

JOURNAL

of the

**ONE HUNDRED AND THIRTY-
SEVENTH CONVENTION**

of the

**DIOCESE OF NEWARK
PROTESTANT EPISCOPAL CHURCH**

JANUARY 28 & 29, 2011

**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

Ms. Linda Curtiss
31 Mulberry Street, Newark NJ 07102

PARLIAMENTARIANS

Carol Harrison-Arnold, Esq.
77 Astor Place, Jersey City NJ 07304
Diane Sammons, Esq.
25 Arcularius Terrace, Maplewood NJ 07040

CHANCELLOR

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

VICE CHANCELLORS

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

CHANCELLOR-EMERITUS

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

Convention Committees

Arrangements Committee

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The Rev. Kathleen Ballard
Ms. Issie Cherevko
Ms. Glenda deKruiff
Ms. Barbara Deneka
Ms. Adriana Delle
Ms. Eleanor Drayton
Ms. Natalie Elder
Mr. George Hayman
Ms. Naomi Horsky
Mr. Randy Johnson, *Exhibits*
Ms. Giovanna Larathe
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Mr. William Nikei
Ms. Anne Puskas
Ms. Hester Wharton, *Exhibits Advisor*

Resolutions Committee

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The Rev. Joseph Harmon
Ms. Patrice Henderson, *Chair*
Mr. Bert Jones
Mr. Peter Madison
Ms. Dianne Nelson
The Rev. Canon Dr. Sandye Wilson
Ms. Patricia Yankus

Rules of Order and Elections Committee

L. Allison Garda, Esq., *Vice Chancellor*
The Rev. Dr. Jane Tomaine, *Chair*
John Webb, Esq., *Supervisor of Elections*

Nominations Committee

Mr. Pieter Voorhees (District 1)
The Rev. Robert Crista-Troutman (District 1)
The Rev. Robert Solon (District 2)
Ms. Naomi Horsky, *Chair* (District 2)
Mr. Leon Hojegan (District 5)
The Rev. William Guthrie (District 5)
Ms. Pia Francesca DeSilva (District 6)
The Rev. Dean Weber (District 8)
Ms. Issie Cherevko (District 9)
The Rev. Shane Phelan (District 9)
The Rev. John Donnelly (District 10)
Mr. George Mackey (District 10)

Youth Pages

Mr. Eric Blosschok
Ms. Aimee deRonde
Mr. Zachary DeWalt
Ms. Arianna Kennedy
Mr. Jack Mennell
Ms. Sarah Mennell
Mr. Mike Portela
Ms. Ashlee Saro
Ms. Ginny Saylor
Ms. Erin Smythe

Youth Deputies

Ms. Lexia Matlock – District 1
Mr. Patrick Reilly - District 2
Ms. Aimee deRonde – District 3
Mr. Gibson Oakley – District 4
Ms. Caroline Christie – District 5
Mr. Justin Frasca – District 6
Ms. Erin Toye – District 7
Ms. Beatrice Chahine – District 8
Ms. Chiara Wong-Ferrari – District 9
Ms. Katrina Ventura – District 10

Committees, Boards, Institutions, Organizations, Trustees

ACTS/MIM BOARD

Ms. Patricia Ferrin (2012)	The Rev. Margaret Otterburn (2012)
Mr. Aubrey Thompson (2012)	Mr. James VanLeuven (2012)
Ms. Linda Aprle (2013)	Ms. Shella Barcus (2013)
Ms. Donna (Dee) Field (2013)	The Rev. Robert Criste-Troutman (2013)
Ms. Cathie Studwell (2014)	The Rev. Kathryn King (2014)
Ms. Martha Wolf (2014)	Mr. Sidney King (2014)

CATHEDRAL CHAPTER OF TRINITY & ST. PHILIP'S

Ms. Cecile Taylor-Simpson, Ms. Edith Gallimore, Wardens
Ms. Anzella King Nelms, Clerk
Mr. Slevewright Rogers, Treasurer

Mr. Sidney King (2012)	The Rev. Willie Smith (2012)
The Rev. Peter Jackson (2012)	
The Rev. Canon Wade Renn (2013)	Ms. Dorothy Fowlkes (2013)
The Rev. Robert F. Solon, Jr. (2013)	
Ms. Linda Aprle-Soldwedel (2014)	The Rev. Canon Sandye Wilson (2014)
Mr. Robert W. Brundige, Jr. (2014)	

The Ven. Liz Ostuni (Archdeacon for Deacons)

Yeastry Members:

Ms. Patricia Braxton	Ms. Marcie Rogers
Ms. Vanessa Hill	Mr. Cedric McPherson
Ms. Joan P. Churchman	Ms. Ruth Mayes
Ms. Anzella King Nelms	Ms. Margaret Vorhees
Ms. Cella Pratt	Mr. Slevewright Rogers
Ms. Dorise Wigfall	Ms. Vanessa Wigfall

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Mr. Joseph A. Panepinto, Vice Chair
Mr. Kevin Ward, Treasurer
Ms. Ruth D. Mitchell, Secretary

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Paul T. Jordan	Peter A. Kelly
James N. Lindemon	Edith T. Micale
Sylvia Pagulayan	John M. Tully

CHRISTIAN FORMATION COMMISSION

Class of 2011

Ms. Noanle Kirkland	The Rev. Laurie Matarazzo
Ms. Cathie Studwell	Ms. Martha Wolf
Mr. Ronald Young	

Class of 2012

The Rev. Kathleen Ballard	Ms. Molly Williams
Ms. Kathy DeWalt, chair	The Rev. Michelle White

Class of 2013

The Rev. John Mennell	Ms. Kristen Lee
-----------------------	-----------------

Committees, Boards, Institutions, Organizations, Trustees

Ms. Lynn Tyler

Mr. T. Donald Cairns

Ms. Kitty Kaweck, Staff

Ms. Kai Alston, Staff

COMMISSION ON HISPANIC/LATINO MINISTRY

The Rev. Rosa Brown-Autry
The Rev. Rubén D. Jurado (Chair)
Ms. Leonor-Molina Hernández
Mr. Norman Espinoza (Treasurer)
The Rev. John Habecker

Ms. Ana Hernández
The Rev. Rogelio Pantón
Mr. Miguel Hernández (Secretary)
Ms. Migdalia Santana
Mr. Eusebio Huerta

COMMISSION ON MINISTRY

Mr. Paul R. Shackford, Chair of Commission
Ms. Mary Barrett, Executive Committee
The Rev. Paul Olsson, Executive Committee

Committee on the Priesthood:

Mr. Paul R. Shackford (2012), Chair of Committee
The Rev. Melissa Hall (2014), Conference Chair
The Rev. Anne Bolles-Beaven (2014), Education Chair
Mr. David Sullivan (2014), Documents Chair

Other Members:

Class of 2012

The Rev. Peter DeFranco
The Rev. Julian Elbin

Dr. Joanna Dewey
Ms. Jane Sullivan

Class of 2013

Mr. Steven Koehler
The Rev. Bernard Poppe

The Rev. Margaret Otterburn
The Rev. James Warnke

Class of 2014

The Rev. Hal Hurley, Deacon

Ms. Ross Wisniewski

Class of 2015

The Rev. Susan Chrystal
Ms. Patricia Vine

Mr. Howard Mackey
Ms. Dorise Wigfall

Committee on the Diaconate:

The Rev. Paul V. Olsson (2012), Chair

Other Members:

Class of 2012

The Rev. Erik Soldwedel, Deacon

Ms. Geraldine Livengood

Class of 2013

Mr. Ken Boccino
The Rev. Diane Rhodes

The Rev. Tom Piccate, Deacon

Class of 2014

The Rev. James Petroccione
Ms. Lorita Jackson

The Rev. Barbara Hartman, Deacon

Committees, Boards, Institutions, Organizations, Trustees

Class of 2015

The Rev. Kathleen Ballard, Deacon
The Rev. Willie Smith

Ms. Carol Haefele

Committee on the Laity:

Ms. Mary Barreti (2013), Chair

Other Members:

Ms. Cynthia Brady
Mr. Aubrey Thompson
The Rev. Sonia Waters
Mr. James Pruden

The Rev. Liz Oatuni, Deacon
Ms. Issie Cherevko
The Rev. Jon Richardson
Mr. Joseph Szczesny

CONSTITUTION & CANONS COMMITTEE

Thomas Bisdale, Esq.
Ms. Marge Christie
John Garde, Esq.
George F. Mackey, Esq.
The Rev. Paul Olsson

Mr. T. Donald Cairns
Mr. Canute Ferrin
The Rev. Joseph A. Harmon
Mr. Peter J. Madison
The Rev. Dean Weber

Diane Sammons, Esq., Chancellor, Chair

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The Rt. Rev. Mark Beckwith, Vice President
Ms. Connie White, Secretary
Canon Phyllis Jones, Treasurer

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Pastor Dean Brown
Mr. Timothy Hoh
Ms. Kathy Matlock
Ms. Jayne Murphy Morris
Bishop Roy Riley, Jr.
Pastor Wendolyn Trozzo
Ms. Denise LePene
Mr. Anthony Briggs, Executive Director

The Rt. Rev. Mark Beckwith
Ms. Glen Denys
Mr. Robert Jakubowski
The Rev. Laurie Matarazzo (President)
The Rev. Jon Richardson
The Rev. Robert Solon
Ms. Jamie Brueshoff
Ms. Verna Panaccio

Committees, Boards, Institutions, Organizations, Trustees

DIOCESAN COUNCIL

The Rt. Rev. Mark Beckwith, President
Mr. Michael Francaviglia, Secretary Ms. Linda Curtiss, Treasurer
Diane Sammons, Esq., Chancellor

Bishop's Appointments:

Ms. Gall Barkley, Trinity + St. Philip's Cathedral, Newark (2013)
The Rev. Joseph A. Harmon, Incarnation, Jersey City (2013)
The Rev. Michael Allen, Epiphany, Allendale (2014)
The Rev. Ginny Dinsmore, St. Dunstan's, Succasunna (2013)

Elected by Districts:

District 1

Ms. Barbara Piccirillo, St. Dunstan's, Succasunna (2013)
The Rev. Thomas Mathews, Jr., St. Luke's, Phillipeburg (2014)

District 2

The Rev. Laurie Wurm, St. John's, Boonton (2012)
Ms. Naomi Horsky, St. Gabriel's, Milton/Oak Ridge (2013)

District 3

The Rev. Victoria (Vicki) Gear McGrath, All Saints', Millington (2013)
Lay vacancy

District 4

The Rev. Cn. Dr. Sandye A. Wilson, St. Andrew & Holy Communion, So. Orange (2013)
Ms. Edith Gallimore, Trinity + St. Philip's Cathedral, Newark (2014)

District 5

Ms. Lorraine Jones, Epiphany, Orange (2014)
The Rev. Deborah Drake, St. Agnes', Little Falls (2013)

District 6

The Rev. Jon Richardson, St. Paul's Church, Jersey City (2014)
Lay vacancy

District 7

Ms. Martha Reiner, Grace Church, Nutley (2012)
The Rev. William Thiele, St. John's Church, Passaic (2014)

District 8

The Rev. Dean Weber, All Saints', Leonia (2012)
Ms. Terrie McColl, All Saints', Leonia (2014)

District 9

Mr. Thomas Bisdale, Grace, Westwood (2012)
The Rev. Barrie Bates, Annunciation, Oradell (2013)

Committees, Boards, Institutions, Organizations, Trustees

District 10

The Rev. Timothy Burger, All Saints', Glen Rock (2014)
Mr. T. Donald Cairns, St. Clement's, Hawthorne (2013)

DIOCESAN INVESTMENT TRUST OF THE DIOCESE OF NEWARK

The Rt. Rev. Mark Beckwith, President, Ex-officio
Mark Dadd, Vice President

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Ms. Sandra T. Johnson	Mr. Howard Mackey
Mr. Don Nagle	

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(ceased to function 8/30/2011; replaced by the Disciplinary Board)

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Ms. Clare Thompson (2013)	The Rev. Christine McCloud (2013)
Laura Russell, Esq. (2014)	The Rev. Thomas E. Mathews, Jr. (2014)
	The Rev. John Donnelly (2015)

DISCIPLINARY BOARD

(effective 7/01/2011)

The Rev. Archie Palmer (2012)	Ms. Clare Thompson (2012)
The Rev. Willie Smith (2013)	Mr. George Mackey (2013)
The Rev. Andrew Butler (2014)	Ms. James Greene (2014)
The Rev. Dr. Sandye Wilson (2015)	Ms. Laura Russell (2015), President
The Rev. Thomas E. Mathews (2016)	Mr. Thomas Bladale (2016)
The Rev. Joseph Harmon (2017)	

DISTRICT CONVENERS

The Rev. Margaret Otterburn (Dist. 1)	Ms. Naomi Horaky (Dist. 2)
The Rev. Susan Sica (Dist. 3)	The Rev. Scot McComas (Dist. 4)
The Rev. Deborah Drake (Dist. 5)	The Rev. Kevin Morris (Dist. 6)
The Rev. Pamela Bakal (Dist. 7)	The Rev. Rose Hassan (Dist. 7)
The Rev. Allison Moore (Dist. 8)	The Rev. Willie Smith (Dist. 8)
The Rev. Shane Phelan (Dist. 9)	The Rev. Robert Rhodes (Dist. 9)
The Rev. Julian Elbin (Dist. 10)	Ms. Dagl Murphy (Dist. 10)

ECCELSIASTICAL COURT

(ceased to function 8/30/2011; replaced by the Disciplinary Board)

James Greene, Esq. (2012)	The Rev. Mark Lewis (2012)
Mr. Steven Boston (2013)	The Rev. Canon Dr. Sandye Wilson (2013)
Mr. Thomas Bladale (2014)	The Rev. Joseph Harmon (2014)
	The Rev. William Guthrie (2015)

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Ms. Elizabeth (Liz) Moss

Committees, Boards, Institutions, Organizations, Trustees

Mr. Larry Taber
Mr. John Garde
Ms. Patricia Yankus
Mr. James Caputo, Diocesan Property Manager
Mr. Michael Francaviglia, Administrator

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Mr. George Reeves, President
Mr. John G. Webb, III, Vice President
Mr. William Kibildis, Secretary
Ms. Mary Sunden, Treasurer

Mr. Thomas Bisdale	Mr. Michael James
Ms. Jacquelyne Ceola	Mr. Gregory A. Farrell
Ms. Carol Mori	Mr. Richard Troy Livingston
Ms. Theresa Marshall	Mr. Michael Sutcliffe

GENERAL CONVENTION 2012 DEPUTATION

The Rev. Sandye A. Wilson, C-1	Ms. Martha Gardner, L-1
The Rev. Erick Soldwedel, C-2	Ms. Laura Russell, L-2
The Rev. Cathy Deats, C-3	Mr. Gibson Oakley, L-3
The Rev. Shane Phelan, C-4	Ms. Caroline Christie, L-4
The Rev. Joseph Harmon, C-5	Ms. Marge Christie, L-5
The Rev. John Mennell, C-6	Mr. Sidney King, L-6
The Rev. Thomas E. Mathews, C-7	Mr. Michael F. Rehli, L-7
	Mr. E. Kim Byham, L-8

GERTRUDE BUTTS MEMORIAL HOME ASSOCIATION

Ms. Ross Wisniewski, President
Ms. Juli Towell, Vice President
Mr. Ross Mangina, Treasurer
Ms. Rosie Grant, Secretary

Trustee Members

Ms. Faith Gideon Brown (2013)	Mr. Ross Mangina (2011)
Dr. James Pruden, Sr. (2012)	Ms. Rosie Grant (2013)
The Rev. Vicki McGrath (2013)	Ms. Joan Lodge (2011)
Ms. Julie Towell (2012)	Ms. Ross Wisniewski (2012)
Ms. Linda Curtiss (2013)	

HUMAN RESOURCES ADVISORY COMMITTEE

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The Rev. Barrie Bates	Ms. Patty Bradley
Ms. Charlotte H. Chappel	Ms. Linda Curtiss
Ms. Lindsay McHugh	The Rev. John Negrotto
Mr. John Niles	The Rev. Paul Olsson
Mr. Matthew Price	

SENIOR MINISTRIES

Ms. Patsy Brooks	The Rev. Karen Eberhardt
Ms. Gail Barkley	Mr. Scott Bennett

Committees, Boards, Institutions, Organizations, Trustees

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Ms. Hope Lampe, Chair
The Rev. Oscar Mockridge
Mr. Michael Otterburn
Ms. Martha Rainer, Secretary
Ms. Tricia Smythe

Ms. Marymae Henley
Ms. Diane Mayo
Ms. Pat Mouton
Mrs. Emily Rennie
Ms. Joan Smart
Ms. Patty Watts

THE STANDING COMMITTEE

Ms. Patricia Yankus (2012)
Mr. Robert Simmons (2013)
Ms. Patricia Henderson (2014)
Ms. Martha Gardner (2015)

The Rev. John Negrotto (2012)
The Rev. Cathy Deats (2013)
The Rev. Stephanie Wethered (2014)
The Rev. Shane Phelan (2015)

TRUSTEES OF THE EPISCOPAL FUND AND DIOCESAN PROPERTIES

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William Carpenter, Esq.
John C. Garde, Esq., President
Mr. Bernie Milano
The Rev. Dean Weber

Carlotta M. Budd, Esq.
Ms. Marge Christie
Ms. Bernice Mayes
Mr. Peter Van Brunt

Class of 2016:
Mr. R. John Cooper
The Rev. Fairbairn Powers

Ms. Carol Harrison-Arnold

WARD J. HERBERT FUND

Class of 2012:
Mr. Tom Burgin
Ms. Vanessa Foster
Mr. George Gill

Mr. Ronald Ceras
Mr. James Fukuda
Mr. Robert Simmons

Class of 2013:
Mr. William Helck
Ms. Elizabeth Moss
Ms. Bernice Mayes

John C. Garde, Esq.
Mr. Peter Van Brunt

Class of 2014:
Mr. Gary Burnett
Mr. Thomas Ploch
The Rev. Dean Weber

Mr. Nat Nelson
Ms. Patricia Yankus

The Rt. Rev. Mark Beckwith, Bishop
Mr. Jim Caputo, Property Manager
Mr. Michael Francaviglia, Administrator
Mr. Laurence G. (Larry) Taber, Consultant

WOMEN'S COMMISSION

Ms. Mary Barrett
Ms. Martha Gardner, Chair
The Rev. Elizabeth Keeton
Ms. Connie Rutsch
Ms. Fran Troft
Ms. Pat Yankus
Ms. Edie Lauderdale (*lifetime member*)

Ms. Marge Christie
The Rev. Joseph Harmon
The Rev. Marjorie Lindstrom
Ms. Hattie Stone
The Rev. Canon Dr. Sandye Wilson
Ms. Marie Obermann (*lifetime member*)

Committees, Boards, Institutions, Organizations, Trustees

YOUTH EVENT PLANNING TEAM

Mr. Nigel Ajaghanna
Mr. Eric Blochcock
Ms. Caroline Christie
Mr. Zachary DeWalt
Ms. Lexia Matlock
Ms. Sarah Menneil
Mr. Michael Portela
Ms. Ginny Saylor
Mr. Greg Solomon

Mr. Jon Berry
Mr. Bobby Campbell
Ms. Mikaylah Davies
Ms. Dunstanette Macauley
Mr. Jack Menneil
Mr. Gibson Oakley
Mr. Khalid Rosemin
Ms. Erin Smythe

Ms. Kalleen Alston, Youth Missioner

**137th ANNUAL CONVENTION - DIOCESE OF NEWARK
HILTON HOTEL, PARSIPPANY - JANUARY 28 & 29, 2011
CONVENTION MINUTES**

The 137th Annual Convention of the Episcopal Church in the Diocese of Newark was held on Friday, January 28, and Saturday, January 29, 2011 at the Hilton Hotel, Parsippany, New Jersey. The theme of the convention was "Stepping Out in Audacious Faith."

FRIDAY SESSION

January 28, 2011

The Friday Eucharist was held in the hotel ballroom; the Saturday worship service was Morning Prayer and held in the hotel ballroom. The worship service offering was designated for the Light on Main project of St. John's Church in Boonton, and the Meeting Emergency Needs with Dignity (MEND) organization in East Orange serving Essex County. The total collected was \$4,189.

Workshops were held on Friday morning at 10am, followed by the Candidates' Forum at 11:00 am when individuals standing for election to diocesan offices presented themselves to the deputies for questioning. A lunch was served at 12 noon prior to the start of the worship service and the business session. The workshop topics included: Interfaith Leadership in Divisive Times; Denominational Health Plan/Lay Pensions; Worship: One Size Does Not Fit All; and, Options for Senior Support: Where Do We Start?

FRIDAY AFTERNOON SESSION

January 28, 2011

The Eucharist was celebrated at 1:30 p.m. in the Grand Ballroom. The Rt. Rev. Mark M. Beckwith, Diocesan Bishop, was the celebrant. The Rev. Julio Murray, Bishop of the Diocese of Panama, was the preacher. The UTO Ingathering was held during the service.

The Rt. Rev. John S. Spong and the Rt. Rev. Jack Croneberger attended the Friday business session and the Friday evening dinner.

The business session was called to order at 3:15 p.m. by Bishop Beckwith, President, and opened with prayer by The Rev. Alex MacDonell, 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	3	
Priests		138
Deacons		18
Lay Deputies		290
Youth Deputies		10
Total Deputies		459
Congregations		108

FRIDAY AFTERNOON SESSION
January 28, 2011

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:

**137th ANNUAL CONVENTION - DIOCESE OF NEWARK
HILTON HOTEL, PARSIPPANY - JANUARY 28 & 29, 2011
PROPOSED CONVENTION AGENDA**

Stepping Out in Audacious Faith

Friday, January 28

10:00 a.m. WORKSHOPS

- Interfaith Leadership in Divisive Times – *Morris 9*
- Denominational Health Plan/Lay Pensions – *Johnes Room*
- Worship: One Size Does Not Fit All – *Morris 10*
- Options for Senior Support: Where Do We Start – *Symmes Room*

11:00 a.m. CANDIDATES' FORUM: *Heritage Ballroom*

12:00 p.m. LUNCH – *Atrium*

1:30 p.m. Eucharist Service: Grand Ballroom
The Rt. Rev. Mark M. Beckwith, Celebrant
The Rt. Rev. Julio Murray, Preacher

- UTO Ingathering

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

Chaplain's Opening Prayer – *The Rev. Alex MacDonell*
Call to Order
Determination of Quorum

Instructions - Voting Cards Instructions
Adoption of the Agenda
Appointment of the Parliamentarians
Call For Resolutions - Bishop Beckwith

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. Resolutions not previously submitted to the Resolutions Committee will be permitted from the floor upon a 2/3 vote only at the start of the first business session and only when they carry a clear statement in writing of the circumstances that led to request for their consideration. Such resolutions should be duplicated in advance by the presenter for distribution to all deputies.

Resolution of Courtesy
Committee on Rules of Order – 137AC-02
Election: Committee on the Rights of Clerical Deputies
Election: Committee on the Rights of Lay Deputies
Ballot Instructions
Ballot for Uncontested Elections
Balloting Begins – Results announced when known

REPORTS

- Committee on Constitution and Canons – 137AC-05
- Clergy Compensation – 137AC-03
- Trustees of the Episcopal Fund & Diocesan Properties

Chaplain's Prayer – *The Rev. Alex MacDonell*

3:45 p.m. ORDER OF THE DAY: 2011 Proposed Budget – 137AC-06

Proposed 2011 Budget (for Information)
Call for Late Resolutions on the Budget

Note: 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 of January 26 and only by a 2/3 vote of deputies.

4:15 p.m. **REPORTS continued**

- Congregational Loans and Grants

4:20 p.m. **+ Mission Minutes – *Stepping Out in Audacious Faith***
• *Sharing Abundance by Feeding Those in Need: How four congregations are stepping out in audacious faith*

BALLOT RESULTS

UTO INGATHERING REPORT

Chaplain's Prayer – *The Rev. Alex MacDonell*

4:30 p.m. BUDGET FORUM & HEARING: *Heritage Ballroom*

5:15 - HEARINGS

6:30 p.m.

5:15-6:00 Resolutions (137AC-04) – *Symmes Room*
5:30-6:30 Constitution and Canons Committee – *Johnes Room*
6:00-6:30 Clergy Compensation (HR Committee) – *Morris 9*

5:15 - WORKSHOPS

6:30 p.m.

5:15-6:15 Music by Heart – *Morris 10*
5:30-6:30 Panama and Newark: Diocesan Companions – *Morris 11*
5:30-6:30 Patterns of Spiritual Practice – *Morris 4*

7:00 p.m. DINNER: Grand Ballroom (*tickets required/seating assigned*)

Saturday, January 29

8:30 a.m. Morning Prayer Service – *Grand Ballroom*
Bishop's State of the Diocese Address

10:00 a.m. Business Session: Grand Ballroom (*seating assigned*)
Chaplain's Prayer – *The Rev. Willie Smith*

REPORTS

Human Resources Advisory Committee (Clergy Compensation)
Resolutions
Listening Campaign Report
Green Faith
Committee on Constitution and Canons – 137AC-05

11:15 a.m. ✦ Mission Minutes - *Stepping Out in Audacious Faith*
• *Bringing Children Closer to God: How four congregations are stepping out in audacious faith*

REPORTS

Newark ACTS
Youth Report
Cross Roads Outdoor Ministries

Mission Trips
Companion Diocese Committee – 137AC-07

NOON DAY PRAYERS / LUNCH / WORKSHOPS

Seeing the Deacons in Our Midst – *Vail/Baldwin Rooms*
Denominational Health Plan/Lay Pensions – *Johnes Room*
Ecumenical Partnerships – *Symmes Room*
Addressing Social Issues in Our Communities – *Condit/Cobb Rooms*
Created and Called: Discovering Our Gifts – *Morris 4*
The Adolescent Beloved Disciple – *Morris 9*
Newark ACTS – *Morris 10*

1:30 p.m. **BUSINESS SESSION:** Grand Ballroom

Chaplain's Prayer – *The Rev. Robert C. Morris*
Commission on Ministry & Introduction of Postulants and Candidates
Recognition of New Clergy and Retiring Clergy

2:15 p.m. **ORDER OF THE DAY – 2011 DIOCESAN BUDGET**

BUSINESS SESSION continues

STORY TELLING – *Stepping Out in Audacious Faith*

3:15 p.m. ✦ Mission Minutes - *Stepping Out in Audacious Faith*
• *Strengthening Worship and Interfaith Relations: How four congregations are stepping out in audacious faith*

Song by *Soapy Heels*, Newark ACTS Interns

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

Bishop's Appointments

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

Resolutions of Greetings and Thanks

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

THE BLESSING/CLOSING HYMN/THE DISMISSAL

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

APPOINTMENT OF THE CHAPLAINS

The President appointed The Rev. Diana Clark, The Rev. Willie Smith, The Rev. Robert C. Morris and The Rev. Alex MacDonell as the Convention Chaplains and noted that they would provide prayer at times when and as needed during the business sessions.

APPOINTMENT OF THE PARLIAMENTARIANS

The President appointed Diane Sammons, Esq., and Carol Harrison-Arnold, Esq., as the parliamentarians.

RESOLUTIONS ON NEW MATTERS

Three resolutions were presented to the deputies for consideration and action.

- *Budget Resolution presented by The Rev. John Mennell* - a vote was taken and referred to the Resolutions Committee.
- *Honoring the Venerable Herb Tinning recognition presented by Deacon Peter Jackson* - a vote was taken and referred to the Resolutions Committee.
- *Justice Needs For Children presented by Mr. Bert Jones* - a vote was taken and referred to the Resolutions committee.

RESOLUTION OF COURTESY

Ms. Teresse Myers, Newark ACTS Intern, moved the resolution of Courtesy as follows:

RESOLVED, That the courtesy of seat and voice be accorded to the following: officers of the Diocese of Newark; Clergy licensed to officiate in the Diocese of Newark: Gary Blumer, Barton Brown, Matthew Engleby, James Robert Hagler, Barbara Lewis, Scot McComas, Elizabeth Myers, Reginald Nuama, Margaret Obama, Rogello Panton, Stephen Rozzelle, Robert F. Shearer, and Bruce Woodcock; Lay members of the Standing Committee, the Diocesan Council, the Commission on Ministry, the Trustees of the Episcopal Fund and Diocesan Properties and the diocesan staff; Members of committees, commissions and Institutions reporting to the Convention; the Sisters of the Community of St. John Baptist; Ecumenical Guests; and Postulants and Candidates for Holy Orders.

RULES OF ORDER COMMITTEE

The Rev. Dr. Jane Tomaine, chair of the Rules of Order and Elections Committee, reported that the committee met on October 26, 2010 to consider any proposed changes to the Rules. The Committee reviewed the Rules of Order as amended and adopted by the 136th 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 137th Diocesan Convention.

The Committee on Rules of Order and Elections recommends that the Rules of Order adopted for the 136th Diocesan Convention be adopted for the 137th Diocesan Convention along with the two modifications to the sections listed below – Section VI. G, Rules of Order and Section XI, Rules of Order. [New text is bolded.]

Section VI. G: Rules of Order

G. For all elections vote shall be by ballot, each deputy having one vote for each vacancy to be filled. Those candidates receiving a majority of the valid ballots cast shall be elected. If no candidate receives a majority of the valid ballots cast, subsequent ballots shall be taken until elected candidates shall have filled all vacant positions. **When several terms are to be filled the candidate receiving the highest number of votes will fill the term of the longest duration and the other candidates will fill terms in descending order based on the number of votes received. For General Convention Deputies only, election requires a concurrent majority in both orders.**

Reason:

This is a codification of long standing practice. The Committee recommends the addition of this rule to clarify the process used in electing candidates.

Section XI: Rules of Order

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. **Each proposed amendment to a resolution made during floor debate must be submitted in writing to the Secretary of Convention immediately after being moved, so that it can be projected onto the screen for floor consideration.**

Reason:

The Committee recommends this change to facilitate an easier and more efficient processing and review of proposed amendments.

Article II, Section 7 – Quorum and Manner of Voting

The Committee contacted the Committee on Constitution and Canons to formally request an amendment to Article II, Section 7, of the Constitution that "Presbyters," which excludes Deacons, be changed to "Clergy" to include both priests and deacons.

The process to change the Constitution takes Convention votes in two consecutive years.

Responsibilities of Deputies and Visitors

The Committee provided suggestions for the conduct during the business meeting. This was offered as a benefit to the group.

[The adopted Rules of Order are printed in this Journal.]

RIGHTS OF CLERICAL DEPUTIES

Ms. Martha Reiner, Grace Church, Nutley, moved the election of the following to the Committee on the Rights of Clerical Deputies: The Rev. Susan Sica, St. Gregory's, Parsippany; The Rev. Scot McComas, Grace Church, Madison; and Ms. Karina Ventura, St. Paul's, Paterson. The motion was seconded and adopted.

RIGHTS OF LAY DEPUTIES

The Rev. Miguelina Espinal Howell, moved the election of the following to the Committee on the Rights of Lay Deputies: Ms. Gall Barkley, Trinity & St. Philip's Cathedral, Newark; Mr. Thomas Ploch, St. Agnes' Church, Little Falls; and The Rev. Martie Metzler, Holy Innocents, West Orange. The motion was seconded and adopted.

COMMITTEE ON ELECTIONS

John Webb, Esq., member of the Rules of Order and Elections Committee and Elections Supervisor, presented the report, the elections that were uncontested, the list of candidates for elected offices and provided instructions on the use of the majority ballot system. The first ballot was taken and collected by the Arrangements Committee members and Pages from the deputies seated at their tables.

BALLOT FOR UNCONTESTED ELECTIONS

The President presented the offices that were 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:

ACTSMIM BOARD - Clergy class of 2014

The Rev. Kathryn King, St. Alban's, Oakland

CONSTITUTION AND CANONS COMMITTEE - 10 members for one year term

Mr. Thomas A. Bledale, Grace Church, Westwood
Mr. T. Donald Calms, St. Clement's, Hawthorne
Ms. Marge Christie, Christ Church, Ridgewood
Mr. Canute W. Ferrin, St. Barnabas, Newark
Mr. John C. Garde, Grace Church, Madison
The Rev. Joseph A. Harmon, Church of the Incarnation, Jersey City
Mr. George F. Mackey, St. Elizabeth's, Ridgewood
Mr. Peter Madison, St. Stephen's, Millburn
The Rev. Paul Olsson, St. Paul's, Morris Plains
The Rev. Dean Weber, All Saints', Leonia

DISCIPLINARY BOARD – clergy members

The Rev. Joseph A. Harmon, Incarnation, Jersey City – Clergy class of 2017
The Rev. Thomas E. Mathews, Jr., St. Luke's, Phillipsburg – Clergy class of 2016
The Rev. Canon Sandye Wilson, St. Andrew & Holy Communion, South Orange – Clergy class of 2015
The Rev. Andrew Butler, St. John's, Montclair – Clergy class of 2014
The Rev. Willie Smith, Trinity Church, Cliffside Park – Clergy class of 2013
The Rev. Archie Palmer – Clergy class of 2012

DISCIPLINARY BOARD – Lay members

Thomas A. Bledale, Grace Church, Westwood – Lay class of 2016
Laura Russell, All Saints', Hoboken – Lay class of 2015
James Greene, Grace Church, Madison – Lay class of 2014
George F. Mackey, St. Elizabeth's, Ridgewood – Lay class of 2013

DIOCESAN REVIEW COMMITTEE - Lay class to serve until June 30, 2011

Laura Russell, All Saints', Hoboken

DIOCESAN REVIEW COMMITTEE - Clergy class to serve until June 30, 2011

The Rev. John Donnelly, St. Michael's, Wayne

ECCLESIASTICAL COURT – Lay class to serve until June 30, 2011

Thomas A. Bledale, Grace Church, Westwood

ECCLESIASTICAL COURT – Clergy class to serve until June 30, 2011

The Rev. William Guthrie, Christ Church, East Orange

THE STANDING COMMITTEE - Lay class of 2015

Martha Gardner, St. George's, Maplewood

TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER - Clergy Class of 2014

The Rev. Canon Sandye Wilson, St. Andrew & Holy Communion, South Orange

TRUSTEES OF THE EPISCOPAL FUND & DIOCESAN PROPERTIES – Class of 2016

Mr. R. John Cooper, Christ Church, Short Hills
Ms. Carol Harrison-Arnold, Church of the Incarnation, Jersey City
The Rev. Fairbairn Powers, St. Agnes', Little Falls

TRUSTEES OF THE EPISCOPAL FUND & DIOCESAN PROPERTIES – (Classes to be determined by the Trustees)

Mr. Bernard J. Milano, Trinity Church, Allendale
The Rev. Dean Weber, All Saints', Leonia

SECRETARY OF CONVENTION

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

TREASURER

Ms. Linda Curtiss, All Saints', Hoboken

ASSISTANT TREASURER

Mr. Ross Mangina, Grace Church, Madison

ORDER OF THE DAY: 2011 Proposed Budget

The Rev. John Mennell, chair of the Budget and Finance Committee and Ms. Linda Curtiss, Interim Chief Financial Officer, presented the proposed 2011 budget: *Stepping Out In Audacious Faith – A 2011 Budget Vision for the Diocese of Newark*. The budget was framed within the diocesan mission statement: *Equipping Congregations, Empowering People and Engaging the World....with the hope and justice of Jesus*.

[The budget narrative, the line item detail and the adopted budget are printed in the Journal.]

The members of the Budget and Finance committee were: Mr. Thomas Bledale, Grace Church, Westwood; Ms. Linda Curtiss, staff; The Rev. Virginia Dinsmore, St. Dunstan's, Succasunna; Mr. Dall Forsythe; The Rev. Joseph Harmon, Incarnation, Jersey City; Mr. Lyle Hatch, St. Clement's, Hawthorne; The Rev. Thomas Mathews, St. Luke's, Phillipsburg; The Rev. Victoria Geer McGrath, All Saints', Millington; The Rev. John Mennell, chair, St. Luke's, Montclair; Ms. Elizabeth Moss, St. John's, Dover; Ms. Martha Reiner, Grace Church, Nutley; Ms. Mary Sunden, Grace Church, Westwood; Mr. Don Taylor, St. Elizabeth's, Ridgewood; and The Rev. Canon Dr. Sandye Wilson, St. Andrew & Holy Communion, South Orange.

There were no resolutions submitted to amend the budget. A forum on the budget was scheduled for after the Friday business session.

The Rev. Alex MacDonell, Chaplain, offered a prayer following the finance report and the move of the budget to the hearing and forum.

COMMITTEE ON CONSTITUTION & CANONS

Diane Sammons, Esq., Chancellor, presented the report from the Committee on Constitution & Canons with proposed amendments to Canon 2 (Requiring anti-racism training); Canon 5 (increasing the term of Council members); Canon 5 (Clarifying the Budget Process); Canon 17 (Implementing Title IV); and Article II, Sec. 7 (Voting by Orders).

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

HUMAN RESOURCES ADVISORY COMMITTEE

Mr. Hook Bailey, chair of the Bishop's Advisory Committee on Human Resources and a member of Christ Church, Short Hills, presented the report from the committee on the clergy compensation guidelines. The report contained three resolutions that addressed the minimum cash salary for clergy in 2012, recommended merit increase guidelines, and established the minimum supply clergy rate.

The resolutions were referred to the open hearing. [The text of the full report is printed in the Journal.]

TRUSTEES OF THE EPISCOPAL FUND & DIOCESAN PROPERTIES

John Garde, Esq., president of the Trustees and member of Grace Church, Madison, presented a report on the activities of the Trustees - Endowment and Custodial Management of Funds by the Trustees and Management of Real Estate - as described in the annual report.

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

✦ MISSION MINUTES

*Sharing Abundance by Feeding Those in Need:
How four congregations are stepping out in audacious faith*

Bishop Beckwith introduced the first of three Mission Minutes (video presentations). This segment highlighted four congregations that found ways to feed those in need, through soup kitchens, food pantries and even community gardens located right on church grounds. The four congregations were St. Gregory's, Parsippany; Good Shepherd, Wantage; St. Michael's, Wayne; and Holy Trinity, West Orange. The video was narrated by Mr. Richard Hogue, a Newark ACTS intern.

The deputations from Parsippany, Wantage, Wayne and West Orange were asked to stand for recognition.

UTO INGATHERING REPORT

Ms. Anna Byrne, UTO diocesan coordinator, announced the results of the Ingathering. Thirty-five parishes provided \$8,482.99.

ELECTION RESULTS

Mr. John Webb announced the results of the first ballot.

(* = elected)

ACTS/VIM BOARD – LAY CLASS OF 2014 – elect 2 –
Total ballots cast, 371; ballots necessary to elect, 186.

Patricia W. Ferrin, St. Barnabas', Newark – 84
Cathie Studwell, St. John the Divine, Hasbrouck Heights – 172
Sidney King, Incarnation, Jersey City – 177
*Martha Wolf, St. Paul's, Paterson – 259 (*elected*)

DISCIPLINARY BOARD – LAY CLASS OF 2012 – elect 1 –
Total ballots cast, 367; ballots necessary to elect, 184.

Canute W. Ferrin, St. Barnabas', Newark – 84
*Ciare Thompson, Christ Church, Teaneck – 244 (*elected*)

STANDING COMMITTEE – CLERGY CLASSES OF 2015 AND 2013 - elect 2 –
Total ballots cast, 372; ballots necessary to elect, 187.

*The Rev. Cathy L. Deats, St. James', Hackettstown – 160 (*elected Class of 2013*)
*The Rev. Shane Phelan, St. Luke's, Haworth – 286 (*elected Class of 2015*)

TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER – LAY CLASS OF 2014 – elect 1 –
Total ballots cast, 371; ballots necessary to elect, 186.

Canute W. Ferrin, St. Barnabas', Newark – 91
*Linda Aprle-Soldwedel, All Saints', Glen Rock – 244 (*elected*)

GENERAL CONVENTION LAY DEPUTIES - elect 4
Total ballots cast 370; clergy order 124, lay order 246
Ballots necessary to elect, clergy order 63, lay order 124

*Martha Gardner, St. George's, Maplewood – 89 clergy, 144 lay (*elected first lay deputy*)
Marge Christie, Christ Church, Ridgewood – 57 clergy, 150 lay
Issie Cherevko, St. Paul's, Englewood – 32 clergy, 51 lay
Edgar Kim Byham, All Saints', Hoboken – 48 clergy, 82 lay

Sidney W. King, Jr., Incarnation, Jersey City – 39 clergy, 93 lay
Michael F. Rehli, St. Thomas', Vernon – 35 clergy, 108 lay
Caroline Christie, St. Luke's, Montclair – 47 clergy, 102 lay
Laura Russell, All Saints', Hoboken – 77 clergy, 111 lay
Gibson Oakley, St. Paul's, Chatham – 52 clergy, 108 lay

GENERAL CONVENTION CLERGY DEPUTIES – elect 4

Total ballots cast 372; clergy order 124, lay order 248
Ballots necessary to elect, 63 clergy, 125 lay

The Rev. Joseph A. Harmon, Incarnation, Jersey City – 56 clergy, 129 lay
*The Rev. Canon Sandye Wilson, St. Andrew & Holy Communion, S. Orange – 72 clergy, 188 lay (*elect first clergy deputy*)
The Rev. John Mennell, St. Luke's, Montclair – 62 clergy, 77 lay
The Rev. Thomas Mathews, St. Luke's, Phillipsburg – 47 clergy, 80 lay
The Rev. John J. Negrotto, non-parochial – 37 clergy, 87 lay
The Rev. Erik Soldwedel, Newark ACTS – 55 clergy, 127 lay
The Rev. Shane Phelan, St. Luke's, Haworth – 61 clergy, 102 lay
The Rev. Cathy L. Deats, St. James', Hackettstown – 59 clergy, 140 lay
The Rev. Jon M. Richardson, St. Paul's, Jersey City – 33 clergy, 46 lay

The Arrangements Committee and Pages collected the number two ballot from the deputies who remained seated at their tables. The second ballot was for the election of the second lay member to ACTS/VIM, Class of 2014 and the General Convention lay and clergy deputies (three in each order).

Chaplain's Prayer - The Rev. Alex MacDonell, Chaplain, offered a prayer before the recess of the business session.

The session was recessed at 5:10 p.m.

HEARINGS AND WORKSHOPS

The convention recessed into the hearings and workshops. Hearings were held on the Budget, Resolutions, Constitution and Canons report, and the clergy compensation guidelines. Workshops offered were: Music by Heart with Ms. Ana Hernandez; Newark/Panama Companion Relationship with Bishops Beckwith and Murray; and Patterns of Spiritual Practice with The Rev. Shane Phelan and The Rev. Diana Clark.

FRIDAY EVENING BANQUET & PROGRAM

The Friday evening banquet was held in the Grand Ballroom of the Hilton Hotel. The Rev. Diana Clark, chaplain, provided the dinner grace.

During the dinner program, Mr. Mark Sharrow, Newark ACTS Intern, and The Rev. Diane Riley, Deacon, shared their personal stories of stepping out in audacious faith.

The Rev. Erik Soldwedel and Ms. Barbara Djimopolous provided a brief history of the work of the Bethsaida Team that had concluded nearly ten years of ministry toward educating our congregations on the issues of accessibility and inclusion. Bishop Beckwith presented a plaque of appreciation to Dr. Louie Crew who was stepping down from his diocesan and other church activities. Former bishops, The Rt. Rev. John S. Spong and The Rt. Rev. Jack Croneberger, were introduced to the deputies and recognized for their ministries among us.

SATURDAY MORNING SESSION

January 29, 2011

The Women's Commission breakfast featured Ms. Cecilia Zalkind, executive director of the Advocates for Children of New Jersey.

The Morning Prayer service was held in the Grand Ballroom of the Hilton Hotel. The bishop delivered the State of the Diocese address.

[The complete text follows the minutes in the journal.]

The business session was called to order at 10:00 a.m. and opened with prayer by The Rev. Willie Smith, chaplain.

ELECTION RESULTS

Ballot #2

Mr. John Webb announced the results of the second ballot.

ACTS/MIM BOARD – LAY CLASS OF 2014 – elect 1 –

Total ballots cast, 358; ballots necessary to elect, 180.

Patricia W. Ferrin, St. Barnabas', Newark – 18

Cathie Studwell, St. John the Divine, Hasbrouck Heights – 156

Sidney King, Incarnation, Jersey City – 163

There was no election in the contest for the lay member of ACTS/MIM.

GENERAL CONVENTION LAY DEPUTIES - elect 3

Total ballots cast 355; clergy order 115, lay order 240

Ballots necessary to elect, clergy order 58, lay order 121

Marge Christie, Christ Church, Ridgewood – 57 clergy, 145 lay

Issie Cherevko, St. Paul's, Englewood – 13 clergy, 24 lay

Edgar Kim Byham, All Saints', Hoboken – 42 clergy, 52 lay

Sidney W. King, Jr., Incarnation, Jersey City – 30 clergy, 62 lay

Michael F. Rehill, St. Thomas', Vernon – 22 clergy, 92 lay

Caroline Christie, St. Luke's, Montclair – 38 clergy, 86 lay

*Laura Russell, All Saints', Hoboken – 82 clergy, 130 lay (*elected second lay deputy*)
Gibson Oakley, St. Paul's, Chatham – 43 clergy, 104 lay

GENERAL CONVENTION CLERGY DEPUTIES – elect 3

Total ballots cast 357; clergy order 115, lay order 242

Ballots necessary to elect, 58 clergy, 122 lay

The Rev. Joseph A. Harmon, Incarnation, Jersey City – 53 clergy, 111 lay

The Rev. John Mennell, St. Luke's, Montclair – 48 clergy, 87 lay

The Rev. Thomas Mathews, St. Luke's, Phillipsburg – 23 clergy, 48 lay

The Rev. John J. Negrotto, non-parochial – 18 clergy, 57 lay

* The Rev. Erik Soldwedel, Newark ACTS – 58 clergy, 152 lay (*elected second clergy deputy*)

The Rev. Shane Phelan, St. Luke's, Haworth – 60 clergy, 97 lay

The Rev. Cathy L. Deats, St. James', Hackettstown – 53 clergy, 157 lay

The Rev. Jon M. Richardson, St. Paul's, Jersey City – 9 clergy, 9 lay

The Arrangement Committee members and Pages collected the number three ballot from the deputies who remained seated at their tables. The third ballot was for the election of the second lay member to ACTS/VIM, Class of 2014 and the General Convention lay and clergy deputies (two in each order).

