church	Norwood	2007	\$ 145,600	\$ 145,600	\$ 13,843	\$ 159,443
Grace Church	Nutley	2007	\$ 251,014	\$ 251,014	\$ 37,230	\$ 288,244
St Albans Church	Oakland	2007	\$ 275,537	\$ 287,537	\$ 81,226	\$ 368,763
Church of the Annunciation	Oradell	2007	\$ 107,063	\$ 107,063	\$ 17,306	\$ 124,369
Church of the Epiphany	Orange	2007	\$ 177,182	\$ 177,182	\$ -	\$ 177,182
St Matthews Church	Paramus	2007	\$ 95,155	\$ 96,295	\$ 10,609	\$ 106,904
St Gregorys Church	Parsippany	2007	\$ 138,200	\$ 138,200	\$ 2,000	\$ 140,200
St Johns Church	Passaic	2007	\$ 130,423	\$ 130,423	\$ 1,100	\$ 131,523
Church of Holy Communion	Patterson	2006	\$ 57,699	\$ 57,699	\$ -	\$ 57,699
St Pauls Church	Patterson	2007	\$ 531,233	\$ 531,233	\$ -	\$ 531,233
St Luke Church	Phillipsburg	2007	\$ 118,698	\$ 118,698	\$ 13,245	\$ 131,943
Christ Church	Pompton Lakes	2007	\$ 324,667	\$ 324,667	\$ 492,750	\$ 817,417
St Johns Memorial Church	Ramsey	2007	\$ 299,263	\$ 299,263	\$ 66,874	\$ 366,137
St James Church	Ridgely	2007	\$ 118,297	\$ 118,297	\$ 6,831	\$ 125,128
Christ Church	Ridgewood	2007	\$ 489,837	\$ 489,837	\$ 266,045	\$ 755,882

Name	City	Report Year	Normal Oper. Income Subtotal	Total Operating Revenues	Total Non-Operating Revenues	Total Revenues
St Elizabeths Church	Ridgewood	2007	\$ 894 452	\$ 894 452	\$ 170 870	\$ 1 065 322
Church of the Good Shepherd	Ridgewood	2007	\$ 3 715	\$ 3 715	\$ 17 800	\$ 21 515
Grace Church	Rutherford	2007	\$ 114 192	\$ 114 192	\$ 95 007	\$ 209 199
Church of Our Saviour	Secaucus	2007	\$ -	\$ -	\$ -	\$ -
Christ Church	Short Hills	2007	\$ 610 995	\$ 610 995	\$ 82 213	\$ 693 208
St Andrew & Holy Communion	South Orange	2007	\$ 420 662	\$ 420 662	\$ 130 984	\$ 551 656
St Marys Church	Sparta	2007	\$ 223 307	\$ 223 307	\$ 21 915	\$ 245 222
St Dunstons Church	Succasunna	2007	\$ 99 477	\$ 99 477	\$ 3 957	\$ 103 434
Calvary Church	Summit	2007	\$ 702 562	\$ 702 562	\$ 87 140	\$ 789 702
Christ Church	Teaneck	2007	\$ 150 420	\$ 150 690	\$ 15 099	\$ 165 759
St Marks Church	Teaneck	2007	\$ 298 388	\$ 303 388	\$ 38 214	\$ 341 602
Church of the Abnemetment	Tenally	2007	\$ 212 988	\$ 212 989	\$ 31 184	\$ 244 173
Christ Church	Totowa	2007	\$ 87 765	\$ 87 765	\$ 10 895	\$ 98 660
Church of the Transfiguration	Towaco	2007	\$ 145 960	\$ 145 960	\$ 22 232	\$ 168 192
Grace Church	Union City	2007	\$ 81 917	\$ 81 917	\$ 1 000	\$ 82 917
St Johns Church	Union City	2007	\$ 77 490	\$ 77 490	\$ 18 683	\$ 96 173
St James Church	Upper Montclair	2007	\$ 631 092	\$ 631 092	\$ 66 761	\$ 717 853
St Thomas Church	Vernon	2007	\$ 145 236	\$ 145 236	\$ 8 999	\$ 154 235