PROVINCE II – EXECUTIVE DIRECTOR RECOGNITION

The presence of Mr. Chuck Perfater, Province II Executive Director, was recognized by the president with appreciation for his ministry.

CONGREGATIONAL GRANTS AND LOANS

The Rev. Canon Gregory Jacobs, Canon to the Ordinary and Chief of Staff, reported on the grants and loans that were available to congregations through the ACTS/VIM Fund, the Ward J. Herbert Fund (WJH), Episcopal Capital Loan Fund (ECLF), the Alleluia Fund, the Marge Christie Fund, the Bishop's Church Extension Fund (BCEF), and the Congregational Growth and Development Endowment Fund. In 2010, over \$637,000 were provided to congregations for social justice, mission, outreach, property needs and ministry programs. The funding included: 28 WJH Grants totaling \$169,226; 40 ACTS/VIM Grants totaling \$140,000; five new ECLF loans of \$185,831; 23 Alleluia Grants totaling \$111,000; five BCEF grants totaling \$27,730; and, 13 congregational consultants' subsidies totaling \$3,800.

Last fall, the Congregational Grants and Loans Task Force was established to review the application processes for the different funds with the objectives of recommending a common application form and a common administrative process to make the application process simpler for use. Too few congregations were availing themselves of the funds. The members of the task force were Ms. Patrice Henderson, St. Andrew & Holy Communion, South Orange, member of the Standing Committee; Ms. Pat Yankus, St.

Paul's, Paterson, member of the Ward J. Herbert Board; The Rev. Diane Riley, Deacon; Mr. Jim VanLeuven, Grace, Madison, member of the ACTS/VIM Board; Mr. Aubrey Thompson, Christ Church, Teaneck, member of the ACTS/VIM Board; Mr. Robert Simmons, Christ Church, East Orange, member of the Ward J. Herbert Board; Canon Greg Jacobs, task force chair; and Mr. Michael Francaviglia, staff liaison.

The congregational consultants who were present were asked to stand for recognition.

HUMAN RESOURCES ADVISORY COMMITTEE

Mr. Hook Bailey, Christ Church, Short Hills, and chair of the Bishop's Advisory Committee on Human Resources, and The Rev. Lauren Ackland, Grace, Madison, presented the committee's report and the three resolutions on clergy compensation for adoption. The other members of the committee were recognized: Ms. Patty Bradley, Holy Trinity, Hillsdale; Ms. Charlotte Chappel, House of Prayer, Newark; The Rev. John Negrotto; Ms. Lindsay McHugh, St. George's, Maplewood; Mr. John Niles, All Saints', Hoboken; Dr. Matthew Price, St. Stephen's, Millburn; and staff members, Ms. Linda Curtiss, Ms. Leslie Thomas and Mr. Michael Francaviglia.

Resolution 1: Minimum Cash Salary for Clergy: **Adopted.**

RESOLVED, that the 137th Convention of the Diocese of Newark adopts the following minimum salary standards for full-time clergy serving parishes or missions in the Diocese, effective January 1, 2012: Transitional Deacon, \$31,900; Assisting Priest, \$33,950; and Rector, Vicar, or Priest-in-charge, \$42,500.

Resolution 2: Recommended Merit Increase Scale: **Adopted.**

RESOLVED, that the 137th Convention of the Diocese of Newark recommends the following scale, effective January 1, 2012, for annual merit increases in salaries paid to clergy in the Diocese: Outstanding, 4-7%; Very Good, 2-5%; Satisfactory, up to 3%.

Before the vote was taken, comments were made that few churches were able to afford merit increases even when it was recognized that the clergy were performing at an outstanding level.

Resolution 3: Recommended Minimum Clergy Supply Rate: **Adopted.**

RESOLVED, That the 137th Convention of the Diocese of Newark adopts the following 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 rates being: Sundays - \$200 for one service plus \$100 for each additional service; and Weekdays - \$100 per service.

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

Before the vote was taken, comments were made that the rate was too high for smaller, individual congregations; perhaps a rate could be determined for churches that were worshipping together; that the recommendation was a resolution and not a canon that required compliance; and the previous recommendation had been a negotiable sliding scale that was uncomfortable for churches and clergy.

RESOLUTIONS

Ms. Patrice Henderson, Chair, St. Andrew & Holy Communion, South Orange, was joined by the other members of the committee: The Rev. Deborah Drake, St. Agnes', Little Falls; The Rev. Joseph Harmon, Incarnation, Jersey City; Ms. Dianne Nelson, Christ Church, Hackensack; Ms. Pat Yankus, St. Paul's, Paterson; and Mr. Peter Madison, St. Stephen's, Millburn.

There were six resolutions presented for consideration by the deputies; no resolutions had been placed on the Consent Calendar. (Two resolutions were acted upon during the Saturday morning session; the remaining resolutions were scheduled for the afternoon session.)

Resolution 2011-01: *Equal Education: Save Our Public Schools* submitted by The Reverend Canon Dr. Sandye A. Wilson, Rector; Ms. Patrice M. Henderson, Lay Deputy, The Church of St. Andrew & Holy Communion; The Union of Black Episcopalians – Newark Chapter, Aubrey Thompson, President, was adopted.

Resolution 2011-02: *Anti-racism Dialogues* (Training) submitted by Namaste (The Rev. Dr. Allison Moore; The Rev. Joseph A. Harmon; Ms. Kitty Kaweck; The Rev. Canon Dr. Sandye Wilson; The Rev. Willie Smith; The Very Rev. Susan Keller; The Rev. Canon Gregory Jacobs; The Rev. Rosa Brown Autry) was adopted as amended.

During the discussion prior to the vote, it was noted that resolution applied to congregational representatives to their districts. A grace period of six months was provided for those seeking elected or appointed offices as it was for licensed clergy. There were sufficient opportunities to engage in the dialogues which were offered weekdays, weekends and evenings. The term "anti-racism dialogues" replaced the term "anti-racism training" for the final version of the resolution.

ELECTION RESULTS

Ballot #3

Mr. John Webb announced the results of the third ballot.

ACTS/VIM BOARD – LAY CLASS OF 2014 – elect 1 –
Total ballots cast, 350; ballots necessary to elect, 176.

Patricia W. Ferrin, St. Barnabas', Newark – 31
Cathie Studwell, St. John the Divine, Hasbrouck Heights – 134
Sidney King, Incarnation, Jersey City – 132

There was no election in the contest for the lay member of ACTS/VIM Class of 2014.

GENERAL CONVENTION LAY DEPUTIES - elect 2

Total ballots cast 353; clergy order 108, lay order 245
Ballots necessary to elect, clergy order 55, lay order 123

Marge Christie, Christ Church, Ridgewood – 56 clergy, 110 lay
Michael F. Rehli, St. Thomas', Vernon – 25 clergy, 75 lay
Caroline Christie, St. Luke's, Montclair – 53 clergy, 115 lay
*Gibson Oakley, St. Paul's, Chatham – 55 clergy, 144 lay (*elect third lay deputy*)

GENERAL CONVENTION CLERGY DEPUTIES – elect 2

Total ballots cast 354; clergy order 108, lay order 246
Ballots necessary to elect, 55 clergy, 124 lay

The Rev. Joseph A. Harmon, Incarnation, Jersey City – 45 clergy, 106 lay
The Rev. John Mennell, St. Luke's, Montclair – 45 clergy, 76 lay
The Rev. Shane Phelan, St. Luke's, Haworth – 56 clergy, 112 lay
* The Rev. Cathy L. Deats, St. James', Hackettstown – 59 clergy, 162 lay (*elect third clergy deputy*)

The Arrangements Committee members and Pages collected the number four ballot from the deputies who remained seated at their tables. The fourth ballot was for the election of the second lay member to ACTS/VIM, Class of 2014 and the General Convention lay and clergy deputies (one in each order).

LISTENING CAMPAIGN REPORT

The Rev. Laurie Wurm, St. John's, Boonton, and member of the Engaging the World Action Team of Diocesan Council, reported on the Listening Campaign held in the diocese during the past half year, providing insights and reactions that were raised in the conversations. Fifty-two congregations held the "kitchen table conversations" and all ten districts participated. The kitchen table conversations each had two listeners who met with church representatives. These conversations gave a fair sense of where we are as a diocese. The sessions offered time for people to tell their stories.

Insights from the listening sessions were: financial and membership declines were having a significant impact on most of the visited churches; engaging the outside world in new ways appeared to be the way forward to many of these churches but they were struggling with how to do it; churches impacted by financial and membership declines that have begun to engage the world in new ways were spiritually healthier than those

that have not. In some cases, these churches were also fiscally healthier and growing in membership; stronger lay leadership was emerging at churches in clergy transitions and at churches where membership had declined; challenges were being posed to the prevailing assumption that churches with part-time clergy could not have vibrant ministries or be considered healthy; and, measuring church vitality could not be done within the "one size fits all" framework of parochial reports.

Questions resulting from the Listening Campaign were: What is God calling our churches and our Diocese to do? Is employing a full time clergy person at a package cost of \$100,000 a year when the median income in a church is significantly less really the only model for a vibrant church? Can we create new tools to measure church vitality? How do we more effectively share resources? How can the Diocese foster and be part of a more relational culture between our churches?

The next step was to continue the conversations and a session was scheduled for Saturday, March 5, 2011.

GREENFAITH – ENERGY STEWARDSHIP

The Rev. Fletcher Harper, Executive Director of GreenFaith, presented ways in which churches could be environmental leaders and be fiscally responsible. GreenFaith provided a comprehensive religious-environmental training program, the GreenFaith Fellowship Program, to prepare lay and ordained leaders from diverse religious traditions for religiously based environmental leadership. GreenFaith offered the Green Faith Certification Program for congregations, helping them to embrace environmental stewardship while saving money, boosting engagement of their members, and serving as powerful examples to their community, their denominations, and the world.

During the presentation, the convention pages distributed compact fluorescent bulbs to the deputies. It was noted that each bulb will save its new owner over \$40 in energy costs over the bulb's life, and prevent over 800 pounds of air pollution and greenhouse gas emissions. The combined savings for the 600 bulbs distributed at Convention will be over \$24,000, and the environmental benefit will be the equivalent of removing 30 cars from the road for a full year.

+ MISSION MINUTES

Bringing Children Closer to God:

How four congregations are stepping out in audacious faith

Bishop Beckwith introduced the second of three Mission Minutes (video presentations). This segment highlighted three congregations and one diocesan ministry that have taken bold steps on behalf of children, meeting their needs for understanding God and coping with the challenges of the world around them. The three congregations were St. Andrew's, Harrington Park; All Saints', Hoboken; and, St. Paul's, Paterson; the diocesan ministry was the Prison Ministry and its work with the PATCH (Parents and Their

Children) program of the Offender Aid and Restoration organization.

The deputations from Harrington Park, Hoboken and Paterson were asked to stand for recognition.

MISSION TRIPS

The Rev. Orton Davis, St. Mary's, Sparta, described the adult mission trip to "Almost Heaven" Habitat for Humanity in Pendleton County, West Virginia for July 10-16, 2011. Deputies and others were invited to participate in the trip. "Almost Heaven" completed its 100th house this past year. The work would include the framing of a new home during the five days.

COMPANION DIOCESE COMMITTEE

The Rev. Joseph Harmon, Church of the Incarnation, Jersey City, and The Rev. Robert Griner, Christ Church, Newton and chair of the Committee, presented the report from the Companion Diocese Committee. The relationship was begun five years ago during which time delegations from the two dioceses visited each other. The committee moved a resolution to extend the relationship for another three years.

RESOLVED, That this 137th Convention authorize the Companion Diocese Committee to proceed with all deliberate speed to continue the development and elaboration of our relationship with the Episcopal Church of Panama for another three years and encourage the development of ongoing relationships at all levels of diocesan life in the Episcopal Diocese of Newark and the Episcopal Church of Panama.

The resolution was adopted.

The committee invited churches to consider establishing a Panama Congregation Connection. The meeting was scheduled for Saturday, February 12 at Christ Church, Newton.

A video was presented on the recent visit to Panama by a Newark delegation that included Bishop Beckwith, Canon Jacobs, The Rev. Joseph Harmon and Mr. Bert Jones. The video was produced by Ms. Diane Wilcox.

[The full report is printed in the Journal.]

ELECTION RESULTS

Ballot #4

Mr. John Webb announced the results of the fourth ballot.

ACTS/VIM BOARD – LAY CLASS OF 2014 – elect 1 –

Total ballots cast 367; ballots necessary to elect, 184.

Patricia W. Ferrin, St. Barnabas', Newark – 17
Cathie Studwell, St. John the Divine, Hasbrouck Heights – 167
Sidney King, Incarnation, Jersey City – 143

Ms. Cathie Studwell and Ms. Pat Ferrin announced their withdrawal for election.

The remaining candidate, Sidney W. King, Jr., was elected. [After the convention, Ms. Cathie Studwell became the bishop's appointment to the class of 2014; Ms. Patricia Ferrin filled a vacancy that opened in the class of 2012.]

GENERAL CONVENTION LAY DEPUTIES - elect 1

Total ballots cast 369; clergy order 108, lay order 259
Ballots necessary to elect, clergy order 55, lay order 130

Marge Christie, Christ Church, Ridgewood – 42 clergy, 99 lay
Michael F. Rehill, St. Thomas', Vernon – 19 clergy, 61 lay
Caroline Christie, St. Luke's, Montclair – 45 clergy, 94 lay

There was no election of the 4th lay deputy.

GENERAL CONVENTION CLERGY DEPUTIES – elect 1

Total ballots cast 369; clergy order 110, lay order 259
Ballots necessary to elect, 56 clergy, 130 lay

The Rev. Joseph A. Harmon, Incarnation, Jersey City – 36 clergy, 89 lay
The Rev. John Mennell, St. Luke's, Montclair – 34 clergy, 61 lay
The Rev. Shane Phelan, St. Luke's, Haworth – 39 clergy, 105 lay

There was no election of the 4th clergy deputy.

The Rev. John Mennell withdrew as a candidate, leaving Joseph A. Harmon and Shane Phelan on the fifth ballot.

The Arrangements Committee members and Pages distributed and collected the number five ballot to the deputies who remained seated at their tables. The fifth ballot was for the election of the General Convention lay and clergy deputies (one in each order).

CROSS ROADS OUTDOOR MINISTRIES

Mr. Anthony Briggs, executive director, described the ministry of camp and conference centers as the ministry of recreation and play. He asked the deputies to all sing the song *My Bonnie Lies over the Ocean* in verse and movement. He shared the comments from a parent that described her child's experience at camp and the positive changes that occurred in her son because of his time spent at Cross Roads.

CHAPLAIN'S NOON DAY PRAYER

The Rev. Willie Smith, chaplain, offered noon day prayers before the lunch break. The Necrology was read by The Rev. Robert C. Morris and The Rev. Diana Clark, chaplains.

During the lunch break workshops were offered in the function rooms. The workshops were: *Seeing the Deacons in Our Midst* with The Rev. Paul Olsson, Chair, Committee on the Diaconate, Commission on Ministry; Deacon Barbara Harriman, Prison Ministry Committee, Chaplain, Valley Hospital, and Deacon at St. Alban's, Oakland/Franklin Lakes; Deacon Tom Piccate, Seaman's Church Institute and Deacon at St. James, Ridgefield; Deacon Jeanette Hile, Chaplain at House of the Good Shepherd Hackettstown; *Denominational Health Plan (A177) & Lay Pension Plans (A138)* with members of the Bishop's Advisory Committee on Human Resources Issues; *Ecumenical Partnerships Panel* with The Rev. Lisa Green, the Rev. Dr. Shane Phelan, and members of St. Luke's Episcopal Church & Our Saviour Lutheran Church; *Addressing Social Justice Issues in our Diocese: Our Commitment Continues!* with Laura Russell, Esq.; The Rev. Diane Riley; and The Rev. Dr. Canon Sandye Wilson; *"Created and Called: Discovering our gifts for abundant living"* by Jean Morris Trumbauer with The Rev. Sonia Waters, Christ Church, Budd Lake; *The Adolescent Beloved Disciple: A Young Person's Experience of Jesus in the Fourth Gospel* with The Rev. Whitney Altopp; and, *NEWARKS ACTS: Why They Selected Newark and a Year of Service* with the Newark ACTS Interns and The Rev. Erik Soldwedel, Program Director.

AFTERNOON BUSINESS SESSION

CHAPLAIN'S PRAYER

Chaplain's Prayer - The afternoon business session was opened with prayer led by The Rev. Robert C. Morris, Chaplain.

Bishop Beckwith recognized the clergy spouses and partners who had attended a lunch during the break hosted by Ms. Marilyn Olson. They joined the session for the afternoon.

COMMISSION ON MINISTRY – INTRODUCTION OF THE POSTULANTS & CANDIDATES

Mr. Paul Shackford, St. Andrew's, Harrington Park, and chair of the COM, outlined the goals of the Commission for the year that included expanded and continued support for the laity and their ministry; and, a discernment conference scheduled for Saturday, April 2, 2011 for people discerning their ministries – priest, deacon, laity (this was part of the modified process toward ordination). The Commission on Ministry in the Diocese of Newark consists of three committees: the Committee on the Priesthood (whose principal responsibility is with those in the priestly ordination process); the Committee on the Diaconate (for those in the diaconal process); and the Committee on the Laity

(whose work is to enhance and provide support for lay ministries).

Mr. Paul Shackford reported three people were made priests in 2010: The Rev. John Marcantino's orders were received from the Roman Catholic Church; and The Rev. Joan Conley, St. Elizabeth's, Ridgewood, and The Rev. Mary Davis, Calvary, Summit, were ordained to the priesthood in December.

Mr. Paul Shackford introduced the one candidate in the process for ordination to the transitional diaconate: Ms. Beth Rauen Scialino, St. George's, Maplewood.

The postulants in the process for ordination to the priesthood were introduced: Mr. Miguel Hernandez, St. John's, Dover; Mr. Rod Perez-Vega, St. Mary's, Belvidere; Ms. Cathie Studwell, St. John the Divine, Hasbrouck Heights; Ms. Diana Wilcox, Redeemer, Morristown; and Mr. Ron Young, St. Peter's, Essex Fells.

He noted that two postulants were unable to attend today - Ms. Ellen Kohn-Perry, St. Peter's, Morristown; and Ms. Christine Pae, St. Peter's Korean Episcopal Church, North Bergen.

COMMITTEE ON CONSTITUTION AND CANONS

Diane Sammons, Esq., Chancellor, presented and moved for adoption the proposed amendments to Canon 2 (Requiring anti-racism training); Canon 5 (Increasing the term of Council members); Canon 5, Section 4 (Clarifying Budget Process); Canon 17 (Implementing Title IV); and Article II, Sec. 7 (Voting by Orders). All had been referred to yesterday's open hearing. [The texts of the canons and amendments are printed in the journal.]

Article II, Sec. 7 (Voting by Orders):

This was the first reading of the change to the constitution Article II, Sec. 7 (Voting by Orders) and the change would be introduced for a second reading and adoption next year in 2012.

During the consideration of the amendment to Article II, Sec. 7 (Voting by Orders) of the diocesan constitution, it was moved by The Rev. Kevin Coffey, Atonement, Fair Lawn, to substitute the words "presbyters and deacons" for the word "clergy" that was proposed to replace the word "presbyter" so that bishops would be included. The change was not accepted as a friendly amendment by the Committee. The committee suggested that bishops do vote, reported the Chancellor. (The chancellor responded further when asked if bishops' signatures would count as eligible on a request that a motion be divided or split that the signatures would not count.)

The Coffey amendment to substitute "presbyters and deacons" was defeated and the vote was taken on the resolution as originally presented and proposed.

The amendment was adopted and the word "presbyter" was replaced with the word "clergy."

Canon 2 (Requiring anti-racism training):

The amendment to Canon 2 was presented and adopted.

Canon 5 (Increasing the term of Council members):

The amendment to Canon 5 was presented and adopted.

Canon 5, Section 4 (Clarifying Budget Process):

The amendment to Canon 5 was presented and adopted.

Canon 17 (Implementing Title IV):

The amendment to Implement Title IV with the new Canon 17 and elimination of the former Canon 18 was presented and adopted.

Proposed Amendments to the Constitution of The Episcopal Church

The Chancellor read the texts of proposed amendments to the Constitution of the Episcopal Church as required by the 76th General Convention. The reading was required by all dioceses preceding a final vote by the 77th General Convention. The amendments were to B015: Amend Constitution Article I.4; B029: Amend Constitution Article II.2; and, D029: Amend Constitution Article VIII

RECOGNITION OF NEW CLERGY AND RETIRING CLERGY

The Rev. Canon Gregory Jacobs, Canon to the Ordinary and Chief of Staff, announced the retirements of the following clergy: The Rev. Christopher Brdlik, rector, Calvary, Summit; The Rev. Oscar Gonzalez, vicar, Calvary, Bayonne; The Rev. J. Carr Holland, rector, Grace Church, Newark; The Rev. William Bailey, deacon, All Saints, Millington; The Rev. David Thomas, vicar, Christ Church, Harrison; The Rev. Diana Clark, rector, St. John's, Montclair; and, The Rev. Mark Lewis, vicar, Our Saviour, Secaucus.

He introduced the new clergy who joined the diocese since the last convention: The Rev. Rosa Brown-Autry, associate, St. Paul's, Paterson; The Rev. Joan Conley, assistant, St. Elizabeth's, Ridgewood; The Rev. Lauren Kilborn, curate, St. Andrew & Holy Communion, South Orange; The Rev. Mary Davis, assistant rector, Calvary, Summit; The Rev. Andrew Butler, rector, St. John's, Montclair; The Rev. Scott McComas, assistant rector, Grace Church, Madison; The Rev. Reginald Nuama, interim, Christ Church, Teaneck; The Rev. Martha Metzler, priest-in-charge, Holy Innocents, West Orange; The Rev. Gregory Lisby, priest-in-charge, Christ Church, Ridgewood; The Rev. Timothy Mulder, priest-in-charge, Christ Church, Short Hills; and

The Rev. Stephen Rozelle, priest-in-charge, Christ Church, Pompton Plains.

YOUTH REPORT

Ms. Kaileen Alston, director of Youth and Young Adult Ministry, presented the report on youth ministry. The ministry enhanced young people's relationships with God, each other, the church and their communities. It was unique, dynamic, and multi-cultural. The participants were in grades six through twelve and represented every demographic group and hue and made a beautiful diocesan tapestry. Some came from wealthy homes, some from foster homes and others from homeless shelters. They had different family structures and ethnic backgrounds. Some were adopted; some wished that someone would adopt them from time to time. Most were Episcopalians and some were not; and some had no religious background; and, all were welcomed.

One of the goals of diocesan youth ministry was leadership development with the assistance by adults who nurtured our youth to take the reins as they were able through peer ministry training sessions and other events. The middle school retreat, the high school retreat, Happening and Christophany were led by youth with guidance from adults. Youth participated in the confirmation retreats and had roles in the diocesan conventions. The youth also engaged the wider church: through travel to Panama as part of the companion diocese relationship; participation at the Triennial Episcopal Youth Event (EYE) with other young people from around the world; and attendance at General Conventions in 2006 and 2009 that gave the youth experience with the depth and breadth of the Episcopal Church. The program planted the seed of ministry in their hearts. They return to their home churches ready to be more engaged as parishioners – teach Sunday school, serve as lay Eucharistic ministers and vestry members and lead outreach efforts. They know the church is more diverse than their home or their school. The diocesan budget funded by church pledges helped provide scholarships for those unable to afford the programs and the financial support was appreciated.

ORDER OF THE DAY – 2011 DIOCESAN BUDGET

The Rev. John Mennell, chair of the Budget and Finance Committee, presented the budget for adoption. There were no changes suggested or moved at the hearing.

The budget was adopted without objection.

Chaplain's Prayer – The Rev. Robert C. Morris offered a prayer of thanksgiving following the adoption of the budget.

RESOLUTIONS (CONTINUED)

[The complete and final texts of the resolutions follow the Minutes.]

Resolution 2011-03: A Resolution Recognizing Church of the Incarnation's New Ministry and Mission in Jersey City sponsored and supported by the Bishop's Office, Diocesan

Council (November 10, 2010), the Standing Committee (October 6, 2010) and the Trustees of the Episcopal Fund and Diocesan Properties (December 8, 2010). The resolution was adopted.

[Prior to the discussion The Rev. Geoffrey Curtiss, All Saints', Hoboken, moved a Courtesy Resolution to permit Ms. Carol Harrison-Arnold, parliamentarian and a member of Church of the Incarnation, Jersey City, to have voice at the convention, if she so chose.]

Resolution 2011-04: *Honoring the Venerable Herb Tinning* submitted by the Committee on the Diaconate of the Commission on Ministry was adopted.

Resolution 2011-05: *Justice Needs for Children* submitted by the Justice Board (The Rev. Diana Clark, Ms. Marge Christie, The Rev. Geoffrey Curtiss, Ms. Martha Gardner, Mr. Bert Jones, Ms. Laura Russell, Ms. Mary Sunden, The Rev. Canon Dr. Sandye Wilson, The Rev. Diana Riley, The Rev. Canon Greg Jacobs, Ms. Nina Nicholson and Mr. Michael Francaviglia) was adopted.

Resolution 2011-06: *Budget Resolution – 2008 Diocesan Pledge to The Episcopal Church* submitted by the Budget and Finance Committee was adopted.

✦ MISSION MINUTES

Strengthening Worship and Interfaith Relations: How four congregations are stepping out in audacious faith

Bishop Beckwith introduced the third of three Mission Minutes (video presentations). This segment highlighted four congregations that used words, music and outreach to strengthen their worship and those of other faith communities and to stand up against injustice in God's name. The four congregations were St. David's, Kinnelon; St. Luke's, Haworth (worshiping with Our Saviour Lutheran Church); Trinity Church, Bayonne (worshiping with Grace Lutheran Church); and Trinity Episcopal Church, Allendale.

The deputations from Kinnelon, Haworth, Bayonne and Allendale were asked to stand for recognition. Mr. Richard Hogue, narrator of the Mission Minutes and one of the Newark ACTS Interns, was recognized for his work on the minutes.

ELECTION RESULTS Ballot #5

Mr. John Webb announced the results of the fifth ballot.

GENERAL CONVENTION CLERGY DEPUTIES – elect 1 (fourth clergy deputy)
Total ballots cast 397; clergy order 124, lay order 273
Ballots necessary to elect, 63 clergy, 137 lay

The Rev. Joseph A. Harmon, Incarnation, Jersey City – 56 clergy, 117 lay

* The Rev. Shane Phelan, St. Luke's, Haworth – 67 clergy, 154 lay (*elected fourth clergy deputy*)

GENERAL CONVENTION LAY DEPUTIES - elect 1 (fourth lay deputy)

Total ballots cast 395; clergy order 121, lay order 274

Ballots necessary to elect, clergy order 81, lay order 138

Marge Christie, Christ Church, Ridgewood – 49 clergy, 105 lay

Michael F. Rehill, St. Thomas', Vernon – 18 clergy, 58 lay

Caroline Christie, St. Luke's, Montclair – 51 clergy, 108 lay

Mr. Webb announced that Michael F. Rehill withdrew his name in order to expedite the conclusion of this election. The remaining candidates were Marge Christie and Caroline Christie.

Ms. Marge Christie stepped to a microphone and addressed the convention deputies – as the "*grandmother of Caroline Christie*" – to announce that she withdrew from the election leaving only Caroline Christie on the ballot for fourth lay deputy.

Ms. Caroline Christie was elected by acclamation the fourth lay deputy.

The Arrangements Committee members and Pages distributed and collected the number six ballot to the deputies who remained seated at their tables. The sixth ballot was for the election of the General Convention clergy and lay alternates. (Not enough paper ballots were ordered; hence ballots were re-used from earlier contests. For the sixth ballot, the ballots numbered as "2" were used.)

STORY TELLING – *Stepping Out in Audacious Faith*

Ms. Kai Alston introduced the segment for the table conversations and provided the instructions to the deputies. While the stories about Jesus and the apostles are 2,000 years old, God never stopped asking people to have faith and to step out in audacious faith. We are called to be fearlessly bold.

The table exercise was in two parts – deputies were asked to pair off with someone at the tables with some one they knew with one person taking two minutes to tell when they have stepped out in audacious faith. After two minutes, the people switch and the other person tells their story in how they stepped out in audacious faith. After both partners told their stories, people at the table took eight minutes total to share what they've learned about each other. What did you learn? How did other's stories strike or inspire you? Then take an additional eight minutes and answer the question how is God calling your congregation to step out in audacious faith?

ELECTION INSTRUCTIONS

Ballot #6

Mr. John Webb instructed the deputies on the election for the clergy and lay alternates to General Convention. There will be four alternates in each order elected by simple majority; the election did not require a concurrent majority.

There were five candidates remaining in the clergy order: Joseph Harmon, Thomas Mathews, John Mennell, John Negrotto and Jon M. Richardson.

There were four candidates remaining in the lay order: Edgar Kim Byham, Marge Christie, Sidney W. King, Jr., and Michael F. Rehill. (Ms. Issie Cherevko had removed her name from contention after the second ballot.)

ELECTION RESULTS

Ballot #6

[The results of the 6th ballot were not known by the time of adjournment and were announced the next day through the Newark List.]

GENERAL CONVENTION LAY ALTERNATES – Elect 4

Total ballots cast 337; ballots necessary to elect 169.

- * Marge Christie, Christ Church Ridgewood – 291 (*elected first lay alternate*)
- * Sidney W. King, Jr., Incarnation, Jersey City – 219 (*elected second lay alternate*)
- * Michael F. Rehill, St. Thomas', Vernon – 213 (*elected third lay alternate*)
- * Edgar Kim Byham, All Saints', Hoboken – 195 (*elected fourth lay alternate*)

GENERAL CONVENTION CLERGY ALTERNATES – Elect 4

Total ballots cast 340; ballots necessary to elect 171

- * The Rev. Joseph A. Harmon, Incarnation, Jersey City – 284 (*elected first clergy alternate*)
- * The Rev. John Mennell, St. Luke's, Montclair – 250 (*elected second clergy alternate*)
- * The Rev. Thomas Mathews, St. Luke's, Phillipsburg – 183 (*elected third clergy alternate*)
- The Rev. Jon M. Richardson, St. Paul's, Jersey City – 148
- The Rev. John J. Negrotto, non-parochial – 147

The election for the fourth clergy alternate will be held at the 2012 convention. The contest will be between Jon Richardson and John Negrotto.

NEWARK ACTS

The Rev. Erik Soldwedel, program director of Newark ACTS, presented the report and introduced the inaugural class of interns. The mission statement of the program was *Newark ACTS seeks to nurture young adults to become community leaders with a heart for ministry and an understanding of the complexities of urban life and a deep spirituality that integrates their desire to serve with a passion for justice and peace.* Eight interns came into the diocese bringing their talents and other gifts and began working in Newark, Jersey City and Hoboken. There were nine ministry partners: Seamen's Church Institute, Port Newark; Christ Hospital, Jersey City; St. Philip's Academy, Newark; Episcopal Community Develop Corporation, Newark; All Saints' Episcopal Day School, Hoboken; Turning Point Community Services, Irvington; North Porch; the Hoboken Shelter; and the All Saints' Jubilee Center, Hoboken.

The Newark ACTS interns were introduced: Clare Boyd, Alma Gast, Richard Hogue, Alex McCarth, Anna Mellace, Terasse Myers, Alyssum Roe and Mark Sharrow.

The interns, performing as *Soapy Heels*, sang a song as they would do when in community together.

COMMISSION ON MINISTRY APPOINTMENTS

Bishop Beckwith announced the following appointments to the COM for ratification:

Committee on the Priesthood: The Rev. Julian Elbin, St. John's, Rameey, class of 2012; Mr. Lawrence Sunden, Grace, Westwood, class of 2013; The Rev. Susan Chrystal, St. George's, Maplewood, class of 2015; Mr. Howard Mackey, St. Mark's, Teaneck, class of 2015; Ms. Patricia Vine, St. Michael's, Wayne, class of 2015; and Ms. Dorise Wigfall, Trinity & St. Philip's Cathedral, Newark, class of 2015.

Committee on the Diaconate: The Rev. Kathleen Ballard, House of Prayer, Newark, class of 2015; Ms. Carol Haefele, St. John the Divine, Hasbrouck Heights, class of 2015; and The Rev. Willie Smith, Trinity, Cliffsde Park, class of 2015.

Committee on the Laity: Dr. James Pruden, St. Mark's, Teaneck, class of 2015; and Mr. Joseph Szczesny, Good Shepherd, Wantage, class of 2015.

Motion: It was moved and seconded to ratify the appointments to the Commission on Ministry. The motion was adopted.

COMMITTEE TO CERTIFY THE MINUTES

The members of the Committee to Certify the Minutes were ratified: The Rev. Vicki McGrath, All Saints', Millington; Ms. Diane Pollock, St. James', Ridgefield; and Ms. Patricia Visnofsky, St. Peter's, Mt. Arlington.

RESOLUTION OF GREETINGS

Ms. Ginny Saylor, St. James', Upper Montclair, read the resolution of Greetings.

RESOLVED, That this 137th 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. Alex McCartin, Newark ACTS Intern, read the resolution of Thanks.

RESOLVED, That this 137th Annual Convention expresses its appreciation to the Chaplains: The Reverend Diana Clark, The Reverend Alex MacDonell, The Reverend Robert Morris, and The Reverend Willie Smith; to the Arrangements Committee and Chairperson Mrs. Doris Mardirosian; to the Committee on Rules of Order and Chairperson The Reverend Dr. Jane Tomaine; Elections Supervisor John Webb and Elections Judge Allison Garde; to the Budget and Finance Committee and Chairperson The Reverend John Mennell; 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 Chairperson The Reverend Audrey Hasselbrook; to the Chancellor, Ms. Diane Sammons; to the Parliamentarian, Ms. Carol Harrison-Arnold; to the Youth Pages; to the Newark ACTS Interns; to The Reverend John Rollins and Ms. Jan Paxton for their technical support; to the Altar Guild of St. Luke's Church, Montclair and Chairperson Mr. Tim Mannion; and to Ms. Marilyn Olson, spouse of The Right Reverend Mark Beckwith.

The bishop recognized for appreciation the diocesan staff members who were present at the convention:

EVALUATION OF THE CONVENTION

Evaluation forms were collected by the Pages from the tables.

The evaluation form asked for responses to the following questions: What did you experience during convention that will move you toward new or wider ministry in the name of Christ in the world, your congregation, or your personal life? Are there ways in which you have Stepped Out in Audacious Faith but had been unaware? How would you like your congregation to step out in audacious Faith? What additional resources do you need to make that happen? Are there ways you might suggest to improve the structure of this time together to maximize its value to the Church and to you? During our workshop and presentation time, what topics would be of most interest to you for a

future convention?

The convention ended with a closing prayer by The Rev. Robert C. Morris, chaplain, and the closing hymn before the dismissal by Bishop Beckwith.

The convention adjourned by motion at 3:40 p.m.

Respectfully submitted,



Michael Francaviglia, Secretary of Convention

[The convention ended before the announcement of the sixth ballot with the results of the elections for lay and clergy alternates to General Convention. The results were posted on the website and the Newark list.]

GENERAL CONVENTION LAY ALTERNATES – Elect 4

Total ballots cast 337; ballots necessary to elect 189.

Marge Christie, Christ Church Ridgewood – 291 *(elected first lay alternate)*

Sidney W. King, Jr., Incarnation, Jersey City – 219 *(elected second lay alternate)*

Michael F. Rehill, St. Thomas', Vernon – 213 *(elected third lay alternate)*

Edgar Kim Byham, All Saints', Hoboken – 195 *(elected fourth lay alternate)*

GENERAL CONVENTION CLERGY ALTERNATES – Elect 4

Total ballots cast 340; ballots necessary to elect 171

The Rev. Joseph A. Harmon, Incarnation, Jersey City – 264 *(elected first clergy alternate)*

The Rev. John Mennell, St. Luke's, Montclair – 250 *(elected second clergy alternate)*

The Rev. Thomas Mathews, St. Luke's, Phillipsburg – 183 *(elected third clergy alternate)*

The Rev. Jon M. Richardson, St. Paul's, Jersey City – 148

The Rev. John J. Negrotto, non-parochial – 147

The election for the fourth clergy alternate will be held at the 2012 convention. The contest will be between The Rev. Jon Richardson and The Rev. John Negrotto.

137th ANNUAL CONVENTION - DIOCESE OF NEWARK

REPORT OF THE COMMITTEE ON RULES OF ORDER AND ELECTIONS

The Committee on Rules of Order and Elections met on October 26, 2010 to consider any proposed changes to the Rules. The Committee reviewed the Rules of Order as amended and adopted by the 136th 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 137th Diocesan Convention.

The Committee on Rules of Order and Elections recommends that the Rules of Order adopted for the 136th Diocesan Convention be adopted for the 137th Diocesan Convention along with the two modifications to the sections listed below – Section VI. G, Rules of Order and Section XI, Rules of Order. [New text is bolded.]

Section VI. G: Rules of Order

G. For all elections vote shall be by ballot, each deputy having one vote for each vacancy to be filled. Those candidates receiving a majority of the valid ballots cast shall be elected. If no candidate receives a majority of the valid ballots cast, subsequent ballots shall be taken until elected candidates shall have filled all vacant positions. **When several terms are to be filled the candidate receiving the highest number of votes will fill the term of the longest duration and the other candidates will fill terms in descending order based on the number of votes received.** For General Convention Deputies only, election requires a concurrent majority in both orders.

Reason:

This is a codification of long standing practice. The Committee recommends the addition of this rule to clarify the process used in electing candidates.

Section XI: Rules of Order

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. **Each proposed amendment to a resolution made during floor debate must be submitted in writing to the Secretary of Convention immediately after being moved, so that it can be projected onto the screen for floor consideration.**

Reason:

The Committee recommends this change to facilitate an easier and more efficient processing and review of proposed amendments.

Article II, Section 7 – Quorum and Manner of Voting

The Committee contacted the Committee on Constitution and Canons to formally request an amendment to Article II, Section 7, of the Constitution that "Presbyters," which excludes Deacons, be

be changed to "Clergy" to include both priests and deacons. The process to change the Constitution takes Convention votes in two consecutive years.

Responsibilities of Deputies and Visitors

The Committee has also attached to this report suggestions for the conduct during the business meeting. This is offered as a benefit to the group.

The Committee acknowledges and thanks Michael Francaviglia, Secretary of Convention, for his help and support in the work of this Committee.

Respectfully submitted,

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

Members: Allison L. Garde, Esq., Grace Church, Madison
John G. Webb, Esq., Good Shepherd, Wantage

RESPONSIBILITIES OF DEPUTIES AND VISITORS
137TH DIOCESAN CONVENTION – JANUARY 28 & 29, 2011

NORMS TO CONSIDER:

- Giving the speaker full attention
- Waiting until break time to talk among yourselves or to discuss issues that have been raised
- Using cell phones in the hall and turning them off when entering the ballroom
- Observing quiet when leaving and entering the ballroom during the sessions

RULES OF ENGAGEMENT

- R** Take **RESPONSIBILITY** for what you say and feel without blaming others. Use "I" statements.
- E** **EMPATHETIC** listening, respectfully allowing others to complete statements before beginning one's own.
- S** **SENSITIVITY** to differences in communication styles and to the need for all to be heard.
- P** **PONDER** what you hear and feel before you speak, allowing a moment of silence and giving space for reflection.
- E** **EXAMINE** your own assumptions and perceptions.
- C** Refrain from **CONVERSATION** while others are speaking
- T** **TOLERATE** ambiguity, because we are not here to debate who is right or wrong.

IN OUR CONVERSATIONS

- We Listen → That We Might Understand & Learn From One Another
- We Speak → From Our Own Experience & Understanding
- We Accept → Others' Experiences as Valid for Them
- We Honor → Silence & the Feelings of Others
- We Learn → There is No Absolute Truth

**RULES OF ORDER
ONE HUNDRED AND THIRTY-SEVENTH CONVENTION
January 2011**

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. 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 all elections vote shall be by ballot, each deputy having one vote for each vacancy to be filled. Those candidates receiving a majority of the valid ballots cast shall be elected. If no candidate receives a majority of the valid ballots cast, subsequent ballots shall be taken until elected candidates shall have filled all vacant positions. When several terms are to be filled the candidate receiving the highest number of votes will fill the term of the longest duration and the other candidates will fill terms in descending order based on the number of votes received. For General Convention Deputies only, election requires a concurrent majority in both orders.

H. For all elections beginning with the third ballot, and for all succeeding ballots, the name of the candidate (or candidates) with the lowest number of total votes cast 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 seven candidates are standing for election and there are three vacancies to be filled, on the third ballot the names of the two candidates with the lowest number of votes will be withdrawn from consideration by the Convention. This will leave five candidates for consideration on the third ballot. All candidates who were not elected as General Convention Deputies shall be eligible for consideration as alternate Deputies.

Resolutions

VII. 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

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. 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. A required majority of the deputies voting individually shall determine all measures, unless the chair rules, consistent with the requirements of the Constitution (Article 2, section 7), that the vote on the question shall be by orders. If a vote is by orders then a concurrent majority in both orders shall be necessary to carry any measure.

Constitution - Article II, Section 7:

"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."
(Constitution Article II, Section 7)

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. Each proposed amendment to a resolution made during floor debate must be submitted in writing to the Secretary of Convention immediately after being moved, so that it can be projected onto the screen for floor consideration.

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 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 at convention on these proposed budget changes. Anyone wishing to do so may appear to speak for or against any proposed change. After all speakers are heard, the Diocesan Council Budget Committee will go into executive session to consider its report to the Convention. The Committee may at its discretion invite expert witnesses.

7. The Diocesan Council Budget Committee will present its recommendations in the form of a separate resolution on every line item for which changes have been suggested, its only mandate that the budget must not be in deficit. Changes up will have to be balanced with changes down, additions offset by deletions, subject to the discretion of the Diocesan Council Budget Committee.

8. The Convention will vote on every Diocesan Council Budget Committee resolution either to approve or not to approve. These resolutions are subject to amendment by the Convention. Each resolution must be considered individually.

9. When all Diocesan Council Budget Committee resolutions have been dealt with, a motion to approve the budget will be offered and voted.

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

1. The Diocesan Council Budget Committee shall have FIVE MINUTES to speak in respect to the Committee's report on the Budget.

2. ONE HOUR shall be allotted to the debate, divided equally by the number of resolutions to be considered with a maximum of one hour.

3. Of the time allotted to the consideration of each resolution, the recommendation of the Diocesan Council Budget Committee concerning the resolution shall be limited to ONE MINUTE or less.

4. During the debate on each resolution each speaker shall be limited to ONE MINUTE and no speaker shall speak more than once.

5. To the extent possible, the Chair shall recognize speakers of opposite views in alternate succession.

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

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

Committee of the Whole

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

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

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

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

Reports

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

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

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

**The Episcopal Address for the 137th Annual Convention
Of the Episcopal Diocese of Newark
Saturday, January 29, 2011**

The Rt. Rev. Mark M. Beckwith

We are shaped by stories. The stories that we hear and the stories that we tell. We are adherents of this faith because each of us has been transformed by the Jesus story — and we have, at different levels of intensity, committed ourselves to living with that holy story. And committed ourselves to passing that story on. Last night we heard two people from the diocese — Deacon Diane Riley and Newark ACTS intern Mark Sharrow, share how the Jesus story has shaped and challenged them to step out in audacious faith, which is the theme of Convention and is a metaphor taken from the vision statement. This morning I want to share a bit of my story — and how my journey has been shaped by the Jesus story; but to do that I first need to tell you the story of Sepphoris.

Sepphoris was the regional Roman capital of northern Israel — and it was built during the years of Jesus' youth. Sepphoris was one hill over from Nazareth, where Jesus grew up — about three miles away. Whereas Nazareth was a tiny village literally carved out of the hillside, Sepphoris was wealthy beyond measure, which reflected a power that couldn't be questioned — and which was exactly the point Rome wanted to make. I had never heard of Sepphoris until I visited it five summers ago on a side trip from Nazareth. Our small group toured the ruins of this ancient city — and we could see the remains of cobblestone streets and the elaborate inlaid tiles of the baths nestled in the Roman-like palaces.

Joseph, Jesus' father, was an artisan, and no doubt he earned some of his living as a day laborer at the Sepphoris construction site. When Jesus was old enough to apprentice to his father, Jesus accompanied Joseph down the hill from Nazareth, across the valley and up into Sepphoris — and back again, for the purpose of learning a trade. Jesus also learned about difference — radical difference; between the opulent wealth of Sepphoris and the hardscrabble poverty of Nazareth.

Two very different worlds. And two closed systems — Sepphoris by intention, which it could perpetuate because of privilege and power; and Nazareth by oppression, which lived under the heavy boot of Rome. Nazareth was a jail without walls.

Jesus was imbued by the charism of being the holy one of Israel. He was also, no doubt, shaped by his regular commute between Nazareth and Sepphoris. He was, I believe, radicalized by the economic, racial and political chasm between the two communities. As a result, he spent much of his ministry trying to open up closed systems, which he did by building bridges between communities — and by building bridges between anyone and his divine father.

I tell this story because I grew up in a modern version of Sepphoris. In Darien, Connecticut, a New York City suburb. In the early 1960s real estate covenants made it

impossible for non-whites and non-Christians to live there. The community displayed its enormous financial power in its schools, stores and neighborhoods. Although I didn't know it at the time, it was a closed system. For me, it was home. It was all I knew. There was -- and is, a strong pull to stay in such a community -- in a closed system, because of its comfort, safety and privilege. But there were people in Darien who journeyed freely and intentionally to modern versions of Nazareth. Not just to bring upper middle class largesse, but to be challenged and changed by difference. The pull to stay in was strong, but the itch to venture forth was real.

From Darien, I went on to Amherst College, which then as now, was a place of comfort and privilege. It prided itself on being an academically elite school -- and its elite status filtered into nearly every aspect of college life. Although a bit more open, it was still a closed system. In many ways, it was an extension of my life in Darien.