Church of the Holy Spirit	Verona	2007	\$ 107 729	\$ 107 729	\$ 771	\$ 108 500
Church of the Good Shepherd	Wentzville	2007	\$ 117 506	\$ 117 506	\$ 9 511	\$ 127 017
St Palens Church	Washington	2007	\$ -	\$ -	\$ -	\$ -
St Michaels Church	Wayne	2007	\$ 365 585	\$ 365 585	\$ -	\$ 365 585
Church of the Holy Innocents	West Orange	2007	\$ 138 915	\$ 138 915	\$ 1 106	\$ 140 021
Holy Trinity Church	West Orange	2006	\$ 150 560	\$ 150 560	\$ 6 508	\$ 157 068
Grace Church	Westwood	2007	\$ 153 843	\$ 153 843	\$ 16 423	\$ 170 266
St Pauls & Resurrection Church	Wood Ridge	2007	\$ 137 576	\$ 137 575	\$ -	\$ 137 575

Name	City	Report Year	Diocesan Pledge	Church	Other Operating Expenses	Total Operating Expenses
Church of the Epiphany	Allendale	2007	\$ 11,594	\$ 5,098	\$ 151,479	\$ 168,171
Calvary Church	Bayonne	2007	\$ 2,500	\$ -	\$ 51,301	\$ 53,801
Trinity Parish in Bergen Point	Bayonne	2007	\$ -	\$ -	\$ 183,371	\$ 183,371
Christ Church	Belleville	2007	\$ 9,600	\$ -	\$ 164,572	\$ 174,172
St Mary's Church Belvidere	Belvidere	2007	\$ 13,035	\$ 200	\$ 86,988	\$ 100,223
All Saints Church	Bergenfield	2007	\$ 4,543	\$ 280	\$ 97,260	\$ 102,083
Christ Church	Bloomfield/Glen Ridge	2007	\$ 29,189	\$ 9,018	\$ 126,364	\$ 164,571
St Johns Church	Boonton	2007	\$ 19,816	\$ 100	\$ 129,124	\$ 149,040
Christ Church	Budd Lake	2007	\$ 11,030	\$ 1,235	\$ 156,930	\$ 169,195
St Pauls Church	Chatham	2007	\$ 60,605	\$ 11,925	\$ 454,207	\$ 526,737
Church of the Messiah	Chester	2007	\$ 16,444	\$ 2,300	\$ 153,839	\$ 172,583
Trinity Church	Cliffside Park	2007	\$ 6,840	\$ 382	\$ 83,601	\$ 90,823
St Peters Church	Clifton	2007	\$ 6,561	\$ -	\$ 191,294	\$ 197,855
The Church of the Saviour	Denville	2007	\$ 29,249	\$ 11,620	\$ 236,154	\$ 277,023
St Johns Church	Dover	2007	\$ 5,002	\$ -	\$ 141,064	\$ 146,066
Christ Church	East Orange	2007	\$ 5,882	\$ 305	\$ 234,710	\$ 240,897
St Agnes & St Paul Church	East Orange	2007	\$ 13,750	\$ -	\$ 171,947	\$ 185,697
St Pauls Church	Englewood	2006	\$ 75,876	\$ 12,210	\$ 491,376	\$ 579,462
St Peters Church	Essex Fells	2007	\$ 73,739	\$ 3,242	\$ 486,418	\$ 563,399
Church of the Atonement	Fair Lawn	2007	\$ 7,915	\$ -	\$ 85,146	\$ 93,061
Church of the Good Shepherd	Fort Lee	2007	\$ 9,754	\$ 2,000	\$ 131,205	\$ 142,959
All Saints Church	Glen Rock	2007	\$ 17,991	\$ 4,406	\$ 207,230	\$ 229,626
Christ Church	Hackensack	2007	\$ 9,989	\$ 841	\$ 128,683	\$ 139,513
Church of St Anthony Padua	Hackensack	2005	\$ 7,000	\$ -	\$ 104,975	\$ 111,975
St Cyrilians Church	Hackensack	2007	\$ 1,080	\$ 335	\$ 21,538	\$ 22,953
Panther Valley Ecumenical Min.	Hackettstown	2006	\$ -	\$ -	\$ -	\$ -
St James Church	Hackettstown	2007	\$ 20,638	\$ 151	\$ 166,262	\$ 187,051

Name	City	Report Year	Blessing Pledge	Outreach	Other Operating Expenses	Total Operating Expenses
St Andrews Church	Harrington Park	2007	\$ 10,250	\$ 1,385	\$ 107,647	\$ 119,282
Christ Church	Harrison	2007	\$ 4,570	\$ 415	\$ 21,632	\$ 28,617
Church of St John the Divine	Hasbrouck Heights	2007	\$ 300	-	\$ 148,133	\$ 148,433
St Lukes Church	Haworth	2007	\$ 10,000	\$ 3,222	\$ 145,340	\$ 158,562
St Clements Church	Hawthorne	2007	\$ 5,251	\$ 2,200	\$ 146,421	\$ 153,872
Holy Trinity Church	Hilldale	2007	\$ 12,487	-	\$ 154,324	\$ 166,821
St Bartholomews Church	Ho-Ho-Kus	2007	\$ 20,994	\$ 4,683	\$ 193,381	\$ 219,058
All Saints Parish	Hoboken	2007	\$ 29,333	\$ 4,197	\$ 210,660	\$ 244,190
St Lukes Church	Hope	2007	\$ 4,320	-	\$ 146,890	\$ 151,210
Church of the Incarnation	Jersey City	2007	\$ 9,918	\$ 1,423	\$ 173,862	\$ 185,203
Grace Van Vorst Church	Jersey City	2007	\$ 17,802	\$ 5,028	\$ 307,303	\$ 330,131
St Pauls Church	Jersey City	2007	\$ 24,750	\$ 10,344	\$ 100,358	\$ 135,452
Trinity Church	Kearny	2007	\$ 5,900	\$ 325	\$ 46,780	\$ 55,005
St Davids Church	Kinnelon	2007	\$ 28,429	\$ 875	\$ 212,685	\$ 239,989
All Saints Church	Leonia	2007	\$ 16,512	\$ 3,091	\$ 86,948	\$ 106,551
St Andrews Church	Lincoln Park	2007	\$ 9,655	\$ 1,428	\$ 102,587	\$ 113,670
St Agnes Church	Little Falls	2007	\$ 12,664	-	\$ 126,179	\$ 138,743
St Peters Church	Livingston	2007	\$ 13,508	\$ 2,302	\$ 120,151	\$ 135,959
St Thomas Church	Lynchhurst	2007	\$ 4,215	\$ 4,003	\$ 60,247	\$ 68,465
Grace Church	Madison	2007	\$ 115,322	\$ 47,120	\$ 594,711	\$ 757,153
St Georges Church	Macklewood	2007	\$ 78,863	\$ 21,016	\$ 320,813	\$ 420,692
St Martins Church	Maywood	2007	\$ 4,428	\$ 125	\$ 79,003	\$ 83,556
St Marks Church	Mendham	2007	\$ 6,250	\$ 9,839	\$ 230,237	\$ 246,126
Church of the Good Shepherd	Midland Park	2007	\$ 9,000	\$ 1,025	\$ 145,535	\$ 155,560
St Stephens Church	Millburn	2007	\$ 31,400	\$ 3,240	\$ 192,785	\$ 227,425
All Saints Church	Millington	2007	\$ 18,408	\$ 2,000	\$ 206,989	\$ 227,395
St Gabriels Church	Millton/Oak Ridge	2007	\$ 1,104	\$ 350	\$ 47,457	\$ 48,911
St Johns Church	Montclair	2007	\$ 14,337	\$ 3,708	\$ 226,075	\$ 244,120
St Lukes Church	Montclair	2007	\$ 29,012	\$ 1,018	\$ 376,473	\$ 406,504

Name	City	Report Year	Diocesan Pledge	Outreach	Other Operating Expenses	Total Operating Expenses
St Pauls Church	Montvale	2007	\$ 34,143	\$ 6,946	\$ 190,391	\$ 231,480