After college, I lived in Japan for two years. Nearly everything was marked by difference -- language, culture, food, religion. My horizons were expanded. For the first time in my life, I was really out of Sepphoris. And in many ways all I wanted to do was to get back in to the comfort and privilege of a closed system. But I couldn't get back into Sepphoris, because Japan is a closed system to foreigners. The Japanese word for foreigner -- *gaijin*, literally means outsider.

While in Japan I met Jesus -- not for the first time, but in a new way. By exploring another religious tradition, I was brought into a deeper relationship with my own. By experiencing the exile of being an outsider, I experienced a more intense need for Jesus' prophecy and his bridge building -- and his ability to bring people together. I was introduced to a different kind of comfort -- a more abiding comfort that privilege could not touch. I met more people who lived with this deep spiritual comfort -- and which enabled them to step out in audacious faith. I wanted some of that. My itch was in fact a deepening spiritual desire to be more open -- to receive more authentic spiritual comfort so I too could step out in audacious faith. And better resist the pull from the sirens of Sepphoris.

And I have stepped out -- some; but I have also allowed myself to be pulled back at times. It has been an ongoing dance, if not a struggle, between the promise of freedom in an open system and the false sense of security in a closed one. And over the years I have arrived at some important insights for me -- and I offer them to you:

Privilege is not freedom
Certainty is not faith
Security is not vision

I have also noticed that my struggle is a common one, exacerbated by a dominant secular culture which systematically markets privilege, certainty and security. And much of the religious world today -- which I think is just an extension of the secular world, promotes variations of privilege, certainty and security. The pull to stay in Sepphoris is strong; the desire to get into Sepphoris is also strong.

But Jesus said "No" to any closed system or any entity that tried to truncate freedom, faith and vision by serving up bromides, prejudice or fear. Jesus risked freedom, and he has challenged us to do the same. He has dared us to help him open up closed systems — and to live into the freedom of his faith and vision — by which we are fed every time we receive the Eucharist. To live with the Christ in freedom, faith and vision is my deepest desire. It is also my biggest challenge.

One of the blessings about being in the Diocese of Newark is seeing how individuals and congregations have dared to step beyond privilege to freedom, beyond certainty to faith and beyond security to vision. This diocese has a long history of doing that — and continues to build on that legacy. Some of this has to do with geography — modern day versions of Nazareth and Sepphoris are hard by one another; and over the years we have learned to be taught and fed by one another, and have worked at creating permeable boundaries between congregations, and between congregations and local communities.

Yet this isn't always the case. Without mission and vision — and without the discipline to live into mission and vision, individuals, congregations and dioceses fall back into patterns of closed systems. They seek security and certainty. Especially during periods of cacophony and chaos — which is what we have now.

I am very grateful for our mission statement, which we have been living into for a year and a half — and our vision statement, which we have been working with for about six months. The mission statement — equipping congregations, empowering people and engaging the world — with the hope and justice of Jesus; has helped us get clear about what we are called to do — and just as importantly, about what we are not called to do. We have aligned our budget and the senior bodies of the Diocese — Trustees, Standing Committee and Diocesan Council, with the calling of our mission statement.

The vision statement presents a portrait of what our diocesan life will look like as we live into our mission with discipline and clarity. The vision is filled with prophetic imagery. As such, it is imbued with promise — God's promise of abundant blessing. There is no certainty here, no security — and the vision (along with the mission) calls us to dismantle the privilege or to insist on freedom for everyone in equal measure.

As we live out our mission statement and dare to live into the vision, there are certain parts of our life that I want to highlight; and certain practices that are ripe for "institutional reformation" (as expressed in the vision statement). Discipline is key. Spiritual discipline. Patterns of spiritual practice. One of the wonderful things I have discovered in my time as bishop is the desire that so many people have — from all across the diocese, to be in relationship with the living Christ. I see it. I hear it. And I devote much of my vocation supporting that holy relationship.

Without spiritual discipline, we become easy pickings for the purveyors of privilege, certainty and security. So I will keep before the diocese the expectation for all of us to live into a pattern of praying, giving, serving and learning. And to create a culture of spiritual discipline. To that end I have pulled together a group of laypeople and clergy to

help design spiritual patterns and practices -- and to continue to work with me to keep the issue of spiritual formation and practice before us. Our spiritual disciplines lead us to the heart of God -- and to a place of freedom that empowers "people to become alive and confident in their faith" (another quote from the vision statement).

Story is also key. For those of us who have been Episcopalians for a long time, telling our story has meant that all we had to do is reveal our identity: "I am an Episcopalian." Reciting those words was enough. It placed us on a Christian continuum, accurately or not. Today, most people don't know how to pronounce the word "Episcopal," much less spell it. People don't know who we are. So we have to tell them. Not about our identity, but our story. Not just the demographics of who we are, but who we are with Jesus. How our deepest desire is nurtured and where we discover our greatest hope.

This is not easy. The challenge for me -- for all of us -- is to answer the call from the vision statement: to "venture into places where we are not expected -- indeed, where we are not even welcomed, to be seed throwers, fire starters, hope peddlers, risk takers and dreamers on behalf of the Good News of Jesus Christ." Later on today, you will have a chance to tell your story of when you stepped out in audacious faith. Let the audacious among us arise.

Which brings me to youth. They are also key -- not just to our future, but to our life now. We need to support and guide them -- and take the risk of being transformed by their audaciousness. We have a youth movement going on in the diocese, and we need to put more energy and intention into it. Kai Alston, from our staff, doesn't just work with youth. She is about nurturing faith and training leaders. We have invested in Newark ACTS, an incarnation of eight young adults who have been brought into our midst. Each of them, in their own way, has stepped out in audacious faith. What I am learning is that young people want to serve -- and we need to give them the opportunity. They are exposing the illusion of privilege as freedom. Newark ACTS is not just a program of the church; it is the church. And these young people are opening up the church to new models of ministry.

We have an extraordinary group of deacons. I am inspired by their commitment to Christ and their passion for ministry-- and the impact they have on the church. We need more deacons. And we need young deacons. Next month I will be meeting with the deacon community to figure out how we can identify young people to become deacons and fashion a creative path to ordination for them. I will also be meeting with our growing cohort of young priests, inviting them to share their perspectives on the church -- and to dream with me about creating a young adult ministry in Harrison.

Social Justice has long been a passion of this diocese. For decades we have been catalysts for change in the national church. It is incumbent upon us in the 21st century to consider anew the wider work in our communities and the world. And so we have created a justice board, comprised of the deputies to General Convention -- and some others. While the justice board will continue to work on various justice issues as identified by General Convention, our focus in the diocese will be on children, those among us who are both

the most vulnerable and whom we invest with the greatest hope.

I will continue to challenge congregations to be mission-focused on children and youth -- within the congregation and in the larger community. There are some congregations which have clearly identified ministry with children and young people as part of their mission statement. If kids aren't included in a parish mission statement, they should nevertheless be incorporated into the congregations' life and mission. Clearly and audaciously.

Turning to congregations, from my unique vantage point, the mission of the congregation poses the biggest opportunity and the greatest challenge. So many of us continue to be limiting ourselves to our age-old identity; as if simply putting the "Episcopal Church welcomes you" sign out front and worshiping with the Book of Common Prayer will take care of everything. That model did work -- and work well, up until 40 years ago. I was raised in that church. I miss it. We can mourn that loss, but we need to move on. The issue is not how did we get here, but the question is -- what do we do now? On more than half of my visits to congregations, members of the Vestry say that one of their main goals is to get more people to join the church. A growing minority of congregations are discovering that the question -- how do we get more people into church -- IS THE WRONG QUESTION. The important question that congregations are discovering they need to ask is -- what is God calling us to do? What is our mission? One of the learnings from the listening campaign, carried out this past summer and fall in 61 congregations, is that churches which have a focus in ministry -- and a defined mission, have a stronger sense of purpose and a deeper wellspring of joy.

In the same listening campaign, it was discovered, not surprisingly, that worship is the anchor of a congregation's life. I see that. I experience that. People come with a spiritual hunger and leave with a souls that have been fed by the transformative and transcendent nature of the liturgy. And people enjoy one another. In every place I visit, the exchange of the Peace is the longest part of the liturgy. It displays a spirit of community.

But -- the warmth and welcome tends to be confined to those who are already known. Week in and week out I see people who are brand new to the congregation being virtually ignored by everyone else. In the worship. In coffee hour. It is not hostility. It's not even indifference. It is habit. And it is not isolated. It happens everywhere. I see it as a vestige of a closed system -- and as an institutional resistance to becoming more open. These are habits that all of us need to unlearn, which will happen as we develop ministries of radical hospitality. Last year I singled out Christ Church, Budd Lake, for their commitment to radical hospitality, which is reflected in their worship service for children with special needs. It has proven to be a life-giving contagion, not just for the Christ Church congregation -- but its mission has spread to St. Andrew's, Harrington Park, which has developed its own All God's Children service. And at least two other congregations are considering implementing worship services with more intentional radical hospitality.

All I have said thus far is part and parcel of our stewardship: how we deploy what God

has given us in order to do God's work in the world. Drawing on a portion of funds from the proceeds of church sales, we will fund a diocesan stewardship officer, whose mission will be to work on stewardship development with congregations, assist congregations with planned giving -- and work with me on developing major gifts for ministry initiatives that are aligned with our mission statement. Good stewardship also requires that we discover and respond to the needs of the local community. Not what we think those needs are, or what we want them to be -- or even what the data says they are. Instead, our stewardship must be informed by what we hear from the stories -- the stories in the community. To listen for hopes and dreams and concerns and patterns -- and how we might best develop a mission that will respond to them.

We need to intentionally connect children and stewardship. Teach them about the freedom which comes by discovering an individual's need to give rather than the church's need to receive. To that end, as the Alleluia Fund goes into its second year, we will give our children and youth an opportunity to participate, in part by joining in the Nets for Life campaign sponsored by Episcopal Relief and Development. Twelve dollars buys one net. Nets prevent malaria. The educational and organizing model that Episcopal Relief and Development has created has become the benchmark for best practice among charitable agencies. Over 80,000 lives have been saved in three years. Imagine how many nets we can buy. Because we stepped out in audacious faith last year by creating the Alleluia Fund, our outreach giving in 2010 increased by 33% over the year before. We will raise it by another percentage this year. When we focus on mission, good things happen.

As all this is an issue of our stewardship as individuals and congregations, this also involves my stewardship as bishop. When I was consecrated four years ago, I moved into a Sepphoris-sized office.. I was given a ring and I put on a purple shirt (both of which are adornments of royalty). I carry a big stick, which is a symbol of enormous spiritual authority. I live with more privilege than I have ever known.

But beyond the privilege, I have discovered a new level of freedom. Christ-centered freedom. It pushes me out of the privilege of Sepphoris and into the uncertainty of the future of the church. More and more people are looking to me as bishop for certainty and security. I can't give it. I can point to Jesus -- and the genius of our tradition, and the new life that is recorded in scripture and which is given in the Eucharist. And I can issue the challenge to be Christ in the world. If you were to ask me what the future of the church looks like, I would say it needs to "repent of the false gods" of privilege, certainty and security and step out audaciously into freedom, faith and vision -- and then maybe we will know.

There are many congregations that are clear about their commitment to mission. Congregations that are dreaming and risking -- and then developing ministry plans in the light of those dreams and that risk. It is exciting. It is inspiring. I, as bishop, and we as diocesan staff, want to invest more time and focus equipping congregations to empower people and engage the world. There are many ways we are doing that, but I want to highlight one. At the close of Convention, the leadership team of staff and I will begin

intentional work with two congregations to help them live into their mission. We have set up a process to offer the full services of the leadership team for six months to develop a clear and concise mission plan -- and for the next year to provide the services of a congregational coach to help the congregation live into the mission plan. We have chosen two congregations at the outset partly because that seems manageable. We have chosen St. John's Boonton and Church of the Incarnation in Jersey City for this pilot partnership because each congregation has literally stepped out in audacious faith, both by the mission they are developing and by the realistic assessment of their assets and their futures. In both congregations, the Vestry is very clear that this is venture capital. Along the way, we will evaluate the partnership, make changes, and identify two more congregations for the next social capital investment. As we get better at this -- and we will get better at it, we can expand the number of congregations -- and develop partnerships that involve me, my staff, and other congregations. The key is the willingness to risk -- that God is God. That risk is perhaps the most important ingredient of what it means to be an open system.

I want to assist with birth -- and rebirth, and congregational development. At the same time I -- and we, need to be pastorally present to congregations that are struggling to maintain their ministry. There are less than a handful. In the last two months, Canon Jacobs and I have put together a Pastoral response team for congregations with serious financial and mission hardship in order to assess their situation and provide support for next steps, which may include closing.

I increasingly see myself as the chief spiritual officer of the diocese, which means that my primary role is to help individuals, congregations, and me -- to be open to the freedom which comes in God. To live with courage, which is given by the living Christ -- and which provides a vision for the future that is not imbued with secular certainty and security.

As chief spiritual officer, I am challenged to call out closed systems. Our faith is held by religious institutions -- but not owned by them. I feel called to call out systems which preach security and certainty -- invariably at the expense of those who are pushed out. This includes our own Episcopal Church and other religious and civic institutions. The world needs for us to be an open system of freedom, faith and vision.

I have learned that my ring, shirt, miter and staff are part of the armor of God. They are visual reminders -- not of the privilege of Sepphoris, but icons of God's power. We each have been given freedom and faith and vision. It is the armor of God. (Ephesians 6:11) Put it on. We will all need it.

And then together, let us step out in audacious faith.

Amen.

137th Annual Convention Resolutions

- 2011-01: Equal Education: Save Our Public Schools
- 2011-02: Anti-Racism Resolution (Training/Dialogues)
- 2011-03: A Resolution Recognizing Church of the Incarnation's New Ministry and Mission in Jersey City
- 2011-04: Honoring the Venerable Herb Tinning
- 2011-05: Budget Resolution: 2008 Diocesan Pledge to The Episcopal Church
- 2011-06: Justice Needs for Children

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. (None of this year's resolutions were placed on the Consent Calendar or removed.)

Resolution 2011-01

ADOPTED

EQUAL EDUCATION: SAVE OUR PUBLIC SCHOOLS

RESOLVED, that this 137th Convention of the Episcopal Diocese of Newark adopt as a high priority of our strategy on Domestic Poverty, a policy and plan of action for saving the Public Education system; and, be it further

RESOLVED, that the office of the Bishop of the Diocese is requested to write to the Mayors and Councils of all municipalities in the Diocese that provide public schools, the State Legislature of the State of New Jersey, the U.S. Senators of the State of New Jersey, the Governor of the State of New Jersey and the President of the United States, on the value and importance of an excellent public education system where the priority is on all children learning; and, be it further

RESOLVED, that every congregation of the Diocese of Newark is urged to launch a writing campaign urging local officials and legislators, both State and Federal, to develop policies and strategies that ensure adequate funding for excellent and equal education for all children.

SUPPORTING INFORMATION

More than ever in an era of globalization and expanded media, our country needs a vision of public education that produces in all communities, students whose literacy, numeracy and critical thinking skills enable them to become both economically autonomous and responsible citizens. In order for the United States to have a learned and skilled society of citizens, a publicly supported school system is a necessity; therefore the importance of public education in America should rank second only to protecting our country from outside armed attacks. In the long run, it is Public Education which greatly influences how we relate to others, treat ourselves, compete in global markets, conserve and build the Nation's and the world environment. Public Education helps to mold the very soul of the American people.

The purpose of the Millennium Development Goals which were affirmed by the Episcopal Church and which led the Presiding Bishop to develop a Domestic Poverty Agenda is to make a real difference in people's lives so that they can have a decent standard of living. Education has always been the key in America to breaking the chains of poverty, and for historically disadvantaged low income citizens and immigrants it has been achieved through the public education system. Currently the system is segregated and many of our children are marked for prison before they have an opportunity to achieve any part of the American dream.

Resource information is available at several websites:

- NJEA proposal for educational reform - <http://www.njea.org/news/2010-12-07/njea-unveils-reform-proposals>
- Report on the Importance of Quality Education in NJ Public Schools - http://www.nj.gov/governor/news/reports/pdf/20100720_np_schools.pdf
- NJ Left Behind - <http://njleftbehind.blogspot.com/>

Submitted by: *The Reverend Canon Dr. Sandye A. Wilson, Rector; Ms. Patrice M. Henderson, Lay Deputy, The Church of St. Andrew & Holy Communion; The Union of Black Episcopalians – Newark Chapter, Aubrey Thompson, President*

Resolution 2011-02

ADOPTED AS AMENDED – NEW TEXT IN BOLD **ANTI-RACISM RESOLUTION**

RESOLVED, this 137th Convention of the Diocese of Newark affirms Canon 2, section 6, which provides that all persons seeking election or appointment to serve on diocesan or district offices, diocesan commissions, committees or boards must first complete anti-racism dialogues training; and be it further

RESOLVED, that this 137th Convention of the Diocese of Newark affirms the importance of conducting anti-racism dialogue within the context of our lives as Episcopalians as an ongoing part of deepening our spirituality and our relationship with God and with one another and therefore encourages congregations to participate in anti-racism dialogues within their own

congregation and in conjunction with other congregations, particularly those where the ethnic, racial, or economic diversity may be different from one another; and be it further

RESOLVED, that it is the policy of the Diocese of Newark that all clergy must complete anti-racism dialogues training within six months of their appointment or licensing as clergy in the diocese or present official documentation that they have successfully completed similar training in an Episcopal Church-sponsored anti-racism training program within the three years prior to obtaining status in this diocese; and be it further

RESOLVED, that all persons seeking ordination in this diocese or transferring to this diocese as a postulant or candidate must complete anti-racism dialogues training within six months of their designation as a postulant or, in the case of those transferring, within six months of the acceptance of their transfer into this diocese; and be it further

RESOLVED, that this 137th Convention of the Diocese of Newark establishes that all persons required to complete anti-racism dialogue training must update their certification by completing, at a minimum, an additional 5 hours of Continuing Anti-Racism Education (CARE) every five years; and be it further

RESOLVED, that the Diocesan body responsible for overseeing anti-racism dialogues submit to the 138th Annual Convention of the Diocese of Newark a list of measurable criteria by which the effectiveness of the anti-racism dialogues and training may be evaluated and enhanced.

SUPPORTING INFORMATION

The diocesan requirement for anti-racism training embodies both the spirit and letter of past and present General Convention resolutions and diocesan canons (see below). The work of providing anti-racism dialogue and of assuring compliance with national church and diocesan mandates is undertaken by Namaste* (formerly, the Mission to Dismantle Racism & Reparations Task Force).

The intent of the dialogues is to create a safe place where sharing and examination of experiences and attitudes can ultimately prove to be transformative of people's spirits, hearts and minds, and by extension, of their daily life and work. Participation in this transformative experience requires a commitment of our time, not simply for the dialogue itself, but also as a commitment to life-long learning and growth. Recognizing the importance of this work, Namaste adopted the Executive Council's policy which has established fourteen (14) hours as the minimum length of time for anti-racism dialogue.

Our diocesan canons mandate that all persons seeking election to diocesan or district office, diocesan commission, committee, or board must first complete "anti-racism training". Current diocesan policy requires all clergy and those seeking ordination to likewise participate in Episcopal Church-sponsored anti-racism dialogue. This dialogue, however, is not limited to those seeking office and all congregants are encouraged to participate.

While the diocese will recognize recent dialogue certifications obtained in other dioceses, secular

diversity or anti-racism trainings given by outside organizations will not be accepted in satisfaction of the diocesan requirement. It is important to recognize the necessity of conducting such dialogues in the context of our lives as Episcopalians. The vast variety and scope of secular anti-racism trainings rarely includes an exploration of anti-racism from a spiritual and specifically Christian perspective.

Understanding the dynamics of racism, recognizing the consequences of racism for everyone, and discovering strategic ways to dismantle racism is central to our mission of living into "the hope and justice of Jesus". If members of our diocese are to truly "engage the world", it must be with a profound awareness and respect for our "sameness" and our differences, and the necessity of celebrating both.

Submitted by: *Namaste (The Rev. Dr. Allison Moore; The Rev. Joseph A. Harmon; Ms. Kitty Kaweck; The Rev. Canon Dr. Sandye Wilson; The Rev. Willie Smith; The Very Rev. Susan Keller; The Rev. Canon Gregory Jacobs; The Rev. Rosa Brown Astry)*

General Convention Resolution A142 (2009)

...Resolved, That all dioceses and provinces receive anti-racism training if they have not already done so or renew training that has been previously taken; and be it further

Resolved, That dioceses and provinces develop programs and ministries to dismantle and eradicate structures of racism, both internally and externally, and integrate the practices of anti-racism in to their ongoing life...

2006 Committee on Anti-Racism, Report to 76th Convention:

The Executive Council passed an important resolution that set, as the minimum length of time for anti-racism training, fourteen (14) hours. This ensures that anti-racism workshop participants will have time to progress from awareness of racism to full engagement with anti-oppression principles so that they may become knowledgeable agents of change.

Canon 2, Diocese of Newark – Voting and Elections

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.

* "Namaste" is a Hindi word derived from two Sanskrit words that, combined, generally mean "I bow to you." It is often used as a salutation in yoga classes between instructor and students and carries the meaning of honoring one another in the work that we do together. In 2009 Namaste began referring to anti-racism "dialogues" instead of anti-racism "training" because Namaste believes the concept of dialogue better conveys our Diocesan experience: while we do need training about anti-racism practices, the predominate modality of that training comes through the rich and varied dialogues that groups participating in this work have experienced over the years.

Resolution 2011-03

ADOPTED

**A RESOLUTION RECOGNIZING CHURCH OF THE INCARNATION'S NEW
MINISTRY AND MISSION IN JERSEY CITY**

RESOLVED, that this one hundred thirty-seventh Convention of the Diocese of Newark affirm the vision of the Jersey City Strategy adopted at the 123rd Diocesan Convention in 1997 that, among other things, called for the development of "three strong congregations in Jersey City," one of which would be a new ministry and mission in Jersey City arising from the merged lives of the people of St. Matthew's Church in Jersey City, St. Stephen's Church in Jersey City and Church of the Incarnation in Jersey City; and, be it further

RESOLVED, that this one hundred thirty-seventh Convention of the Diocese of Newark acknowledge Church of the Incarnation in Jersey City to be the rightful inheritors of that part of the vision and plan for mission and ministry in Jersey City originally established by action of the 123rd Convention, including the funds set aside for the new ministry and mission in Jersey City; and, be it further

RESOLVED, that this one hundred thirty-seventh Convention of the Diocese of Newark hereby authorize the release of the designated funds for the new ministry and mission in Jersey City conditioned upon a plan submitted by Church of the Incarnation and endorsed by the Jersey City Area Ministry and the Bishop's Office no later than the 140th Convention of the Diocese of Newark which will be held in January 2014.

SUPPORTING INFORMATION

The vision of a unified mission strategy in Jersey City dates back at least to the 1980s. Under the leadership of Suffragan Bishop Jack M. McKelvey a new strategy began in 1995. In 1995 Diocesan Council adopted a resolution proposed by Bishop McKelvey that stated in relevant part that "the Diocesan Council accept the principle that funds received from the sale of church properties in Jersey City will be used for the development of ministry and mission in Jersey City." See Diocesan Council Minutes (DCM) of December 13, 1995.

Diocesan Council appointed the Jersey City Strategy Committee (the JCSC) in October 1995 with Bishop McKelvey as its chair. In 1996 Diocesan Convention reaffirmed that "funds associated with the former Church of the Ascension in Jersey City be used for the development of ministry within that city, and that such funds be expended for appropriate uses to such ends as soon as a strategy and projects are approved." See 122nd Diocesan Convention Journal (DCJ) at p. 40. In January 1997 Diocesan Convention adopted the JCSC's three mission principles for Jersey City:

1. that there will be a minimum of three strong Jersey City congregations (Grace Van Vorst, St. Paul's and a new entity arising from the merger of St. Mathew's Church and St. Stephen's Church with Church of the Incarnation);

2. that a Jersey City Area Ministry (JCAM) would be created to work for approximately one year, with the JCAM eventually to replace the JCSC;

3. that a Jersey City community development corporation be established. The 1997 Diocesan Convention resolution specifically stated that "the proceeds of sales of all church assets including those from the former Ascension, St. John's and Grace, Greenville in Jersey City be designated to fund this [Jersey City Area Ministry] strategy." See 123rd DCJ at p. 61 (emphasis added) (clarification added).

The JCSC formed the JCAM on September 10, 1997 and it was initially called the Jersey City Area Council (JSAC). In April 1998 Diocesan Council adopted a resolution that provided:

1. Recommendations from JCAC/JCAM¹ and the JCSC shall govern the allocation of funds collected and held from the sale of all things Jersey City;
2. Two-thirds of the money is for the benefit of the "new church" in Jersey City, at the time called "St. Augustine";
3. One-third of the money is for ministries recommended by JCAM;
4. All requests for funds must be approved by Diocesan Council.

See Diocesan Council Minutes (DCM) of April 1998.

The vision for the creation of a community development corporation was realized in the incorporation of the Jersey City Episcopal Community Development Corporation (JCECDC) in June 1997.² Today, the JCECDC is one of the most vibrant and industrious aspects of the Jersey City strategy through its aggressive housing construction and human resources divisions providing outreach, housing and case management for homeless men and women and those living with HIV/AIDS throughout Jersey City and beyond.

The vision of three strong congregations continues in the work of Grace Church Van Vorst, St. Paul's Church in Bergen and the new congregation consisting of members of St. John's Church, St. Matthew's Church, St. Stephen's Church and Church of the Incarnation, all worshipping as one merged congregation now known as Church of the Incarnation.

It is understood that the JCAM and Bishop's Office endorsement of a plan to be submitted by Church of the Incarnation constitutes tacit approval of the plan. It is also understood that the release of funds and approval of the plan contemplated by this resolution is conditioned upon the submission and approval of a financially sound and viable plan. Existing JCAM procedures provide a system of checks and balances in which the JCAM initially reviews proposed Jersey City ministry and mission plans before they are forwarded for further review and approval by a working group of Diocesan Council. Diocesan Council then votes on the mission/ministry plans based upon the recommendation of its working group.

This resolution is sponsored by, and has the support of the Bishop's Office, Diocesan Council (November 10, 2010), the Standing Committee (endorsed unanimously October 6, 2010), and the Trustees of the Episcopal Fund and Diocesan Properties (December 8, 2010).

¹ The JCAM is composed of the clergy-in-charge and the wardens of the three Jersey City congregations.

² The JCECDC was originally known as Jersey City Episcopal Housing, Inc., organized in the late 1980s.

RESOLUTION 2011-04

ADOPTED

HONORING THE VENERABLE HERB TINNING

RESOLVED, that this 137th Convention of the Episcopal Diocese of Newark, noting the passing of the Venerable Herb Tinning, Archdeacon in the Diocese of Newark, express its condolences to his family and to the diaconate community, and, be it further

RESOLVED that this Convention, recognize the service of Venerable Herb Tinning as a deacon in the Diocese of Newark, and the pivotal leadership role he played in resuscitating the Vocational Diaconate, and express its deepest gratitude and appreciation for his untiring efforts in helping to organize and oversee the formation of deacons in the School of Deacons; and, be it further

RESOLVED that, in recognition of his ministry, the School of Deacons be renamed in his honor as the Herb Tinning School of Deacons.

SUPPORTING INFORMATION

The Rev. Herbert P. Tinning, 82, Deacon of St. Stephen's Church, in Millburn, N.J., and a resident of Millburn, died on Nov..7, 2010.

The Rev. Herb Tinning was born in Hoboken, N.J., in 1928 and graduated from Stevens Institute of Technology with an engineering degree in 1952. While working professionally in association management, he completed studies at Seabury-Western Theological Seminary and was ordained a Vocational Deacon by Bishop James Montgomery in the Diocese of Chicago in 1974. Herbert Tinning returned to New Jersey, and in 1992, he became involved with St. Stephen's Church in Millburn, where he served as deacon until his passing.

In January 2004, Bishop Croneberger, then Episcopal Bishop of the Diocese of Newark, appointed the Reverend Herbert Tinning Archdeacon for Diaconal Formation, a position created to assist the Bishop in the formation, deployment, supervision and support of the deacons or those in preparation to be deacons. When Herbert Tinning left that post in 2007, the Bishop said, "Deacon Tinning has been instrumental . . . in organizing and administering our diaconal program." With, Ms. Hattie Stone, he operationalized the School of Deacons, arranging classes on Saturdays at Christ Church in Short Hills, following each deacon throughout the formation process, and acting as mentor for all aspiring deacons. When his service as Archdeacon ended, he had overseen the formation of some 25 deacons.

Submitted by: *the Committee on the Diaconate of the Commission on Ministry*

RESOLUTION 2011-05

ADOPTED

BUDGET RESOLUTION

2008 DIOCESAN PLEDGE TO THE EPISCOPAL CHURCH

RESOLVED, that this 137th Annual Convention of the Episcopal Diocese of Newark recognize and acknowledge that full payment of the Diocesan Pledge to The Episcopal Church in 2008 has not been completed; and, be it further

RESOLVED, that at the urging of Diocesan Council, partial repayment of this debt be included in the 2011 budget and that, furthermore, additional repayment be made as appropriately prioritized monies become available; and, be it further

RESOLVED, that this Convention urge future conventions to consider this arrearage until such time as full re-payment or other resolution has been achieved.

RESOLUTION 2011-06

ADOPTED

JUSTICE NEEDS FOR CHILDREN

Resolved, That this 137th Annual Convention of the Episcopal Diocese of Newark urge all congregations to discern the justice needs of ~~children in their community~~ not only their own children but also children in the larger community by the 138th Annual Convention.

Resolved, That the Justice Board of the Diocese of Newark and other appropriate committees provide resources and other support services for the congregations.

Submitted by the Justice Board: *The Reverend Diana Clark, Marge Christie, The Reverend Geoffrey Curtiss, Martha Gardner, Bert Jones, Laura Russell, Mary Sunden, The Reverend Canon Dr. Sandye Wilson, The Rev. Diane Riley, The Reverend Canon Greg Jacobs, Nina Nicholson and Michael Francaviglia.*

Supporting Information:

The Bishop, in consultation with the Justice Board, has identified the support and protection of children as the primary focus for justice work in the Diocese of Newark. As the most vulnerable members of our communities, children are greatly affected by inequalities of justice. Given the diversity of socioeconomic backgrounds in northern New Jersey and depending upon individual circumstances, children can experience a wide variety of justice needs – for food and nutrition, for shelter, for education and/or for safety. As part of our common mission to engage the world, the Justice Board asks all congregations to discern the unique justice needs of the children in their communities.

**Report of the Bishop's Advisory Committee on Human Resources Issues
To
137th Convention of the Episcopal Diocese of Newark**

This committee was formed at the request of Bishop Mark Beckwith in 2008, and serves as an advisory resource to the Bishop and other operational entities in the diocese. The purpose of the committee is to review all policies and procedures in the diocese and bring them into compliance with generally accepted business practices.

The committee is made up of thirteen people; four of whom are clergy, six lay and three diocesan staff. Among the lay members there is a depth of experience in corporate human resource matters; the clergy provide a balancing perspective to the committee's work.

Among the accomplishments and activities during 2010 we include the following:

Denominational Health Plan (A177) & Lay Pension Plans (A138): During the General Convention in 2009 two resolutions were adopted which deal with medical and pension benefits for clergy and lay employees. In summary the resolutions mandated that all employees, clergy and lay who work 1000 hours per year (for pension) and 1500 hours per year, (for medical) must be covered and treated equally. There must be parity between lay and clergy. The committee has initiated an extensive educational program across the diocese which will continue until implementation January 1, 2013.

Activity Related to A138 & A177: The educational activities included:

1) presentations to the Newark Clergy Association and participants at the Vestry University; 2) a comprehensive survey of all congregations collecting data on staffing status and compensation. This is critically important as we develop a recommendation to the Diocesan Council on minimum plans and contributions for the medical plans. 3) publication of an informative brochure "Frequently asked Questions" which responds to the two resolutions (available at www.dioceseofnewark.org/HR/dhp_lay_pension_faqs_2010.pdf).

Stained Glass Ceiling Resolution: The Women's Commission and the HR committee were charged by the 2010 diocesan convention to conduct a survey of congregations and search committees in this diocese related to deployment patterns and compensation packages offered to clergy, paying particular attention to differences by gender. A comprehensive analysis of compensation was completed finding that there is virtually no difference between female and male clergy. We also looked at deployments for the last five years and found no pattern of male clergy being selected over female clergy. See attached report, *Diocese of Newark - Analysis of Gender and Clergy Compensation*, authored by Dr. Matthew Price.

Understanding Clergy Compensation – A Handbook for Wardens and

Treasurers: The committee updated an earlier version published by the Clergy Compensation Commission in 2005. The new version was introduced at the Vestry University in October and responds to many questions relating to clergy compensation and deployment.

Handbook of Policies and Procedures: We have updated this manual to reflect the current best personnel and administrative practices that should be used throughout the diocese. The sample employee policies and procedures for congregations is at http://www.dioceseofnewark.org/sample_employee_policies_and_procedures_2011.doc and

http://www.dioceseofnewark.org/sample_employee_policies_and_procedures_2011.pdf.

Performance Evaluation vs. Mutual Ministry Review: The committee has produced a prototype clergy performance evaluation, which can be used in concert with Mutual Ministry Review activity. The sample clergy-in-charge performance appraisal document for use by vestries is available at www.dioceseofnewark.org/sample_clergy_in_charge_performance_appraisal_jan_2011.doc. An overview on Mutual Ministry Review and Performance Reviews is at www.dioceseofnewark.org/mutual_ministry_review_and_performance_reviews_overview_2011.doc.

Compensation and Benefits: The committee reviewed and approved the recommendations for medical plans to be offered in 2011. The committee also updated the minimum clergy salary guidelines for 2012 to be considered at the 2011 convention.

Committee members: The Rev. Lauren Ackland, Grace, Madison; Mr. Hook Bailey, Christ Church, Short Hills; The Rev. Barrie Bates, Annunciation, Oradell; Ms. Patty Bradley, Holy Trinity, Hillsdale; Ms. Charlotte Chappel, House of Prayer, Newark; Ms. Lindsay McHugh, St. George's, Maplewood; The Rev. John Negrotto; Mr. John Niles, All Saints', Hoboken; The Rev. Paul Olsson, St. Paul's, Morris Plains; Dr. Matthew Price, St. Stephen's, Millburn. **Staff:** Ms. Linda Curtiss; Mr. Michael Francaviglia; Ms. Leslie Thomas.

Diocese of Newark - Analysis of Gender and Clergy Compensation

While striving for justice and equality, within the Episcopal Church significant inequalities still exist between the compensation of male and female clergy. This inequality of compensation is ultimately driven by the different sizes of congregations where clergy serve. In looking at the searches in the Diocese of Newark we were looking to see if there was a systematic pattern that disadvantages clergy women.

In order to understand the shape of compensation inequality we analyzed the compensation of all parish and mission clergy in the diocese using data from the Church Pension Fund. We looked to see if gender was a variable that influenced compensation in a manner that was independent of congregation size, position and years of experience. While average male clergy compensation is \$69,720, as against \$65,335 for women clergy, when congregation size, position and years of experience are taken into account, these differences become statistically insignificant. Thus female and male clergy with equivalent amounts of experience and with similar levels of responsibility earn equivalent amounts of compensation. This pattern is not found in the wider Church where gender inequalities exist in compensation even when other factors, such as congregation size and years of service, are held constant.

While this pattern does not point to obvious gender inequalities, it might be argued that a cleric's credited service and the initial positions that they obtain after ordination are themselves driven by gender biased appointments. In order to understand whether there is a pattern of appointments that favors male clergy, we analyzed the outcomes of all searches over the last five years looking at who was selected among a list of finalists. We used a combination of data supplied by the Diocese and the Church Pension Fund to understand this. In looking at this data we found no pattern of male clergy being selected over female clergy or that male clergy were only selected for the larger congregations. In the two searches, which were for two of the larger pastoral congregations, where a male cleric was selected over female candidates, there was a large mis-match in experience between the successful male candidates and the other candidates. The most noticeable pattern that we saw was between levels of mobility between male and female job candidates. Male job candidates were more likely to come from outside the diocese and male candidates from within the diocese who failed in a given search were more likely to subsequently obtain employment outside the diocese. In obtaining these out of diocese appointments, these male candidates tended to get better positions than the female candidates who continued to pursue calls within the diocese. These outside of the diocese positions that male clergy obtain may well translate into an advantage in a search that will drive further income inequalities at a subsequent time.

Thus while we did not find evidence of gender as a clear factor in the selection of clergy within the search process and while there is no evidence of compensation inequality between clergy at equivalent size congregations with similar levels of experience, gender is still a major factor in driving income inequality. While the Diocese has made significant progress in leveling the playing field within the Church, factors within the wider society that limit women's employment mobility influences what happens within the Church and ultimately accounts for the compensation differences we see within the Church.

Report on Clergy Compensation To 2011 Diocesan Convention

RESOLUTION I: Minimum Cash Salary for Clergy

RESOLVED, that the 137th Convention of the Diocese of Newark adopts the following minimum salary standards for full-time clergy serving parishes or missions in the Diocese, effective January 1, 2012:

	2011	2012	% change
Transitional Deacon	\$ 31,250	\$ 31,900	2%
Assisting Priest	\$ 33,250	\$ 33,950	2%
Rector, Vicar, or Priest-in-Charge	\$ 41,650	\$ 42,500	2%

Supporting Information

The Diocese of Newark has adopted a system of salary administration for clergy that includes minimum salary standards for all full-time clergy serving parishes or missions in the Diocese. Minimum salary standards are reviewed annually and recommendations are made to Convention for appropriate changes. Historically, increases in the minimum standards have been based on levels of consumer price inflation. A history of the last ten years follows:

Effective Year	Transitional Deacon	Assisting Priest	Rector, Vicar, or Priest-in-Charge
2002	\$ 23,700	\$ 26,300	\$ 31,800
2003	\$ 24,850	\$ 26,300	\$ 32,850
2004	\$ 25,400	\$ 27,100	\$ 33,850
2005	\$ 26,200	\$ 27,850	\$ 34,900
2006	\$ 27,000	\$ 28,800	\$ 36,000
2007	\$ 28,000	\$ 29,800	\$ 37,300
2008	\$ 29,400	\$ 31,300	\$ 39,200
2009	\$ 30,300	\$ 32,250	\$ 40,400
2010	\$ 31,250	\$ 33,250	\$ 41,650
2011	\$ 31,250	\$ 33,250	\$ 41,650
2012 (proposed)	\$ 31,900	\$ 33,950	\$ 42,500

RESOLUTION II: Recommended Merit Increase Guidelines

RESOLVED, that the 137th Convention of the Diocese of Newark recommends the following scale, effective January 1, 2012, for annual merit increases in salaries paid to clergy in the Diocese:

Performance	Merit Increase
Outstanding	4 – 7%
Very Good	2 – 5%
Satisfactory	up to 3%

Supporting Information

The Diocese of Newark recommends an annual performance review for clergy. Merit increases should be awarded based on this review in accordance with the merit increase guidelines and other market factors such as scope of position, length of service, and compensation relative to the average compensation within this diocese and surrounding

dioceses. To assist congregations in this process, the Diocese of Newark has published a Performance Review Model on the diocesan website. The Church Pension Fund publishes an annual report with compensation information by church size in each diocese which can be found at www.cpf.org/research. Compensation comparisons for dioceses surrounding Newark can be found on the last page of this document.

RESOLUTION III: Minimum Supply Clergy Rate

RESOLVED, That the 137th Convention of the Diocese of Newark adopts the following 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.

Sundays	\$ 200 for one service plus \$100 for each additional service
Weekdays	\$ 100 per service

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

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 Human Resources Committee 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 at least \$200 per month for three consecutive months.

Summary of Clergy Compensation Policies (2011)

Category	Detail
Cash Salary	<p>Mandated by Diocesan Convention Resolution</p> <ul style="list-style-type: none"> • Rector, Vicar, or Priest-in-charge: \$41,650 • Assesting Priest: \$33,250 • Transitional Deacon: \$31,250
Supply Clergy Stipend	<p>Mandated by Diocesan Convention Resolution</p> <ul style="list-style-type: none"> • Sundays - \$200 plus \$100 for each additional service • Weekdays - \$100 per service • Remuneration can be eligible for the clergy housing allowance exclusion if the vestry or executive committee so authorizes prior to the performance of services
Housing & Utilities	<p>Mandated by Diocesan Convention Resolution</p> <ul style="list-style-type: none"> • Housing and utilities supplied or appropriate cash allowance provided.
Social Security Offset	<p>Mandated by Diocesan Convention Resolution</p> <ul style="list-style-type: none"> • 50% of estimated Self-Employment (SECA) tax. • Refer to example for calculation.
Housing Equity Allowance	<p>Mandated by Diocesan Convention Resolution</p> <ul style="list-style-type: none"> • 2% mandated, with up to 10% recommended, of Total Compensation as tax-deferred set aside if clergy lives in church-owned housing. • Housing Equity Allowance is incorporated into the Pension assessment but is not subject to Social Security tax.
Pension/ Life Insurance/ Disability Insurance	<p>Mandated by National Canon (Church Pension Fund)</p> <p>Pension</p> <ul style="list-style-type: none"> • Assessment of 18% of Total Compensation (Cash, Housing and Utilities, Social Security Offset, and Housing Equity Allowance). • Paid quarterly to Church Pension Fund. <p>Life Insurance</p> <ul style="list-style-type: none"> • The amount is two (2) times Total Compensation, with a maximum of \$100,000. <p>Disability Insurance</p> <ul style="list-style-type: none"> • Short and Long Term Disability Insurance is provided by the Church Pension Fund. • Maternity Leave benefits are provided by the Church Pension Fund. Details are available at http://download.cpg.org/pensions/publications/clergy/pdf/benefits_clerycopensions.pdf

Summary of Clergy Compensation Policies (continued)

Category	Details
Health Insurance	<p>Mandated by Diocesan Canon</p> <ul style="list-style-type: none"> • Clergy choose from diocesan plans. • Rates vary by plan choice and coverage level.
Dental Insurance	<p>Mandated by Diocesan Canon</p> <ul style="list-style-type: none"> • Rates vary by coverage level.
Vacation	<p>Recommendation</p> <ul style="list-style-type: none"> • Negotiable. Amount should be agreed upon in advance. • Most clergy have four (4) or more weeks of vacation.
Parental Leave	<p>Mandated by Diocesan Convention Resolution 2002</p> <ul style="list-style-type: none"> • Paid leave available to new parent. • Eight (8) weeks with pay if parent is primary care-giver. • Two (2) weeks with pay for non-primary care-giver; additional leave negotiable.
Sabbatical	<p>Recommended by Diocesan Convention Resolution 2002</p> <ul style="list-style-type: none"> • Cleric eligible for three (3) month sabbatical every five to seven years. • Funding to be set aside annually in preparation. • Sabbaticals are intended for refreshment not severance.
Survivor Benefits	<p>Recommended by Diocesan Convention Resolution 2006</p> <ul style="list-style-type: none"> • Minimum of three (3) months continued compensation including health and housing benefits for spouse/partner and dependant family of a cleric who dies in active service.
Business Expenses	<p>Mandated by Diocesan Convention Resolution 2003</p> <ul style="list-style-type: none"> • \$4,000 minimum for reimbursement of allowable business expenses, including business use of personal car, administered through an accountable plan.
Continuing Education	<p>Mandated Diocesan by Convention Resolution 2003</p> <ul style="list-style-type: none"> • Minimum \$500 annually.

Determining Part-Time Compensation

It is expected that 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.

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.

Establishing a Housing Allowance

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

- the fair market rental value of the house (fully furnished)
- the actual amount spent to provide housing (including furnishings and utilities)
- the amount designated in the vestry designation

Calculation of Social Security Offset for Clergy

Clergy are considered employees for income tax purposes (compensation reported on W-2) but are taxed as self-employed persons for Social Security purposes. This is called SECA, which is named for the Self-Employment Contributions Act. The Diocese of Newark mandates that clergy compensation be enhanced by an amount equal to 50% of the clergy person's estimated self-employment tax to compensate for this additional tax. It should be noted that this compensation enhancement is also considered taxable income. The example below outlines the calculation of the Social Security Offset.

Step 1 Calculate Total Self-Employment Income		
Salary	\$50,000.00	
Utility Expense	\$ 4,000.00	
Housing	\$24,000.00	*
Social Security Estimate	\$ 5,928.00	**
Total Self-Employment Income	\$83,928.00	
Step 2 Calculate Income Adjustment		
Total Self-Employment Income * .0765	\$ 6,420.00	
Step 3 Calculate Taxable Self-Employment Income		
Total Self-Employment Income - Income Adjustment	\$77,508.00	
Step 4 Calculate SECA Tax		
Taxable Self-Employment Income * 0.153 (15.3%)	\$11,859.00	
Step 5 Calculate Social Security Offset		
SECA Tax X 0.5 (50%)	\$ 5,930.00	

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

** An initial estimate is to add current salary, utilities and housing together and then multiply by .076.

Pension Assessment for Church Pension Fund

Clergy receiving cash housing allowance		Clergy in rectory or vicarage	
Cash Salary	\$50,000.00	Cash Salary	a) \$50,000.00
Housing & Utility Allowance	\$28,000.00	Utility Expense	b) \$4,000.00
Social Security Offset	\$5,930.00	Social Security Offset	c) \$5,930.00
		*Housing "value" (a+b+c) x 0.3	\$17,079.00
		5% Housing Equity Allowance	d) \$3,895.00
Total Compensation	\$83,930.00	Total Compensation	\$81,804.00
Pension Rate	18%	Pension Rate	18%
Pension Assessment	\$15,107.40	Pension Assessment	\$14,724.72

*For pension purposes, the pensionable value of housing for those living in a rectory or vicarage is 30% of the total of cash salary, utilities, social security offset, and other cash compensation including Housing Equity Allowance.