St Pauls Church	Morris Plains	2007	\$ 19,368	\$ 625	\$ 164,657	\$ 184,650
Church of the Redeemer	Morristown	2007	\$ 54,156	-	\$ 405,255	\$ 459,411
St Peters Church	Morristown	2007	\$ 100,000	-	\$ 764,125	\$ 864,125
St Peters Church	Mount Arlington	2007	\$ 7,000	-	\$ 96,879	\$ 103,879
St Peters Church	Mountain Lakes	2007	\$ 33,043	\$ 12,180	\$ 283,093	\$ 328,316
Grace Church	Newark	2007	\$ 26,200	\$ 261,668	-	\$ 287,868
House of Prayer Church	Newark	2007	\$ 4,000	\$ 338	\$ 56,987	\$ 61,335
St Andrews Church	Newark	2007	\$ 11,541	\$ 742	\$ 78,871	\$ 91,154
St Barnabas Church	Newark	2006	\$ 1,200	\$ 920	\$ 30,624	\$ 32,744
Trinity & St Phillips Cathedral	Newark	2007	\$ 50,400	\$ 32,151	\$ 364,073	\$ 446,624
Christ Church	Newton	2007	\$ 34,951	\$ 13,674	\$ 390,342	\$ 438,967
St Pauls Church	North Arlington	2007	-	-	-	-
St Peters Korean Church	North Bergen	2007	\$ 13,880	\$ 8,000	\$ 115,112	\$ 136,972
Holy Communion Church	Nonwood	2007	\$ 7,500	\$ 1,263	\$ 98,424	\$ 107,187
Grace Church	Nutley	2007	\$ 35,153	\$ 2,043	\$ 233,201	\$ 270,397
St Albans Church	Oakland	2007	\$ 29,170	\$ 3,337	\$ 223,532	\$ 256,039
Church of the Annunciation	Oradell	2007	\$ 9,823	\$ 7,140	\$ 116,551	\$ 133,514
Church of the Epiphany	Orange	2007	\$ 12,270	\$ 1,100	\$ 195,593	\$ 208,963
St Matthews Church	Paramus	2007	\$ 7,050	\$ 802	\$ 88,218	\$ 96,070
St Gregorys Church	Parsippany	2007	\$ 9,000	\$ 800	\$ 138,800	\$ 148,600
St Johns Church	Passaic	2007	\$ 10,635	\$ 1,070	\$ 120,511	\$ 132,216
Church of Holy Communion	Patterson	2008	\$ 5,449	-	\$ 50,603	\$ 56,052
St Pauls Church	Patterson	2007	\$ 24,700	\$ 59,796	\$ 432,980	\$ 517,476
St Luke Church	Phillipsburg	2007	\$ 12,661	-	\$ 100,649	\$ 113,310
Christ Church	Pompton Lakes	2007	\$ 35,041	\$ 7,152	\$ 269,911	\$ 312,104
St Johns Memorial Church	Ramsey	2007	\$ 38,396	\$ 14,966	\$ 229,667	\$ 283,029
St James Church	Ridgefield	2007	\$ 13,541	\$ 50	\$ 106,499	\$ 120,090
Christ Church	Ridgewood	2007	\$ 69,000	\$ 8,803	\$ 430,834	\$ 508,637

Name	City	Report Year	Diocesan Pledge	Outreach	Other Operating Expenses	Total Operating Expenses
St Elizabeths Church	Ridgewood	2007	\$ 199 885	\$ 68 980	\$ 591 910	\$ 861 755
Church of the Good Shepherd	Ridgewood	2007	\$ 280	\$ 6 070	\$ 2 032	\$ 8 362
Grace Church	Rutherford	2007	\$ 14 774	-	\$ 175 071	\$ 189 845
Church of Our Saviour	Secaucus	2007	\$ -	-	\$ -	\$ -
Christ Church	Short Hills	2007	\$ 128 309	\$ 52 457	\$ 937 712	\$ 1 118 478
St Andrew & Holy Communion	South Orange	2007	\$ 45 900	\$ 7 080	\$ 338 564	\$ 391 524
St Marys Church	Sparks	2007	\$ 33 124	\$ 10 829	\$ 194 931	\$ 228 884
St Dunstons Church	Succasunna	2007	\$ 7 867	\$ 200	\$ 111 980	\$ 119 847
Calvary Church	Summit	2007	\$ 91 225	\$ 16 814	\$ 594 523	\$ 702 562
Christ Church	Teaneck	2007	\$ 7 408	-	\$ 156 677	\$ 164 083
St Marks Church	Teaneck	2007	\$ 18 266	\$ 6 833	\$ 264 883	\$ 289 982
Church of the Atonement	Tenafly	2007	\$ 32 747	\$ 8 000	\$ 197 792	\$ 238 539
Christ Church	Totowa	2007	\$ 7 800	\$ 748	\$ 78 367	\$ 86 915
Church of the Transfiguration	Towaco	2007	\$ 11 708	\$ 808	\$ 132 908	\$ 145 422
Grace Church	Union City	2007	\$ 7 833	\$ 1 000	\$ 101 529	\$ 110 362
St Johns Church	Union City	2007	\$ 3 864	\$ 957	\$ 101 179	\$ 108 000
St James Church	Upper Montclair	2007	\$ 47 250	\$ 30 033	\$ 492 990	\$ 570 273
St Thomas Church	Vernon	2007	\$ 18 000	\$ 1 465	\$ 115 669	\$ 135 134
Church of the Holy Spirit	Vernon	2007	\$ 9 765	\$ 1 888	\$ 108 276	\$ 120 929
Church of the Good Shepherd	Wanaque	2007	\$ 5 400	\$ 3 042	\$ 109 526	\$ 117 968
St Peters Church	Washington	2007	\$ -	-	\$ -	\$ -
St Michaels Church	Wayne	2007	\$ 37 927	-	\$ 337 925	\$ 375 852
Church of the Holy Innocents	West Orange	2007	\$ 9 800	\$ 144	\$ 123 926	\$ 133 670
Holy Trinity Church	West Orange	2006	\$ 6 688	\$ 139	\$ 149 488	\$ 156 303
Grace Church	Westwood	2007	\$ 24 024	\$ 6 962	\$ 141 980	\$ 172 966
St Pauls & Resurrection Church	Wood-Ridge	2007	\$ 10 500	\$ 4 550	\$ 114 130	\$ 129 180

Name	City	Report Year	Total Non-Operating Expenses	Total All Expenses	Cash on hand	Total Investments
Church of the Epiphany	Allendale	2007	\$ 15,233	\$ 183,404	\$ 3,351	\$ -
Calvary Church	Bayonne	2007	\$ 5,790	\$ 59,591	\$ 9,900	\$ 84,925
Trinity Parish in Bergen Point	Bayonne	2007	\$ 36,945	\$ 220,316	\$ 16,198	\$ 211,827
Christ Church	Belleville	2007	\$ -	\$ 174,172	\$ 73,812	\$ 184,545
St Mary's Church Belvidere	Belvidere	2007	\$ 1,550	\$ 101,773	\$ 22,010	\$ 5,362
All Saints Church	Bergenfield	2007	\$ 2,256	\$ 104,339	\$ 3,500	\$ -
Christ Church	Bloomfield/Glen Ridge	2007	\$ 47,800	\$ 212,371	\$ 76,091	\$ 896,578
St Johns Church	Boonton	2007	\$ 24,900	\$ 173,940	\$ 328	\$ 230,494
Christ Church	Budd Lake	2007	\$ -	\$ 169,195	\$ 47,963	\$ -
St Pauls Church	Chatham	2007	\$ 51,579	\$ 578,316	\$ 282,401	\$ 609,730
Church of the Messiah	Chester	2007	\$ 2,929	\$ 175,512	\$ 43,260	\$ 2,129
Trinity Church	Cliffside Park	2007	\$ 13,825	\$ 104,948	\$ 9,869	\$ 671,507
St Peters Church	Clifton	2007	\$ 1,513	\$ 199,368	\$ 13,662	\$ 48,778