Median Total Compensation* by Church Size – All Full-Time Clergy

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program/Resource (226+)
Newark	\$59,568	\$68,491	\$70,405	\$112,454
New Jersey	\$82,077	\$81,351	\$77,943	\$88,984
New York	\$87,340	\$75,862	\$73,195	\$97,781
Long Island	\$68,849	\$78,943	\$89,115	\$88,702

source – The 2009 Church Compensation Report, The Church Pension Group, September 2009

* Total Compensation is the assessable compensation reported to the Pension Fund and includes, but is not limited to cash salary, utilities, payments made to Social Security, and housing, either in the form of a housing allowance or, if a rectory is provided, as 30% of salary. Compensation also includes such items as contributions to individual retirement accounts, cash gifts to clergy and the payment of school fees for clergy children. Compensation does not include the pension payments made to the Pension Fund or any other standard employee benefit.

Submitted by the Bishop's Advisory Committee on Human Resources and Benefits: The Rev. Lauren Ackland; Mr. Hook Bailey, Chair; The Rev. Barrie Bates; Ms. Patty Bradley; Ms. Charlotte H. Chappel; Ms. Linda Curtiss; Mr. Michael Francaviglia; Ms. Lindsay McHugh; The Rev. John Negroffo; Mr. John Niles; The Rev. Paul Olsson; Mr. Matthew Price; Ms. Leslie Thomas

For questions, please contact a member of the Clergy Compensation Subcommittee:

Patricia Bradley	201-986-0809	patbradley@aol.com
The Rev. Lauren Ackland	973-377-0106	l.ackland@gracemadison.org
John Niles	973-681-3436	john.niles@hewitt.com

137th 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. Canute Ferrin +
Mr. T. Donald Cairns
Thomas Bisdale, Esq.
George F. Mackey, Esq.*
The Rev. Paul Olsson
Mrs. Marge Christie*
The Rev. Joseph Harmon
The Rev. Dr. John A. Donnelly
The Rev. Dean Weber+
*Did not attend meeting on November 9, 2010
+Did not attend meeting on December 7, 2010

January 2011

The Committee on Constitutions and Canons makes the following report to the 137th Convention of the Episcopal Diocese of Newark.

The Committee on Constitutions and Canons met on two occasions, November 9, 2010 and December 17th, 2010 to consider various proposed changes to the Constitution and Canons. At the November 9, 2010 meeting the Committee discussed and approved a proposed change to Article II, Sec. 7 (Voting by Orders). It also discussed proposed changes to Canon 2 (Requiring anti-racism training); Canon 5 (increasing the term of Council members); an informal request to engage in a systematic review and update of the Constitution and Canons; Canon 17 (implementing the new Title IV disciplinary canons passed by the General Convention); and a proposal to clarify the canons in the event of the failure by the Convention to approve a unified annual budget. The Committee voted and approved a plan to review the canons with the aim over the next several years to amend the canons to reflect the Diocesan strategy to eliminate distinctions between mission churches, parishes and aided parishes. It further stayed a vote on: Canon 5 relating to the increased terms of Diocesan council, pending additional drafting by Joseph Harmon; 2) Canon 2 pending additional drafting, 3) a canonical revision clarifying the process for budget approval pending a draft submitted by Diane Sammons; and 4) Canon 17 (implementing Title IV) pending drafting a proposal by John Garde, Dean Weber and Diane Sammons.

The Committee met again on December 9 and approved the proposed Canon 2 revision as drafted by Joseph Harmon and offered final edits to Canon 5 (extending term of council), Canon 5 (Clarifying Budget Process) and Canon 17 (Implementing Title IV). The Committee has voted to approve the following proposed changes that are before you.

Article II, Sec. 7 (Voting by Orders)

**AMENDMENT TO ARTICLE II, SECTION 7 OF THE
CONSTITUTION OF THE DIOCESE OF NEWARK**

RESOLVED, That this 137th Convention of the Episcopal Diocese of Newark amend Article II, Section 7 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:

"On the demand of five (5) Clergy 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."

Rationale for the change:

The purpose of this amendment is to change the word "presbyter" to "clergy" so that priests and deacons are included in the provisions. This was recommended by the Rules of Order Committee in 2009 but it was submitted too late for action at that time.

Submitted by the Committee on Rules of Order and Elections.

Canon 2 (Requiring Anti-racism training – name change)

**AMENDMENT TO CANON 2 OF THE
DIOCESE OF NEWARK**

RESOLVED, That this 137th Convention of the Episcopal Diocese of Newark amend Canon 2 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:

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 dialogues as approved by the Bishop after consultation with the ~~Mission to Dismantle Racism~~ the Diocesan body responsible for overseeing anti-racism dialogues.

Rationale for the change:

This canonical amendment eliminates the need to name a specific Diocesan body by instead referring to the "body responsible for overseeing anti-racism dialogues."

Submitted by the NAMASTE (formerly known as the Committee to Dismantle Racism)

Canon 5, Section 1 (Increasing terms of office and revising classes of Council)

**AMENDMENT TO CANON 5, SECTION 1 OF THE
DIOCESE OF NEWARK**

RESOLVED, That this 137th Convention of the Episcopal Diocese of Newark amend Canon 5, Section 1 of the Diocese of Newark as follows, with the bolded text to be added and the strikethrough text to be removed and all other text to remain intact, so as to read in all plain text:

1. COMPOSITION

There shall be a Diocesan Council consisting of the Bishops; **The Secretary of the Convention, who shall also be a Secretary of the Diocesan Council; The Treasurer of the Convention, who shall also be Treasurer of the Diocesan Council; and up to twenty-six (26) additional members. The Chancellor as legal advisor to the Council shall be afforded seat and voice at all meetings of the Council.**

Of the additional members, up to twenty-two (22) Council members shall be elected by the District Convocation, the number of such members to be set by Diocesan Council. Each District Convocation shall elect an equal number of representatives to the Council, half of whom shall be clergy persons and half lay persons, who shall take office upon adjournment of the Annual Convention. Each District Convocation may fill vacancies among its representatives to the Council. The remaining number shall be appointed by the Bishop.

~~The term of any additional member shall be two (2) years, and no person shall be reelected or reappointed at the expiration of two (2) consecutive complete terms. The Council shall have the authority to establish classes so that a representative from each district and half of the membership in each order will be elected each year.~~

by adding the following, which shall replace the struck-out text above

1. . . .

Effective at the adjournment of the Annual Convention in January 2011, the term of any additional member elected or appointed shall be three (3) years, and no person shall be reelected or reappointed without an intervening year after the expiration of two (2) consecutive complete terms, except as provided below.

Additional members serving as of the January 2011 Annual Convention in their first two-year term shall have such term increased by one year and such members may be reelected or reappointed to one additional 3-year term, after which an intervening year must occur before further election or appointment. This provision shall apply to additional members whose terms otherwise would expire at the conclusion of the January 2011 Annual Convention.

Additional members concluding their second two-year term at the conclusion of the January 2011 Annual Convention may be reelected or reappointed to one additional consecutive 2-year term, after which an intervening year must occur before further election or appointment. This provision shall apply to additional members whose terms otherwise would expire at the conclusion of the January 2011 Annual Convention.

Diocesan Council shall have the authority to establish classes to insure equal clergy and lay representation on Diocesan Council.

Rationale for the change:

The sole purpose of this canonical amendment is to extend the term of "additional members" of Diocesan Council (those members elected or appointed in addition to the members enumerated in the first paragraph of Canon V.1). Diocesan Council has found the existing two-year terms create too rapid membership turnover in the Council, making it difficult for members to become familiar with and experienced in the workings of the Council.

This amendment retains the requirement that the districts "shall elect an equal number of representatives to the Council, half of whom shall be clergy persons and half lay persons," but the provision for districts to elect half their representation each year is eliminated. Like many of our vestries, there may be years in which a district does not elect any representative and, due to the need to replace members who do not complete their full terms, there may be years in which a district elects both representatives at the same time.

This amendment provides that all existing Council members may continue serving, including those who otherwise would be term limited after the 2011 Convention.

Projecting possible lengths of service under the proposed canonical change:

Additional members presently serving in the class of 2011-1 and 2012-1 would serve an additional 1 year and could be reelected/reappointed to an additional 3-year term for a total of six (6) consecutive years (2+1+3).

Additional members presently serving in the class of 2011-2 and 2012-2 could be reelected/reappointed to one additional 2-year term for a total of six (6) consecutive years (2+2+2).

Submitted by Diocesan Council

Proposed Revision to Canon 5.4 (Adding Procedure In Event of Failure to Pass Unified Budget)

AMENDMENT TO CANON 5, SECTION 4 OF THE CANONS OF THE DIOCESE OF NEWARK

RESOLVED, That this 137th Convention of the Episcopal Diocese of Newark amend Canon 5, Section 4 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:

CANON 5 - THE DIOCESAN COUNCIL

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. In the event the Convention fails to adopt a unified budget at its annual Convention, to provide for such a budget for the ensuing year in accordance with any general or specific mandates of the Convention.
- g.h. Adopt a working budget annually.
- h.i. 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.j. 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.k. Approve ACTS/VIM, Ward J. Herbert and Congregational Development grants.
- k.l. Together with the Diocesan Staff, to encourage the timeliness and accuracy of parochial reports.

Rationale for the change:

The Canons do not provide for a mechanism for the adoption of a yearly budget in the event the Convention does not pass the proposed unified budget at the Annual Convention. At last year's Convention, the Chancellor was asked what would happen if the Proposed Budget was not approved by the Convention. The canons as they exist lead to differing interpretations. The intent of this proposed amendment would be to allow the Diocesan Council to determine the Budget based upon any directions provided by the Convention. This would preclude the possible need to convene another Convention for the sole purpose of approving the Budget.

Submitted by the Committee on Constitution and Canons

Canon 17 and 18 (Incorporating Title IV)

**AMENDMENT REPEALING AND REPLACING CANON 17 and CANON 18
DIOCESE OF NEWARK**

RESOLVED, That this 137th Convention of the Episcopal Diocese of Newark repeal and replace Canons 17 and 18 by replacing the text as follows:

CANON 17 ECCLESIASTICAL DISCIPLINE

1. EFFECTIVE DATE

The 2009 provisions of Canon 17 as first adopted in or about January 1995 and subsequently amended, remain in effect through June 30, 2011 and, except as provided in Title IV, Canon 20.3 of the General Convention, are repealed.

2. INCORPORATION

Those provisions of Title IV of the General Convention Canons which are applicable to the Diocese are hereby incorporated as part of this Canon 17. To the extent that any of the provisions of this Canon 17 are in conflict or inconsistent with the provisions of Title IV, the provisions of Title IV shall govern.

3. VACANCIES

The death, disability rendering a person unable to act, resignation or declination to serve as a member of the Disciplinary Board shall constitute a vacancy on the Board. Notice of resignations or declinations shall be given by members of the Board in writing to the President of the Board and to the President of the Conference Panel or Hearing Panel, if one has been assigned to such a panel. If any priest elected to the Disciplinary Board is elected a bishop, or if any lay person elected to the Board is ordained prior to the commencement of a proceeding under this Canon, that person shall immediately cease to be a member of the Board and Panel. Notwithstanding the foregoing, however, if a proceeding has commenced, all members of the Panel shall continue to serve until final disposition. A lay person ceasing to be a member under this subsection by reason of ordination may be appointed to fill a vacancy in the clergy member of the Board. Vacancies on the Board shall be filled until the next meeting of the Convention by the remaining members of the Board.

4. DISCIPLINARY BOARD

a. The Disciplinary Board shall consist of eleven (11) persons, six (6) of whom are members of the Clergy and five (5) of whom are Lay.

b. The Clergy members of the Board must be canonically resident within the Diocese.

c. The lay members of the Board shall be Adult Communicants in Good Standing in a congregation in this Diocese.

e. The members of the Board shall be elected by the Convention. Each Clergy member shall be elected for a six (6)-year term and Lay Persons shall be elected for a five (5) year term. No member of the Board may be a member of the Standing Committee.

f. Within sixty (60) days following the annual Convention, the Board shall convene to elect a President to serve for the following calendar year.

5. INTAKE OFFICER

The Bishop shall publish the name(s) and contact information of the Intake Officer(s) throughout the Diocese.

a. The Bishop shall appoint one or more persons to serve as Intake Officers to whom information regarding offenses is reported.

b. The person so appointed shall serve at the Bishop's discretion.

6. INVESTIGATOR

The Bishop shall appoint one or more Investigators in consultation with the President of the Board. The Investigator may but need not be a Member of the Church.

7. CHURCH ATTORNEY

Within sixty (60) days following each annual Convention, the Bishop shall appoint and the Standing Committee shall approve one or more attorneys to represent the Church in proceedings contained in Canon 2 of Title IV. In addition the Bishop may appoint a successor Church Attorney to replace a Church Attorney who has been removed for cause or has resigned. The person so selected must be a Member of the Church and a duly licensed attorney, but need not reside within the Diocese.

8. ADVISORS

a. The Bishop shall appoint Advisors to Respondents and Complainants for the purposes and at the times provided in Canon 10, Section 10 of Title IV.

b. All persons serving as Advisors shall hold no other appointed or elected position under Title IV or this Canon 17 and shall not include Chancellors or Vice Chancellors of this Diocese or any person likely to be called as a witness in the proceeding.

9. PASTORAL RESPONSE COORDINATOR

The Bishop may appoint a Pastoral Response Coordinator to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Canon 8, Title IV. The Pastoral Response Coordinator may be the Intake Officer but shall not be a person serving in any other appointed or elected capacity under this Title.

10. PUBLICATION

Pursuant to Canon 6, Title IV the Bishop shall publish to the congregations and members of the Diocese information concerning the methods and means of reporting Offenses.

11. RECORDS

a. Records of active proceedings before the Board, including the period of any pending appeal, shall be preserved and maintained in the custody of the Clerk, if there be one, otherwise by the Diocesan offices.

b. The Bishop shall make provision for the permanent storage of records of all proceedings under this Title at the Diocese and the Archives of the Episcopal Church, as prescribed in Title IV.

CANON 18 **(Reserved for future use)**

Rationale for the change:

In 2009, the General Convention passed an entirely new Title IV, the purpose of which was to: 1) make discipline more theologically consistent with our baptismal vows by providing for an emphasis on a restoration to wholeness of both the victim and the Clergy person; 2) provide for a less adversarial system based on the style of professional boards as opposed to the current criminal justice model and; 3) reduce the number of individuals necessary to effectuate the system by allowing for the sharing of resources among dioceses and reducing the numbers of participants required.

The national canons mandate the basic structure of the disciplinary system as well as its processes with the result that essentially all individual dioceses have to decide is how to populate the disciplinary bodies and the positions necessary to run the system. The proposed canons adhere to the basic methodology that we have used in the past for populating these bodies and positions.

*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. Harry B. Bainbridge, retired Bishop of Idaho
The Rt. Rev. Robert H. Cochrane, retired Bishop of Olympia
The Rt. Rev. G. Paul Reeves, retired Bishop of Georgia
The Rt. Rev. Robert Rowley, Jr., retired Bishop of Northwestern Pennsylvania
The Rt. Rev. Philip A. Smith, retired Bishop of New Hampshire
The Rt. Rev. Leigh A. Wallace, Jr., retired Bishop of Spokane

From the Clergy Family of the Diocese

The Rev. Kenneth F. Baer, retired priest
The Rev. Donald Beers, retired priest
Mr. Robert A. Brandewie, father of the Rev. Elizabeth Eddy
Mrs. Gisella Ann DeFranco, mother of the Rev. Peter DeFranco
Mrs. Margaret Easton, widow of the Rev. Duncan Allen Easton
The Rev. Amy Egan, former priest of the diocese
The Rev. Larry Falkowski, former priest in the diocese
The Rev. Joseph O. Gross, III, retired priest
Mrs. Doris M. Hatfield, mother of the Rev. Charles Hatfield, Jr. and mother-in-law of the
Rev. Adele Hatfield
The Rev. Canon Ernest Katahweire, former priest of the diocese
Mrs. Eleanor Magnuson, widow of the Rev. Fred Magnuson
Mrs. Barbara Near, mother of the Rev. Ken Near
Mrs. Carolyn Partridge, wife of the Rev. Canon Edmund B. Partridge
The Rev. Kathy Read, former deacon of the diocese
Mrs. Betty Thatcher Rhodes, mother of the Rev. Diane Rhodes
Mrs. Barbara Joan Shaffer, wife of the Rev. Dr. Harold F. Shaffer
Mrs. Freddie Shannon, mother of the Very Rev. Susan Keller
Mr. Thomas Jefferson Shannon, father of the Very Rev. Susan Keller
The Rev. Lloyd Taylor, step-father of the Rev. Adele Hatfield
The Rev. Herb Tinning, deacon at St. Stephen's Church in Millburn
Mr. Paul D. Wolf, father of the Rev. David Wolf

Persons in the Diocese Known for Special Contributions

Mr. Cecil Alston, father of Ms. Kaileen Alston, diocesan employee
Mr. John Forsythe, father of Mr. Dall Forsythe, member of the Budget and Finance
Committee
Mrs. Angelatina Grasso, mother of Mrs. Carol Haefele, member of the COM

Mr. Richard Hollenbeck, husband of Mrs. Wanda Hollenbeck, former diocesan employee
 Mrs. Ruth Hook, member of ECW, UTO on the local, diocesan and national level
 Mr. Charles Kirchner, brother of Ms. Anna Byrne, UTO chair
 Mr. Maurice Anthony Mannion-Vanover, son of Mr. Tim Mannion, member of the Liturgy & Music Commission and son of Mr. Tim Vanover, Christ Hospital Trustee
 Mrs. Julia Miller, mother of Ms. Carlotta Budd, Trustee of the Diocese
 Mr. Robert E. Sammons, father of Diane Sammons, Esq, chancellor of the diocese
 Ms. Joanne Weaver, sister of Ms. Anna Byrne, UTO chair
 Mr. John G. Webb, Jr., father of Mr. John G. Webb, III, member of the Rules of Order Committee and ECD Board and father-in-law to the Rev. Fain Webb
 Mrs. Louise Strobe Worthington, mother of Mr. Russ Worthington, former diocesan employee and former chair of the Diocesan Technology Committee
 Mrs. Dorothy Yankus, mother-in-law of Mrs. Pat Yankus, member of the Standing Committee and the Ward J. Herbert Fund Board

2011 CONVENTION – ELECTION RESULTS

ACTS/MIM BOARD - Clergy class of 2014

Kathryn King, St. Alban's, Oakland - Elected

ACTS/MIM BOARD - Lay class of 2014

Martha Wolf, St. Paul's, Paterson – Elected

Sidney King, Church of the Incarnation, Jersey City – Elected

Cathie Studwell, St. John the Divine, Hasbrouck Heights

Pat Ferrin, St. Barnabas', Newark

CONSTITUTION AND CANONS COMMITTEE - All were elected

Mr. Thomas A. Bisdale, Grace Church, Westwood

Mr. T. Donald Calms, St. Clement's, Hawthorne

Ms. Marge Christie, Christ Church, Ridgewood

Mr. Canute W. Ferrin, St. Barnabas, Newark

Mr. John C. Garde, Grace Church, Madison

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

Mr. George F. Mackey, St. Elizabeth's, Ridgewood

Mr. Peter Madison, St. Stephen's, Millburn

The Rev. Paul Olsson, St. Paul's, Morris Plains

The Rev. Dean Weber, All Saints', Leonia

DISCIPLINARY BOARD – Clergy Members - Elected to classes as noted.

Joseph A. Harmon, Church of the Incarnation, Jersey City – Clergy class of 2017

Thomas E. Mathews, Jr., St. Luke's, Phillipsburg – Clergy class of 2016

Sandy Wilson, St. Andrew & Holy Communion, South Orange – Clergy class of 2015

Andrew Butler, St. John's, Montclair – Clergy class of 2014

Willie Smith, Trinity Church, Cliffside Park – Clergy class of 2013

Archle Palmer – Clergy class of 2012

DISCIPLINARY BOARD – Lay Members – Elected to classes as noted.

Thomas A. Bisdale, Grace Church, Westwood – Lay class of 2016

Laura Russell, All Saints', Hoboken – Lay class of 2015

James Greene, Grace Church, Madison – Lay class of 2014

George F. Mackey, St. Elizabeth's, Ridgewood – Lay class of 2013

Clare Thompson, Christ Church, Teaneck – Lay class of 2012

Canute W. Ferrin, St. Barnabas', Newark

DIOCESAN REVIEW COMMITTEE - Lay class to serve until June 30, 2011

Laura Russell, All Saints', Hoboken - Elected

DIOCESAN REVIEW COMMITTEE - Clergy class to serve until June 30, 2011

John Donnelly, St. Michael's, Wayne - Elected

ECCLESIASTICAL COURT - Lay class to serve until June 30, 2011

Thomas A. Bisdale, Grace Church, Westwood - Elected

ECCLESIASTICAL COURT - Clergy class to serve until June 30, 2011

William Guthrie, Christ Church, East Orange - Elected

GENERAL CONVENTION LAY DEPUTIES AND ALTERNATES

Martha Gardner, St. George's, Maplewood - First Lay Deputy

Laura Russell, All Saints', Hoboken - Second Lay Deputy

Gibson Oakley, St. Paul's, Chatham - Third Lay Deputy

Caroline Christie, St. Luke's, Montclair - Fourth Lay Deputy

Marge Christie, Christ Church, Ridgewood - First Lay Alternate

Sidney W. King, Jr., Church of the Incarnation, Jersey City - Second Lay Alternate

Michael F. Rehill, St. Thomas', Vernon - Third Lay Alternate

Edgar Kim Byham, All Saints', Hoboken - Fourth Lay Alternate

GENERAL CONVENTION CLERGY DEPUTIES AND ALTERNATES

Sandy Wilson, St. Andrew & Holy Communion, South Orange - First Clergy Deputy

Erik Soldwedel, Christ Hospital, Jersey City & Newark ACTS - Second Clergy Deputy

Cathy Deats, St. James', Hackettstown - Third Clergy Deputy

Shane Phelan, St. Luke's, Haworth - Fourth Clergy Deputy

Joseph A. Harmon, Church of the Incarnation, Jersey City - First Clergy Alternate

John Mennell, St. Luke's, Montclair - Second Clergy Alternate

Thomas Mathews, St. Luke's, Phillipsburg - Third Clergy Alternate

The election for the fourth clergy alternate will be held at the 2012 convention with the following candidates:

- John J. Negrotto, retired

- Jon M. Richardson, St. Paul's, Jersey City

THE STANDING COMMITTEE - Lay Class of 2015

Martha Gardner, St. George's, Maplewood - Elected

THE STANDING COMMITTEE - Clergy Classes of 2013 and 2015

Shane Phelan, St. Luke's, Haworth - Class of 2015

Cathy Deats, St. James', Hackettstown - Class of 2013

TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER - Lay Class of 2014

Canute W. Ferrin, St. Barnabas', Newark

Linda Aprile-Soldwedel, All Saints', Glen Rock - Elected

TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER - Clergy Class of 2014

Sandy Wilson, St. Andrew & Holy Communion, South Orange - Elected

TRUSTEES OF THE EPISCOPAL FUND & DIOCESAN PROPERTIES - Class of 2016

Mr. R. John Cooper, Christ Church, Short Hills - Elected

Ms. Carol Harrison-Arnold, Church of the Incarnation, Jersey City - Elected

The Rev. Fairbairn Powers, St. Agnes', Little Falls - Elected

TRUSTEES OF THE EPISCOPAL FUND & DIOCESAN PROPERTIES - Classes to be determined

Mr. Bernard J. Milano, Trinity Church, Allendale - Elected

The Rev. Dean Weber, All Saints', Leonia - Elected

SECRETARY OF CONVENTION

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

TREASURER

Ms. Linda Curtiss, All Saints', Hoboken - Elected

ASSISTANT TREASURER

Mr. Ross Mangina, Grace Church, Madison - Elected

ELECTION OF DEPUTIES TO 2012 GENERAL CONVENTION

Diocese of Newark – January 28 & 29, 2011

Ballot Number	1	1	2	3	3	4	4	5	5	6	7	7	8	8
Total Ballots Cast	124	248	115	242	108	246	110	259	124	273				
Votes Needed	63	125	58	122	55	124	56	130	63	137				
Clergy														
Candidates*														
Joseph A. Harmon	56	129	53	111	45	106	36	89	56	117				
Sandye Wilcox	72	166	(E)	L	E	C	T	E	D)					
John Mennell	62	77	48	67	45	76	34	61	-	-				
Thomas Matthews	47	80	23	46	-	-	-	-	-	-				
John J. Negroto	37	87	16	57	-	-	-	-	-	-				
Erik Soldwedel	55	127	58	152	(E)	L	E	C	T	E	D)			
Shane Phelan	61	102	60	97	56	112	39	105	67	154	(E)	L	E	C
Cathy L. Davis	59	140	53	57	59	162	(E)	L	E	C	T	E	D)	
Jon M. Richardson	33	46	9	9	-	-	-	-	-	-				

Candidates marked with an asterisk () are listed in the list below for the election of General Convention Deputies.

ELECTION OF DEPUTIES TO 2012 GENERAL CONVENTION **Diocese of Newark – January 28 & 29, 2011**

Ballot Number	1	1	2	3	3	4	4	4	5	5	6	6	7	7	8	8
Total Ballots Cast	124	246	115	240	108	245	108	259	121	274						
Voices Needed	63	124	58	121	55	123	55	130	61	138						
Lay Candidates*																
Martin Gardner	89	144	(E L)	E L	E	C	T	E D)								
Marge Christie	57	150	57	145	56	110	42	99	49	105	(W/ D	R	E	W)		
Isaac Cherevko	32	51	13	24	-	-	-	-	-	-						
Edgar Kim Byham	48	82	42	52	-	-	-	-	-	-						
Sidney W. King, Jr.	39	93	30	62	-	-	-	-	-	-						
Michael F. Rehill	35	106	22	92	25	75	19	61	16	56	(W/ D	R	E	W)		
Caroline Christie	47	102	38	86	53	115	45	94	51	108	(E L	E	C	T' D)		
Laura Russell	77	111	82	130	(E	L	B	C	T	E D)						
Gideon Oakley	52	106	43	104	55	144	(E L	E	E C	T B D)						

*Candidate names are listed in ballot order for the election of General Convention Deputy.

Canonical List of Clergy

CANONICAL LIST OF CLERGY

(Data in parentheses indicates year of canonical residency. List reflects deployment at time of Convention in January 2011. 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 07078.

The Right Reverend John Palmer Croneberger (1980), Retired Bishop of the Diocese; consecrated November 1998.

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), 516 Madison Avenue, Madison NJ 07940; Rector, Grace, Madison; (H) 973-377-0889; (W) 973-377-0108

Aling, 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

Arfin, Charles (1997), 173 West Chestnut Street, Kingston NY 12401; Retired

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

Badgley, David G. (1998), 850 Tallwood Circle, Brandon FL 33610

Baer, Kenneth (1984) (died January 2011)

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

Baldwin, Judith (1993), 1405 Duncan Street, Key West FL 33040

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

Barrett, Sr. Bernadette (Ellen) M. (1997), 1514 Pallsade Avenue, Union City NJ 07087; PIC, St. John's, Union City; (W) 201-348-3988

Barrett, Timothy (2002), 227 Main Street, Chatham NJ 07928; 973-895-2300

Bates, J. Barrington (2007), 644 Center Street, Oradell NJ 07649; Rector, Annunciation, Oradell; (H) 201-285-4144; (W) 201-262-7222

Bates, J. Brent (2009), 39 Woodland Avenue, Summit NJ 07901; Interim Rector, Calvary, Summit; (H) 908-277-1369; (W) 908-277-1814

Beach, Diana (1996), 88 Main Street, Thomaston ME 04861; 207-354-7205

Belahem, C. Donald (1952), 109 Park Place, Bogota NJ 07603; (H) 201-487-1576

Canonical List of Clergy

- Bendall, R. Douglas (1995), 26 Howard Court, Newark NJ 07103; Retired; (H) 973-743-9649
- Bennett, Dudley (1963), 16 Warwick Lane, Jackson NJ 08527; Retired
- Biggadika, MayLin (1998), 398 Shelbourne Terrace, Ridgewood NJ (H) 201-445-0105
- Bolles-Beaven, Anne (2002), 32 Yale Street, Maplewood NJ 07040; (H) 973-761-5758; Associate, St. Andrew & Holy Communion, South Orange
- Bowen, George (1957), 308 River Oaks Drive, Rutherford NJ 07070; Retired
- Brant, George (1950), 801 Park St. Apt 11D, Bordentown NJ 08505; (H) 609-291-0431; Retired
- Brdlik, Christopher (1995), 914 Ridge Road, Newton NJ 07860; 973-383-8463; Retired
- Broderick, Janet (2002), 18 Miller Road, Morristown NJ 07960; Rector, St. Peter's Church, Morristown; (H) 973-889-0839 (W) 973-838-0555
- Budhu, Esar (1987), 206 Renshaw Ave., E. Orange NJ 07017; Rector, St. Agnes & St. Paul's; (H) 973-677-1317; (W) 973-678-6716
- Burger, Timothy Hinton (2010), 11 Berkley Place, Glen Rock NJ 07452; Rector, All Saints', Glen Rock; (W) 201-444-6874
- Butler, III, Andrew (2010), 69 Montclair Avenue, Montclair NJ 07042; Rector, St. John's, Montclair; (H) 973-943-7348; (W) 973-746-2474
- Butler, Susan Jamie (1997) (transferred October 2010 to the Diocese of East Tennessee)
- Byrum, Emory E. (1994), 6597 Upper York Road, New Hope PA 18938
- Cabush, David (2003), 2 Pond Hill Road, Morristown NJ 07960; Priest-in-charge, St. Andrew's, Lincoln Park and Transfiguration, Towaco; (H) 973-285-9115; (W) 201-327-0703
- Carlson, Walter D. (1967), Six Otis Place, Verona NJ 07044; (H) 973-239-6160; Retired
- 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), 44 Clark Street, Chatham NJ 07928; (H) 973-507-9776; Retired
- 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
- Conley, Joan (2010), 55 Parks Road, Denville NJ 07834; Assistant, St. Elizabeth's, Ridgewood; (H) 973-686-8624; (W) 201-444-2299
- Conner, Lu-Anne (2002) (transferred September 2010 to the Diocese of Maine)
- Conway, Cooper (1998), 258 Barrow Street, Jersey City NJ 07302; Interim, St. Stephen's, Millburn; (H)

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201-248-8521; (W) 973-376-0888

Criste-Troutman, Robert (1988), 138 Broad Street, Washington NJ 07882; Priest-In-Charge, St. Peter's, Washington; (H) 908-889-3403; (W) 908-869-1019

Curtiss, Geoffrey B. (1975), 1238 Park Avenue, Hoboken NJ 07030; Rector, All Saints', Hoboken; (H) 201-863-6378; (W) 201-792-3563

David, Jacob T. (1981), 1 Paddock Court, Dayton NJ 08810; Rector, St. Paul's & Resurrection, Wood-Ridge; (H) 732-274-1428; (W) 201-438-8333 (Retired June 2011)

Davis, Mary Elizabeth (2010), 86 Oakwood Drive, New Providence NJ 07974

Davis, Jr., Orion W. (1989), 2 St. Mary's Terrace, Sparta NJ 07871; Rector, St. Mary's, Sparta; (H) 973-729-6858; (W) 973-729-3138

Deats, Cathy L. (1986), 10 School House Lane, Flanders NJ 07836; Rector, St. James', Hackettstown; (H) 973-252-2160; (W) 908-852-3968

Deckenbach, Paul C. (1964), 1551 28th Avenue, San Francisco CA 94122; (H) 415-731-8899; Retired

DeFranco, Jr., Peter (2003), 343 Park Avenue, Nutley NJ 07110; Rector, St. Peter's, Clifton; (H) 973-662-0160; (W) 973-646-5020

DeSmith, David J. (2003), 90 Kiel Avenue, Kinnelon NJ 07405; Rector, St. David's, Kinnelon; (H) 973-492-0284; (W) 973-838-8898

Dinsmore, Virginia (2005), 5 Dalland Road, Succasunna NJ 07876; Priest-in-charge, St. Dunstan's, Succasunna; (H) 9862-218-8834; (W) 973-827-1485

Dixon, Robert K. (1986), 16 Winslow Street, Provincetown MA 02857; 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) 973-646-5020

Dure, Lucy Ann (1998), 46 Montrose Avenue, Verona NJ 07044; Rector, Holy Spirit, Verona (H) 973-857-2865; (W) 973-239-2850

Edler, John R. (1961), 3030 Cleaves Point Rd. POB 239, E. Marion NY 11939-0239; (H) 516-477-0111 Retired

Eblin, Julian (2009), 284 North Island Avenue, Ramsey NJ 07446; Rector, St. John's, Ramsey; (H) 201-934-0092; (W) 201-327-0703

Fleetwood, Zachary W. M. (1997); Dean, American Cathedral in Paris; (transferred February 2010 to the Convocation of Episcopal Churches in Europe)

Fox III, Frederick C. (1983), 441-4 Lockhart Mountain Rd., Lake George NY 12845-4909; Retired

Gable, David L. (2002), 24 Harmony Drive, Port Jeff Station NY 11778; Retired

Canonical List of Clergy

- Galleher, Stephen C. (1982), 6115 B Boulevard East, West New York NJ 07093; (H) 201-758-9887
- Gambrill, James (1978), PO Box 1929, York Beach ME 03910
- Gannon, William S. (1991), 11 French Drive, Bedford NH 03110; (H) 603-471-0196; Retired
- Gargiulo, Mariano (2001), 384 Hilltop Avenue, Leonia NJ 07605; Rector, St. James', Ridgefield (H) 201-592-7063; (W) 201-945-0078
- Gat, Margaret A. (1994), 4230 Cascade Falls Drive, Sarasota FL 34243; Retired
- Gerhardt, Michael Joseph (1997), 171 Larch Avenue, Bogota NJ 07063
- Glover, Beth Faulkner (2002), 4705 Henry Hudson Parkway West, Riverdale NY 10471; 347-202-5208
- Golub, Elizabeth K. (2003), 18 Wittig Terrace, Wayne NJ 07470; Priest-in-charge, Holy Trinity, West Orange; (H) 973-694-2210; (W) 973-325-0369
- Gonzalez, Oscar (1970), 28 Ralph Street, Bergenfield NJ 07621; Retired
- Grater, Coval T. (1967), 2316 Lark Lane, Sarasota FL 34231-5534; Retired
- Green, Elizabeth Ann (Lisa) (2008), 41 N. Fullerton Avenue, Montclair NJ 07042; Interim, Redeemer, Morristown; (H) 973-746-1664; (W) 973-539-0703
- Griner, Robert (2005), 14 Liberty Street, Newton NJ 07860; Rector, Christ Church, Newton; (H) 973-840-0283; (W) 973-383-2245
- Groff, Addison K. (1953), 427 Front St., Houston DE 19954; (H) 302-422-6112; Retired
- Gross, Jr., Joseph O. (1979) (died November 2010)
- Guthrie, William A. (1992), 8 Rosemont Ct., West Orange NJ 07052; Rector, Christ, East Orange; (H) 973-731-4828; (W) 973-878-1160 (retired June 2011)
- Habecker, John Christian (2009), 61 Baker Avenue, Dover NJ 07801; Rector, St. John's, Dover; (H) 805-236-8966; (W) 973-366-2772
- Haines, Denise G. (1977), 174 Summit Avenue, Summit NJ 07901; H-908-516-2030; Retired
- Hall, Charlotte Melissa (2003), 6 Willow Terrace, Hoboken NJ 07030; Assistant, St. Peter's, Morristown; (H) 201-683-7716; (W) 933-538-0555
- Hamilton, Abigail (1974), 25 Overlook Drive, Hackettstown NJ 07840; Retired
- Hamilton, H. David (1970), 75 Summerhill Drive, Manahawkin NJ 08050; Retired
- Harmon, Joseph A. (2006), 205 Hallady Street, Unit 1, Jersey City NJ 07304; Priest-In-Charge, Incarnation, Jersey City; (H) 201-200-0584; (W) 201-434-4810
- Harper, Fletcher (1993), 241A Johnson Avenue, M-1; Hackensack NJ 07601; (H) 201-390-0094
- Harper, Helen O. (2002), Christ Episcopal Church, 2026 Street Road, Bensalem PA 19020
- Hartnett, John G. (1993), 207 Fairmount Rd., Ridgewood NJ 07450; Rector, St. Elizabeth's, Ridgewood; (H) 201-444-8269; (W) 201-444-2299

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Hassan, Rosemarie (1995), 675 Kearny Avenue, Kearny NJ 07032; Rector, Trinity, Kearny til 5/11; Assistant, Calvary, Bayonne and Trinity, Bayonne, eff 5/11

Hease III, Edward M. (1989), 2 Woodland Road, Montvale NJ 07645; Rector, St. Paul's, Montvale; (H) 201-391-8187; (W) 201-391-3181

Hasselbrook, Audrey (2005), 18 Shepard Place, Nutley NJ 07110; Assistant, St. James', Upper Montclair; (H) 973-667-2883; (W) 973-744-0270

Hatfield, Adele Dees (2008), 221 Boulevard, Mountain Lakes NJ 07046; Co-Rector, St. Peter's, Mountain Lakes; (H) 973-638-4535; (W) 973-334-4429

Hatfield, Charles J. (2009), 221 Boulevard, Mountain Lakes NJ 07046; Co-Rector, St. Peter's, Mountain Lakes; (H) 973-538-4535; (W) 973-334-4429

Hernanson, David H. (2003), 66 Grace Drive, Old Bridge NJ 08857; Retired

Hinman, Allen A. (1970), 149 Pennington Ave., Passaic NJ 07055; Retired

Holland, J. Carr (1977), 7404 Halifax Road, Youngville NC 27596; Retired

Holtman, Kimberly (2001), 665 W. Briar Place, Chicago IL 60657

Hoogerhyde, Scott (1998), 7 East Main St, Mendham NJ 07945; Rector, St. Mark's, Mendham, til 5/11; (H) 973-543-7060; (W) 973-543-4471

Howell, Miguelina (2009), 11 Pine Street, Apt. 339, Montclair NJ 07042; Priest-in-charge, Epiphany, Orange; (H) 973-930-7333; (W) 973-676-8888

Huck, Beverly J. (1984), 668 Timber Creek Drive, Littleton NC 27850

Jacobs, Gregory A. (2008), 31 Marrow Street, Newark NJ 07102; Canon to the Ordinary and Chief of Staff, Diocese of Newark; (H) 862-576-7803; (W) 973-430-6916

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

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

Jurado, Rubén (2005), 221 Burns Avenue, Lodi NJ 07644; Assistant, Trinity, Kearny; (H) 973-769-7801; (W) 201-991-5894

Kaeton, Elizabeth M.C. (1991), 94 Chatham Street, Chatham NJ 07828; Rector, St. Paul's, Chatham, til 9/11; 35647 Joann Drive, Millsboro DE 19966

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

Keith, Briggett J. (1998), 88 Trinity Place, Hillsdale NJ 07642; Rector, Holy Trinity, Hillsdale; H-201-497-5630; W-201-684-2428

Keller Jr., C. Edward (1959), 711 South Custer Avenue, Miles City MT 59301; Retired

Keller, Susan S. (2008), 515 Parker Street, Newark NJ 07104; Dean, Trinity + St. Philip's Cathedral, Newark; (H) 973-484-8280; (W) 973-622-3505

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

Khamin, Alexei (2007), 198B Pompton Avenue, Cedar Grove, NJ 07009; Assistant, St. Mary's, Sparta; H-

Canonical List of Clergy

973-541-1949; W-973-729-3136

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), 950 Surrey Lane, Franklin Lakes NJ 07417; Rector, St. Alban's, Oakland; (H) 201-465-7226; (W) 201-337-4909

Koehler, Anne E. (2003), 37 Tillow Road, South Orange NJ 07078; Priest-in-charge, Christ Church, Bloomfield/Glen Ridge; (H) 973-879-5986; (W) 973-743-5911

Koeniger, Margaret Smithers (1995), 51 Park Lane, Madison NJ 07940; (H) 973-660-1084

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

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

Lannon, Nicholas (2009), 268 Second Street, Jersey City NJ 07302; Assistant, Grace Church Van Vorst, Jersey City, til 6/11; Rector, Church of the Saviour, Denville, off 6/11

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, til 4/11; (H) 973-744-6518; (W) 973-548-3433

Lee, Hosea Mun-Yong (1985), 1600 Parker Ave. Apt 30, Fort Lee NJ 07024; (H) 201-592-1179

Lewis, Mark A. (1991), 380 Mountain Rd. Apt 304, Union City NJ 07087; Retired

Lewis, Walter E. (1972), 60 Dryden Road, Upper Montclair NJ 07043-2420; Retired

Lills, Rosemary (2005), (transferred September 2009 to the Diocese of Rochester)

Lincoln, Thomas C. (1966), 1156 Carolina Circle SW, Vero Beach FL 32962

Lindstrom, Marjorie D. (2005), 91 Francisco Avenue, Rutherford NJ 07070; Chaplain, Seamen's Church Institute

Locke, Kathleen (2004), 15 Norwood Avenue, Summit NJ 07901; Chaplain, Morristown Hospital; (H) 908-277-6386; (W) 973-971-8965

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

Marcantonio, John (2010), 39 Johnson Road, West Orange NJ 07052

Matarazzo, Laura Rice (2002), 10 Doe Hollow Lane, Belvidere NJ 07823; (H) 908-918-1206

Mathews, Jr., Thomas E. (2003), 154 Lincoln Road, Phillipsburg NJ 08865; Rector, St. Luke's, Phillipsburg; W-908-859-1479

Canonical List of Clergy

Maxwell, Elizabeth Wigg (2005), 44 Pittsford Way, New Providence NJ 07974; Priest-in-charge, St. Peter's, Livingston; (H) 908-771-0207; (W) 973-379-2898

McGrath, Victoria Gear (1994), 113 Center St., Chatham NJ 07928; Rector, All Saints', Millington; (H) 973-701-1883; (W) 908-647-0067

McIntosh, Kendra (2007), 4801 Linwood Boulevard, Kansas City MO 64128

McNish, Jill Lois (1997), 116 Woodside Road, Haverford PA 19041

Mennell, John A. (2008), 75 South Fullerton Avenue, Montclair NJ 07042; Rector, St. Luke's, Montclair; (H) 973-648-515-2700; (W) 973-744-8220

Mockridge III, Oscar (1965), 358 Stiles Court, West Orange NJ 07052; (H) 973-325-3090; Retired

Moore, Allison (1986), 1576 Palisade Ave., Fort Lee NJ 07024; Rector, Good Shepherd, Fort Lee; (H) 201-944-8185; (W) 201-481-7280

Morgan, Stanley E. (1981), 3828 Lepechuan Court, Decatur GA 30334; Retired

Morris, Kevin (2009), 76 Bright Street, Unit CR, Jersey City NJ 07302; Director of Pastoral Care, Christ Hospital, Jersey City; (W) 201-795-8284

Morris, Robert C.V. (1989), 422 Clark St., South Orange NJ 07078; Director, Interweave; (H) 973-763-0418; (W) 973-763-8312

Murphy, Thomas M. (2007), 1522 W. University Avenue, Gainesville FL 32603

Neglia, Dwight L. (1981) 118 Oakmont Drive, Maye Landing NJ 08330; Retired

Negrotto, John J. (1972) 74 Laurel Boulevard, Lanoka Harbor NJ 08734; Retired

Oh, David Young Sam (1990), 1224 McLaren Drive, Carmichael CA 95608-8118

Olson, Paul V. (2003), 32 Hillview Avenue, Morris Plains NJ 07950; Rector, St. Paul's, Morris Plains; (H) 973-292-1690; (W) 973-286-0884

Otterburn, Margaret (2008), 50 Route 24 West, Chester NJ 07930; Rector, Messiah, Chester; H-973-349-9480; W-908-679-7208

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; (H) 973-743-2411

Parnell, William C. (1994), (transferred November 2010 to the Diocese of New York)

Partridge, Edmund B. (1971), 106 Cambridge Lane, Williamsburg VA 23185; (H) 767-259-9422; Retired

Partridge, Ivan H. (1953), P.O. Box 235, Cotuit MA 02635; (H) 508-477-8894; Retired

Perez, Gregory (2005), 289 7th Street, #3, Jersey City NJ 07302; Rector, Trinity, Bayonne; H-201-648-0650; W-201-858-4460, x13; Priest-in-charge, Calvary, Bayonne

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

Canonical List of Clergy

Petroccione, James V. (2002), 66 Summit Road, Norwood NJ 07648; Rector, Holy Communion, Norwood; (H) 973-903-0355; (W) 201-768-0634

Phelan, Shane Margaret (2009), 43 Massachusetts Avenue, Haworth NJ 07641; Priest-in-charge, St. Luke's, Haworth; (H) 201-543-4736; (W) 201-384-0706

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; Priest-in-charge, St. Martin's, Maywood

Pisani Jr., Gerard A. (1966), 8602 Forester Lane, Apex NC 27539; Retired

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

Powers, Sarah Fairbairn (2004), 8E Nob Hill, Roseland NJ 07068; Priest-in-charge, St. Agnes', Little Falls; (H) 973-228-1375; (W) 973-258-6020

Quinn, Catherine A. Rafferty (2010), 52 Pomander Walk, Ridgewood NJ 07450; Assistant, St. Elizabeth's, Ridgewood

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), 6096 Summer Lake Drive, Port Orange FL 32127; Retired

Renn, Wade A. (1984), 558 Highland Ave., Upper Montclair NJ 07043; (H) 973-855-1052; Missioner Priest, House of Prayer, Newark; Retired

Reynolds, Eleanor Francis (2008), Route 24, PO Box 240, Mendham, NJ 07945; Mother Superior, Convent St. John Baptist, Mendham; (H) 973-543-4641

Rezach, Karen B. (2007), 74 Edgewood Place, Maywood NJ 07607; Assistant, Christ Church, Short Hills; H-201-843-9321

Rhodes, Diane (2005), 31 Lynn Street, Harrington Park NJ 07640; (H) 201-768-0581; Priest-in-charge, St. Andrew's, Harrington Park NJ 07640; (W) 201-768-0819

Rhodes, Robert R. (2009), 9 Harrington Avenue, Westwood NJ 07675; Rector, Grace, Westwood; (H) 201-772-6751; (W) 201-664-0407

Rice, Charles L. (1988), R.D.1, P.O.Box 1279A1, Bangor PA 18013; (H) 610-588-7561

Richardson, Jon (2009), 38 Duncan Avenue, Jersey City NJ 07304; Priest-in-charge, St. Paul's, Jersey City; (H) 201-332-8824; (W) 201-433-4822

Riker, William (1997), 249 Hartshorne Road, Locust NJ 07760; Retired

Rollins, John A. (1969) 11 Fine Road, High Bridge NJ 08829; H-908-638-8683; 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

Sanders, Megan (2009), 45 Church Street, Montclair NJ

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- Schiembs, Lois J. (1996), 321 Lamberts Mill Rd., Westfield NJ 07090
- Schink, Susan A. (2003), 481 Almount Avenue, Ramsey NJ 07446; (H) 201-825-2910
- Schjonberg, Mary Frances (2001), PO Box 217, Bradley Beach NJ 07720; (H) 732-776-1060
- Schwab, A. Wayne (1966), PO Box 294, Hinesburg VT 05461; 802-482-7743
- Searle, S. Elizabeth (2006), 1156 Margaret Street, Teaneck NJ 07666
- Sexton, Lewis R. (1961), 431 Diekma Avenue., Holland MI 49423; (H) 616-399-3497; Retired
- Shaffer, Harold F. (1954), PO Box 2837, Orleans MA 02653; Retired
- Shearer, Donald R. (1975), 158 Mountain Drive, Greentown PA 18428; (H) 570-676-4584; Retired
- Shika, C. Wesley (1952), 166-20 Riverside Drive, Apt. 31-1, New York NY 10463; Retired
- Sica, Susan Saucedo, 30 Reynolds Avenue, Parsippany NJ 07054; Vicar, St. Gregory's, Parsippany; (H) 973-599-1869; (W) 973-887-5879
- Sickles, Clarence W. (1953), 68 Heath Village, Hackettstown NJ 07840-3206; (H) 908-652-2839
- Smith, Stuart H. (2003), 653 Courtney Hollow Lane, Madison VA 22727; 540-272-6763
- Smith, Willie (2004), 1795 Riverside Drive, NY, NY 10034; Priest-in-charge, Trinity, Cliffside Park; (H) 212-304-8251; (W) 201-943-1034
- Sniffen, Michael (2007), (transferred October 2010 to the Diocese of Long Island)
- Snyder, Roger C. (1981), 13 Partlow St., Staunton VA 24401; (H) 703-885-6440; Retired
- Solomon, Mildred J. (1998), 75 Wamsutta Street, Unit 310, New Bedford MA 02740
- Solon, Robert F. (2007), 307 Route 94, Vernon NJ 07642; H-973-764-7317; Vicar, St. Thomas', Vernon; W0973-764-7506
- St. George, David (1968), 8 Blinney Rd., Old Lyme CT 06371; (H) 860-434-9797; Retired
- Stanton, John F. (1982), 7900 Harbor Island Drive, #1501, North Bay Village FL 33141; Retired
- Stopfel, Barry L. (1990), 511 Boop Road, Mifflensburg PA 17844; Retired
- Stout-Kopp, Ronnie T. (2004), 50 Bramshill Drive, Mahwah NJ 07430;
- Strain, William H. (1957), 4 Acacia Drive, Boynton Beach FL 33436; Retired
- Swanson, George G. (1977), 349 Seawall Rd. Rte 102A, Manset ME 04879; Retired
- Tarplee, Cornelius C. (1992), 1406 Duncan Street, Key West FL 33040; Retired
- Taylor, David K. (1999), 124 Franklin Court, Flemington NJ 08822
- Thiele, William C. (2009), 14 Morgan Road, Flemington NJ 08822; Rector, St. John's, Passaic; (H) 908-782-3048; (W) 973-779-0968

Canonical List of Clergy

- Thomas, David R. (1972), 7740 Lighthouse Cove, Port Hope MI 48468; Retired
- Thomas, Trevor E.G. (1951), 90 Rossini Rd. Shelter Habor, Westerly RI 02891; (H) 401-322-0434 Retired
- Thorn, Jack H. (1963), 3508 Gatas Court, Morris Plains NJ 07950; 973-898-0498; Retired
- Tittle, Darlene (2004), 25 Zealand Drive, Toms River NJ 08757
- Tomaine, Jane A. (1995), 349 Short Drive, Mountainside NJ 07092; (H) 908-233-0134
- Tuttle, Margaret (2002), 73 Rutgers Street, Maplewood NJ 07040
- Vilas Jr., Franklin E. (1991), 18 Greylawn Drive, Lakewood NJ 08701; (H) 732-864-9314; Retired
- Wajnert, Theresa A. (1990), PO Box 37 Calistoga CA 94515
- Waldon, Mark W. (1985), 39 Boyle Avenue, Totowa NJ 07512; Rector, Christ, Totowa; (H) 973-595-0349; (W) 973-595-0349
- Walker, Paul (2000), Vicar, Christ, Belleville (til 10/10); (transferred November 2009 to the Diocese of Bethlehem)
- Wamke, James (1996), 680 Albin, Teaneck NJ 07666; (H) 201-692-8222
- Warrington, James M. (1963), 3440 So. Jefferson Street, Bailey's Crossroads VA 28041
- Waters, Sonia Elaine (2010), 75 South Fullerton Avenue, Montclair NJ 070402; Priest-In-charge, Christ Church, Budd Lake; (H) 848-515-2700; (W) 973-347-1866
- 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) 201-647-1233
- Weber, Lynne Bleich (1993), 81 Highwood Avenue, Tenafly NJ 07670; Rector, Church of the Atonement, Tenafly; (H) 201-503-1931; (W) 201-568-1763
- Wethered, Stephanie (1993), 84 River Road, Montville NJ 07045; Rector, St. Peter's, Essex Fells; (H) 973-335-6710; (W) 973-226-8500
- White, Michele (2010), 225 South Pleasant Avenue, Ridgewood NJ 07450
- Whitley, Harry B. (1966), 143 Day Court, Mahwah NJ 07430; (H) 201-891-7575; Retired
- Williams, C. David (2000), 17 Carman Street, Hempstead NY 11550; Retired
- Williams, James E. (2001), 4880 Reinhardt Drive, Oakland CA 94619
- Wilson, Phillip D. (1987), 105 Westminster Road, Putney VT 05348
- Wilson, Sandye (2004), 116 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 4781, Vineyard Haven MA 02568
- Wolf, David B. (2001), 61 East 39th Street, Paterson NJ 07614; Rector, St. Paul's, Paterson; (H) 973-754-

Canonical List of Clergy

8210; (W) 973-278-7900

Won, Hilary (2006), 403 79th Street, North Bergen NJ 07047; Rector, St. Peter's Korean Church, North Bergen; (W) 201-868-6088

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

Woodrum, L. Paul (1989), 851 E. 102nd Street, Brooklyn NY 11238; (H) 718-398-2877; Retired

Wurm, Laurie Jean (2004), 224 Cornelia Street, Boonton NJ 07005; Rector, St. John's, Boonton; H-973-285-8831; W-973-334-3655

DEACONS

Bailey, William (2004), Three Northview Drive, Morris Plains NJ 07950; Vocational Deacon; (H) 973-287-5627; Retired.