The Church of the Saviour	Denville	2007	\$ 63,760	\$ 340,783	\$ 2,462	\$ 556,307
St Johns Church	Dover	2007	\$ 13,067	\$ 159,133	\$ 11,249	\$ 294
Christ Church	East Orange	2007	\$ 26,500	\$ 267,997	\$ 48,082	\$ 121,306
St Agnes & St Paul Church	East Orange	2007	\$ -	\$ 185,697	\$ 4,390	\$ -
St Pauls Church	Englewood	2006	\$ 1,442	\$ 580,904	\$ 33,901	\$ 2,007,093
St Peters Church	Essex Fells	2007	\$ 31,050	\$ 594,449	\$ 98,733	\$ 1,902,338
Church of the Atonement	Fair Lawn	2007	\$ 11,050	\$ 104,111	\$ 1,624	\$ 206,348
Church of the Good Shepherd	Fort Lee	2007	\$ 40,646	\$ 183,805	\$ 20,847	\$ 172,596
All Saints Church	Glen Rock	2007	\$ 102,331	\$ 331,957	\$ 600,609	\$ -
Christ Church	Hackensack	2007	\$ 326,276	\$ 465,789	\$ 17,333	\$ 88,207
Church of St Anthony / Padua	Hackensack	2005	\$ -	\$ 111,975	\$ 92,553	\$ -
St Cyrilians Church	Hackensack	2007	\$ 695	\$ 23,648	\$ 46,498	\$ 20,201
Panther Valley Ecumenical Min.	Hackettstown	2006	\$ -	\$ -	\$ -	\$ -
St James Church	Hackettstown	2007	\$ 582,636	\$ 769,687	\$ 132,664	\$ 926,234

Name	City	Report Year	Total Non-Operating Expenses	Total All Expenses	Cash on hand	Investments	Total
St Andrews Church	Harrington Park	2007	\$ 3,386	\$ 122,868	\$ 10,389	\$ 195,300	
Christ Church	Harrison	2007	\$ 275	\$ 28,882	\$ 42,717	\$ 86,602	
Church of St John the Divine	Hasbrouck Heights	2007	\$ 5,888	\$ 154,321	\$ 10,583	\$ 21,076	
St Lukes Church	Haworth	2007	\$ -	\$ 158,562	\$ 9,267	\$ 525,925	
St Clements Church	Hawthorne	2007	\$ 78,597	\$ 232,469	\$ 1,321	\$ 148,643	
Holy Trinity Church	Hillsdale	2007	\$ 23,381	\$ 190,182	\$ 44,088	\$ 112,815	
St Bartholomews Church	Ho-Ho-Kus	2007	\$ 27,638	\$ 246,898	\$ 5,808	\$ 404,592	
All Saints Parish	Hoboken	2007	\$ 369,473	\$ 613,663	\$ 130,797	\$ -	
St Lukes Church	Hopewell	2007	\$ 71,550	\$ 222,760	\$ 34,556	\$ 79,075	
Church of the Incarnation	Jersey City	2007	\$ 29,813	\$ 215,016	\$ 4,132	\$ 355,081	
Grace Van Vorst Church	Jersey City	2007	\$ 17,550	\$ 347,661	\$ 68,552	\$ 231,773	
St Pauls Church	Jersey City	2007	\$ 36,020	\$ 171,472	\$ 28,868	\$ 1,980,000	
Trinity Church	Kearny	2007	\$ 14,185	\$ 69,190	\$ 19,465	\$ 16,387	
St Davids Church	Kinnelon	2007	\$ 21,782	\$ 261,771	\$ 38,427	\$ 83,962	
All Saints Church	Leonia	2007	\$ -	\$ 106,551	\$ 18,016	\$ 340,562	
St Andrews Church	Lincoln Park	2007	\$ 13,115	\$ 126,785	\$ 35,669	\$ 143,640	
St Aunes Church	Little Falls	2007	\$ 6,082	\$ 144,825	\$ 15,878	\$ 415,241	
St Peters Church	Livingston	2007	\$ 5,972	\$ 141,931	\$ 27,004	\$ 233,684	
St Thomas Church	Lyndhurst	2007	\$ 6,760	\$ 75,225	\$ 36,275	\$ 137,274	
Grace Church	Madison	2007	\$ 69,411	\$ 826,584	\$ 242,312	\$ 4,988,535	
St Georges Church	Maplewood	2007	\$ 536,891	\$ 957,583	\$ 91,811	\$ 733,016	
St Martins Church	Maplewood	2007	\$ 10,829	\$ 94,385	\$ 5,374	\$ 26,627	
St Marks Church	Mendham	2007	\$ 21,211	\$ 267,337	\$ 39,112	\$ -	
Church of the Good Shepherd	Midland Park	2007	\$ 30,530	\$ 188,090	\$ 70,313	\$ 81,493	
St Stephens Church	Millburn	2007	\$ 73,873	\$ 301,298	\$ 13,946	\$ 1,153,036	
All Saints Church	Millington	2007	\$ 48,455	\$ 275,861	\$ 70,339	\$ 399,484	
St Gabriels Church	Milton/Oak Ridge	2007	\$ -	\$ 48,911	\$ 29,078	\$ -	
St Johns Church	Montclair	2007	\$ 128,739	\$ 372,859	\$ 3,800	\$ 544,907	
St Lukes Church	Montclair	2007	\$ 106,078	\$ 512,582	\$ 27,422	\$ 1,054,910	

Name	City	Report Year	Total Non-Operating Expenses	Total All Expenses	Cash on hand	Total Investments
St Pauls Church	Montvale	2007	\$ 240	\$ 231,720	\$ 33,404	\$ 146,369
St Pauls Church	Morris Plains	2007	\$ 68,359	\$ 253,009	\$ 26,794	\$ 84,135
Church of the Redeemer	Morristown	2007	\$ 81,223	\$ 540,634	\$ 41,423	\$ 649,456
St Peters Church	Morristown	2007	\$ 105,904	\$ 971,029	\$ 104,316	\$ 6,570,551
St Peters Church	Mount Arlington	2007	\$ 33,136	\$ 137,015	\$ 12,046	\$ 6,916
St Peters Church	Mountain Lakes	2007	\$ 204,813	\$ 533,129	\$ 18,782	\$ 491,042
Grace Church	Newark	2007	\$ 44,990	\$ 332,858	\$ 70,208	\$ 2,731,441
House of Prayer Church	Newark	2007	\$ 26,092	\$ 87,427	\$ 23,080	\$ 275,837
St Andrews Church	Newark	2007	\$ 14,608	\$ 105,762	\$ 35,867	\$ -
St Barnabas Church	Newark	2006	\$ -	\$ 32,744	\$ 49,941	\$ 137,244
Trinity & St Phillips Cathedral	Newark	2007	\$ 6,692	\$ 453,306	\$ 48,574	\$ 1,115,799
Christ Church	Newton	2007	\$ 100,607	\$ 539,574	\$ 31,050	\$ 2,710,579
St Pauls Church	North Arlington	2007	\$ -	\$ -	\$ -	\$ -
St Peters Korean Church	North Bergen	2007	\$ 84,900	\$ 221,872	\$ -	\$ -
Holy Communion Church	Norwood	2007	\$ 42,166	\$ 149,353	\$ 24,152	\$ 3,848
Grace Church	Nutley	2007	\$ 12,119	\$ 282,518	\$ 56,765	\$ 783,271
St Albans Church	Oakland	2007	\$ 76,242	\$ 332,281	\$ 135,699	\$ 240
Church of the Annunciation	Oradell	2007	\$ -	\$ 133,514	\$ 137,702	\$ 31,720
Church of the Epiphany	Orange	2007	\$ 15,836	\$ 224,799	\$ 6,505	\$ 425,000
St Matthews Church	Paramus	2007	\$ 6,446	\$ 102,516	\$ 35,195	\$ 79,260
St Gregorys Church	Parsippany	2007	\$ 10,000	\$ 158,600	\$ 51,700	\$ 423,400
St Johns Church	Passaic	2007	\$ 46,670	\$ 178,886	\$ 8,113	\$ 579,035