Ballard, Kathleen (2005), 53 Orchard Road, Maplewood NJ 07040; Vocational Deacon; (H) 973-762-4228; House of Prayer, Newark

Batson, Lloyd (2009); 431 East 3rd Avenue, Roselle NJ 07203; Vocational Deacon, St. Andrew & Holy Communion, South Orange

Czarniecki, Lynn (2004), 30 Gliderleeve Place, Watchung NJ 07069; Vocational Deacon; (H) 908-767-8177; Trinity & St. Phillip's Cathedral, Newark

Delaney, James W. (1975), 28 Prescott Road, Ho-Ho-Kus NJ 07423; Vocational Deacon; (H) 201-852-8797; Grace Church, Westwood

Drake, Deborah (2007), 20 Cambridge Place, Wayne NJ 07470; Vocational Deacon; H-973-553-1676; St. Agnes', Little Falls

Eberhardt, Karen (2006), 25 Two Bridges Road, Towaco NJ 07082; Vocational Deacon; (H) 973-983-2473

Ellis, Jane Fielding (2006), 6 Valley Place, Tenafly NJ 07670; Vocational Deacon, (H) 201-541-7972; Holy Name Medical Center, Saddle River

Fitzpatrick, Paul (2006), 216 Cypress Court, Ramsey NJ 07448; Vocational Deacon; (H) 201-934-934-6410

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

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

Hurley, Hal O. (2006), 7 Sanders Road, East Brunswick NJ 08816; Vocational Deacon; H-732-257-6261; Christ Church, East Orange;

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

McCloud, Christine Lorraine (2006), 816 Prospect Street, Union NJ 07083; Vocational Deacon; (H) 908-810-0654; St. Luke's, Montclair

O'Neill, Joanne Rita Carbone (2006), 300 Prospect Avenue, #16H, Hackensack NJ 07601; Vocational Deacon; (H) 201-487-3081; Atonement, Tenafly

Canonical List of Clergy

Ostuni, Elizabeth (2004), Ten Hampton Downs, Newton NJ 07860; Vocational Deacon; (H) 973-383-8384; Good Shepherd, Wantage

Phillips, Linda (2006), 85 Main Street, Stanhope NJ 07874; Vocational Deacon; (H) 201-230-1278; Church of the Messiah, Chester, and Christ Church, Budd Lake

Piccate, Thomas (2006), 198 Woodward Avenue, Rutherford NJ 07070; Vocational Deacon; (H) 201-438-8181; St. James', Ridgefield

Read, Nancy (2004), 12 Northfield Terrace, Clifton NJ 07012; Vocational Deacon; (H) 973-778-7533; Grace Church, Nutley

Riley, Diane (2005), 337 Woodland Road, Madison NJ 07940; Vocational Deacon; (H) 973-822-9122; St. John's, Dover

Schuford, Shella Cathcart (2006), 12 Sorman Terrace, Randolph NJ 07889; Vocational Deacon; (H) 973-927-5591; St. James', Hackettstown

Smith, Lizabeth (2005), 653 Courtney Hollow Lane, Madison VA 22727

Soldwedel, Erik (2007), 2324 Oliver Court, Mahwah NJ 07430; Vocational Deacon; H-201-529-3810; Program Director, Newark ACTS

Steele, Robert E. (1988), 3503 Wofford Lane Court, College Park MD 20740; Vocational Deacon

Tinning, Herb (2002) (died November 2010)

The Diocese of Newark

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Allendale

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The Rev. Ronnie T. Stout-Kopp (201) 818-0078
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The Rev. Elizabeth P. Smith (540) 272-8753

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lizabethsmith@gmail.com

Bloomfield/Glen Ridge

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Bloomfield/Glen Ridge, NJ 07028 (F) (973) 743-0216

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St. John's Episcopal Church District 02
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St. Paul's Church District 04
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Church of the Messiah District 01
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messiahchester@earthlink.net

The Rev. Margaret Otterburn (908) 855-4835
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Cliffside Park

Trinity Church District 08

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The Diocese of Newark

31 Mulberry Street, Newark, NJ 07102; 973-430-8800; Fax: 973-622-3503

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Cliffside Park

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willeechutze@rcn.com
The Rev. Willie James Smith (212) 304-8251
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Clifton

St. Peter's Church District 07
380 Clifton Avenue (973) 546-8020
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The Rev. Peter De Franco, Jr. (973) 478-0405
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The Rev. Hal O. Hurley (732) 287-9631
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The Rev. Stephanie Wethered (973) 335-5710
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Fair Lawn, NJ 07410-3946 (F) (201) 797-0736
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The Rev. Kevin Coffey (201) 796-4991
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Fort Lee

Church of the Good Shepherd District 08
1576 Palisade Avenue (201) 461-7280
Fort Lee, NJ 07024 (F) (201) 461-6953
<http://goodshepherd-fortlee.dioceseofnewark.org/>
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The Rev. Dr. Allison Moore (201) 944-8185
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Glen Rock

All Saints' Church District 10

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The Diocese of Newark

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St. John the Divine Church
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Hasbrouck Heights, NJ 07604

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St. Luke's Church
43 Massachusetts Avenue
Haworth, NJ 07841

District 09
(201) 384-0706
<http://www.stlukehaworth.org/>
stlukehaworth@optonline.net

The Rev. Dr. Shane Margaret Phelan

(201) 848-5310
revdrshane@gmail.com

Hawthorne

St. Clement's Church
271 Lafayette Avenue
Hawthorne, NJ 07606

District 10
(973) 427-8118

The Rev. Elizabeth P. Smith

<http://stclementsnj.org/>
stclementnj@gmail.com
(540) 272-9753
ElizabethSmith@gmail.com

The Diocese of Newark

31 Mulberry Street, Newark, NJ 07102; 973-430-9900; Fax: 973-622-3503

Church Directory

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Hillsdale

Holy Trinity Church District 09
326 Hillsdale Avenue (201) 664-2428
Hillsdale, NJ 07642 (F) (201) 664-7889
<http://www.holytrinitychurch.4ip.com/>
holytrinity326@optonline.net
The Rev. Briggett J. Keith (201) 497-5830
briggettkeith@yahoo.com

Ho-Ho-Kus

St. Bartholomew's Church District 10
70 Sheridan Avenue (201) 444-5025
Ho-Ho-Kus, NJ 07423 (F) (201) 444-5025
<http://www.stbarthhk.com/>
stbarthhk@aol.com
The Rev. Daniel W. Kreller (201) 852-6704
kdreller@aol.com

Hoboken

All Saints' Parish District 06
707 Washington Street (201) 782-3563
Hoboken, NJ 07030 (F) (201) 782-3994
<http://www.allsaintshoboken.com/>
gcurtiss@allsaintshoboken.com
The Rev. Geoffrey Curtiss (201) 983-8378
gcurtiss@allsaintshoboken.com

Hope

St. Luke's Church District 01
348 Main Street (908) 489-4340
PO Box 292 (F) (801) 469-4489
Hope, NJ 07844 <http://www.aboutstlukes.com/>
info@aboutstlukes.com

Jersey City

Church of the Incarnation District 06
68 Storms Avenue (201) 434-4810
Jersey City, NJ 07306 (F) (201) 433-3676
<http://www.visitincarnation.com/>
pastor@visitincarnation.com
The Rev. Joseph A. Harmon (201) 200-0584
lyrio7@comcast.net
The Rev. Margaret Anyango Obama (201) 736-7808
obamaus@yahoo.com

Jersey City

Grace Church Van Vorst District 06

Jersey City

Grace Church Van Vorst District 06
39 Erie Street (201) 659-2211
Jersey City, NJ 07302 (F) (201) 659-0309
<http://www.gracevanvorst.org/>
office@gracevanvorst.org
The Rev. Nicholas Lannon (201) 332-6824
nick@gracevanvorst.org

Jersey City

St. Paul's Church District 06
38 Duncan Avenue (201) 433-4922
Jersey City, NJ 07304 (F) (201) 433-4713
<http://www.stpaulsjc.org/>
susan@stpaulsjc.org
The Rev. Jon M. Richardson (201) 332-6824
jon@jonmrichardson.com

Kearny

Trinity Church District 07
575 Kearny Avenue (201) 991-8894
Kearny, NJ 07032 (F) (201) 991-3658
<http://www.trinitychurchkearny.org/>
trinity.kearny@gmail.com
The Rev. Rosemarie Hassan (201) 991-0911
trinitateerose@gmail.com
The Rev. Rubén D. Jurado (973) 879-2814
rudjusa@gmail.com

Kinnelon

St. David's Church District 02
91 Kinnelon Road (973) 838-6896
Kinnelon, NJ 07405 (F) (973) 838-4006
<http://stdauidskinnelon.org/>
david.desmith@stdauidskinnelon.org
The Rev. David J. DeSmith (973) 492-0284
david.desmith@stdauidskinnelon.org

Leonia

All Saints Church District 08
160 Park Avenue (201) 947-1233
Leonla, NJ 07805 (F) (201) 947-0118
<http://allsaints-leonia.dioceseofnewark.org/>
andrea.allsaints@verizon.net
The Rev. Dean A. Weber (201) 503-1931
dweber81@optonline.net

Lincoln Park

St. Andrew's Church District 02

<http://www.dioceseofnewark.org>

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The Diocese of Newark

31 Mulberry Street, Newark, NJ 07102; 973-430-9900; Fax: 973-622-3503

Church Directory

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Lincoln Park

St. Andrew's Church District 02
211 Main Street (973) 894-8915
Lincoln Park, NJ 07035 (F) (973) 628-8258
http://www.dioceseofnewark.org/standrew-lincolnpark/st_andrews_lpnj@yahoo.com

The Rev. Dr. David W. Cabush (973) 285-9115
dwcabush@aol.com

Little Falls

St. Agnes' Church District 05
65 Union Avenue (973) 256-5020
Little Falls, NJ 07424 (F) (973) 256-1320
<http://stagnes-littlefalls.dioceseofnewark.org/StAgnesLF@verizon.net>

The Rev. Fairbairn Powers (973) 226-1375
fairbairn.powers@verizon.net

The Rev. Deborah Ruick Drake (973) 853-1676
deborahdrake@optonline.net

Livingston

St. Peter's Church District 03
84 East Mt. Pleasant Avenue (973) 992-1932
Livingston, NJ 07039 (F) (973) 994-3286
<http://stpetersliv.com/info@stpetersliv.com>

The Rev. Elizabeth Wigg Maxwell (908) 771-0207
rector@stpetersliv.com

Lyndhurst

St. Thomas' Church District 07
300 Forest Avenue (201) 438-5888
Lyndhurst, NJ 07071 (F) (201) 438-5888
<http://stthomas-lyndhurst.dioceseofnewark.org/Saint.Thomas@comcast.net>

Madison

Grace Church District 04
Four Madison Avenue (973) 377-0108
Madison, NJ 07940 (F) (973) 377-0828
<http://www.gracemadison.org/parishoffice@gracemadison.org>

The Rev. Lauren Ackland (973) 377-0889
lackland@gracemadison.org

The Rev. Scott McComas (973) 520-8517
scot.mccomas@yahoo.com

Maplewood

St. George's Church District 04

Maplewood

St. George's Church District 04
560 Ridgewood Road (973) 762-1319
Maplewood, NJ 07040 (F) (973) 762-8213

<http://www.stgeorges-maplewood.org/parish-office@stgeorges-maplewood.org>

The Rev. Bernard Poppe (973) 763-3676
revbpoppe@stgeorges-maplewood.org

The Rev. Christian Carroll (973) 761-7158
reverendcarroll@verizon.net

Maywood

St. Martin's Church District 07
29 Parkway (201) 843-8380
Maywood, NJ 07807 (F) (201) 843-6773

www.stmartinsaplewoodchurch.org/saint.martin@verizon.net

The Rev. Joseph S. Pickard (201) 727-9354
vicar@saintjohnthediocese.com

Mendham

Community St. John Baptist District 01
82 West Main Street (973) 543-4841
PO Box 240 (F) (973) 543-0327
Mendham, NJ 07945 <http://www.cajb.org/cajb@cajb.org>

The Rev. Sr. Eleanor Francis Reynolds (973) 543-4841
aret@cajb.org

Mendham

St. Mark's Church District 01
9 East Main Street (973) 543-4471
Mendham, NJ 07945 (F) (973) 543-0983
<http://www.stmarks-mendham.org/gbuyer@aol.com>

Millburn

St. Stephen's Church District 04
119 Main Street (973) 376-0588
Millburn, NJ 07041 (F) (973) 376-4002

<http://www.ststephensmillburn.org/church@ststephensmillburn.org>

The Rev. J. Cooper Conway (201) 763-6576
revcooper@aol.com

Millington

All Saints' Church District 03

The Diocese of Newark

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Church Directory

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Millington

All Saints' Church District 03
15 Basking Ridge Road (908) 847-0067
PO Box 415 (F) (908) 847-7349
Millington, NJ 07946 <http://www.allsaintsmillington.org/>
allsaints_rector@verizon.net
The Rev. Victoria Geer McGrath (973) 701-1863
allsaints_rector@verizon.net

Milton

St. Gabriel's Church District 02
153 Milton Road (973) 697-5688
Milton, NJ 07438
<http://stgabriels-milton.dioceseofnewark.org/>
thomaslaws@hotmail.com
The Rev. Thomas R. Laws (973) 744-8518
thomaslaws@hotmail.com

Montclair

St. John's Church District 05
55 Montclair Avenue (973) 746-2474
Montclair, NJ 07042 (F) (973) 855-1546
<http://www.seintjohnsmontclair.org/>
stjohnchurch@aol.com
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andrewbutler@saintjohnsmontclair.org
The Rev. Peter Jackson (973) 338-1879
pjackson_68@msn.com

Montclair

St. Luke's Church District 05
73 South Fullerton Avenue (973) 744-6220
Montclair, NJ 07042 (F) (973) 744-1722
<http://www.stlechurch.org/>
info@stlechurch.org
The Rev. John Mennell (646) 515-2700
mennell@stlechurch.org
The Rev. Christine McCloud (908) 810-0654
clmhobo@hotmail.com

Montvale

St. Paul's Church District 09
4 Woodland Road (201) 381-3181
Montvale, NJ 07845 (F) (201) 381-3182
<http://www.saintpaulsmontvale.org/>
info@saintpaulsmontvale.org
The Rev. Edward M. Hasse, III (201) 381-8197
edhasse@optonline.net

Morris Plains

St. Paul's Church District 03
Hillview Avenue & Mountain Way (973) 285-0884
PO Box 104 (F) (973) 285-0440
Morris Plains, NJ 07950 <http://www.stpaulamp.org/>
stpaulamp@optonline.net
The Rev. Paul V. Olsson (973) 282-1890
rectorstpaulamp@optonline.net
The Rev. Jack H. Thorn (973) 998-0498
jackthorn@optonline.net

Morristown

Church of the Redeemer District 03
36 South Street (973) 539-0703
Morristown, NJ 07960 (F) (973) 539-5330
<http://redeemsmorristown.org/>
redemer11@verizon.net
The Rev. Elizabeth Green (973) 746-1664
redemer30@verizon.net

Morristown

St. Peter's Church District 03
70 Maple Avenue (973) 538-0558
Morristown, NJ 07960 (F) (973) 538-7790
<http://www.stpetersmorristown.org/>
mpatterson@stpetersmorristown.org
The Rev. Janet Broderick (973) 889-0839
janet@stpetersmorristown.org
The Rev. C. Melissa Hall (201) 683-7716
esauhall@optonline.net

Mountain Lakes

St. Peter's Church District 02
215 Boulevard (973) 334-4429
Mountain Lakes, NJ 07046 (F) (973) 334-1178
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stpeter2@optonline.net
The Rev. Adels Hatfield (973) 588-4535
singandchant@yahoo.com
The Rev. Charles Hatfield (973) 588-4535
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Mt. Arlington

St. Peter's Church District 01
80 Edgemere Avenue (973) 398-1890
PO Box 403 (F) (973) 398-1980
Mt. Arlington, NJ 07856 <http://www.stpeter-mtarlington.org/>
myers22@comcast.net
The Rev. Elizabeth Myers (908) 289-6054
myers22@comcast.net

<http://www.dioceseofnewark.org>

The Diocese of Newark

Church Directory

31 Mulberry Street, Newark, NJ 07102; 973-430-9900; Fax: 973-622-3503

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Newark

Grace Church District 04
950 Broad Street (973) 623-1733
Newark, NJ 07102 (F) (973) 622-1222

<http://www.gracechurchinnewark.org/>
gracenewark@aol.com

The Rev. Nathan Ritter (201) 918-3061
ritternathan@hotmail.com

Newark

House Of Prayer District 04
407 Broad Street (973) 483-8202
Newark, NJ 07104 (F) (973) 483-0476

wade@theranna.net

The Rev. Canon Wade A. Rann (973) 855-1052
wade@theranna.net

The Rev. Kathleen Ballard (973) 762-4226
kathleangrammak@verizon.net

Newark

St. Andrew's Church District 04
933 South 17th Street (973) 375-3012
Newark, NJ 07106

rhaglerj@aol.com

The Rev. James Robert Hagler, OHC (908) 468-6220
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Newark

St. Barnabas' Church District 04
505 West Market Street (973) 482-3132
PO Box 7178 (F) (973) 481-1338
Newark, NJ 07102 <http://www.fornministry.com/USNJE/CUSAS/BECS/>

stbarnabesec@optonline.net

The Rev. Rogelio Pantón (973) 517-5731
revrogelio@aol.com

Newark

Trinity & St. Philip's Cathedral District 04
24 Rector Street (973) 622-3906
Newark, NJ 07102 (F) (973) 622-2236

<http://trinitystphilpscathedral.dioceseofnewark.org/>
trinitystphilpe@aol.com

The Very Rev. Susan Keller (973) 230-1373
DeanSKeller@aol.com

The Rev. Lynn Czarniecki (908) 757-8177
czarniecki@optonline.net

Newton

Christ Church District 02

Newton

Christ Church District 02
62 Main Street (973) 383-2245
Newton, NJ 07860 (F) (973) 383-8077

<http://christchurchnewton.org/>
christchurch@bellun.net

The Rev. Robert T. Griner (973) 940-0283
robertgriner@yahoo.com

North Arlington

St. Paul's Church District 07
11 York Road (973) 891-7252
North Arlington, NJ 07031

stpauliana@aol.com

North Bergen

St. Peter's Korean Church District 06
335 79th Street (201) 869-8068
North Bergen, NJ 07047 (F) (201) 869-6331

hilary1130@hanmail.net

The Rev. Hilary Won (201) 869-6331
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Norwood

Church of the Holy Communion District 09
66 Summit Street (201) 768-6834
Norwood, NJ 07646 (F) (201) 768-6834

<http://www.holycommunionnj.com/>
Rector@Holycommunionnj.com

The Rev. James V. Petroccione (201) 297-7031
frjimpetroccione@aol.com

Nutley

Grace Church District 07
200 Highfield Lane (973) 235-1177
Nutley, NJ 07110 (F) (973) 235-0677

<http://grace-nutley.dioceseofnewark.org/>
gracenutley@optonline.net

The Rev. Pamela Sakai (973) 235-0365
1thpam@optonline.net

The Rev. Nancy Reed (973) 776-7533
nreed888@aol.com

Oakland

St. Alban's Episcopal Church District 10

The Diocese of Newark

31 Mulberry Street, Newark, NJ 07102; 973-430-9800; Fax: 973-622-3503

Church Directory

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Oakland

St. Alban's Episcopal Church

1 Church Lane
Oakland, NJ 07436
(201) 337-4809
(F) (201) 651-8486
<http://www.stalbans-off.dioceseofnewark.org/stalbansoff@optimum.net>

The Rev. Kathryn L. King (201) 485-7225
kathrynlking@optonline.net

The Rev. Barbara Harriman (201) 236-1875
batta5@verizon.net

Oradell

Church of the Annunciation

343 Kinderkamack Road
Oradell, NJ 07648
(201) 262-7222

<http://annunciationoradell.org/administrator@annunciationoradell.org>

The Rev. Dr. J. Barrington Bates (201) 262-4144
rector@annunciationoradell.org

Orange

Church of the Epiphany

105 Main Street
PO Box 83
Orange, NJ 07080
(973) 676-8886
(F) (973) 676-1643
<http://epiphanychurchorange.org/epiphanyorange@verizon.net>

The Rev. Miguelina Espinal-Howall (973) 830-7333
revm_epiphany@yahoo.es

Paramus

St. Matthew's Church

167 Spring Valley Road
Paramus, NJ 07652
(201) 262-6286
(F) (201) 262-6286
<http://www.stmatthews-paramus.dioceseofnewark.org/stmatthewsparamus@verizon.net>

The Rev. Bruce Woodcock (845) 842-4334
bwoodcock@cpg.org

The Rev. Jacques Girard

Paraisippany

St. Gregory's Church

480 South Beverwyck Road
Paraisippany, NJ 07054-3328
(973) 887-5979
(F) (973) 887-7716
<http://www.saintgregory.info/saintgregory1@luno.com>

The Rev. Susan Saucedo Sica (973) 699-1869
saintgregory1@luno.com

Passaic

St. John's Church

District 07

<http://www.dioceseofnewark.org>

Passaic

St. John's Church

215 Lafayette Avenue
Passaic, NJ 07055
(973) 779-0966
(F) (973) 779-0966

<http://stjohnschurchpassaicnj.org/stjohns215@verizon.net>

The Rev. William Charles Thiele (908) 782-3046
frthiele@gmail.com

Paterson

Church of the Holy Communion

99 Pearl Street
Paterson, NJ 07501
(973) 742-5553

SHALL@verizon.net
(570) 897-0109

The Rev. Gary Blumer

Paterson

St. Paul's Church

451 Van Houten Street
Paterson, NJ 07501
(973) 278-7900
(F) (973) 684-8130

<http://www.stpaulspaterson.org/admin@stpaulspaterson.org>

The Rev. David B. Wolf (973) 754-8210
dwoff@stpaulspaterson.org

The Rev. Rose Brown-Autry (513) 508-0556
asstrector@stpaulspaterson.org

Phillipsburg

St. Luke's Church

500 Hillcrest Boulevard
Phillipsburg, NJ 08865
(908) 859-1479

<http://stlukenj.org/stlukeeeo@verizon.net>

The Rev. Thomas E. Mathews, Jr. (973) 410-1984
t_mathews@verizon.net

Pompton Lakes

Christ Church

400 Ramapo Avenue
Pompton Lakes, NJ 07442
(973) 635-2207
(F) (973) 635-2124

<http://www.christchurchpompton.org/office@christchurchpompton.org>

The Rev. Stephen M. Rozzelle (908) 818-9940
SMRozzelle@hotmail.com

Ramsey

St. John's Memorial Church

District 10

The Diocese of Newark

31 Mulberry Street, Newark, NJ 07102; 973-430-9900; Fax: 973-622-3503

Church Directory

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Ramsey

St. John's Memorial Church District 10
E. Main Street & Franklin Turnpike (201) 327-0703
Ramsey, NJ 07446 (F) (201) 327-1817
<http://stjohns-ramsey.dioceseofnewark.org/>
stjohns-ramsey@verizon.net
The Rev. Julian Elbin (201) 934-0082
julian.elbin@stjohnsramsey.org

Ridgefield

St. James' Church District 08
514 Abbott Avenue (201) 945-0079
Ridgefield, NJ 07657 (F) (201) 945-0079
<http://www.stjamesridgefield.org/>
stjamesridgefield@gmail.com
The Rev. Mariano Gargiulo (201) 582-7083
fmarianog@gmail.com
The Rev. Thomas Plocate (201) 438-8161
t.plocate@verizon.net

Ridgewood

Christ Church District 10
106 Cottage Place (201) 852-2350
Ridgewood, NJ 07450 (F) (201) 852-3844
<http://www.christchurchridgewood.org/>
rector@christchurchridgewood.org
The Rev. Gregory Lisby
rector@christchurchridgewood.org

Ridgewood

St. Elizabeth's Church District 10
189 Fairmount Road (201) 444-2299
Ridgewood, NJ 07450 (F) (201) 444-0007
<http://www.steairidgewood.org/>
jghart@aol.com
The Rev. John G. Hartnett (201) 444-8269
jghart@aol.com
The Rev. Joan Conley 973-588-8624
jconley@aol.com

Ringwood

Church of the Good Shepherd District 10
PO Box 727 (973) 962-8510
Ringwood, NJ 07468-0727
revrita@dakopp.com
The Rev. Ronnie T. Stout-Kopp (201) 818-0078
revrita@dakopp.com

Rutherford

Grace Church District 07

<http://www.dioceseofnewark.org>

Rutherford

Grace Church District 07
138 West Passaic Avenue (201) 438-8823
Rutherford, NJ 07070 (F) (201) 631-1791
<http://grace-rutherford.dioceseofnewark.org/>
gracechurchrutherford@verizon.net
The Rev. Barton Brown, Ph.D. (908) 868-4315

Secaucus

Church of Our Saviour District 06
191 Flanagan Way (201) 863-1448
Secaucus, NJ 07094 (F) (201) 863-1474
<http://secaucus.org/oursaviour/>
oursaviour@secaucus.org

Short Hills

Christ Church District 04
88 Highland Avenue (973) 378-2888
PO Box C (F) (973) 378-7470
Short Hills, NJ 07078 <http://www.christchurchshorthills.org/>
bookkeeper@ccahmail.org
The Rev. Timothy Mulder (908) 781-7912
tmulder@ccahmail.org
The Rev. Dr. Karen Razach (201) 843-8321
rezachk@kentplace.org
The Rev. Susan A. Schink (201) 825-2910
sschink@verizon.net

South Orange

St. Andrew & Holy Communion District 04
160 West South Orange Avenue (973) 783-2355
South Orange, NJ 07079 (F) (973) 783-1120
<http://www.sahochurch.org/?id=1>
sahochurch@aol.com
The Rev. Canon Dr. Sandye Wilson (973) 783-3754
sandysa@aol.com
The Rev. Anne Bollee-Beaven (973) 781-8769
bolleebeaven@aol.com
The Rev. Lauren M. Kilbourn (918) 536-2182
valkilbourn@gmail.com
The Rev. Lloyd Samuel Bateson (908) 241-8011
lbateson@verizon.net

Sparta

St. Mary's Church District 02

The Diocese of Newark

31 Mulberry Street, Newark, NJ 07102; 973-430-9900; Fax: 973-622-3503

Church Directory

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Sparta

St. Mary's Church

85 Conastoga Trail

Sparta, NJ 07871

District 01

(973) 729-3136

(F) (973) 729-6584

<http://stmmarys-sparta.dioceseofnewark.org/>

stmmarys@embarqmail.com

The Rev. Orion W. Davis

(973) 729-8868

trorion@embarqmail.com

The Rev. Alexei Khamin

(973) 541-1949

akhamin@gmail.com

Succasunna

St. Dunstan's Church

179 South Hillside Avenue

Succasunna, NJ 07876

District 01

(973) 277-1485

(F) (973) 684-2108

<http://stdunstan-succasunna.dioceseofnewark.org/>

stdunstans@optonline.net

The Rev. Virginia Dinsmore

(862) 219-6934

revginny@optonline.net

Summit

Calvary Church

31 Woodland Avenue

Summit, NJ 07901

District 04

(908) 277-1814

(F) (908) 277-2571

<http://www.calvary-summit.org/>

flore.stardi@calvary-summit.org

The Rev. J. Brent Bates

(908) 277-1369

brantbates@calvary-summit.org

The Rev. Mary Elizabeth Davis

908-608-9660

davisteam@comcast.net

Teaneck

Christ Church

480 Warwick Avenue

Teaneck, NJ 07666

District 08

(201) 833-4502

(F) (201) 862-0438

<http://www.christchurchteaneck.org/>

cccteanneck@optonline.net

The Rev. Reginald Nuamah

(347) 413-6884

fathermeggie2@aol.com

Teaneck

St. Mark's Church

118 Chadwick Road

Teaneck, NJ 07666

District 08

(201) 836-7275

(F) (201) 836-8848

<http://www.stmarksteaneck.org/>

office@stmarksteaneck.org

Tenafly

Church of the Atonement

District 09

Tenafly

Church of the Atonement

97 Highwood Avenue

Tenafly, NJ 07670

District 09

(201) 868-1763

(F) (201) 868-1775

<http://www.atonement-tenafly.org/>

atonement568@verizon.net

The Rev. Lynne Bleich Weber

(201) 503-1931

lynne.weber@verizon.net

The Rev. Joanne O'Neill

(201) 489-3081

jronelli@hotmail.com

Totowa

Christ Church

39 Boyle Avenue

Totowa, NJ 07812

District 05

(973) 895-0349

<http://www.christchurch-totowa.dioceseofnewark.org/>

christ.epis.cht@verizon.net

The Rev. Mark W. Waldon

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christ.epis.cht@verizon.net

Towaco

Church of the Transfiguration

9 Two Bridges Road

Towaco, NJ 07082

District 02

(973) 334-2882

(F) (973) 334-4868

<http://transfiguration-towaco.dioceseofnewark.org/>

info@cotnrl.com

The Rev. Dr. David W. Cabush

(973) 285-9116

dwcabush@aol.com

Union City

Grace Church

3901 Park Avenue

Union City, NJ 07087

District 06

(201) 863-6334

(F) (201) 863-6334

<http://www.graceparkave.org/>

info@graceparkave.org

Union City

St. John's Church

1514 Palisade Avenue

Union City, NJ 07087

District 06

(201) 348-3966

(F) (201) 348-0488

<http://www.stjohns-unioncity.dioceseofnewark.org/>

sjohnsnc@yahoo.com

The Rev. Sr. Bernadette Barrett, OGB

(201) 751-4822

arbernadetteosb@hotmail.com

Upper Montclair

St. James' Church

District 05

The Diocese of Newark

31 Mulberry Street, Newark, NJ 07102; 973-430-9900; Fax: 973-822-3503

Church Directory

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Upper Montclair

St. James' Church

581 Valley Road (973) 744-0270
Upper Montclair, NJ 07043 (F) (973) 444-6860

<http://www.stjamesplecopal.org/>
parishsecretary@stjamesplecopal.org

The Rev. John David Perris (973) 783-6980
johnperris@yahoo.com

The Rev. Dr. Walter E. Lewis (973) 783-6157
walterlewis@comcast.net

The Rev. Audrey Hasselbrook (973) 667-2883
ahasselbrook@optonline.net

Vernon

St. Thomas' Church

307 Route 94 (973) 764-7506
Vernon, NJ 07462 (F) (973) 764-7509

<http://www.st-thomas-vernon.org/>
stthomas@warwick.net

The Rev. Robert F. Solon, Jr. (973) 764-7317
clergy-st-thomas-vernon@earthlink.net

Verona

Church of the Holy Spirit

36 Gould Street (973) 239-2880
Verona, NJ 07044

<http://holyspirit-verona.dioceseofnewark.org/>
cohverona@comcast.net

The Rev. Lucy Ann Dure (973) 857-2965
ladure@aol.com

Wantage

Church of the Good Shepherd

200 Route 23 (973) 875-0919
Wantage, NJ 07461 (F) (973) 875-1019

<http://churchofthegoodshepherdwantage.org/>
churchofthegood@emberqmail.com

The Rev. Fain Webb (973) 702-7214
fainwebb@aol.com

The Venerable Elizabeth Ostuni (973) 383-8384
deoconlt@yahoo.com

Washington

St. Peter's Church

127 Broad Street (908) 689-1019
Washington, NJ 07882 (F) (908) 835-9644

<http://www.gospeter.org/>
stpeters127@verizon.net

The Rev. Robert Criste-Troutman (908) 689-3403
revorg4@verizon.net

Wayne

St. Michael's Church

1219 Ratzer Road (973) 694-1026
Wayne, NJ 07470 (F) (973) 872-4767

<http://www.stmichaelswayne.org/>
office@stmichaelswayne.org

The Rev. F. Ellen A. Donnelly (973) 696-1980
mothere73@aol.com

The Rev. Dr. John A. Donnelly (973) 696-1980
JDonne8441@aol.com

West Orange

Church of the Holy Innocents

881 Prospect Avenue (973) 731-0299
West Orange, NJ 07052 (F) (973) 731-0299

<http://www.holyinnocentschurchwo.org/>
holyinnocents881@yahoo.com

The Rev. Martha Metzler
m.metzler.chl@gmail.com

West Orange

Holy Trinity Church

316 Main Street (973) 325-0368
West Orange, NJ 07052 (F) (973) 731-6523

<http://www.holytrinitychurchwo.org/>
holytrinitywo@verizon.net

The Rev. Elizabeth K. Golub (973) 694-2210
revliz@optonline.net

Westwood

Grace Church

9 Harrington Avenue (201) 884-0407
Westwood, NJ 07875 (F) (201) 884-7888

<http://www.gracewestwood.org/>
rector@gracewestwood.org

The Rev. Robert Rhodes (201) 722-8751

The Rev. James W. Delaney (201) 652-6797

Wood-Ridge

St. Paul's & Resurrection

483 Center Street (201) 438-8333
Wood-Ridge, NJ 07075 (F) (201) 438-3948

<http://stpaulandresurrection.org/>
jacobdavid@juno.com

The Rev. Jacob T. David (732) 274-1428
jacobdavid@juno.com

<http://www.dioceseofnewark.org>

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ORDINATIONS & RECEPTIONS OF ORDERS - 2010

June 5	Joan F. Conley, Deacon, by Bishop Mark M. Beckwith, Trinity & St. Philip's Cathedral, Newark
June 5	Mary E. Davis, Deacon, by Bishop Mark M. Beckwith, Trinity & St. Philip's Cathedral, Newark
November 13	John Marcantonio, Priest, received by Bishop Mark M. Beckwith, St. Luke's, Montclair
December 11	Joan F. Conley, Priest, by Bishop Mark M. Beckwith, St. Elizabeth's Church, Ridgewood
December 11	Mary E. Davis, Priest, by Bishop Mark M. Beckwith, Calvary Church, Summit

CANDIDATES FOR HOLY ORDERS - 2010

Beth Rauon Scialino

CLERGY DECEASED - 2010

January 14	The Rev. Alton H. Taylor
January 15	The Rev. Harris E. Baldwin, Jr.
May 17	The Rev. Donald W. Beers
November 17	The Rev. Herbert Tinning
November 28	The Rev. Joseph O. Gross

CLERGY RECEIVED - 2010

March 18	The Rev. Catherine A. Rafferty Quinn from the Diocese of Virginia
February 19	The Rev. Timothy Burger from the Diocese of Rhode Island
August 5	The Rev. Andrew G. Butler from the Diocese of Virginia
August 12	The Rev. Michelle White from the Diocese of Bethlehem
October 27	The Rev. Sonia E. Waters from the Diocese of Los Angeles

CLERGY TRANSFERRED - 2010

February 17	The Rev. Zachary Fleetwood to the Convocation of Episcopal Churches in Europe
April 20	The Rev. David S. Veale to the Diocese of Vermont
September 7	The Rev. Lu-Anne Connor to the Diocese of Maine
October 13	The Rev. Susan J. Butler to the Diocese of East Tennessee
October 13	The Rev. Michael Sniffen to the Diocese of Long Island
November 1	The Rev. William C. Parnell to the Diocese of New York

CLERGY LICENSED – 2010

January 12	The Rev. Margaret Obama, Diocese of Kallado, Kenya
March 3	The Rev. Stephen M. Rozzelle, Diocese of New Jersey
March 12	The Rev. Elizabeth Myers, Diocese of Bethlehem
March 26	The Rev. Howard W. Whitaker, III, Diocese of Easton
April 12	The Rev. Robert Hagler, Diocese of East Tennessee
June 4	The Rev. Rogelio Panton, Diocese of Panama
June 10	The Rev. Rosa Brown-Autry, Diocese of Los Angeles
September 1	The Rev. David C. Brown, Diocese of New York
November 22	The Rev. Paul A. Metzler, Diocese of Central New York
November 29	The Rev. Barbara Lewis, Diocese of Pennsylvania
December 1	The Rev. William C. Martin, Diocese of Western Massachusetts

CONSENTS GIVEN BY THE RT. REV. MARK BECKWITH, BISHOP OF NEWARK, TO ELECTIONS, CONSECRATIONS, RESIGNATIONS OF BISHOPS – 2010

- Consent to the Ordination of the Rev. Mary D. Glasspool as Bishop Suffragan of the Diocese of Los Angeles
- Consent to the Ordination of the Rev. Diane M. Jardine Bruce as Bishop Suffragan of the Diocese of Los Angeles
- Consent to the Ordination of the Rev. Michael J. Hanley as Bishop Diocesan of the Diocese of Oregon
- Consent to the Ordination of the Rev. Morris K. Thompson, Jr. as Bishop Diocesan of the Diocese of Louisiana
- Consent to the Ordination of the Rev. W. Andrew Waldo as Bishop Diocesan of the Diocese of Upper South Carolina
- Consent to the Resignation of the Rt. Rev. Andrew D. Smith, Bishop of the Diocese of Connecticut
- Consent to the Resignation of the Rt. Rev. Bavi E. Rivera, Bishop Suffragan of the Diocese of Olympia
- Consent to the Resignation of the Rt. Rev. James L. Jelinek, Bishop of the Diocese of Montana
- Consent to the Resignation of the Rt. Rev. Peter H. Beckwith, Bishop of the Diocese of Springfield
- Consent to the Resignation of the Rt. Rev. James M. Adams, Bishop of the Diocese of Western Kansas
- Consent to the Ordination of the Rev. John S. Smylie as Bishop Diocesan of the Diocese of Wyoming
- Consent to the Ordination of the Rev. James B. Magness as Bishop Suffragan for Federal Ministries
- Consent to the Resignation of the Rt. Rev. Edwin F. Gullick, Jr., Bishop of the Diocese of Kentucky
- Consent to the Ordination of the Rev. Michael Louis Vono as Bishop Diocesan of the Diocese of Rio Grande

- Consent to the Ordination of the Rev. Mark A. Lattime as Bishop of the Diocese of Alaska
- Consent to the Resignation of the Rt. Rev. George E. Packard, Bishop Suffragan for Federal Ministries
- Consent to the Resignation of the Rt. Rev. John L. Rabb, Bishop Suffragan of the Diocese of Maryland
- Consent to the Ordination of the Rev. Terry Allen White as Bishop Diocesan of the Diocese of Kentucky
- Consent to the Ordination of the Rev. Scott B. Hayashi as Bishop Diocesan of the Diocese of Utah
- Consent to the Resignation of the Rt. Rev. Barry R. Howe, Bishop of the Diocese of West Missouri
- Consent to the Resignation of the Rt. Rev. J. Michael Garrison, Bishop of the Diocese of Western New York
- Consent to the Resignation of the Rt. Rev. Joe G. Burnett, Bishop of the Diocese of Nebraska
- Consent to the Ordination of the Rev. Daniel H. Martins as Bishop Diocesan of the Diocese of Springfield
- Consent to the Resignation of the Rt. Rev. Rayford B. High., Jr., Bishop Suffragan of the Diocese of Texas
- Consent to the Ordination of the Rev. Michael Pierce Milliken as Bishop Diocesan of the Diocese of Western Kansas
- Consent to the Ordination of the Rev. Martin S. Fleid as Bishop Diocesan of the Diocese of West Missouri
- Consent to the Ordination of the Rev. R. William Franklin as Bishop Diocesan of the Diocese of Western New York

Stepping Out in Audacious Faith:

A 2011 Budget Vision for
the Diocese of Newark

137th Annual Diocesan
Convention

January 28-29, 2011

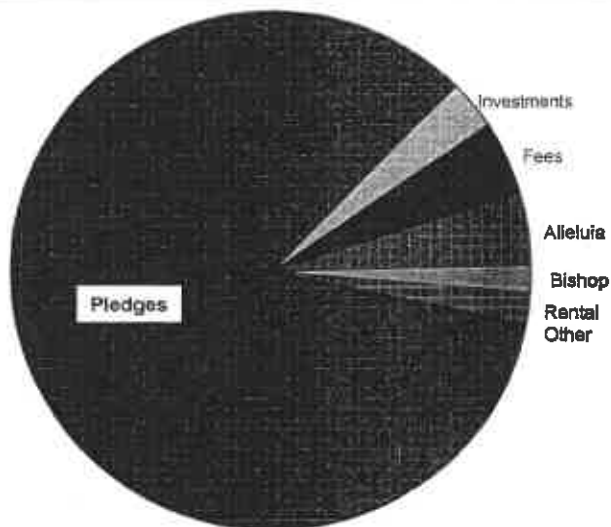


Diocese of Newark Proposed 2011 Budget



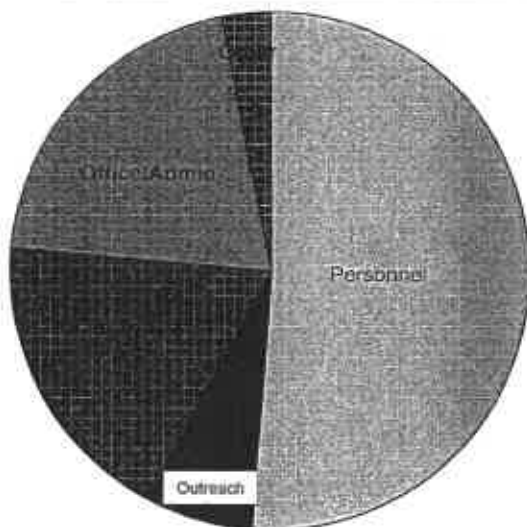
Income

Nearly 84% of the operating income for the diocese is projected to come from pledges from the congregations. The projected income from pledges is expected to increase this year versus 2010.