Church of Holy Communion	Paterson	2008	\$ -	\$ 56,052	\$ 39,627	\$ 61,519
St Pauls Church	Paterson	2007	\$ -	\$ 517,476	\$ 98,602	\$ 1,541,818
St Luke Church	Phillipsburg	2007	\$ 13,778	\$ 127,088	\$ 44,028	\$ 48,861
Christ Church	Pompton Lakes	2007	\$ 526,487	\$ 838,591	\$ 10,034	\$ 126,340
St Johns Memorial Church	Ramsey	2007	\$ 150,926	\$ 433,955	\$ 60,759	\$ 148,270
St James Church	Ridgefield	2007	\$ 6,291	\$ 128,381	\$ 130,645	\$ 289,036
Christ Church	Ridgewood	2007	\$ 204,852	\$ 713,489	\$ 145,168	\$ 502,402

Name	City	Report Year	Total Non-Operating Expenses	Total All Expenses	Cash on hand	Investments	Total
St Elizabeths Church	Ridgewood	2007	\$ 141 076	\$ 1 002 831	\$ 1,209 608	\$ 94 236	
Church of the Good Shepherd	Ridgewood	2007	\$ 8 362	\$ 8 362	\$ 13 153	\$ -	
Grace Church	Rutherford	2007	\$ 7 967	\$ 197 812	\$ 44,086	\$ -	
Church of Our Saviour	Secaucus	2007	\$ -	\$ -	\$ -	\$ -	
Christ Church	Short Hills	2007	\$ 188 340	\$ 1 308 818	\$ 266 395	\$ 5 172 675	
St Andrew & Holy Communion	South Orange	2007	\$ 23 928	\$ 415 450	\$ 655 100	\$ 652 677	
St Marys Church	Sparta	2007	\$ 2 146	\$ 121 983	\$ 28 000	\$ 254 000	
St Dunstons Church	Succasunna	2007	\$ -	\$ 228 864	\$ 62 507	\$ 125 832	
Calvary Church	Summit	2007	\$ 142 199	\$ 844 761	\$ 74 969	\$ 1 464 735	
Christ Church	Teaneck	2007	\$ 18 536	\$ 182 619	\$ 3 975	\$ 157 408	
St Marks Church	Teaneck	2007	\$ 64 136	\$ 354 118	\$ 2 741	\$ 5 688	
Church of the Atonement	Tenafly	2007	\$ 13 652	\$ 252 191	\$ 1,093 829	\$ 358 962	
Christ Church	Totowa	2007	\$ 4 220	\$ 91 135	\$ 24 327	\$ 101 419	
Church of the Transfiguration	Towaco	2007	\$ 21 722	\$ 167 144	\$ 22 538	\$ 21 817	
Grace Church	Union City	2007	\$ -	\$ 110 362	\$ 92 405	\$ 384 790	
St Johns Church	Union City	2007	\$ 9 655	\$ 115 655	\$ 11 000	\$ 44 000	
St James Church	Upper Montclair	2007	\$ 67 825	\$ 637 898	\$ 243 011	\$ 1 868 437	
St Thomas Church	Vernon	2007	\$ 18 806	\$ 153 940	\$ 67 012	\$ 20 000	
Church of the Holy Spirit	Verona	2007	\$ -	\$ 120 928	\$ 6 902	\$ 74 497	
Church of the Good Shepherd	Wantage	2007	\$ 6 078	\$ 124 046	\$ 11 567	\$ 28 851	
St Peters Church	Washington	2007	\$ -	\$ -	\$ -	\$ -	
St Michaels Church	Wayne	2007	\$ -	\$ 375 852	\$ 14 985	\$ 30 330	
Church of the Holy Innocents	West Orange	2007	\$ 5 838	\$ 139 508	\$ 21 676	\$ 381 423	
Holy Trinity Church	West Orange	2006	\$ 10 080	\$ 166 393	\$ 25 371	\$ 48 561	
Grace Church	Westwood	2007	\$ 21 569	\$ 194,535	\$ 136 846	\$ 133 749	
St Pauls & Resurrection Church	Wood-Ridge	2007	\$ -	\$ 129 180	\$ 14 308	\$ 348 260	