Expenses

Almost half of the diocesan expenses are related to personnel. Office and Administration fees include Insurance, Information Technology, the Bishop's office and Building and Grounds costs. The relatively small wedge labeled "Other" includes most of the Committees and Commissions that receive funding from the diocesan budget.





A 2011 Budget Vision for the Diocese of Newark



Our stewardship of resources through the proposed 2011 Diocesan operating budget reflects our call to be passionate disciples of Jesus, living in covenant with each other and God, fully equipped, empowered and engaged to undertake God's mission as we step out into the world in audacious faith.

Equipping Congregations

The greatest resources that the budget supports for living into our Diocesan mission is the staff that is maintained at current levels in this proposal after several years of cuts. The Finance Department and Property Manager's efforts equip congregations for ministry by supporting them with their stewardship of resources. A key role of the diocese is to assist congregations with clergy transitions and ministry development that is also funded in this budget at the levels requested by the organizations.

Empowering People

The Secretary to Convention, Bishop's Executive Assistant and the Director of Resources and Training are key liaisons in empowering people in various ministries and making connections across the diocese. This staff work plus additional funding for the Commission on Ministry, the annual Clergy Conference, Namaste, Hispanic and Senior ministries empowers people, both lay and clergy, to do the work that God is calling us to do.

Engaging the World

The Canon to the Ordinary, Communications Director and Director of Youth & Young Adult ministries lead the way for our diocese in engaging the world by sharing our story and inviting others to participate.

We fully support the broader church, as we are called to step out into the world in audacious faith. Our proposed budget increases our giving to The Episcopal Church (TEC) by 1% of normal operating income – much as we are asking parishes to increase their percentage pledge to the diocese. This bold expression of our confidence in the church's ability to engage the world is consistent with our past efforts in the diocese. We continue to struggle with the unpaid portion of our pledge to TEC from 2008 and have included a minor provision toward repayment as part of our strong desire to fulfill this commitment.

The outreach component of the budget reflects our call to enter into the ever flowing stream of God's justice, emboldened by the Holy Spirit to claim the Gospel, which calls us to speak up, stand up, and act up wherever we encounter injustices against both humankind and this earth. Our total outreach spending in the 2011 budget proposal has also increased by 1% of our operating income versus last year, including domestic and international grants, the Cathedral, Prison Ministry, and funding of scholarships to Cross Roads Camp. While we would all like to do more, the increase in outreach spending in the budget reflects our intention.

Mission Oversight and Administration

A diocesan budget and staff are a necessity, not an option in the Episcopal Church. A portion of our budget is devoted to the basic administrative costs of having a Bishop, staff and building. In this, and all areas of the budget no salary increases have been included in the proposal but all other benefits including current lay pensions are fully funded. Extensive effort has been undertaken in each of the administrative functions to reduce costs in 2011 allowing for full funding for nearly every entity that made a request.

The Abundant Resources in the Diocese of Newark

Our budget is funded by our call to live into God's abundant future with nearly 84% of the income coming from pledges from the 107 parishes in the diocese. The 2011 income includes a 4% increase over expected 2010 pledging as a direct result of recognizing the gifts that we share and specifically asking parishes to give out of that abundance. The budget reflects our responsibility to support the diocese while still maintaining a voluntary program of giving. Other funding comes from investments, fees, the Bishop's Supplemental funds, Alleluia Fund drive and potential leasing of portions of Episcopal House. There are no planned reductions in investment fund principal being used as income in the 2011 budget.

In faithful response to God's leading us beyond what we ever thought was possible, we recognize the need for institutional reformation that will incarnate Christ's holy mission for our times and this budget moves us toward that vision.



Diocese of Newark - Proposed 2011 Budget

December 15, 2010

	Final Annual Budget 2010	Possible Year End Actual	Proposed 2011 Budget	Notes on 2011 Budget
Income				
1 Pledge Revenue	\$2,090,000	\$2,070,000	\$2,180,000	Assumes half of increased revenue from Bishop's ask
2 Investments	73,000	70,000	75,000	New fund investment, \$25K outback, no interest wtd
3 Investment withdrawal (Principal)	\$1,500	\$8,838	0	Previous withdrawal used for operating expenses
4 Crossroads Scholarship Funds			2,218	Income from funds intended for scholarships
5 Reimbursements & Other	188,400			Unclear Documentation on 2010 - broken out below
6 Direct Administration Fees		80,000	30,000	Reduction of direct admin charges by half
7 W & H & ACTS/VIM Audit Fees		10,000	0	Entities no longer have separate audits
8 Investment Administration Fee		30,000	95,500	Chg from 8% of income on same fee to .25% of MV or at
9 Panther Valley Contributions		1,300	1,300	Voluntary contributions from this congregation
10 Fund Development Work (Alleluia)	108,000	80,000	110,000	Alleluia Fund
11 Bishop's Supplementary Funds		21,000	45,000	Historical use of funds for budget time
12 Senior Ministries			5,000	One-time gift
13 Rental Income for 31 Mulberry			50,000	Assumes six months of previous annual rent
14 TOTAL INCOME	\$2,501,400	\$2,410,838	\$2,575,741	

	Final Annual Budget 2010	Possible Year End Actual	Proposed 2011 Budget	Notes: All salary lines include pension for lay & clergy, 5.5% increase in medical/dental costs and no salary increase.
Expense				
15 Staff: Finance Dept & Property Mgr	\$318,143	\$320,000	\$374,970	Half of Property manager costs paid with Trustees
16 Bishop's Finance Resource Center	4,000	3,900	2,500	Requested Budget for 2011
17 Stewardship Committee	2,348	3,000	2,000	Requested Budget for 2011
18 Cong/Clergy Ministry Development	11,550	11,000	13,000	Requested Budget for 2011
19 Rite of Passage Program	3,000	3,200	3,200	Requested Budget for 2011
20 Empowering Congregations	\$340,438	\$339,700	\$395,670	
21 Staff: Sec'y to Conv. Bp's Exec Admin	\$216,368	\$216,000	\$218,000	
22 Diocesan Convention	0	0	0	Costs are offset by registration fees and vendor fees
23 Christian Formation	20,000	20,000	16,000	Requested Budget for 2011
24 Cross Roads Camp Ministry	20,000	20,000	5,000	Equal to income available for scholarship plus add'l
25 Commission on Ministry	8,000	7,000	5,000	Requested Budget for 2011
26 Clergy Conference	8,400	8,400	5,400	
27 Namesake/Diamentine Retreat	8,000	4,000	3,000	Requested Budget for 2011
28 Hispanic Ministry	3,000	3,000	3,000	Requested Budget for 2011
29 Bethesda	550	0	0	No request for 2011
30 Education for Ministry	1,500	900	1,500	Requested Budget for 2011
31 Senior Ministries	0	0	500	Requested Budget for 2011
32 Empowering People	\$266,818	\$275,900	\$356,433	
33 Can. To Old. Comm. Youth, Admin	\$395,543	\$398,000	\$400,000	
34 The Episcopal Church	439,530	439,530	469,752	Increase from 16.5% of current income to 17.5%
35 TEC 2008 Pledge Arrears			10,000	
36 Domestic Outreach Grants	72,300	83,490	143,042	* Total Outreach to increase from 5.5% of income to 6.5%
37 International Outreach Grants	35,540	27,810	16,037	* 2011 budget is 100% goal of 7% of income
38 Alleluia Fund Development			5,500	Alleluia Fund Committee request for development exp.
39 General Convention	17,000	17,000	17,000	One-third of income of general expenses
40 Communications/Voice	40,700	30,000	29,515	Requested Budget for 2011
41 Cathedral	3,000	3,000	3,000	* Requested Budget for 2011
42 Liturgy & Music	3,500	3,000	3,000	Requested Budget for 2011
43 Deacons	5,000	5,000	5,000	Requested Budget for 2011
44 Province II	7,000	7,643	9,171	Previous commitment will be \$10,180 for 2011
45 Immigration	700	600	0	Task force work completed
46 Ecumenical & Interfaith Officer	3,000	1,500	2,295	Requested Budget for 2011
47 Pastoral Ministry	2,000	2,000	1,000	* Requested Budget for 2011
48 Companion Diocese	1,000	1,000	3,000	Expenses for travel related to Companion Relationships
49 ERD Coordinator			500	New request - previously funded by Bishop
50 Engaging the World	\$1,024,633	\$1,027,173	\$1,123,870	
51 Staff: Bishop's Sec'y, Receptionist	\$298,856	\$300,000	\$318,057	
52 Insurance - Retired Lay & Clergy	180,000	180,000	145,000	2008 Change in policy
53 Administration & Finance	192,300	185,500	170,000	Combined Admin and Finance costs for clarity
54 Information Technology	40,000	35,000	38,750	Requested Budget
55 Bishop's Office	5,800	4,800	5,000	
56 Bishop's Expenses	44,110	25,000	40,141	Per Letter of Agreement
57 Buildings & Grounds	91,940	92,000	93,130	Reduction based on evaluation of budget
58 Mission Oversight/Administration	\$855,510	\$773,000	\$880,778	
59 TOTAL EXPENSE	\$2,891,400	\$2,415,173	\$2,875,741	* Indicates expense items considered Outreach
60 Surplus/(Deficit)	80	(\$4,337)	80	

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Diocese of Newark 2011 Budget Line Item Detail



The following provides line by line detail of the proposed 2011 budget for the Diocese of Newark

INCOME

1. **Pledge Revenue.** Pledges were received from 68 congregations by December 10. The budget represents a reasonable estimate of what will be received in 2011.
2. **Investments.** The estimated income from investments takes into consideration the re-alignment of funds resulting from the Endowment Funds project and the spending rule established for 2011 of 4% of a rolling 12-quarter average market value. Funds are invested in the DIT Growth Fund which has a target asset allocation of 75% equities and 25% fixed income.
3. **Investment Withdrawal (Principal).** In 2010 and 2009, principal was withdrawn from the Paul Moore Bequest and from the Gleason Fund to provide additional revenue. No principal withdrawals are contemplated in the 2011 budget.
4. **Crossroads Scholarship Funds.** A number of funds have been consolidated to the Crossroads Scholarship Fund; the income from these funds is designated for the Crossroads Contribution shown on Line 24.
5. **Reimbursements/Other.** The documentation for the details of these line items in earlier years is unclear so they have been combined for 2011.
6. **Direct Administration Fee.** The diocesan staff performs accounting and other services for a number of diocesan entities for which there is a direct administrative charge. The charge to these entities has been reduced for 2011, as follows:

Entity	2010 Charge	2011 Budgeted Charge
ACTS/VIM	\$20,000	\$10,000
Ward J. Herbert	\$20,000	\$10,000
Gertrude Butts Fund	\$5,000	\$2,000
Bishop's Church Extension Fund	\$6,000	\$3,000
Epis Ch Loan Fund	\$6,000	\$3,000
George Rath Schol Fund	\$3,000	\$1,500
Aged & Infirm Clergy Fund	\$1,500	\$500

7. **WJH & ACTS/VIM Audit Fees.** Ward J. Herbert and ACTS/VIM are now included in the Council audit, so a separate audit fee is not longer necessary.
8. **Investment Admin Fee.** Council has approved a change in the investment administration fee charged by the diocese to funds invested in the DIT. This fee now applies to all funds and is calculated at .0625% (6 1/4 basis points) of the market value of the fund on a quarterly basis (25 basis points per year). Because the diocese manages the relationship with TIAA-CREF, and provides staff support to investors, we are able to provide access to the institutional investment expertise and management fees that would not be available otherwise. This admin fee, combined with TIAA-CREF average management fees, total less than 1%.
9. **Panther Valley Contributions.** This congregation, though not strictly Episcopal and not currently under the authority of the bishop, makes a voluntary monthly contribution.
10. **Fund Development Work.** The Alleluia Fund was begun in 2010 to provide an additional source of funds to the diocese to enhance its work. The Alleluia Fund Committee has set a target of \$110,000 for 2011, partially offset by the planned expenses of \$5,500 included in Line 38.
11. **Bishop's Supplementary Funds.** A number of invested funds have been gifted over the years to provide income to be spent at the discretion of the bishop. In past years, these funds have been used, in part, to pay some of the operating expenses of the diocese. While we are including in the budget of the diocese all of the operating expenses, we have included a contribution from these supplemental funds to assist in offsetting this increased budget item. It is intended that,

eventually, the diocesan operating expenses will be funded without this contribution, but we just can't get there in one year.

12. **Senior Ministries.** This is a one-time gift from this ministry group from their excess operating funds.
13. **Rental Income for 31 Mulberry.** Episcopal House, located at 31 Mulberry Street in Newark, is a larger facility than is needed to effectively and efficiently house the staff. As there are no plans to significantly increase the staff or space needs in the near future, two floors have been designated for rental to a "compatible" non-profit. This budgeted amount represents a reasonable estimate of 6 months' rental income, but, until a lease is signed, is at best a guess. We have an estimate from a local realtor that the 6,000 square feet we have available could lease for \$15-\$20 per square foot.

EXPENSE

Staff expenses constitute the largest share of the expenses of the diocese. There are fourteen persons on diocesan staff; the 2011 budget contemplates no additions or reductions to staff and no salary increases. The pension cost associated with each staff member is budgeted with the employee; insurance costs are spread across the four staff line items proportionately to salaries. Medical and dental costs increase by 6.5% in 2011; staff contributes 10% to the cost of their medical insurance through payroll deduction.

Equipping Congregations

In this section of the budget, we include our diocesan Finance Office, the Bishop Anand Resource Center, and the Property Manager. Included here are the efforts of our diocese to form disciples and strengthen our faith communities for mission. It also includes the diocesan staff that helps congregations and the diocese to maintain our properties and administer our financial resources.

15. **Staff: Finance Dept & Prop Mgr.** There are three staff members in the Finance Department; salaries and benefits are included here. A full-time Chief Financial Officer is budgeted here, even though the interim is serving on a part-time basis. This position should be filled in the first half of the year. The property manager is subsidized by the Trustees, as half of his time is spent on properties owned by the Trustees, so this line item includes half of his compensation and benefits.
16. **Bishop Anand Resource Center.** Provides tools, resources and educational material to help individuals, commissions/committees and congregations work effectively. Operates both as a lending library and as a low-cost resource for books, journals and digital materials.
17. **Stewardship Committee** Ongoing work that includes conference registration and fees and additional stewardship resources for the diocese.
18. **Congregation/Clergy Ministry Development.** These are expenses of the office of Canon to the Ordinary that provide consultants and training resources to congregations and clergy during periods of ministry transition; resources for congregations needing assistance with conflict resolution, congregational growth and development, change management, mutual ministry review.
19. **Ringwood.** This line item commits the diocese to pay for the insurance on this property.

Empowering People

This section of the budget focuses on the ministries which help each of us find our voice to live as the people of God. It includes our ministries that further racial justice and cultural diversity, and our efforts to lift up lay and clergy through Education for Ministry, the annual Clergy Conference, Cross Roads Camp and the Commission on Ministry.

21. **Staff.** Salary and benefits for the Secretary of Convention, also serving as Administrative Officer of the Diocese, the Bishop's Executive Assistant and one-half of compensation cost for the Administrative Assistant for Ministry are included here.
22. **Diocesan Convention.** The projected \$72,400 costs of the annual convention will be off-set by registration fees and fees paid by vendors resulting in no operating budget impact in 2011.
23. **Christian Formation.** Expenses here include subsidies and scholarships for retreats and conferences for youth and young adults as well as a reserve to be used for young people to attend Episcopal Youth Event in 2011 and General Convention in 2012.
24. **Cross Roads Camp Ministry.** The diocese commits to provide assistance to Cross Roads in support of their scholarship assistance to campers. Approximately half of the funding for this line

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item comes from the income received from funds given expressly for camp scholarships (see Line 4). The Crossroads staff requested a grant of \$25,000.

25. **Commission on Ministry.** Funding request is reduced for 2011 as sufficient funds have been held over from previous years. Expenses include costs for diocesan workshops on ordained and lay ministry, modest subsidies for those in discernment and ordination process, administrative costs of commission and its three committees.
26. **Clergy Conference.** An annual grant and fees charged to participants pay most of the cost of the annual fall clergy conference and Lenten clergy retreat. This line item and additional funds from the Bishop's Supplementary Funds subsidize these events so that the fees charged to participants provide approximately 60% of the total cost.
27. **Namaste.** Provides anti-racism training and related education for postulants, newly-ordained, clergy, elected and appointed diocesan lay leaders and congregations. The funds here subsidize the cost of these training events.
28. **Hispanic Ministry.** Provides information and resources to congregations who are actively engaged in or seeking to become engaged in Hispanic ministry through workshops and presentations.
29. **Bethsaida.** This group effectively ended its work and need for funding in 2009.
30. **Education for Ministry.** Subsidizes the cost to E/M participants; in 2010 there were 8 groups with a total of 70 participants.
31. **Senior Ministries.** Through generous contributions at the annual Senior Ministry Eucharist and other venues, this ministry has sufficient funds available to it to carry out its work with limited assistance from the diocese. The 2011 budget request will be used to provide honoraria to speakers.

Engaging the World

This section of the budget targets ministry beyond the Diocese of Newark and includes our pledge to The Episcopal Church and funding for our deputation to the triennial General Convention. Also included here is our funding for Outreach Grants, both domestic and international, and our ministries which focus on the incarcerated, our companion diocese relationship with Panama, and ecumenical and interfaith relations.

33. **Staff.** Salary and benefits for the Canon to the Ordinary, Director of Youth and Young Adult Ministries, and the Director of Technology and Communications are included here.
34. **The Episcopal Church.** Our pledge to The Episcopal Church (TEC) is calculated at 17.9% of our estimated Operating Income for 2011, up from 16.9% in 2010. The TEC asking for 2011 is 20% of 2009 Operating Income (less \$120,000), or \$492,203. Our approach to the 2011 budget was to start where we were in 2010 and grow our percentage giving to TEC over the next few years until we are again at 25%, the "historic" position of the Diocese of Newark.
35. **TEC 2008 Pledge Arrears.** Our pledge to The Episcopal Church in 2008 was \$609,674, of which we have paid \$129,000, leaving a balance still due of \$480,674. The budgeted amount for 2011 makes some progress toward reducing the balance due and reaffirms our commitment to eventually fulfill this pledge.
36. **Domestic Outreach.** Our commitment to funding outreach as part of our Operating Budget includes grants to domestic and international entities through the Alleluia Grant process. This budget commits us to increase our budgeted outreach to 6.6% of our Operating Income, up from 5.6% in 2010.
37. **International Outreach.** We are committed to contribute at least .7% of our Operating Income to international needs.
38. **Alleluia Fund Development.** Request by the Alleluia Fund Committee to cover expenses, principally for postage and printing.
39. **General Convention.** In concert with the 2010 budget, we will reserve one-third of the expected cost of our delegation to General Convention 2012 in each year of the triennium.
40. **Communications/the Voice.** Includes costs for the website, the Voice, Leader News, the Digest and all other diocesan communications. Expanded use of internet, less reliance on print and mail, and continuous efforts to reduce the cost of vendors lead to a lower budget for 2011.

41. **Cathedral.** This reaffirms the diocese's appreciation for and commitment to our cathedral; this grant is for the general operating budget of the Cathedral congregation.
42. **Liturgy & Music.** Designs liturgies for diocesan services (Convention, ordinations and confirmations) and provides liturgical resources for congregations throughout the year.
43. **Deacons.** Provides training and support to deacons of the diocese, includes cost for two participants at Directors/Archdeacon Conference and one participant at NAAD conference
44. **Province II.** In 2009, we committed to funding the costs of Province II for the tricenium: \$7,643 in 2010; \$9,171 in 2011 and \$10,190 in 2012
45. **Immigration.** This task force has completed its work and its need for funding.
46. **Ecumenical and Interfaith Officer.** Represents the bishop and the diocese in ecumenical and interreligious relationships and dialogue. Expenses include funding ecumenical guests at Diocesan Convention.
47. **Prison Ministry.** The diocesan budget supplements funds contributed directly to this ministry with children whose parents are incarcerated and to adult inmates of Northern State Prison. Summer camperships, Saturday mentoring, and subsidized transportation to visit parents are important programs for the children; Bible-study and Prison Pen Pals are ministries with adults.
48. **Companion Diocese.** As our relationship with the Diocese of Panama is reaffirmed and strengthened, we see modest expenses for travel to/from Panama; was previously funded by Bishop's Supplementary Funds.
49. **ERD Coordinator.** Coordinates the diocese's communication about and connection with Episcopal Relief and Development (ERD). These funds pay for the ERD Coordinator to attend annual Coordinators' Network meeting.

Mission Oversight/Administration

This section of the budget funds the broad expense categories of oversight and administration, including the office of the bishop

51. **Staff.** Salary and benefits for the Bishop, the receptionist and sexton of Episcopal House, and one-half of compensation cost of the Administrative Assistant for Ministry are included here.
52. **Insurance – retired clergy and lay.** The diocese has committed to pay for health insurance for retired clergy and spouses/dependents. For those retired (or eligible for retirement) as of 7/1/09, this commitment includes subsidizing health insurance for those not yet eligible for Medicare. Medicare-eligible retired clergy and spouses are covered under a program provided by the Church Pension Fund. The diocese also provides health insurance and a supplement to Medicare for lay employees who retired from diocesan staff.
53. **Administration and Finance.** The cost of office supplies and equipment, postage, property and liability insurance, audits, and the mortgage on 31 Mulberry.
54. **Information Technology.** The cost of technology at Episcopal House, including computer equipment, network service and the website.
55. **Bishop's Office.** Office supplies for the office of the bishop
56. **Bishop's Expenses.** Per letter of agreement, travel, entertainment, car leasing, utilities at the residence and other expenses of the bishop
57. **Buildings and Grounds.** Maintenance and utilities for 31 Mulberry

Two important diocesan programs are self-funding and have no budget implications.
Summary budgets for each are shown below.

Diocesan Convention – 2010, 2011

	<u>2010 Actual</u>	<u>2011 Projected</u>
Income		
Vendor Fees	\$2,000	\$2,600
Registration and Meals	80,427	69,800
Total Income	<u>\$82,427</u>	<u>\$72,400</u>
Expenses		
Hotel – Rooms and Food	\$39,333	\$46,000
A/V Services	7,558	8,000
Election Services/Scantron	4,983	5,500
Professional Fees	2,500	3,500
Volunteer and Committee Rooms and Meals	3,681	6,100
Miscellaneous	1,290	3,900
Total Expenses	<u>\$59,355</u>	<u>\$72,400</u>
Net Income/Loss	\$23,072	\$0
Net Income split between Alleluia and Reserve:		
Contribution to Alleluia Fund 2010	\$11,536	
Reserve for future convention(s)	\$11,536	

NewarkACTS

July 1, 2010 – June 30, 2011

Income	
Diocesan Contribution/Marge Christie Fund	\$28,040
Grant Income	26,000
Worksite Income	139,750
Donations/Fundraising	40,800
Total Income	<u>\$233,590</u>
Expenses	
Intern Salaries & Benefits	\$95,236
Intern expenses	55,018
Staff expenses (Program director)	72,146
Administrative expenses	11,190
Total Expenses	<u>\$233,590</u>
Net Income	\$0

Investment Funds

The Diocese has a number of investment funds that provide income to Council budget and to designated congregations and organizations in the diocese.

Below is summary of these funds and the income Includes all funds under a of Trustees of the Fund.

THIS A DRAFT - FINAL WILL HAVE 11.30 BALANCES AND 2010 ACTUALS; THESE FIGURES ARE ALL THRU 9.30 ONLY

2010	2011	2012	2013	2014	2015	2016	2017
Presidential Funds							
Funds Not Pay Income to General Budget							
Unrestricted Income	\$1,700,440	\$44,813	\$21,463	\$89,818	\$89,818	\$89,818	\$89,818
Income restricted for Outreach	832,211	10,082	21,150	68,974	68,974	68,974	68,974
Congregational Growth & Development	600,704	-	58	13,280	13,280	13,280	13,280
Merge Charitable Fund	49,142 (1)	-	-	17,311	17,311	17,311	17,311
Defunct 10 Partnership Fund	87,918	-	-	125,560	125,560	125,560	125,560
Funds Not Pay Income to Specific Diocesan Entities							
Ward J. Herbert	\$4,495,258	\$89,273	\$21,463	\$89,818	\$89,818	\$89,818	\$89,818
ACTS/IVM	3,622,878	70,063	21,150	68,974	68,974	68,974	68,974
Bishop's Church Extension Fund (3)	280,969	13,280	58	13,280	13,280	13,280	13,280
George W. Schwanitz Fund	4,000,000	13,280	-	17,311	17,311	17,311	17,311
George W. Schwanitz Family Funds	8,880,764	71,860	26,823	\$30,127	\$30,127	\$30,127	\$30,127
Trustees, Income Unrestricted	1,544,267 (6)	34,128	81,289	10,000	10,000	10,000	10,000
Trustees Property Maintenance Fund (4)	272,540	-	-	-	-	-	-
Other	118,222	-	-	-	-	-	-
Subtotal	\$17,872,534						
Funds which Pay Income to Congregations, Organizations, Other							
Ministry in the Oremas (M Sisters, Oremas)	\$234,810						
Crossroads, camp scholarships	64,818						
James Barber estate, distribution to multiple entities	1,071,523 (6)						
Episcopal's House	87,726						
Episcopal Church Women	97,722						
Girls	265,179						
Girls	686,189						
YGS	3,215,917						
Special Circumstances	5,931,712						
Subtotal							

[illegible]

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- (1) Does not include proceeds of \$57,276
 (2) Income reflects to amount available for expenditures, usually determined by spending rule, 4% of trailing average market value
 (3) Income includes estimated \$7,000 per BCEE call
 (4) New fund established in 2010 from portion of proceeds from property sales
 (5) Includes income from investment in US Treasury funds whose income has, at times, been designated to Council
 (6) The portion of funding allocated to Council is included under Operating
 (7) Includes income from investments in US Treasury funds whose income has, at times, been designated to Council
 (8) Includes portion of proceeds from sales of Hockaday, Rockledge Park, Maranellas and Medford Park. The

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The Episcopal Capital Loan Fund (ECLF) is an endowment fund created during a diocesan capital campaign in the 1950s. The principal is lent to parishes and missions for building projects. All interest income goes to the Ward J. Herbert Fund for discretionary granting purposes.

ECLF Loans	Original Principal	Term of Loan (years)	Year Loan Ends	Current Balance as of 11.30.10
All Saints Bergenfield	\$12,000	12	2017	\$8,283
Christ Belleville	13,000	25	On Hold	12,330
Christ Hackensack	25,000	5	2012	9,774
Christ Hackensack	18,000	4	2013	15,609
Church of the Atonement Fair Lawn	25,000	26	2034	24,573
Church of the Messiah Chester	36,231	20	2030	34,884
Church of the Good Shepherd Fort Lee	40,000	5	2016	40,000
Episcopal Community Development (ECD)/BCEF-\$125K	500,000	7	2017	500,000
Holy Trinity West Orange	40,000	26	2027	33,006
Incarnation Jersey City	30,000	10	2018	18,747
St. Andrews Newark	12,500	6	2011	3,016
St. David Kinneelon	11,480	10	2018	8,976
St. David Kinneelon	16,870	10	2019	3,353
St. John Bodrton	16,500	25	2034	15,923
St. Luke's Phillipsburg	29,527	20	2023	21,995
St. Marks Teaneck	40,000	25	2024	30,425
St. Paul's Morris Plains	40,000	25	2022	30,198
St. Peter's Korean N. Bergen	40,000	25	2031	36,112
St. Thomas Vernon	40,000	25	2017	17,859
Trinity Bayonne	25,000	15	2023	20,908
Trinity Kearny	23,000	25	2028	19,074
Trinity St. Philip's Cathedral	40,000	15	2024	38,476
Total				\$944,300
ECLF Available Funds as of 09.30.10	\$364,468			

Budget History

	Actual 2008	Actual 2009	Estimated 2010	Proposed Budget 2011
Total Income				
Pledge Revenue	\$2,385,739	\$2,146,439	\$2,070,000	\$2,160,000
Other Revenue	297,593	543,488	340,836	411,241
Total Income	\$2,683,332	\$2,689,907	\$2,410,836	\$2,571,241
Total Expenses				
Equipping Congregations				
Staff Expense	\$452,318	\$462,529	\$320,000	\$374,970
Other	22,207	24,966	19,700	20,700
Total Equipping	\$474,525	\$487,495	\$339,700	\$395,670
Empowering People				
Staff Expense	\$186,660	\$199,268	\$216,000	\$218,023
Other (1)	179,262	151,784	59,300	38,400
Total Empowering	\$375,922	\$351,052	\$275,300	\$256,423
Engaging the World				
Staff Expense	\$344,155	\$330,529	\$396,000	\$406,000
TEC (3)	128,000	556,000	439,530	475,752
Outreach (2)	117,682	72,081	126,000	167,082
Other (3)	274,174	50,375	85,843	69,536
Total Engaging	\$866,011	\$1,008,985	\$1,027,173	\$1,118,370
Mission Oversight/Admin				
Staff Expense	\$284,286	\$277,805	\$300,000	\$318,057
Retired Cl and Lay Health Insurance	284,990	163,494	150,000	145,000
Other (3)	767,630	382,578	323,000	337,721
Total Mission/Admin	\$1,316,906	\$823,877	\$773,000	\$800,778
Total Expense	\$3,032,364	\$2,671,409	\$2,416,173	\$2,571,241
Net Income/Loss	(\$349,032)	\$16,498	(\$4,337)	\$0

Notes:

(1) Diocesan Convention fees included in Other Income and expenses included in Empowering People Other in years 2008 and 2009; in 2010 and 2011 fees fully offset expenses in Empowering. Convention income and expenses are shown in Exhibit II.

(2) Outreach grants to Crossroads Camp & Conference Center of \$45,000, \$22,500, \$20,000 and \$5,000 in years 2008,09,10,11 included in Empowering Other Expense

(3) Actual payments to TEC in 2008 for 2008 commitment totalled \$20,000. Additional \$219,999 payments to TEC in 2008 for 2007 commitment shown in Engaging Other Expenses. Payments in 2009 and 2010 for 2008 commitment totalled an additional \$109,000 shown here on TEC line. Remainder of 2008 obligation booked in 2008 in "Other Mission" expenses and remains a liability on balance sheet.



Diocese of Newark - Approved 2011 Budget

	Final Annual Budget 2010	Actual 2010 (Unaudited)	Approved 2011 Budget	Notes on 2011 Budget
Income				
1 Hedge Revenue	\$2,090,500	\$2,046,800	\$2,180,000	Assumes half of increased revenue from Bishop's ask
2 Investments	73,000	71,375	70,623	New fund alignment: \$22K increase, no principal sold
3 Investment withdrawal (Principal)	65,000	58,836	0	Principal withdrawn used for operating expenses
4 Crossroads Scholarship Funds			2,718	Revised from funds intended for camp scholarship
5 Reimbursements & Other	165,400			Unrecovered contributions on 2010 - broken out below
6 Direct Administration Fees		60,000	30,000	Reduction of direct admin charges by half
7 WJH & ACTS/MIM Audit Fees		10,000	0	Critique no longer taken outside audits
8 Investment Administration Fee		46,112	86,500	Orig from 10% of income on some life re: 25% of MV on all
9 Panther Valley Contributions		1,200	1,200	Voluntary contributions from this congregation
10 Fund Development Work (Aleksia)	106,000	99,896	110,000	Aleksia Fund
11 Bishop's Supplementary Funds		12,306	45,000	Historical use of funds for budget items
12 Senior Ministries			6,000	One-time gift
13 Rental Income for 31 Ministry			80,000	Revised from six months of potential annual rent
14 TOTAL INCOME	\$2,801,400	\$2,387,823	\$2,678,741	
Expense	Final Annual Budget 2010	Possible Year End Actual	Proposed 2011 Budget	Notes: All salary lines include pension for lay & clergy, 6.5% increase in non-salaried costs and no salary increase.
15 Staff, Finance Dept. & Property Mgr	\$318,143	\$321,412	\$374,979	Half of property manager costs (split with Treasurer)
16 Bishop Annual Resource Center	4,000	3,807	2,500	Requested Budget for 2011
17 Stewardship Committee	2,346	1,216	2,000	Requested Budget for 2011
18 Cong./Clergy/Ministry Development	11,550	10,610	19,000	Requested Budget for 2011
19 Retirement/Property Insurance	3,500	3,253	3,000	Requested Budget for 2011
20 Empowering Congregations	\$348,439	\$346,582	\$385,676	
21 Staff, Sec'y to Cons., Bp's Exec Admin	\$216,268	\$217,462	\$218,023	
22 Diocesan Convention	0	0	0	Carrying forward \$11,537 in net income from 2010
23 Christian Formation	20,000	22,582	16,000	Requested Budget for 2011
24 Cross Roads Camp Ministry	20,000	20,000	5,000	* Equal to income available for scholarship (see add)
25 Commission on Ministry	9,000	8,014	8,000	Carrying forward \$9,840 to 2011; budget is asking
26 Clergy Conference	5,400	4,586	5,400	
27 Narrative (Dismissing Records)	5,000	4,807	3,000	Requested Budget for 2011
28 Hispanic Ministry	3,000	2,076	3,000	Requested Budget for 2011
29 Bethesda	580	0	0	No request for 2011
30 Education for Ministry	1,600	1,500	1,500	Requested Budget for 2011
31 Senior Ministries	0	-476	800	Carrying over to 2011; budget is asking
32 Empowering People	\$280,428	\$264,232	\$358,423	Includes Newark ACTS
33 Gen. To Ord. Comm., Youth, Admin	\$295,643	\$306,789	\$406,000	
34 The Episcopal Church	436,530	438,536	483,782	Increase from 16.5% of budget income to 17.5%
35 TEC 2006 Pledge Annals			10,000	
36 Domestic Outreach Grants	72,380	83,500	145,043	* Total Outreach to increase from 5.6% of income to 6.6%
37 International Outreach Grants	36,840	27,500	18,037	* 2011 budget is 10% goal of 1% of income
38 Aleksia Fund Development			6,500	Aleksia Fund Committee request for development exp.
39 General Convention	17,000	17,000	17,000	One third of reported 2011 annual expenses
40 Communications/Voice	40,700	28,234	29,616	Requested Budget for 2011
41 Cathedral	3,000	3,000	3,000	* Requested Budget for 2011
42 Liturgy & Music	3,000	2,782	3,000	Requested Budget for 2011
43 Seasons	5,965	5,573	5,000	Requested Budget for 2011
44 Province II	7,000	7,643	9,121	Previous commitment will be \$11,160 for 2011
45 Immigration	700	0	0	* Task force work completed
46 Ecumenical & Interfaith Office	2,000	2,184	2,200	Requested Budget for 2011
47 Prison Ministry	2,000	1,341	0	* Requested Budget for 2011
48 Clergy Support Diocese	1,000	0	3,000	Expenses for travel related to Clergy Support Diocese
49 ERD Coordinator			500	New request - previously funded by Bishop
50 Engaging the World	\$1,024,833	\$1,023,828	\$1,123,678	Plus \$5,700 holdover for Info Tech
51 Gift, Bishop, Section, Receptionist	\$299,056	\$300,378	\$315,057	
52 Insurance - Retired Lay & Clergy	180,802	144,482	145,000	200% Change in index
53 Administration & Finance	192,200	164,108	170,000	Combined Admin and Finance Dept for 2011
54 Information Technology	40,000	17,018	36,700	Requested Budget
55 Bishop's Office	6,500	6,318	6,500	
56 Bishop's Expenses	44,110	27,177	40,541	Per Letter of Agreement
57 Subsidies & Grounds	81,940	84,722	83,430	Reduction based on evaluation of budget
58 Mission Oversight/Administration	\$853,516	\$784,293	\$880,778	Plus \$5,700 holdover for Info Tech
TOTAL EXPENSE	\$2,801,400	\$2,387,808	\$2,678,741	Includes holdovers for COM, Sr Min, InfoTech
Surplus/Deficit	\$0	\$515	\$0	* Indicates expense items considered Outreach



Diocese of Newark - Adopted 2011 Budget

	Final Annual		Actual 2010		Adopted 2011		Notes on 2011 Budget
	Budget 2010	(Unaudited)	Budget		Budget		
Income							
1 Pledge Revenue	\$2,090,000	\$2,048,800	\$2,160,000				Assumes half of increased revenue from Bishop's ask
2 Investments	73,000	74,375	70,823				New fund alignment, \$22K outreach, no previous wtd
3 Investment withdrawal (Principal)	65,000	58,636	0				Principal withdrawal used for operating expenses
4 Crossroads Scholarship Funds			2,218				Income from funds intended for same scholarship
5 Reimbursements & Other	165,400						Unclear Documentation on 2010 - broken out below
6 Direct Administration Fees		80,000	30,000				Reduction of direct admin charge by half
7 WJH & ACTS/VM Audit Fees		10,000	0				Entities no longer have separate audits
8 Investment Administration Fee		48,112	96,500				Chg from 6% of income on some fids to .35% of MV on all
9 Panther Valley Contributions		1,000	1,200				Voluntary contributions from this congregation
10 Fund Development Work (Alleluia)	108,000	98,685	110,000				Alleluia Fund
11 Bishop's Supplemental Funds		12,805	45,000				Historical use of funds for budget items
12 Senior Ministries			5,000				One-time gift
13 Rental Income for 31 Mulberry			60,000				Assumes six months of potential annual rent
14 TOTAL INCOME	\$2,501,400	\$2,397,823	\$2,576,741				
	Final Annual		Possible Year		Adopted 2011		Notes: All salary lines include pension for lay & clergy, 6.5% increase in medical/dental costs and no salary increase.
	Budget 2010	(Unaudited)	End Actual		Budget		
Expense							
15 Staff, Finance Dept & Property Mgr	\$319,143	\$321,412	\$374,970				Half of property manager costs paid with Trustees
16 Bishop's Annual Resource Center	4,000	3,927	2,800				Requested Budget for 2011
17 Stewardship Committee	2,346	1,318	2,000				Requested Budget for 2011
18 Cong./Clergy/Ministry Development	11,582	10,810	13,000				Requested Budget for 2011
19 Ringwood Property Insurance	3,500	3,215	3,200				Requested Budget for 2011
20 Empowering Congregations	\$340,438	\$340,582	\$395,676				
21 Staff, Sec'y to Conv. B's Exec Admin	\$218,255	\$217,482	\$218,000				
22 Diocesan Convention	0	0	0				Carrying forward \$11,537 in net income from 2010
23 Christian Formation	20,000	21,582	15,000				Requested Budget for 2011
24 Cross Roads Carry Ministry	20,000	20,000	5,000				* Equal to income available for scholarship, plus add
25 Commission on Ministry	9,000	8,014	5,000				Carrying forward \$9,160 to 2011; budget is asking
26 Clergy Conference	3,400	4,695	5,400				
27 Nemaste (Diamond's Reclaim)	3,000	4,507	3,000				Requested Budget for 2011
28 Hispanic Ministry	3,000	2,075	3,000				Requested Budget for 2011
29 Bethesda	680	0	0				No request for 2011
30 Education for Ministry	1,800	1,500	1,500				Requested Budget for 2011
31 Senior Ministries	0	-475	600				Carrying over to 2011; income is asking
32 Empowering People	\$280,818	\$284,232	\$296,423				Excludes Newark ACTS
33 Can. To Ord. Comm. Youth Admin	\$395,543	\$396,789	\$406,000				
34 The Episcopal Church	438,530	438,530	465,752				Increase from 16.5% of current income to 17.5%
35 TEC 2008 Pledge Areas			10,000				
36 Domestic Outreach Grants	72,360	93,500	146,040				* Total Outreach to increase from 5.6% of income to 6.6%
37 International Outreach Grants	35,640	27,500	18,037				* 2011 budget is MDG goal of .7% of income
38 Alleluia Fund Development			8,500				Alleluia Fund Committee request for development exp.
39 General Convention	17,000	17,000	17,000				One-third of expected biennial expenses
40 Communications/Voice	40,700	28,334	28,115				Requested Budget for 2011
41 Cathedral	3,000	3,000	3,000				* Requested Budget for 2011
42 Liturgy & Music	3,000	2,762	3,000				Requested Budget for 2011
43 Deacons	5,000	3,573	5,000				Requested Budget for 2011
44 Province II	7,000	7,543	9,171				Previous commitment will be \$10,180 for 2011
45 Immigration	700	0	0				Task force work completed
46 Ecumenical & Interfaith Officer	2,000	2,164	2,250				Requested Budget for 2011
47 Prison Ministry	2,000	1,841	1,000				* Requested Budget for 2011
48 Companion Diocese	1,000	0	3,000				Expenses for travel related to Companion Relationship
49 ERD Coordinator			800				New request - previously funded by Bishop
50 Engaging the World	\$1,024,623	\$1,023,026	\$1,123,875				Plus \$1,700 holdover for Info Tech
51 Staff: Bishop Sexton, Receptionist	\$299,858	\$301,378	\$318,057				
52 Insurance - Retired Lay & Clergy	180,802	144,462	146,000				2008 Change in broker
53 Administration & Finance	182,700	184,108	170,000				Combined Admin and Finance support for clergy
54 Information Technology	40,000	17,018	38,750				Requested Budget
55 Bishop's Office	6,500	6,318	5,000				
56 Bishop's Expenses	44,110	27,177	40,541				Per Letter of Agreement
57 Buildings & Grounds	91,940	94,722	83,130				Reduction based on evaluation of budget
58 Mission Oversight/Administration	\$858,810	\$764,203	\$800,778				Plus \$8,700 holdover for Info Tech
59 TOTAL EXPENSE	\$8,601,400	\$2,397,805	\$2,676,741				Includes holdovers for COM, Sr Min, InfoTech
60 Surplus/(Deficit)	\$0	\$18	\$0				* Indicates expense items considered Outreach

Bishop's Compensation

	2010	2011
Salary	110,000	110,000
Benefits	110,927	116,180
Total	220,927	226,180

Diocesan Council Report Convention 2011

Equipping Congregations, Empowering People, and Engaging the World ...with the hope and justice of Jesus.

The Diocesan Council continued its work in a variety of ministry areas with increased energy and enthusiasm. The Council takes seriously its canonical responsibilities for long-range planning, determining program priorities and reviewing and evaluating the programs approved by the Convention. Much of its work is grounded in that intentionality and the mission statement of the diocese.

The Diocesan Council met in the months of February, March, April, May, June, September, November and December in 2010 and in January 2011. In addition to the meetings held at St. Agnes' Church in Little Falls (for which the Council is grateful for its hospitality) the Council met at St. Dunstan's, Succasunna; Christ Hospital, Jersey City; and All Saints', Millington. In September the Council gathered for an overnight retreat to review the mission statement, the vision statement and for planning by the action teams.

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.

Each member participated in one of the three action teams of Council. Each team had two co-conveners who were also members of the Steering Committee, which oversees the work of Council. The action teams were assisted by the members of the diocesan leadership team. During the year, the action teams established goals for 2011 and 2012 that were periodically reviewed.

The three "Action Teams" reflect the three dimensions of the mission statement (equipping, empowering and engaging). They are: *Equipping Congregations, Empowering People, and Engaging the World*. Their purposes are:

- To provide local congregations with the training, people, and financial resources necessary to equip and advance their unique ministries.
- To creatively develop or discover resources that will spiritually empower individuals, groups, and congregations to fully live out their mission as intentional disciples within and outside of the Diocese of Newark.
- To creatively develop or discover resources that equip and empower individuals and congregations to engage the world with the hope and justice of Jesus.

The Steering Committee (comprised of the co-conveners of the three action teams) in consultation with the Bishop's staff prepared the agendas for Council meetings. The Steering Committee members were: The Rev. Vicki McGrath and The Rev. Canon Dr. Sandye

Wilson for Equipping; Ms. Martha Reiner and The Rev. Ginny Dinsmore for Empowering; and The Rev. Joseph Harmon and Ms. Liz Moss for Engaging.

The Equipping action team sponsored the first annual Vestry University at which nearly 200 people attended a series of workshops designed to assist congregations in a variety of ministry, governance and program areas.

The Empowering action team sponsored a Food Forum that brought together people already involved in or wanting to start congregational feeding programs and food pantries and receiving information and resources on funding and next steps.

The Engaging action team sponsored the Listening Campaign with a series of trainings, kitchen table discussions and report backs to hear from the people in the diocese about issues, concerns and ideas.

The team members were ably guided in much of their work by Mr. David Manting, Omega Strategy Group, who helped with goal setting and identifying specific tasks.

The Diocesan Convention adopted a resolution directing the Diocesan Council "to institute a review of the budget process....to continue to pursue vigorously transparency in reporting, accountability in decision-making, and fiscal responsibility in accordance with the mission of the Diocese and its stated priorities, including our long-standing commitment to domestic and international outreach and to The Episcopal Church....and that the Diocesan Council Budget and Finance Committee be directed to hold an open hearing on the 2010 budget mid-year, to publish monthly budget reports on the diocesan website, and to hold a diocesan forum in early November as part of the budget process."

In response to the resolution, a dedicated finance and budget page was created on the diocesan website where the monthly budget and financial statements are posted. In addition, the presentations with notes that were provided at the mid-year (June) and fall (November) budget forums were published.

The Finance and Budget Committee of Diocesan Council met during the year and recommended a balanced budget for 2011.

Council accomplishments and actions during the year included:

- adopted the diocesan budget for recommendation to the 137th Annual Diocesan Convention
- requested a canonical amendment to change the terms of council members from two years to three years
- adopted an Assets Distribution Policy for the use of funds from the sales of diocesan owned property and closed churches
- endorsed and recognized Church of the Incarnation, Jersey City as carrying out the work of the Jersey City strategy adopted in 1997 calling for a new ministry and mission
- reviewed and recommended seven medical health plans for 2011

- ratified grant recommendations from the ACTS/VIM Board, the Alleluia Fund Committee and the Ward J. Herbert Fund Board, and loans from the Episcopal Capital Loan Fund (ECLF)
- approved the expenditure of \$13,500 from the Jersey City Funds to St. Paul's for the year 2010 to support the summer camp program
- approved the expenditure of \$56,000 from the Jersey City Funds to Church of the Incarnation for the year 2010 to support clergy support (\$26,000), summer day camp (\$12,000), after school program (\$8,000), youth outreach and development (\$4,000), congregational development (\$3,000), drop in center (\$1,000) and Latino ministry development (\$2,000)
- approved the expenditure of \$56,000 from the Jersey City Funds to Grace Church Van Vorst for the year 2010 to support support of existing and new programs. Existing programs: small group ministry, youth group, children's ministry, drop-off toddler program, education program, Breakfast Plus!, Grace Senior Center for Health Living. New programs: Godly Play/Story Haven (\$3,275), Grace Hall (for kids) (\$12,225), children's ministry (\$2,000), young adults/students (\$8,000), men's ministry (\$17,500), Breakfast Plus! Expansion (\$8,000), family seminars (\$3,000), small group ministry (\$2,000)
- elected trustees to the Rutherford Senior Manor, Nutley Senior Manor and Hillsdale Senior Manor
- elected board members to Episcopal Community Development Corporation, Jersey City Episcopal Community Development Corporation and The Apostles' House

Minutes from the monthly meetings are posted at www.dioceseofnewark.org/dc.html.

Diocesan Council members were:

Elected by Districts : The Rev. Barrie Bates; Mr. Thomas Bisdale; Mr. T. Donald Cairns; The Rev. Deborah Drake; Ms. Edith Gallimore; Ms. Naomi Horsky; Mr. Bert Jones; The Rev. Thomas J. Mathews, Jr.; Ms. Terrie McColl; The Rev. Vicki McGrath; Ms. Liz Moss; Ms. Barbara Piccirillo; Ms. Martha Reiner; The Rev. Dean Weber; The Rev. Michelle White; The Rev. Canon Dr. Sandye Wilson; The Rev. David Wolf; The Rev. Laurie Wurm

Bishop's Appointments: Ms. Gail Barkley, Trinity & St. Philip's Cathedral, Newark; The Rev. Joseph A. Harmon, Incarnation, Jersey City; The Rev. Michael Allen, Trinity Church, Allendale; The Rev. Ginny Dinsmore, St. Dunstan's, Succasunna

Officers: The Rt. Rev. Mark M. Beckwith, *President*; Ms. Linda Curtiss, *Interim CFO*; Mr. Michael Francaviglia, *Secretary*

Diocesan Leadership Team: Ms. Kaileen Alston; The Rev. Canon Greg Jacobs; Ms. Kitty Kaweck; Ms. Kay Lark; Ms. Nina Nicholson

Chancellor
Diane Sammons, Esq., *Chancellor*

STANDING COMMITTEE, EPISCOPAL DIOCESE OF NEWARK SUMMARY OF ACTIONS FOR 2010

Among the Standing Committee's duties are the consent to the elections of Bishops, candidates for Holy Orders and review and approval of property issues under its purview. The follow is a list of *actions taken* during 2010.

January 2010

The following consents to the election for Bishop were approved:

- Ian Douglas, Diocese of Connecticut
- Brian Prior, Diocese of Minnesota
- Michael Hanlon, Diocese of Oregon

February 2010

- The Nominating Committee presented the following slate of officers: Patrice Henderson for President and Pat Yankus for Secretary. The nominations were approved unanimously.
- Thanks were expressed to Cathy Deats for serving as President for the previous year.
- Approval of All Saints, Hoboken to enter into negotiation with the bank to mortgage the former rectory at Holy Innocents.

The following consents to the election for Bishop were approved:

- Morris King Thompson – Louisiana
- Diane M. Jardine Bruce – Suffragan, Los Angeles
- Mary Douglas Glasspool – Suffragan, Los Angeles

March 2010

- All Saints Hoboken was granted permission to proceed with a mortgage application for their building initiative.
- Christ Church, Pompton Lakes: Permission was given for them to sell the property next to the church.

April 2010

- St. Gregory's, Paraply: The easement was approved subject to the inclusion of the necessary indemnification language.
- Consents for the Ordination to the Diaconate were unanimously approved for Joan Conley and Mary Davis.

The following consent to the election for Bishop was approved:

- Davis Earle Bailey, Navajoland Area Mission.

May 2010

The following consents to the election for Bishop were approved:

- James Magness, Suffragan, Federal Ministries Mission
- John Smylie, Diocese of Wyoming.

June 2010

The following consents to the election for Bishop were approved:

- Michael Louis Vano, Diocese of Rio Grande

September 2010

- All Saints', Hoboken – The mortgage document was accepted pending Diane's review and approval.
- Asset Distribution Policy
Our asset distribution policy only covers what happens to the net proceeds of funds when the diocese sells property. However, we do not have a policy in effect that covers what happens to the net proceeds from the sale of surplus property when churches merge.

Ratification of consents approved over the Summer;

- Scott Hayash, Bishop of Utah
- Terry White, Bishop of Kentucky,
- Mark Lattime Bishop of Alaska

A Resolution Recognizing Church of the Incarnation as the New Church in Jersey City was presented to the Standing Committee for endorsement. The resolution will be presented to the 2011 Convention for adoption.

October 2010

- St. Paul's, Englewood – A lease for the Rectory and Montessori School was approved
- The Standing Committee discussed the possibility of changing the time of our meeting to open the Committee to potential candidates who might not be able to make a 1:00 PM meeting. The Nomination form will reflect this.

November 2010

- Trinity, Allendale – Approval of the sale of Church of the Good Shepard and its rectory.
- St. Agnes' Episcopal Church, Little Falls - Approval to lease Church Facilities was approved
- St. Gregory's, Parsippany - Approval to lease their Sunday School classrooms to a pre-school.
- Epiphany, Orange - Approval of the sale of two Tiffany windows pending adequate estimate of appraisal for their sale be received from additional appraisers and a spending plan will be presented to the Standing committee for the expenditure of the funds.

December 2010

Consent to enter into the Reception Process

- Javier Nieves has requested to be received from the Catholic church as a member of the clergy.

The following consents to the election for Bishop were approved:

- Michael Milkien, Diocese of Western Kansas.
- Daniel Martins, Diocese of Springfield

Statement of Proceedings
of the
Trustees of the Episcopal Fund and Diocesan Properties-2010
Overview of Trustee Operations-2010

The Trustees met formally four times in 2010 (March, June, September, and December) to address issues and review reports from Diocesan Staff related to the assets and properties under their supervision. In addition, at least two special meetings were held to address similar issues related to the review and reorganization of various endowment funds under the care of the Trustees. Between regular and specially called meetings, the Officers met frequently by phone, in person, or by e-mail, as did subcommittees of the Trustees to monitor progress on projects and to attend to matters primarily related to the maintenance and sale of real estate. All Trustees collectively met in special work sessions between the regularly scheduled quarterly meetings to consider specific projects and concerns.

Endowment and Custodial Management of Funds by the Trustees

Categories: The Trustees are custodians for, and manage funds, which fall into three major categories:

The endowment of the Diocese (unrestricted funds given or left to the Diocese), the income from which by long-standing convention mandate is used "to support the episcopate of the Diocese" (e.g., operating budget, if necessary, or specific programs);

Undesignated funds, the income from which can be used discretionarily by the Trustees (for example, to make repairs at Episcopal House); and

Designated funds held for the benefit of the Diocese, congregations, or other ecclesiastical institutions, for which the Trustees serve merely as custodians.

As part of the Trustees' responsibility to manage various assets for the Diocese and its member churches and organizations, the Trustees continued a number of long term projects during the 2010 calendar year including:

TIAA-CREF: The Trustees continue to monitor and evaluate the work of TIAA-CREF as the investment repository for assets under the supervision of the Trustees and the Diocesan Investment Trust. The Trustee-initiated transfer of funds to TIAA-CREF took place in September 2008. In early 2009, customized reporting, tracking mechanisms and investor statements were finalized. As a result of the transition, operations in the Finance Office have been made immeasurably easier and reporting on investments for all entities is now timely, detailed, and reliable. The Finance Office and the DIT Board members are actively focused on investment strategy and supervision, transaction and account security, and customer service for DIT investors. The Trustees continue to monitor the performance of TIAA-CREF and continue to work with the Interim Financial Officer of the Diocese to refine the financial reports provide to the Trustees.

Fund Study: The Trustees received the initial report of subcommittee consisting of

Trustees and appointed advisors created to continue the process of reviewing and reorganizing the many restricted and endowment funds under their supervision. In the fall of 2008, the Trustees established a subcommittee to conduct an analysis of the work initially undertaken for the Trustees by Vice Chancellor Allison Garde concerning some 240 funds of the Diocese. The subcommittee study, which has been a cooperative effort with the Chief Financial Officer of the Diocese and the Diocesan Audit Committee, was audited in 2009 by the new independent auditing firm selected for the Diocese, O'Connor Davies Munns & Dobbins. The purpose of Vice Chancellor Garde's study was to identify the legal parameters that govern the permissible use of the corpus and the distributions for all funds, and to categorize the funds accordingly. The Trustees are now in the process of reviewing this lengthy and detailed set of reports and recommendations provided by the subcommittee, and upon completion will implement recommendations to consolidate funds and redirect assets/income in accordance with the terms of the original grant or gift. A full report concerning the funds will be made when the collaborative work is completed. The Trustees voted to continue providing support to the 2011 Diocesan budget from various funds at historic levels pending completion of this work.

Audits of Trustee assets for the 2009 fiscal year were received, reviewed, and approved as submitted by the audit firm of O'Connor Davies and approved by the Diocesan Audit Committee.

"Amalgamated Fund": The Trustees provide funding for Diocesan projects, commitments, and responsibilities from the income of a general amalgamated fund, whose value as of September 30, 2010, was approximately \$1.6 million. The distribution from the endowment that the Trustees spend *annually* includes paying one half of the compensation for the Diocesan Property Manager.

Restricted Assets: All other non-real estate 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, which exclude the "Amalgamated Fund", totaled approximately \$22 million as of September 30, 2010. These assets are legally restricted in their use. Trustees legally cannot use these assets, or income from them, at their discretion. Regarding these assets, the Trustees act only in a custodial capacity. Such assets include endowments, pension plan funds, and other vital assets of individual entities within the Diocese.

Management of Real Estate

Categories: The Trustees hold title to the following four categories of property:

Real property of the Diocese (e.g., the Bishop's house in South Orange, and Episcopal House at 31 Mulberry Street, Newark).

Aided parishes while they remain in that status.

Mission parishes formerly under the management of the later disbanded Department of Missions.

Real property and proceeds from the sale of the property of extinct parishes (N.J.S.A. 16:12-16).

Property Management: During 2010, the Trustees continued to work closely with James Caputo, the Diocesan Property Manager, to address concerns on properties under their oversight. This also included Mission Church properties.

Sale of Property: The closing on the sale of the former St. Mary's Church property in Haledon, New Jersey occurred in early 2010. This was the culmination of an almost four year effort by the Trustees to address the many title and other legal issues associated with this property which had delayed the sale. After the many expenses of holding and selling the property were deducted, the balance was distributed in accordance with the Asset Distribution Plan for the sale of surplus property.

Additional properties are on the market including the former Trinity Church in Irvington. Sale of properties has been difficult because those few that are under present consideration for sale have had either time-consuming legal encumbrances or unqualified prospective buyers. Further, the significant decline of the real estate market has made it difficult to sell commercial real estate.

The Trustees continued to deal with issues involving the attempted condemnation by the New Jersey School's Construction Authority of the property on Cator Avenue in Jersey City acquired some years ago as part of the Jersey City initiative. The Trustees are attempting to resolve various issues with the State so that the property can be sold and the proceeds redirected for other uses in Jersey City.

The Trustees also continue to deal with issues associated with the former St. John's Jersey City property and are attempting to resolve issues there in an effort to redevelop the property for productive use.

The Trustees continue to manage and maintain the former St. Mark's property in West Orange, including the cemetery located in Orange.

St. Gabriel's., Milton Oak Ridge -The Trustees litigated and resolved a tax appeal in the Tax Court of New Jersey involving the tax exempt status of this mission church property resulting in the return of previously paid property taxes of approximately \$30,000.00..

Episcopal House: At the request of the Bishop, the Trustees commissioned a space review and analysis of Episcopal House with the goal of determining whether it was possible to create more revenue for the Diocese by leasing out a portion of the 31 Mulberry Street space to a qualified not-for-profit organization. An architect and space consultant were retained for this purpose. After much consideration it was determined, in consultation with the Bishop and Diocesan Staff, that the 31 Mulberry Street property could be more efficiently utilized if the Diocesan Offices were consolidated onto two floors thereby freeing up space for potential rental opportunities. Consideration was given to the costs involved in the consolidation of office space and the benefits that might arise as a result. The Diocesan Staff was commissioned to interview potential leasing agents and, based upon their recommendation and a thorough review by the Trustees, the Newark based firm of Square Foot LLC was commissioned to solicit potential tenants. This project is ongoing.

A Word of Thanks

The Trustees also received and accepted with regret the resignations of two long standing members of the Trustees, Mr. John Lynch of St. Mary's, Sparta and Dr. Deborah A. Brown, of Trinity, Allendale. Both have faithfully served this Diocese in a number of elected and appointed positions and both have served as President of the Trustees. Resolutions of thanks were issued for their years of service.

The Trustees appointed the Rev. Dean Weber, of All Saints, Leonia, a former Chancellor of this Diocese, to fill one of the open positions until the time of the Diocesan Convention in January 2011.

Respectfully submitted,
John C. Garde, President

CLERGY AND CONGREGATION REPORT For Diocesan Convention 2011

As our diocese completes the first decade of this 21st century, we are at once apprehensive and excited about the Episcopal Church today. It is for certain that there are no easy answers, no sure-fire prescriptions for the challenges presented by doing ministry with dwindling numbers of the faithful and shrinking dollars in the collection plate.

As we come to understand the unique stories of our congregations, the Bishop's Office envisions its role as a congregational midwife to the births of ever-evolving ministries that seek to reflect their congregations' deepest yearnings. And as midwife to also provide coaching and best practices resources that encourage and help grow their mission and ministry.

The Diocese does not profess to be an expert—telling congregations what they “need to do”. That is not the function of a midwife. Our task is to assist the Spirit in what she might be birthing at the moment. We listen, we share, and we experience the pains of labor together to help birth a new creation wherever God has called us to be. Acknowledging the risk of failure, but nevertheless being willing to journey forth in audacious faith.

Moving From Clergy Deployment to Transition Ministry

For decades, we have spoken of *deploying* clergy in our Church. “Deployment” suggests that someone has the authority to move someone somewhere (like in the military) when in fact no truly has that authority over clergy.

We now speak of *transition*. Transition encompasses not only the actual process related to change in clerical leadership, but also the internal psychological dynamics congregations in coming to terms with the change: the fear, anger, anxiety, excitement, and sadness that accompany it.

- Deployment Officers are now Transition Ministers.
- Canons for Deployment are now Canons for Transition Ministry.
- The Church Deployment Office at 815 Second Avenue is now the Office of Transition Ministry

Most significantly, the antiquated and limiting protocol represented by the clergy/lay professional database and parish opening posting created in 1970 is being overhauled and replaced with a new system.

The format of both personal profiles and parish profiles has changed to a portfolio format that allows both congregations and clergy to describe their gifts and ministries in fuller and more descriptive ways, greatly expanding the information and venues in which it can be found. It looks like before we meet.

This past year, we introduced a new web page for Clergy Transition Ministry, providing useful information to clergy, vestries and congregations regarding Transition Ministry, including:

- A Clergy leave-taking brochure and leave-taking manual
- A Transition Ministry brochure and comprehensive manual about the process, from saying goodbye to the departing clergy to welcoming the new rector.

- Links to other resources that clergy, vestries, and search committees might find useful.

We now also offer to congregations in transition, transition ministry consultants who can provide guidance to search committees and vestries at critical stages in the process.

Every congregation's transition experience is unique, and the Bishop's Office attempts to introduce and promote flexibility throughout the process in appreciation for the congregation's needs and particular situations as that process unfolds.

The Viability and Vitality of Congregations: Redefining How We Understand Church

Another reality is that more and more small churches are having a very difficult time meeting the minimum full time clergy package mandated by our diocesan canon.

The national church defines a small church as one that has an Average Sunday Attendance (ASA) of 100 persons or less. Some prefer to point to an operating budget of \$200,000/year as defining a small church. In 2007, over 65% of our congregations would have fit either definition: ASA less than 100 (68% of our congregations). Budget less than \$200,000 (62% of our congregations). The national church average in both categories is 66%.

31 of our congregations, about a third, presently do not have full time clergy. The national church average in 2008 was 37%. That said, we should nevertheless appreciate that not all small congregations (or even part-time congregations for that matter) are per se failing congregations. Many thrive with the vigorous involvement of lay people. In the end, it's more about living into what God is calling the congregation to be (active verb) than about them trying to be something that we too often tell them they must become --a Big Church.

We also number among our congregations, 19 missions in this diocese. Several of them have healthy, vibrant ministries that hum along without diocesan financial support of any kind. Their buildings are well maintained, and their mission and ministry strong. Their budgets while a continuing challenge are faithfully and responsibly watched over. There is growing sentiment in this diocese that the mission-parish distinction is no longer a useful construct, and that we should consider calling all our communities of faith, "congregations".

For congregations in serious trouble, there may be few alternatives other than to end their ministries. In these circumstances, due consideration and conversation needs to take place in a defined and well-ordered manner. This coming year, the Diocese will attempt to train pastoral response teams who will provide "hospice" care to congregations who no longer have the vitality nor viability to continue.

We recognize too that particularly small parishes while passionate about their mission and outreach frequently don't have the means to do it on their own. A diocesan taskforce is currently looking at the funds that we make available to congregations through loans and grants. We are hoping to come up with a comprehensive plan and process that will make what money we do have to offer more accessible to our congregations while calling for responsible stewardship of what is being shared.

Already in place is a diocesan asset distribution policy that calls for allocating a significant percentage of the money from the sales of extinct parish properties to be made available to congregations for the purposes of creating new ministry and encouraging collaborations among congregations. We are also continuing to explore how we can help congregations and clergy by sharing with them the costs associated with providing resources such as consultants, or enhancing the gifts of those engaged in ministry both lay and ordained.

Significant Developments in 2010

Sadly, there is continued resistance to collaborative ministry undertakings such as clustering, unification, or even sharing one or two ministries among ourselves. There is suspicion of the Diocese and fear of loss of independence. There are historical animosities, socio-economic stratifications, and deep cultural divides. The challenge for us is "to let go and let God". To embrace the reality that as a Diocese, our congregations, as the Bishop has noted, "are all in this together".

Despite the total destruction of Good Shepherd Church, Midland Park, by fire in 2010, the unification of the former Trinity Church, Allendale and Good Shepherd recognized at Convention, continues to prosper. The insurance proceeds and sale of properties have led to the creation of an endowment for ministry as well as a title to the Diocese.

November saw the formal recognition of shared clergy ministry at Haworth, as the Episcopal congregation of St. Luke's and the Lutheran congregation of Good Shepherd entered into an agreement for leadership of both communities by the Rev. Dr. Shane Phelan.

Our diocese continues to celebrate the ongoing shared ministries at St. Andrew's, Lincoln Park and Church of the Transfiguration, Towaco; St. Martin's, Maywood and St. John's, Hasbrouck Heights; and St. Peter's, Clifton and St. Paul's, Belleville.

Promising explorations of clergy sharing began in 2010 between Trinity and Calvary Churches in Bayonne; and between St. Luke's, Hope and St. Mary's, Belvidere.

Finally, in the face of the continuing financial downturn, many congregations in transition have requested the assistance of the Bishop's Office in the appointment of a priest-in-charge while they undertake a discernment of their future mission and ministry. There are now more than 15 clergy who are serving our congregations in this vital transition ministry. Many thanks for their hard work and unstinting faithfulness.

Respectfully submitted,

The Rev. Canon Gregory A. Jacobs
Canon to the Ordinary and Chief of Staff

Clergy Transitions in the Diocese of Newark 2010

Calls

- The Rev. Peter de Franco, Rector, St. Peter's Church, Clifton (February 10)
- The Rev. Rosa Brown-Autry, Associate, St. Paul's, Paterson (Feb. 28)
- The Rev. Paul Jacobson, Curate, St. Peter's, Morristown (January 28)
- The Rev. Joan Conley, Clergy Assistant, St. Elizabeth's, Ridgewood (August 10)
- The Rev. Lauren Kilbourn, Curate, St. Andrews and Holy Communion, South Orange (July 20)
- The Rev. Mary Davis, Assistant Rector, Calvary Church, Summit (September 1)
- The Rev. Andrew Butler, Rector, St. John's, Montclair (September 1)
- The Rev. Susan Schink, Interim Assistant, Christ Church, Short Hills (October 15)
- The Rev. Scot McComas, Assistant Rector, Grace Church, Madison (November 15)

Appointments

- The Rev. Cooper Conway, Interim, St. Stephen's, Millburn (Feb. 17)
- The Rev. Elizabeth Golub, Priest-in-Charge, Holy Trinity, West Orange
- The Rev. Dr. Shane Phelan, Priest-in-Charge, St. Luke's, Haworth (March 14)
- The Rev. Martha Metzler, Priest-in-Charge, Church of the Holy Innocents, West Orange, April 27
- The Rev. S. Fairbairn Powers, Priest-in-Charge, St. Agnes, Little Falls, April 28
- The Rev. Barton Brown, Interim, Grace Church, Rutherford (April 1, 2010)
- The Rev. Miguelina Espinal, Priest-in-Charge, Epiphany Church, Orange (January 8, 2010)
- The Rev. Diane Riley, Deacon, St. John's Church, Dover (January 13)
- The Rev. Diane Rhodes, Priest-In-Charge, St. Andrew's, Harrington Park (May 16)
- The Rev. Gregory Lisby, Priest-in-Charge, Christ Church, Ridgewood (June 1) (Diocese of Rhode Island)
- The Rev. Jon Richardson, Priest-in-Charge, St. Paul, Jersey City (September 1)
- The Rev. Elizabeth Green, Interim, Church of the Redeemer, Morristown (September 1, 2010)
- The Rev. Elizabeth Myers, Extended Supply, St. Peter's, Mt. Arlington (August 27)
- The Rev. Brent Bates, Interim, Calvary Church, Summit (September 1)
- The Rev. Timothy Mulder, Priest-in-Charge, Christ Church, Short Hills (December 1)
- The Rev. Stephen Rozzelle, Priest-in-Charge, Christ Church, Pompton Lakes (November 28)

Departures

- The Rev. David Veale, Rector, Grace Church, Union City (Feb. 28)
- The Rev. Kendra McIntosh, Rector, St. Thomas, Lyndhurst, March 21
- The Rev. Elizabeth Searle, Rector, Christ Church, Ridgewood, February 28
- The Rev. Archie Palmer, Interim, Christ Church, Pompton Lakes, May 16
- The Rev. Kendra McIntosh, Rector, St. Thomas, Lyndhurst (March 21)
- The Rev. Lu-Anne Conner, Assistant Rector, St. Elizabeth, Ridgewood (June 30)
- The Rev. Elizabeth Kaston, Rector, St. Paul, Chatham (August 1)

- The Rev. Jason Haddox, Priest-In-Residence, St. Peter's, Mt. Arlington (August 22)
- The Rev. John Negrotto, Interim, St. Paul, Jersey City
- The Rev. Thomas Murphy, Curate, Grace Church, Madison (July 25)
- The Rt. Rev. Richard Shimpfky, Bishop-in-Residence, Christ Church, Short Hills (December 14)
- The Rev. William Parnell, Rector, Christ Church, Hackensack (October 24)
- The Rev. Jane Ellis, Deacon, St. Paul, Englewood (November 14)
- The Rev. Ramon Aymerich, Vicar, Christ Church, Teaneck (December 26)
- The Rev. Scott Hoogachyde, Rector, St. Mark's, Mendham (December 31)

Transition

- The Rev. J. Brent Bates, Calvary Summit; Associate Rector (April 22)

Retirements

- The Rev. Chris Brdlik, Rector, Calvary Church, Summit (July 30)
- The Rev. Oscar Gonzalez, Vicar, Calvary Church, Bayonne (June 1)
- The Rev. J. Carr Holland, Rector, Grace Church, Newark (Jan. 1, 2011)
- The Rev. William Bailey, All Saints, Millington
- The Rev. Dave Thomas, Vicar, Christ Church, Harrison (April 30)
- The Rev. Oscar Gonzalez, Vicar, Calvary, Bayonne (May 30)
- The Rev. Diana Clark, Rector, St. John's, Montclair (May 23)
- The Rev. C. Edward Keller
- The Rev. Mark Lewis, Vicar, Our Saviour, Secaucus (October 17)

Deaths

- The Rev. Donald Beers, retired
- The Rev. Joseph O. Gross, retired
- The Rev. Herbert Tinning, Deacon, St. Stephen's, Millburn

Ordinations to the Transitional Diaconate

- The Rev. Joan Conley (June 5)
- The Rev. Mary Davis (June 5)

Ordinations to the Priesthood

- The Rev. Michelle White (June 21)
- The Rev. Paul Jacobson (January 28)
- The Rev. Joan Conley (December 11)
- The Rev. Mary Davis (December 11)

Reception to the Priesthood

- The Rev. John Marcantonio (November 13)

Celebration of 50 years in Ministry

- The Rev. Barton Brown
- The Rev. Robert Scherer

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.

In 2010 ACTS/VIM gave 38 grants which totaled \$140,000 to congregations, social service organizations and Diocesan programs. Seven of these grants were given to congregations who had never received ACTS/VIM funding before while 31 went to support ongoing work in the Diocese. The list of grants on page two of this report shows the great variety of ministries happening in our Diocese. It is inspiring to support this work and help bring about the kingdom.

During the year the Board continued to work at making our grant making system as clear and easy to follow as possible. We started by creating an Executive Committee to do a first read of applications in order to catch any omissions or mistakes. This allowed us to contact groups and help them make their applications complete before the first Board meeting in March. Since we had several new Board members beginning in March, we began the meeting with a new Board member orientation which proved helpful to all Board members. During that meeting we clarified our grant application process, made revisions to the application and spelled out how we use the Grant Scoring Sheet.

Through out the year, the ACTS/VIM Board tried to provide coaching and support to grant applicants, especially those applying for the first time. Members made extra visits, follow up calls and helped groups to re-write their applications in order to help them meet the guidelines and have success in receiving a grant. Board members would like to do even more of this kind of work in order to widen the circle of who applies for and receives grants. However, the current system of two granting cycles per year limits the amount of time that Board members have to do this type of work.

Several members of the ACTS/VIM Board also serve on the Congregation Loans and Grants Committee which is working to consolidate and coordinate existing congregational loan and grant programs in the Diocese. Until that Committee makes final recommendations, ACTS/VIM has decided to hold off on going to a once a year cycle until 2012.

Finally, it has been a privilege for us to serve on this committee and help organizations within the Diocese live into our baptismal covenant. We thank you.

Board Members were: Ms. Martha Wolf (Chair), Ms. Linda Aprile, Ms. Sheila Barcus, the Rev. Robert Criste-Troutman, Ms. Pam DeLuca, Ms. Dee Field, Ms. Joanne Glenn, The Rev. Margaret Otterburn, The Rev. William Parrell, Ms. Cathie Studwell, Mr. Aubrey Thompson and Mr. James Van Leuven.

REMEMBER, GRANT APPLICATIONS ARE DUE ON FEBRUARY 15TH!

ACTS/VIM Grants awarded in 2010

Spring cycle:

- AV-10-01: Fort Lee, Church of the Good Shepherd - Friends for Life, \$4,000
- AV-10-02: Hoboken, All Saints Parish - Jubilee Children's Program, \$4,000
- AV-10-03: Hope, St. Luke's - Haven of Hope for Kids, \$4,500
- AV-10-04: Boonton, St. John's Church - Light on Main, \$4,500
- AV-10-05: Montclair, St. Luke's Parish - Health Advocacy, withdrawn
- AV-10-06: Newark, Trinity & St. Philip's Cathedral - Jazz on the Porch, \$1,000
- AV-10-07: Parsippany, St. Gregory's - Community Garden, \$4,750
- AV-10-08: Hackensack, Christ - CDC - Next Step Initiative, \$4,000
- AV-10-09: Union City, Grace Parish - Youth outreach ministry, \$4,000
- AV-10-10: Belleville, Christ Church - The Care Closet, \$4,500
- AV-10-11: Bayonne, Trinity Parish at Bergen Point - Hand in Hand Music School, \$2,500
- AV-10-12: Paterson, St. Paul's - CityServe Summer program, \$4,000

AV-10-13: Kearny, Trinity Church - Personal Development Workshops, \$4,000
 AV-10-14: Hasbrouck Heights, St. John the Divine - Care on the Corner Programs, \$4,000
 AV-10-15: Newark, St. Andrew's - Community Outreach, \$6,800
 AV-10-16: Newark, The Newark School of Theology, \$4,000
 AV-10-17: Little Falls, St. Agnes - Vacation Bible School, \$250
 AV-10-18: Chester, Messiah - Senior Resource Center, \$4,500
 AV-10-19: Newark, Episcopal Community Development - Homebuyer Services Program, \$2,000
 AV-10-20: Newark, Prison Ministry Committee - Camperships for children, \$2,700
 AV-10-21: Clifton, St. Peter's Church - St. Peter's Haven, ESL classes; application not completed

Total of recommended grants: \$70,000

Fall cycle:

AV-10-22: Hackensack, Christ Church CDC - Next Steps Expansion, \$3,000
 AV-10-23: Hope, St. Luke's - Haven of Hope for Kids, \$4,500
 AV-10-24: Broomton, St. John's - Light on Main - Used Bookstore, \$2,750
 AV-10-25: Belleville, Christ Church - Mary & Martha Soup Kitchen, \$4,250
 AV-10-26: Paterson, St. Paul's - After School Program, \$4,500
 AV-10-27: Newark, BCD - Clinton Hill Community Resource Center, \$2,500
 AV-10-28: West Orange, Holy Trinity - Food pantry, \$4,000
 AV-10-29: Brynmore, Trinity Parish - Hand in Hand music school, \$1,500
 AV-10-30: Kearny, Trinity Church - Tri-county English Lang. Program, \$4,500
 AV-10-31: Hasbrouck Heights, St. John's - Care on the Corner programs, \$4,500
 AV-10-32: Port Lee, Good Shepherd/Oradell, Annunciation - Friends for Life, \$4,500
 AV-10-33: Newark, Trinity & St. Philip's Cathedral - Senior Healthy Living, \$2,000
 AV-10-34: Harrington Park, St. Andrew's - All God's Children Worship, \$2,750
 AV-10-35: Hoboken, All Saints - Jubilee Children's Program, \$4,000
 AV-10-37: Teaneck, Christ Church - Church Initiatives (food and shelter), \$4,250
 AV-10-38: Chester, Messiah - Senior Resource Center, \$4,500
 AV-10-39: Newark, Newark School of Theology, \$3,750
 AV-10-40: Ridgewood, Christ Church - Youth and Children Missioner, \$3,750
 AV-10-41: Clifton, St. Peter's - St. Peter's Haven, \$4,500

Total of recommended grants: \$70,000

ANNUAL REPORT FOR 2010 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.

The Bishop Anand Resource Center continues to support over 80% of the congregations in the diocese. This is an increase of over 60% since 1998. The Resource Center continues to be an important and viable ministry of the Diocese as it lives into the mission statement:

The Bishop Anand Resource Center primarily equips congregations in the following ways:

- ◆ *Supports diocesan goals by providing tools, resources and educational material to help individuals, commissions/committees and congregations work effectively.*
- ◆ *Committed to having up-to-date resources on the issues affecting our lives and the life of the church today.*

- ◆ Provides books, curricula, periodicals, video/DVD materials, people resources and assistance in their usage for congregations within the Diocese – to clergy, lay individuals, Christian educators, etc. in all their ministries.
- ◆ Supports the stewardship of resources – BARC can purchase a program to be used by multiple congregations rather than have each congregation buy the same resource to be used only by them.

The Bishop Anand Resource Center also engages the world by serving as a contact to those outside the Diocese seeking information and resource guidance. The director networks with peers around the country to continually find new ways to serve the congregations and people in the Diocese of Newark.

The Bishop Anand Resource Center also empowers people by providing guidance and resources to individuals as they move along on their spiritual journey.

Additionally:

- The Resource Center continues to be a place where the laity and clergy of the Diocese come for help and advice in addition to resources.
- 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 as well as Preventing Sexual Harassment and Sexual Exploitation in Communities of Faith.
- 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 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 communicates and networks with other Christian educators from around the country to share resources.
- The director is a staff representative and resource to the Christian Formation Commission, Liturgy and Music Commission, Namaste and Diocesan Council.

Respectfully submitted,

Kitty Kawecki
Director of Resources and Training
Bishop Anand Resource Center

CHRISTIAN FORMATION COMMISSION

Report to Convention: January 2010

In 2010 the Christian Formation Commission (CFC) maintained its presence as a diocesan and congregational resource. In keeping with the new diocesan mission statement, the CFC continued to equip congregations and empower people with the hope and justice of Jesus.

Through our newsletter, *Everyday Christians: Resources for Lifelong Formation*, the Communications & Connections Committee continues to spread the Good News about continuing and lifelong Christian formation as well as promote communication about CFC programs and offerings. Published four times each year, it includes timely articles about youth and adult events, seasonal resources and ideas, book reviews and a calendar of events. It's also mailed to every parish to serve as a valuable and informative onsite resource. In addition, this year *Everyday Christians* was converted to an online edition and is reaching even more people. Look for your copy or call Kitty Kawecki to be added to our mailing list.

Our youth continued to grow into better-equipped and more compassionate and capable Christian leaders. Youth led and participated in our four customary events (the Middle School and High School Retreats, Christophany and

Happening), diocesan convention and continued Peer Ministry training. Several also served as leaders at the three Confirmation Retreats the CFC conducted to provide youth and adults the opportunity to have meaningful fellowship, explore the ways in which the Spirit may be calling them and spend quality time with the Bishop.

Kitty Kawecki, the diocesan Director of Resources and Training, continued to promote the use of *Safeguarding God's Children* throughout the diocese to protect individuals and institutions from the pain that accompanies sexual abuse. She also coordinated a diocesan presentation by Sara Miles, author of *Take This Bread and Jesus Freak*, where participants were invited to explore how the feast at the altar can connect to the feast of the food pantry. Ms. Miles led a guided discussion about her faith journey, the importance of outreach and finding ways to continue to feed the other.

Ms. Kawecki and Kaileen Alston, diocesan Director of Youth & Young Adult Ministries, continue to work with Diocesan Council *ex officio* as members of the Equipping Congregations and Engaging the World action teams, respectively.

We welcome new members and would love for districts and congregations to tell us how we can best serve you!

Submitted by: Kaileen T. Alston, CFC member

Commission Members: Kaileen Alston, Kathleen Ballard, Don Cairns, Kathy DeWalt, Kitty Kawecki, Noanie Kirdland, Laurie Matarazzo, John Mannell, Cathie Studwell, Lynn Tyler and Martha Wolf.

COMMISSION ON MINISTRY ANNUAL REPORT FOR 2010

The work of the Commission on Ministry, as established by National Canons, is to advise and assist the Bishop in:

- The implementation of Title III of the National Canons
- The determination of present and future opportunities and needs for the ministry of all baptized persons
- The design and oversight of the ongoing process for recruitment, discernment, formation for ministry, and assessment of readiness for ministry of the laity and those called to ordination

The Commission on Ministry in the Diocese of Newark consists of three committees: the Committee on the Priesthood (whose principal responsibility is with those in the priestly ordination process); the Committee on the Diaconate (for those in the diaconal process); and the Committee on the Laity (whose work is to enhance and provide support for lay ministries).

The role of the Commission on Ministry is to foster the ministry of all – lay and ordained – and it is important that the members of the Commission be holistic in their thinking and planning, so that there will be a better understanding of not only the task of their committee, but also how their efforts can improve the ministries of all in the Diocese.

As a result, all members of the Commission attended the annual Commission retreat in 2010. The theme of the retreat in 2010 was Discernment, appropriate for a Commission that works with those seeking to better and more fully understand God's call for them. Traditionally, most view discernment as applicable to those seeking ordination, but the Commission sees that a too narrow a focus. There is an important place for discernment for all lay persons, including those not interested in ordination but in seeking where God is in their day-to-day lay lives. It is this focus that will be at the heart of the work of the Commission in 2011.

Discernment has been defined as "the Christian practice of seeking God's call in the midst of the decisions that mark one's life" and "a process of intentionally becoming aware of how God is present, active, and calling us as individuals and communities so that we can respond with increasingly greater faithfulness." (*From The Way of Discernment* by Elizabeth Liebert.)

All individuals who wish to consider whether they are being called to the ordained life of a priest or deacon spend a

period of intentional discernment with a community of others, often from their own congregations. That has been the practice in our Diocese as it is throughout the Church. Recently more and more lay people have sought to discern God's call with no expectation or intention of seeking ordination. Working with a community of others, they seek to better understand God's role and presence in their lives and in the decisions they make.

Therefore, in 2010 the Commission announced *God is Calling - How Will You Answer? Discernment for All God's People* which will be held on Saturday, April 2, 2011. All lay people are invited to attend this day, to learn more about:

- The ministry of the laity
- Methods of discernment that may help lay persons "seek God's call in the midst of the decisions that mark one's life"
- The ministry of priests and deacons

The Commission on Ministry will host this one-day event and will provide an overview of the discernment process, consideration of the various ministries of lay persons as well as deacons and priests, and models of Christian discernment.

The Diocese is changing some of the steps required of those seeking to enter the ordination process. Specifically, all aspirants interested in entering the process toward ordination as a priest or deacon will be required to attend the April 2, 2011 meeting, together with their sponsoring parish priest and members of their discernment committee.

More information may be found on the Commission's website.

The reports of each of the committees follow.

Mr. Paul R. Shackford
Chair, Commission on Ministry

THE COMMITTEE ON THE PRIESTHOOD

In 2010, the Committee on the Priesthood sponsored two Nominee conferences, a Postulancy conference, and a Candidacy conference. We sponsored the second annual retreat for current Postulants and Candidates.

At the beginning of 2010 there were ten people in the process: eight postulants and two candidates. During 2010 two of those individuals were ordained to the priesthood, and the Bishop received the orders as a priest of another individual who had previously been ordained in the Roman Catholic church. We begin 2011 with eight people in the process: seven postulants and one candidate. In addition, we currently have a number of individuals who are presently working with parish discernment committees, and we expect most of them to attend a Nominee Conference in 2011.

As mentioned above, all individuals wishing to enter the process of discernment toward ordination are required to attend the April 2, 2011 full-day event. After an intentional period of discernment together with their discernment committees, such individuals may be invited to a May 2012 Nominee Conference.

During 2010, we made a number of amendments to the guidelines used by those in the process toward priestly ordination, and revised the Commission's website. Members of the Committees on the Priesthood and Diaconate will work to develop guidelines that, to the extent possible, may be used by those seeking either priestly or diaconal ordination.

The four chairs of the Committee on the Priesthood meet regularly to coordinate our work and plan for future needs. While we have a structure in place that works well, there are always individual issues that need to be addressed to make the process not only a meaningful one for people in the process, but also one that is efficient and effective. I cannot express how honored I am to work so closely with the Rev. Melissa Hall, Conference Chair; the Rev. Anne

Bollee-Beaven, Education Chair; and David Sullivan, Documents Chair, for all they do to make this a clear, helpful, and ever-changing process.

Being sensitive to the Diocesan budget constraints, we were able to maintain the Administrative Fee at \$1,400, which offsets roughly half the cost to the Diocese of moving an individual through the priestly process. This also reflects the requirements in the Canons that place financial support from sponsoring congregations as essential.

The Chairs of the Priestly and Diaconal tracks meet periodically with a network of chairs of other Commissions on Ministry in Province II. These meetings and our contacts with Commissions of Ministry in other dioceses have been very helpful to us as we work to live more fully into the Canons of our Church, and to be a Commission of *All* Ministries.

Mr. Paul R. Shackford, Chair

THE COMMITTEE ON THE DIACONATE

The Committee on the Diaconate, the twelve-member committee overseeing discernment and formation for the diaconate, spent a quiet year in 2010. Parish Discernment Committees were established and are completing their work with six aspirants. One will be attending a Nominee Conference in early January, and the remaining aspirants are likely to move forward in 2011.

The Committee spent the better part of 2010 perfecting and finalizing the proposed new formation program for deacons in our diocese. The majority of academic work will be offered in partnership with the Newark School of Theology, which will also offer a newly developed course to provide a clinical pastoral education experience for deacons in training and lay persons who wish to receive training in pastoral caregiving. This academic work will be complemented with Saturday coursework to be held at a new diocesan School for Deacons. Two standard formation tracks have been developed – a three-year and a four-year option – to accommodate the varied needs of our deacons in formation.

We continue to explore coordination of our work with the Commission on Ministry's other committees, the Committee on the Priesthood and the Committee on the Laity. A new model to establish Parish Discernment Committees and a unified discernment process have been the fruit of this work and will be realized with our first diocesan Day of Discernment on April 2, 2011.

We note with great sorrow the death in 2010 of the Ven. Herb Timing. Herb was a passionate advocate for the revival of the diaconate in the Diocese of Newark under Bishop Crumberger. His energies and service to the cause were legendary, and we all owe him a debt of gratitude for his selfless work to raise up and form a new generation of deacons who share his passion for ministry.

The Rev. Paul Olsson, Chair

THE COMMITTEE ON THE LAITY

During this past year, the Committee on the Laity continued its efforts to increase awareness that non-ordained members of the Episcopal Church, as well as those who are ordained, are called to ministry and that those ministries need and are entitled to support, recognition, and encouragement. The Episcopal Church now places an emphasis on the need to provide resources for the laity, and the Committee on the Laity is committed to doing so.

The Committee on the Laity developed a resource manual for lay ministry called *Celebrating Life as Ministry: Tools for All God's People*. This manual is a compilation of resources which can be used by individuals and congregations to support and enhance the ministries, both within and without the church, of lay persons. We have been working to make churches and individuals aware of its potential to help lay persons develop and deepen their ministries. The committee is particularly committed to the belief that the life of every person of faith includes

opportunities for ministry many times every day in their interactions with other people and in the choices they make in living their lives. Ministry is about everyday living as well as working within formal structures.

The Committee on the Laity has made many efforts to promote lay ministry and to provide resources for this ministry. At the Annual Convention of the Diocese of Newark in January, 2010, we presented a workshop about the ministries of ordinary members of the Diocese who have committed ministries in their lives. The focus of the workshop was on ministry in ordinary situations and lives rather than about isolated efforts we make for our churches or a program once a week or month. The workshop was attended by a large number of people (standing room only) and was enthusiastically received. The feedback sheets indicated a hunger for opportunities for lay persons to meet together to share ideas and to receive training and support for their lives of ministry.

The Committee also attended several District Meetings to introduce the manual and to promote awareness of lay ministry. We have received several invitations to provide adult forums at individual churches.

We planned a day for lay people in November with a well known speaker and with workshops that would demonstrate different resources of the Manual, including methods of discernment. Although we have received many requests for opportunities such as this, the day had to be cancelled for lack of registration. We are in our own "discernment" process to understand what obstacles interfered with the success of this day so that we can provide future opportunities for sharing and learning.

The ministry of all the baptized is a concept that is growing in importance in peoples' minds. That all aspects of our lives should reflect our faith is becoming clearer. The Committee on the Laity will continue in 2011 to uphold and promote those ideas and to provide resources to help people make the ideas a reality in their lives.

Ms. Mary Barrett, Chair

COMMISSION ON MINISTRY MEMBERS AT DECEMBER 31, 2010

The Committee on the Priesthood: Mr. Paul R. Shackford, Chair; the Rev. Anne Bolles-Beaven, Education Chair; the Rev. Melissa Hall, Conference Chair; Mr. David Sullivan, Documents Chair; the Rev. Susan Chrystal; the Rev. Peter De Franco; Dr. Joanna Dewey; the Rev. Hal Hurley; Mr. Steven Koehler; the Rev. Margaret Otterburn; the Rev. Bernie Poppe; Ms. Angelina Rispoli; Ms. Jane Sullivan; the Rev. Jim Warnke; Ms. Dorise Wigfall; Ms. Ross Wisniewski; the Rev. Sandye Wilson.

(Thanks to the following who also worked on this committee in 2010: Mr. Michael Fraser; the Rev. Thomas Murphy; Mr. Dominique Perez)

The Committee on the Diaconate: The Rev. Paul V. Olsson, Chair; the Rev. Kathleen Ballard; Ms. Carol Haefele; the Rev. Barbara Harriman; Ms. Lorita Jackson; the Ven. Peter Jackson, ex officio; Ms. Geri Livengood; the Rev. James Petroccione; the Rev. Thomas Piccate; the Rev. Diane Rhodes; the Rev. Willie Smith; the Rev. Erik Soldwedel.

(Thanks to the following who also worked on this committee in 2010: Mr. Ken Boccino)

The Committee on the Laity: Ms. Mary Barrett, Chair; Ms. Cynthia Brady; the Rev. Timothy Burger; Ms. Issie Cherevko; the Rev. Liz Ostuni; the Rev. Diane Riley; the Rev. Jon Richardson; Mr. Aubrey Thompson; the Rev. Sonia Waters.

COMMUNICATIONS REPORT

2010 was a year of discernment, redesign and expansion for diocesan communications, with groundwork laid for further growth in 2011.

Print Communications – The Voice

A continuing challenge for most dioceses these days, including ours, is determining the right mix of print versus electronic communications. To aid in that, the Communications Office conducted a survey via a postcard mailed to all 11,000+ subscribers of the Voice in March, asking those who rely solely on print communications to respond.

The survey revealed that about 240 households (just over 2% of subscribers) either did not have internet access, or did but strongly preferred to receive news in print, and that among readers who are fully comfortable receiving news electronically, many still have a great fondness for the print edition of the Voice.

As a result, it was decided to publish the Voice twice a year, focusing on feature articles, with time-sensitive news disseminated electronically. Starting with the September 2009 issue a new editor, Virginia Citraro, came onboard, and the Voice was redesigned to a home printer-friendly booklet format to make it much easier to download or read online.

Other factors arose during the year that affected the way the Voice is distributed. People who had seen references to the Voice in the Digest or Newark List emails reported never having been added to the mailing list, which is maintained by the church offices, and the survey revealed that many readers had died or moved away, but had never been removed. When mailing list updates were requested once again last summer, more than two thirds of churches did not respond. Then in October, after the 2011 budget had been submitted, the Post Office informed the diocese of changes that made it impossible to continue our periodical (second class) mailing permit. The only other feasible option, bulk (third class) mail, is both slower and more expensive.

Faced with rising mailing costs and the difficulty of maintaining an accurate distribution list, the diocese decided that in 2011 the two print editions of the Voice will be box shipped to congregations for pickup by readers. This eliminates the burden placed on church offices to update their mailing lists as well as frustrating post office delays, and makes extra copies available for newcomers and visitors. The Voice will also be available for download any time from the diocesan website. Readers who find that neither option is practical may ask to have a copy mailed directly to them. After both 2011 print editions of the Voice have been distributed this way, this process will be re-evaluated.

Electronic Communications – e-Newsletters, Social Media and the Website

For years the diocese published one basic weekly e-newsletter, the Digest. As the diocesan communications effort became more robust, more vehicles were introduced. Administrative news was spun off to the Leadership News (initially called the Clergy & Lay Leader News), allowing the Digest to focus on general interest news and feature stories, with both e-newsletters published biweekly. The Digest gained more than 300 new subscribers in 2010, ending the year with over 1300; the Leadership News has over 500 subscribers.

Due to its expanded readership and change of focus, beginning in January 2011 the Digest was renamed the Voice Online to better reflect its function. This name change also positions the diocese to be able to take advantage if postal regulations are changed to count online publications, allowing us to reapply for a periodical mailing permit. The Voice Online and the Leadership News will continue to be published biweekly in 2011. The diocese also solidified its use of social media with its Facebook page, which has nearly 500 members, its new Twitter feed, online photo albums on Picasa, and online videos on YouTube and Vimeo.

The diocesan website underwent a "facelift" in late 2009 within its current technology, and its complete redesign in a more modern technology will be a major focus in 2011. Before this can take place, a full inventory of the current website, subdomains, listservs and email accounts for which the diocese is responsible must be made. This was begun in 2010. Also during 2010, a small task force consisting of the Director of Communications, website coordinator John Rollins, Jan Paxton and Steven Boston, after several months of research, selected Drupal as the best open-source option for website development. Research has also identified options for a more reliable and less expensive diocesan web host. The plan is to migrate to a new web host early in the year (bringing about a cost savings), and then begin development of a new website with a handful of core pages, continuing over time to include the entire site.

Other Communications Efforts

A logo was created for the diocese and launched in the summer of 2010 on all electronic media, and was incorporated in the Voice masthead and the diocesan letterhead – making all diocesan communications recognizable at a glance. The logo presents familiar elements in a fresh way, with a design based on the cross in the diocesan shield and a font from the same family as that used in the Book of Common Prayer.

The Communications Office also provided extensive support for Bishop Mark Beckwith's communications efforts, which included his blog, an op-ed piece in the *Star-Ledger* and an appearance on PBS. Other priorities included the Alleluia Fund, the Bishop's Advisory Committee on Human Resources and Benefits, the Commission on Ministry, the Deacons, the new Diocese of Newark Chapter of Episcopal Church & Visual Arts (ECVA), the Listening Campaign of the Engaging the World Action Team of Diocesan Council, and NEWARK ACTS – just to name a few. Many congregations also asked for and received support, especially regarding websites, e-newsletters, social media and other new, electronic communications tools.

TECHNOLOGY REPORT

Episcopal House relies on two servers, now five and seven years old, for its email, file sharing, and database management system. The majority of its individual desktop and laptop computers are over four years old, most having been purchased in the summer of 2006. Since the reasonable lifespan of these items is about four years, the diocese has gotten its money's worth from its previous hardware investment.

The plan for 2011 is to replace both servers with a less-expensive single machine that can be subdivided into multiple servers, and begin replacing individual desktop and laptop computers on a rolling three-year schedule, with 1/3 being replaced this year. Estimates for hardware and IT support from the diocese's current IT vendor and two competitors are being reviewed.

By shopping for competitive bids and taking advantage of technological advances that didn't exist when the current hardware was purchased, the diocese expects to create a more reliable computer infrastructure at an affordable cost.

Nina Nicholson

Director of Communications & Technology

DEAF MINISTRY OF THE DIOCESE OF NEWARK 2010 REPORT

2010 was a year in which the Deaf Ministry expanded its outreach to both the community and to our congregations. Utilizing funding from St. James' Church, Hackettstown, St. Peter's, Morristown and private donations, we report the following:

Diocesan connections

- Interpreter referral and information (6 churches)
- Mentored two college students in interpreter training / deaf education programs
- Referral source for hearing accessibility for Diocesan events; advisor on access for deaf and hard of hearing persons

Outreach

- Workshop on hearing accessibility given by Cathy Deats and Sheila Shuford at Enable Conference for people from faith communities in NY, NJ and Pennsylvania
- Sign Language Classes for six weeks to 25 people; class fully subscribed
- College graduate with degree in education for deaf provided sign language classes for deaf child's family
- Provision of fully accessible Sunday morning worship and parish events for persons who are deaf / hard of hearing
- Greystone Park Psychiatric Hospital, Chaplaincy services to Deaf patients
- Emergency interpreting services to Hackettstown Regional Medical Center
- Advertised Interpreted Worship Services in NJ Division of the Deaf and Hard of Hearing Monthly Communicator (circulation 9,000)

Community connections

- Warren County Human Relations Commission "Beacon Award" given to The Rev. Sheila Shuford for her work with Deaf Ministry "promoting the dignity of humankind"
- Association of Late Deafened Adults, Garden State (the community of people with hearing loss in New Jersey)
- Hackensack Community Day (grassroots awareness in the local community)
- Hackensack Memorial Day Parade, where Deaf Ministry presence drew a family with a deaf child to the ministry
- News of activities published three times in *Warren Reporter*, local newspaper.

How we can help you in 2011:

- 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)
- Resource for parishes looking for assisted listening devices for their congregations; we can guide you into securing equipment for testing in your setting, and invite you to St. James' where a functioning ALD system is the result of such testing and experimentation
- 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

How you can help us in 2011:

Outreach funds help us provide this Diocesan ministry to all; presently, there are four grant proposals in process and we have gratefully received a grant from St. Peter's Morristown.

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. Hackensack NJ 07840
stjames214@comcast.net + 908.852.3968 + <http://stjameshackensacktown.org>

THE ACTIVITIES OF THE DIOCESAN INVESTMENT TRUST IN 2010 REPORT TO CONVENTION, JANUARY 2011

The Diocesan Investment Trust (DIT) manages the investments of the Diocese of Newark and the investments of those congregations and other diocesan organizations that choose to place their investments with the DIT.

The DIT, working with the Diocesan Finance Office, continued to work towards improving the level of service to investors and equipping congregations with the tools they need to manage their investment resources. To do this the DIT has adopted a broader view of its mission than hitherto.

The DIT placed its investments with the TIAA-CREF Trust Co. in 2008 following a general review of investment managers that could provide a broad range of investment alternatives, a low management fee, and who would take over the back office operations of account bookkeeping formerly undertaken by the Diocesan Finance office. The review was conducted by the Trustees, the Finance Organization and the DIT.

The DIT has continued its efforts to provide informational resources to congregations about investments. To this end, a seminar was held on October 6, 2010 on the investment outlook, the investment options available with TIAA-CREF and the advantages of investing under the DIT umbrella. Buddy Bearman from TIAA-CREF was the featured speaker. Some 42 congregational leaders from around the diocese attended.

The Finance Office, working with the DIT, has adopted more explicit protocols on the deposit and withdrawal of congregational investment funds. Those protocols are intended to improve the level of security of funds against potential error and fraud.

For diocesan investments, in keeping with the investment outlook and following the course of many endowment-type investors, funds are invested following the "total return" concept and are currently invested about 75% in equities and 25% in fixed income. Congregational investments are invested in the proportions that individual congregations decide.

In 2010, 6 new congregational accounts were opened with a combined investment of approximately \$2,000,000. Total assets under management by the DIT as of November 30, 2010 were over \$40 million.

All of the available TIAA-CREF investment portfolios increased in 2010. The all equity portfolio increased 19.7%, the all fixed income portfolio increased 7.0% and the growth portfolio, in which most of our diocesan funds are invested, increased 16.5%.

Mark Dadd
Vice President, DIT
January 15, 2010

ECW ANNUAL REPORT TO DIOCESAN CONVENTION – 2011

Our Board meetings in 2010 were held at Episcopal House, Newark in January, March, September and November. Our Annual meeting was held in May hosted by the ECW of Church of the Epiphany, Orange. We continue to support the Diocese, Parishes, Province II, the National ECW Board and any special requests that come to us. Our Newsletter is published three times a year in October, March and June.

Our Annual Diocesan ECW Meeting and UTO Ingathering was held in May at Trinity & St. Philip's Cathedral with The Rev. Michelle White of the Jubilee Center in Hoboken as our guest speaker. We remembered the ECW women who passed away in 2010 through our Book of Remembrance during the Eucharist. Once again we awarded the Mary Rankin Scholarships at this meeting. Our host was Trinity & St. Philip's Cathedral, Newark.

North Porch continues to provide services to women with infants at the Newark, Paterson and Dover centers. This is accomplished through the generosity of parishes and individuals who donate clothes, formula, baby food, diapers and financial contributions. The North Board of Trustees greatly appreciates this support. 2010 was our 12th year for the annual "World of Women Honoring Program" held at Church of the Saviour, Denville. Each Honoree was presented with a certificate and a pin by The Rev. Canon Gregory Jacobs. This was the 12th year for Church of the Saviour to host this program and would be the last. The ECW Board extends a huge thank you to all the women and men who worked so much for us over the 12 years.

The National ECW Triennial Board held their meeting in the Province II area at Stony Point Center NY and invited ECW women of Province II to join them for a day to bring us up to date on the plans for 2012 Triennial. Sue Bennett and Doris Mardirosian attended.

We are still searching for a President and Secretary. Also the position for Church Periodical Club and Social Justice is now open. We still share the leadership by each acting as a convener and we have a volunteer as acting secretary. We pray that 2011 we will have these positions filled.

We look forward to 2011 with hopes that we meet our goals and that God's Blessings will be with us.

Faithfully, The Diocesan ECW Board:

Jessie Wilkerson VP Program, Eleanor Howell VP Communications, Sue Bennett Treasurer, Anna Byrne UTO, The Rev. Cn. Margaret Otterburn North Porch, Pearl Anderson Outreach/Ecumenical Concerns,

Andrea Pieper Handbook, Patricia Velasco Newsletter, Grace Livingston Registrar, Marge Christie & Doris Mardirosian Past Presidents

EPISCOPAL COMMUNITY DEVELOPMENT, INC.

2010 was a pivotal year for Episcopal Community Development, Inc. ("ECD"), aptly presaging the organization's 20th anniversary in 2011. ECD began the year by relocating its Newark-based offices from 31 Mulberry Street to 620 Clinton Avenue. The move accommodated its growing staff, but also allowed for a more efficient operation: the administrative, real estate, and housing counseling departments now share a facility with ECD's recently opened Clinton Hill Community Resource Center. Not insignificant is ECD's occupancy of a formerly vacant building in its target neighborhood. ECD has built or rehabilitated more than 100 affordable housing units in Clinton Hill, a number that will quadruple in the next three years. Providing supportive services to this community through a resource center undergirds the housing development and promotes the well-being of the residents. The move was obviously supported by ECD's funding sources, as almost \$100,000 was raised explicitly to help defray costs.

It can also be reasonably said that ECD assumed its place as one of the most productive affordable housing developers in the state in 2010. ECD is the largest non-government recipient of Neighborhood Stabilization Program awards ("NSP" — part of the federal stimulus program) in New Jersey. The \$8 million that ECD will ultimately receive through NSP to acquire, rehabilitate, and recycle abandoned, foreclosed properties back into the market in two of the most severely impacted neighborhoods in Newark and Irvington will compound into a \$40 million investment. This is the most significant cash infusion these communities have seen in at least half a century. The enormity of this impact is being sensed by the financial, political, and service communities. In spite of the relatively low profile ECD has maintained over its 20-year history, that profile is naturally rising as stakeholders comprehend the potential.

ECD's housing counseling department experienced another unprecedented year of serving over 500 families at risk of foreclosure. A decrease in need is neither evident nor expected in the foreseeable future. Clients are becoming increasingly difficult to help as gaps in employment lengthen and incomes shrink. In spite of the challenges, ECD maintains one of the highest success rates of HUD-certified housing counseling agencies in the state at keeping families in their homes.

The Clinton Hill Community Resource Center (CHCRC) continued to place its stamp on the community with expanding services. A second year of summer camp for area children, using low-income youth as mentors, provided an innovative way to solve multiple community challenges. Over 500 families were served through Operation Holiday's second annual gift-giving season. North Porch now calls CHCRC home as its only Newark location. Finally, a recent partnership with Newark Now has established CHCRC as the only VITA (Volunteer Income Tax Assistance) site in the South Ward, realizing an 8-year goal of the Newark Asset Building Coalition. In total, 3,000 were served through CHCRC in 2010, a number that will be surpassed in the coming year.

In spite of this activity, covering the operational expenses continues to be a challenge, as most grants are program-specific and general operating support is increasingly difficult to secure.

Board of Trustees: George Reeves, President; John G. Webb, III, Vice President; Mary E. Sunden, Treasurer; William Kibildis, Secretary; Carol Mori, Michael James, Michael Sutcliffe, Thomas A. Bisdale, Gregory A. Farrell, Jacquelyne Ceola, Theresa Marshall.

Executive Director: Gerard M. Heitzel

HEATH VILLAGE REPORT

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. Slickles 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 in West Orange, NJ.

Heath Village is pleased with the accomplishments made during 2010. 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.

In September of 2010 Heath Village launched a new program called HealthAbility, which is the only one of its kind at a retirement community in New Jersey. It is a comprehensive lifestyle program with a personalized approach to helping you improve regardless of your current health status. It is designed to help you increase and maintain physical mobility and overall well-being so that your health span can match your lifespan. Researchers have identified some common traits shared by people who live to advanced ages while retaining vigor and independence. Nutrition and physical activity are very important, but so are the other elements that make us whole as a person. HealthAbility offers *nutritional, physical, intellectual, social, spiritual, emotional, environmental and community outreach* activities. This program has proven to be very successful and we have 98 people enrolled out of our 200 independent residents; the program will be rolled out to our residential health care and skilled nursing areas in 2011.

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 2011. 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 HACKETTSTOWN, NEW JERSEY

The House of the Good Shepherd is completing its 128th year in service to three or more generations of residents. Located in Hackettstown for the past 44 years, The House, as an interdenominational retirement community, has developed a ministry and mission in keeping with its Episcopal roots emanating from four congregations in the Oranges.

The House provides a continuum of services, and retirement activities that include independent cottage and apartment living accommodations, assisted living services and skilled nursing and sub-acute care. It undergirds these accommodations and services with a mission philosophy that encourages a home-like setting and family interaction between residents, employees and the community.

The House has modernized and maintained its campus over the years to accommodate its mission throughout the first half of this century. During 2010, we completely renovated and redecorated an Assisted Living Dining Room and renovated and upgraded several Independent living units in the Village.

The buildings are simply a base for mission and ministry, however. Persons 60 years and older continue to move to the House to be as independent as health and interests allow while enjoying the security of knowing that the professional services of personal assistance and skilled care are available when needed, and thanks to sound financial planning and a committed staff, The House is in a comfortable financial position.

James McCracken, LNHA, CEO/Executive Director

REPORT OF THE BISHOP'S ADVISORY COMMITTEE ON HUMAN RESOURCES ISSUES

This committee was formed at the request of Bishop Mark Beckwith in 2008, and serves as an advisory resource to the Bishop and other operational entities in the diocese. The purpose of the committee is to review all policies and procedures in the diocese and bring them into compliance with generally accepted business practices.

The committee is made up of thirteen people; four of whom are clergy, six lay and three diocesan staff. Among the lay members there is a depth of experience in corporate human resource matters; the clergy provide a balancing perspective to the committee's work.

Among the accomplishments and activities during 2010 we include the following:

Denominational Health Plan (A177) & Lay Pension Plans (A138): During the General Convention in 2009 two resolutions were adopted which deal with medical and pension benefits for clergy and lay employees. In summary the resolutions mandated that all employees, clergy and lay who work 1000 hours per year (for pension) and 1500 hours per year, (for medical) must be covered and treated equally. There must be parity between lay and clergy. The committee has initiated an extensive educational program across the diocese which will continue until implementation January 1, 2013.

Activity Related to A138 & A177: The educational activities included:

1) presentations to the Newark Clergy Association and participants at the Vestry University; 2) a comprehensive survey of all congregations collecting data on staffing status and compensation. This is critically important as we develop a recommendation to the Diocesan Council on minimum plans and contributions for the medical plans. 3) publication of an informative brochure "Frequently asked Questions" which responds to the two resolutions (available at www.dioceseofnewark.org/HR/dhp_lay_pension_faqs_2010.pdf).

Stained Glass Ceiling Resolution: The Women's Commission and the HR committee were charged by the 2010 diocesan convention to conduct a survey of congregations and search committees in this diocese related to deployment patterns and compensation packages offered to clergy, paying particular attention to differences by gender. A comprehensive analysis of compensation was completed finding that there is virtually no difference between female and male clergy. We also looked at deployments for the last five years and found no pattern of male clergy being selected over female clergy. See attached report, *Diocese of Newark - Analysis of Gender and Clergy Compensation*, authored by Dr. Matthew Price.

Understanding Clergy Compensation – A Handbook for Wardens and Treasurers: The committee updated an earlier version published by the Clergy Compensation Commission in 2005. The new version was introduced at the Vestry University in October and responds to many questions relating to clergy compensation and deployment.

Handbook of Policies and Procedures: We have updated this manual to reflect the current best personnel and administrative practices that should be used throughout the diocese. The sample employee policies and procedures for congregations is at http://www.dioceseofnewark.org/sample_employee_policies_and_procedures_2011.doc and http://www.dioceseofnewark.org/sample_employee_policies_and_procedures_2011.pdf.

Performance Evaluation vs. Mutual Ministry Review: The committee has produced a prototype clergy performance evaluation, which can be used in concert with Mutual Ministry Review activity. The sample clergy-in-charge performance appraisal document for use by vestries is available at www.dioceseofnewark.org/sample_clergy_in_charge_performance_appraisal_jan_2011.doc. An overview on Mutual Ministry Review and Performance Reviews is at www.dioceseofnewark.org/mutual_ministry_review_and_performance_reviews_overview_2011.doc.

Compensation and Benefits: The committee reviewed and approved the recommendations for medical plans to be offered in 2011. The committee also updated the minimum clergy salary guidelines for 2012 to be considered at the 2011 convention.

Committee members: The Rev. Lauren Ackland, Grace, Madison; Mr. Hook Bailey, Christ Church, Short Hills; The Rev. Barrie Bates, Annunciation, Oradell; Ms. Patty Bradley, Holy Trinity, Hillsdale; Ms. Charlotte Chappel, House of Prayer, Newark; Ms. Lindsay McHugh, St. George's, Maplewood; The Rev. John Negrotto; Mr. John Niles, All Saints', Hoboken; The Rev. Paul Olsson, St. Paul's, Morris Plains; Dr. Matthew Price, St. Stephen's, Millburn. **Staff:** Ms. Linda Curtiss; Mr. Michael Francaviglin; Ms. Lealie Thomas.

Diocese of Newark - Analysis of Gender and Clergy Compensation

While striving for justice and equality, within the Episcopal Church significant inequalities still exist between the compensation of male and female clergy. This inequality of compensation is ultimately driven by the different sizes of congregations where clergy serve. In looking at the searches in the Diocese of Newark we were looking to see if there was a systematic pattern that disadvantages clergy women.

In order to understand the shape of compensation inequality we analyzed the compensation of all parish and mission clergy in the diocese using data from the Church Pension Fund. We looked to see if gender was a variable that influenced compensation in a manner that was independent of congregation size, position and years of experience. While average male clergy compensation is \$69,720, as against \$65,335 for women clergy, when congregation size, position and years of experience are taken into account, these differences become statistically insignificant. Thus female and male clergy with equivalent amounts of experience and with similar levels of responsibility earn equivalent amounts of compensation. This pattern is not found in the wider Church where gender inequalities exist in compensation even when other factors, such as congregation size and years of service, are held constant.

While this pattern does not point to obvious gender inequalities, it might be argued that a cleric's credited service and the initial positions that they obtain after ordination are themselves driven by gender biased appointments. In order to understand whether there is a pattern of appointments that favors male clergy, we analyzed the outcomes of all searches over the last five years looking at who was selected among a list of finalists. We used a combination of data supplied by the Diocese and the Church Pension Fund to understand this. In looking at this data we found no pattern of male clergy being selected over female clergy or that male clergy were only selected for the larger congregations. In the two searches, which were for two of the larger pastoral congregations, where a male cleric was selected over female candidates, there was a large mis-match in experience between the successful male candidates and the other candidates. The most noticeable pattern that we saw was between levels of mobility between male and female job candidates. Male job candidates were more likely to come from outside the diocese and male candidates from within the diocese who failed in a given search were more likely to subsequently obtain employment outside the diocese. In obtaining these out of diocese appointments, these male candidates tended to get better positions than the female candidates who continued to pursue calls within the diocese. Those outside of the diocese positions that male clergy obtain may well translate into an advantage in a search that will drive further income inequalities at a subsequent time.

Thus while we did not find evidence of gender as a clear factor in the selection of clergy within the search process and while there is no evidence of compensation inequality between clergy at equivalent size congregations with similar levels of experience, gender is still a major factor in driving income inequality. While the Diocese has made significant progress in leveling the playing field within the Church, factors within the wider society that limit women's employment mobility influences what happens within the Church and ultimately accounts for the compensation differences we see within the Church.

IMMIGRATION TASK FORCE

Did you know:

- ◆ Two-thirds of all foreign-born live in the traditional “big city” immigrant states, of which New Jersey is one. 1,718,034 New Jersey residents are foreign-born.
- ◆ More immigrants now live in suburbs than in central cities.
- ◆ The foreign-born population is 13.5% of the total US population, down from 15% a century ago.
- ◆ In 2008, the top three countries of birth of the foreign born living in New Jersey were India, Mexico and the Philippines.

Immigrants have been and still are a fabric of our society. And, the importance of embracing those who differ from us by culture and place of origin is clearly established in our faith.

Between the Baptismal Covenant injunction to “seek and serve Christ in all persons, loving your neighbor as yourself” (BCP, p. 305) and Christ’s own expansive definition of “neighbor” as set forth in the parable of the Good Samaritan (Lk 10:25-37), the Church has a clear mandate to carry out an active ministry of compassion toward all immigrants, regardless of their legal status or place of origin.

The Diocese of Newark has chosen to live out the Baptismal Covenant through its Core Values, two being Radical Hospitality and Justice/Non-violence. This idea of radical hospitality led the 133rd Convention of the Diocese of Newark to pass a resolution requesting the Diocese adopt the “same fundamental principles as those approved by the 75th General Convention of the Episcopal Church” as found in the document *The Alien Among You*. It was this resolution that requested the Diocese of Newark consider the call of Christ to welcome everyone in our midst, regardless of their immigration status. Furthermore, this same resolution requested the Bishop appoint a task force of individuals who would study the issue of immigration in the diocese.

There are more than 1 million immigrants who live and work in New Jersey. These individuals are our neighbors, our fellow parishioners and our friends. All of them are our sisters and brothers in Jesus Christ and we, as a Diocese, must accept the challenge to work together so that everyone might live and work with dignity and without fear or injustice. The thrust of the Immigration Task Force came from Diocesan Convention 2008 and the work continued to explore ways in which we as the Living Body of Christ can learn more about the issue at hand, create ways to offer effective ministry to those in need, and educate all in the diocese about the plight of immigrants.

We came together in late 2008, and during our time together discussed the myriad of issues faced by immigrants in the United States. We identified issues, learned of resources and began the process of networking with other groups and religious organizations to determine what was being done, and what is needed. During our time together, we learned there is an immense need to assist immigrants. They are one of the most vulnerable populations in New Jersey. They are taken advantage of, treated unfairly, refused assistance at agencies and fearful of help from any institution; fearful they will be swept up and forced to their native country without the ability to ever see their family again. Unfortunately, these fears are well founded in the truth that faces the immigrant today.

Though we came together late in 2008, we eagerly began to work on the issues before us. We reached out to Congregations to inform us of the aliens in our midst. We spoke to people working with immigrant populations. We joined the Interfaith Immigration Coalition. We became informed of the legislative advocacy happening in our community and signed onto petitions for fair immigration reform and better treatment of immigrant detainees.

We learned that within the towns of our Diocese we house multiple immigration detainees. Immigrants awaiting deportation. Immigrants who have no family near by to visit them, no attorney to advocate for them and possibly even no one who speaks their language to assist with basic needs. Many of these immigrants have no criminal background. We spoke to advocates for these detainees. We helped with advocacy, letter writing and attending vigils.

What we discovered is an intense, ongoing need to help. Much of that help is already ongoing within our Diocese. Congregations offer food pantries, citizenship classes, English as a Second Language classes, lectures on the rights of immigrants and a variety of other services that are available regardless of one's immigration status.

But, there is much more work to be done. There is a continued need to enhance the services we do, outreach to those who we do not currently serve and educate ourselves about immigration and immigrant populations.

This work can not end with this task force. Immigration has been a part of the United States since Europeans first landed on Native American soil and will continue to be a part of our culture for centuries to come. Very few of us can say we are not descendants of immigrants.

With that in our mind, we have found a mechanism to continue to bring this issue to the Diocese, along with other issues of justice. The newly formed Justice Board will continue the conversation of immigration as they seek to hear issues of justice from around our Diocese.

Respectfully submitted by the Immigration Task Force.
Laura A. Russell, Esq., Convener

JERSEY CITY EPISCOPAL COMMUNITY DEVELOPMENT CORPORATION

"Our mission is to create healthy neighborhoods through neighborhood development initiatives that cultivate the resources of residents, businesses, government, and the faith-based community of serving those most vulnerable in our society."

Division of Supportive Housing and Social Services

Homeless Prevention and Rapid Re-housing Program:

In November of 2009, JCECDC was awarded funding from Hudson County to provide individuals and families who are at-risk of homelessness with prevention services such as financial assistance, case management and housing stabilization. This program also provides enhanced diversion assistance for those who have already lost their housing through the provision of Brief Case Management and one-time financial assistance, Housing Location and short-term rental assistance, and mediation for those who may be able to return to the housing they exited. Utility assistance is also being provided. During 2010, JCECDC was able to assist more than 100 families to remain in their homes. In addition, we were able to assist over 50 individuals and families who had lost their homes to secure new homes and avoided them having to go into shelters.

Emergency Food Pantry:

In October 2010, JCECDC implemented an Emergency Food Pantry in partnership with The Church of the Incarnation. The pantry currently serves approximately 150 families per month and is open to the community every third Saturday. Each family is provided with enough food to support them for a few days. In December, a "take out" hot meal was also provided to everyone as well. Our goal is to expand the program to weekly distributions that will serve 150 families per week and to provide enough food for a week.

Homeless Memorial Service:

The 2nd Annual Homeless Memorial Service was held this year on December 21st – a coalition led by JCECDC and the Church of the Incarnation. The service was nicely attended and included prayers and lighting of candles in memory of homeless people who died this year. The County Board of Freeholders and County Executive recognized us and declared the day a Memorial Day in Hudson County. A box lunch and donated items of winter clothing were distributed to the homeless that attended.

Employment & Training:

The Customer Service Skills Center (CSSC) is a job training and job placement assistance program that was initiated in 2004. This year the program was awarded funding from the City of Jersey City to expand the program and provide basic computer skills training which helped us to improve the technology skills of more than 75 unemployed individuals this year. In 2010, the CSSC trained over 120 unemployed NJ residents which 68 successfully gained long term employment.

Division of Real Estate Management and Development:

On October 12th, we celebrated the completion of our first mixed use development project on Monticello Ave., in Jersey City that consisted of seven condominium units with 2,000 square feet of commercial space. In addition this project is the first LEED Silver Certified project in this neighborhood which provides 20% energy savings to users and a building constructed with renewal materials.

JCECDC is also a Neighborhood Stabilization Program recipient and was the first recipient to acquire, rehabilitate and sell three foreclosed properties in the State of New Jersey.

REPORT OF NAMASTE

Namaste is a formal greeting of respect offered by Hindus to one another. It has become popular in yoga culture, and a Christian parallel could be "the Christ in me affirms the Christ in you." Former members of the Mission to Dismantle Racism, the Reparations Task Force and the Inclusion group of Diocesan Council chose this name in 2009 to underscore the spiritual aspect of the task of dismantling racism in our diocese and to embody our baptismal promise to respect the dignity of every human being. Here are some of our accomplishments during this past year:

- We adopted the revised "Seeing the Face of God in Each Other" curriculum recommended and prepared by the national church and have used it in all dialogues in 2010.
- During the past year, 33 persons have participated in diocesan-sponsored anti-racism dialogues.
- Namaste dialogue facilitators and participants have found that the greatest value of the trainings is in the dialogues that the materials encourage—it is difficult to create a safe space to talk openly and honestly about race relations in this country. Hence the change of title from "Anti-Racism Training" to "Anti-Racism Dialogues."
- In 2010, we continued to carry out the diocesan policy requiring all clergy seeking licensing in the diocese to either show proof of participation in anti-racism dialogue in another diocese within five years or to have taken the diocesan-sponsored dialogues as a condition of being licensed.
- Namaste is currently designing "next steps" opportunities for those who have completed the 14 hour dialogue sessions to come together for information sharing, additional dialogue, and encouragement to apply the insights gained in the participants' congregations as well as diocesan settings. We are seeking to recruit more dialogue facilitators as well. Dialogues will continue to be offered at various times throughout the year.

Thank you for this opportunity to serve and engage in this ministry.

Members of Namaste: Rosa Brown-Antry, Joseph Harmon, Greg Jacobs, Kitty Kawecki, Susan Keller, Allison Moore (Chair), Willie Smith, Sandye Wilson

NEWARK ACTS

"Day by day, as they spent much time together... they broke bread at home and ate their food with glad and generous hearts." Acts 2:46

NEWARK ACTS seeks to nurture young adults to become community leaders with a heart for ministry, an understanding of the complexities of urban life, and a deep spirituality that integrates their desire to serve with a passion for justice and peace. This mission statement has become an action of our diocese and we went live with interns on August 23, 2010 with the arrival of, Alex, Alma, Alyssum, Alex, Clare, Mark, Richard and Teresse.

The cornerstones to NEWARK ACTS are: Social Justice, Community Service, Communal Living and Spiritual Formation. The eight in our inaugural class are living into their commitment to seek and serve Christ in all whom they meet. We are blessed with their presence in our community and look forward to sharing their story with our diocese and northern New Jersey throughout 2011.

NEWARK ACTS in the past twelve months has become a vital and integral part of our life in the Diocese of Newark. The eight interns of our inaugural year swept into Newark and Jersey City with little fanfare and have taken root in these communities and our lives with ease accompanied by their numerous gifts of talent.

NEWARK ACTS has nine ministry partners who have offered our program diversity in the arena of social and economic justice. Work sites this year have included the oldest Episcopal ministries in the US and our diocese: the Seamen's Church Institute and Christ Hospital. Two schools, All Saints Episcopal Day School and St Philip's Academy, have offered two interns the opportunity to share in shaping the future leaders of our communities. Episcopal Community Development and Turning Point Community Services, Inc. have offered our interns hands on agency development and community interaction. The Hoboken Shelter and Jubilee Center of Hoboken provide invaluable services to communities that have little or no hope in their lives and places of refuge from a sometimes neglectful society. The ministry of North Porch has provided a young intern the ability to live and work in an environment that prepares her for a life of service to young mothers and infants. We would not be able to provide this opportunity with out these ministry partners.

The people and congregations of the Diocese of Newark have answered all of our requests for assistance in furnishing the intern residences providing, bicycles, audio visual equipment, curtains, art work and limitless gifts of hospitality. Our interns have joined local church choirs and have become involved in the life of their worship communities.

The mission of the Diocese of Newark is to "equip congregations, empower people, and engage the world with the hope and justice of Jesus." NEWARK ACTS interns have similarly engaged in this mission, living out God's covenantal call to "strive for justice and peace among all people and respect the dignity of every human being."

We are grateful to the many who have offered their time as Spiritual Directors and Mentors to our interns. The time and talent that is offered to our interns is invaluable in the mission of this program. Each intern has traveled far to participate in NEWARK ACTS and the support we all provide to these young men and women is an essential component to their discernment and experience.

Respectfully submitted,
Reverend Deacon Erik Soldwedel, Program Director

Board of Directors: Ms. Kalleen Alston, President, The Rt. Rev. Mark Beckwith, The Rev. Geoffrey Curtiss, The Rev. Adgualba Espinal Howell, The Rev. Robert Hagler (OHC), The Rev. Canon Gregory Jacobs, The Very Rev. Susan Keller, The Rev. Megan Sanders, The Rev. David Wolf, Ms. Ashlee Saro, Ms. Janelle Grant, Rev. Deacon Christine McCloud, Rev. Julian Eibin, Ms. Barbara Davey, Mr. Chris Fitzpatrick
Staff, The Rev. Deacon Erik Soldwedel

Interns Class of 2010-2011: Clare Boyd, Anna Mellace, Alex McCartin, Alma Gast, Richard Raye Hogue, Jr., Teresse Myers, Alyssum Roe, Mark Sharrow

THE NEWARK SCHOOL OF THEOLOGY

The Newark School of Theology (NST) has continued its educational ministry in 2010 by offering high quality, seminary level classes in the Bible, Biblical languages, Diaconal Studies, Pastoral Care, Theology, and World Religions. Our students come from Newark and nearby cities, Essex County, and throughout the Diocese. Most are from lower income families and would be unable to study academic theology without the opportunities provided by NST. Thanks to continued support from congregations, friends and supporters, we have been able to remain faithful to our commitment to matriculate all students who want to study at NST and are able to do the course work, regardless of income.

Highlights of this past year include achievements of three NST alumni. Mrs. Pamela Parker McGee completed a Master of Theology degree, *summa cum laude*, from the New Brunswick Theological Seminary in June. Mr. Nicholas Johnson, who came to NST while still a student at Seton Hall Preparatory School, completed his baccalaureate degree with a double major in History and Religious Studies at the University of Chicago, also in June. He entered Princeton Theological Seminary this fall as a divinity student. Mr. Miguel Hernandez, a candidate for Holy Orders in the Diocese of Newark, will soon be completing his studies at General Theological Seminary.

NST was granted renewed upper-division and graduate credit recommendation for many courses by the Department of Education, New York State, in October. This five year approval permits NST students to earn more than a year of upper-division and graduate credits through a transcript service provided by Excelsior College, Albany, New York. A formal relationship with the New Brunswick School of Theology is being developed. The two schools plan to offer a joint Metro-urban certificate for inner-city pastors in the fall of 2011. NST will introduce a new class, Education for Pastoral Care (EPC), next fall. Developed in cooperation with the Commission on Ministry, EPC was designed for diaconal candidates who are seeking an alternative, but equally rigorous, path towards fulfilling their clinical pastoral education requirements. Space permitting, lay persons who have a background in theology and are able to do theological reflection will also be admitted.

Given the success of our students and the need most have of completing their undergraduate studies, the Board has set the goal of developing The Newark School of Theology into a four-year fully-accredited liberal arts college of theology. We seek to continue our educational ministry in Newark by providing opportunities for low income students and others to obtain a high quality college education at an affordable cost. We aim to participate in the increase of the quality of life in Newark and its development by providing a traditional liberal arts curriculum that highlights the study of theology and the contributions it makes to our common life. We are also mindful of the economic impact the new college will make in Newark by providing opportunities for its graduates to acquire good jobs and pursue graduate study in any of several fields and professions.

We thank churches in the Diocese, friends and supporters for their gifts and prayers.

Reverend R. Douglas Bendall, Ph.D.
President

NORTH PORCH WOMEN & INFANTS' CENTERS

North Porch continues to supply those who come to our centers for emergency resources with sufficient items for a week's supply of items for their infants. We now have three centers operating: Newark, Paterson and Dover.

During 2010 we were challenged with building decay at the Newark center; the cathedral owned property at 2 Park Place. As the basement we were using would be too expensive to restore we rarely realized we would have to find a new location for Newark North Porch. After an extensive search for an appropriate new location we accepted the invitation by Episcopal Community Development at 620 Clinton Avenue, for us to be located in their premises. In September the Newark North Porch reopened its doors in Newark. The host parish for this center is still Trinity and St. Philip's cathedral; it is just the location that changed. We also needed to hire a new center

manager for this center. Just as we were about to call people for interview, Newark ACTS contacted us to inquire about the possibility of one of their interns being the new center manager. We are thrilled to be part of this new venture and we love our Newark ACTS intern.

We feel blessed to be so well supported by our Bishop and other staff at Diocesan House. We are also blessed to be so generously supported by the many churches in the diocese. We have received donations of money and supplies from many churches and groups. We are also so appreciative of the fact that when we ask for certain items such as diapers of specific sizes we receive them. Without the support of so many of you all, those of you from the diocese who are reading this and your fellow parishioners, we would not be able to continue to help so many needy mothers and their infants.

For more than twenty-five years the mission of North Porch Women & Infants' Centers has been to provide emergency aid to mothers and other caregivers and their infants. In 2010 the North Porch Board of Trustees realized it was time to look at the way in which we operate; how we fulfill our mission and whether or not the mission of the past was as relevant today. We implemented several visioning days, led by Paul Bolles-Beaven, to enable us to go forward so that North Porch helps the needy in ways most beneficial to them, using the resources we have in the best possible ways. We are continuing in our visioning, intentional about completing it together.

In June the Board of Trustees thanked Barbara Lovely, the outgoing president, for leading us for the previous two years.

The Board is dedicated to serving our Lord, following his call to serve and as he reminds us in Matthew 25 "what you did for the least of these, you did for me."

God's blessings

Margaret

The Rev. Margaret Otterburn, President

Board of Trustees, North Porch Women & Infants' Center s

Board officers and members: The Rev. Margaret Otterburn, President, Church of the Messiah, Chester; Kathleen Carozza, Vice President, St. Peter's, Morristown; Linda Wells, Secretary, St. Dunstan's, Succasunna; Marge Christie, Treasurer, Christ Church, Ridgewood; Pearl E. Anderson, Christ Church, Bloomfield/Glen Ridge; Jeanette Adams, St. Mark's, Teaneck; The Rev. Anne Bolles-Beaven, St. Andrew & Holy Communion, South Orange; Lois Deyo, St. Paul's, Paterson; Edith Gallimore, Trinity & St. Philip's, Newark; Barbara Lovely, St. Peter's, Mountain Lakes; Doris Mardrosian, St. Mark's, Teaneck; The Rev. Chris McCloud, St. Luke's, Montclair; Lindsay McHugh, St. George's, Maplewood; Maggie Rothman, Christ Church, Bloomfield/Glen Ridge; Mary Elizabeth Smith, Atonement, Teaneck; Dorothy Zebrowski, Annunciation, Oradell

PRISON MINISTRY

Organization

Committee Members: Brenda Beavers-Simpson, 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, James Hopkins, Ruth Mayes, Jim McCallum, Jim McGreevey, the Rev. Joanne O'Neill, the Rev. Liz Ostuni, Larry Ostuni, Maria Palmer, John Vine, Laura Wood.

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 Prison ministry, and attend as many meetings as possible. Meetings are on Friday afternoons or evenings at Trinity St. Phillips Cathedral. We are always glad to welcome interested visitors to our meetings.

Partnerships

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, and OAR's PATCH Committee, (the program that

supports the children of men and women who are incarcerated). We work together on the "Learning by Experience" program which takes place on Saturday mornings at the Church of the Epiphany in Orange.

This year, OAR honored the Rev. Barbara Harriman and the Rev. Christian Carroll for their faithful work in OAR programs.

Committee members are actively involved with an interfaith group, The Essex Chaplaincy Association, which has been working with many denominations to bring religious services to the inmates at the Essex County Correctional Facility.

We are pleased that District 10 has made a commitment to work on prison ministry as a District project.

Prison Bible Study and Worship Services

The Bible Study at Northern State Prison this year focused on the New Testament. The average weekly attendance is 12-15 men. The program is held Wednesday evenings, and a worship service with Holy Eucharist is held on the first Wednesday of the month.

Fundraising

A fundraising letter was sent to the diocesan parishes many of whom responded generously to the cause of camps and program costs for the Saturday Mentoring or "Learning by Experience" Program. We were able to raise \$6585.00.

We received money from ACTS/VIM to send children to camp and a grant from the Alleluia Fund to give a stipend to a PATCB program coordinator.

Pen pals

This continues to be an important ministry to the incarcerated. We fulfill Jesus' imperative to visit those in prison by writing a letter. The letters are essentially pastoral visits. We maintain a post office box for the purpose of receiving and disbursing Pen-pal letters.

A pen pal web site (www.nenpalministry.org/) has gone up and we are working on our web presence for Prison Ministry.

Networking

Members network with other prison ministry groups, including OAR, Exodus Transitional Community and Bridge to Recovery.

Restorative Justice Sunday, Nov. 15, 2009

Restorative Justice Sunday was proclaimed to be the third Sunday of November each year at the 135th Convention of the Diocese of Newark. The purpose is to raise public awareness of incarcerated men and women; and to encourage congregations to explore the causes and consequences of crime, and to pray for solutions that are just for victim and perpetrator. A bulletin insert and other materials were made available to parishes. This was our second year of getting the word out on this Sunday. Several churches in the diocese had special speakers that day. Prison Ministry now provides speakers who have done time.

Children's Programs

The "Learning by Experience Program", on Saturday mornings meets at Epiphany Church in Orange. This program is supported by volunteers and transportation funding by the churches and organizations of the diocese. We have experienced some changes in the program this year because many of the women are now being housed in a half-way house, Logan Hall. The visiting program is ready to start up at Logan Hall in 2011.

In-kind Gifts

Many parishes in the diocese respond to our request for Christmas gifts for children of incarcerated parents. We were able to serve families whose parents were primarily at the Essex County Jail, as well as Toler and Logan Halls, half-way houses in Newark, and families in a re-entry program.

Backpacks are put together in August for the children before they begin school.

We also collect personal care products which are distributed to the recently released.

Concerts

The yearly Lessons and Carols and hymn sing program was held at the Hudson County Jail. Many singers in our diocese participate in this program.

Summer Campship

The children attended the Salvation Army Camp, Camp Tecumseh, located in Hunterdon County for the second summer. This was again a very successful experience for the children. The Parishes in the diocese are critical for supplying the money for this project. The parishes in the diocese were also able to supply duffle bags and the necessary camp items for the children.

Trainings

Prison Ministry gave a workshop at Convention on the Exodus Contract - presented by Jim McGreevy.

Faithfully Submitted:

The Rev. Pamela Bakal, President

SENIOR MINISTRIES

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.

This year Senior Ministries honored 64 seniors from more than 45 parishes at the annual David P. Hegg II Lifetime Achievement Awards Evensong with over 520 in attendance on June 13th at St. Peter's Church in Morristown. Certificates of appreciation were given to those seniors who provided invaluable contributions to the life of their parishes and the diocese. The collection plate offerings received at this Evensong were divided equally between The SRC - Senior Resource Center, at Church of the Messiah in Chester and Shepherd's Haven at Christ Church, Pompton Lakes. In 2011 the Evensong will be on June 12th at St. Peter's Church, Morristown.

In the coming years "baby boomers" will be reaching their senior years, so the importance of having a well-defined, comprehensive body of information available for this growing population increases in importance. Until this year Senior Ministries tried to define the critical areas for, and concerns of, seniors. This year started a move to gather information in these areas and names of those agencies and advisors who would be helpful in educating our parishioners. This information needs to reach not only seniors but also the families and caregivers of our seniors.

A program of "End of Life Preparations" was begun. At this time there is available a presentation on "Hospice -Is it too soon to talk about it?" with more seminars being planned. A workshop will be given at the 2011 Annual Convention on "Housing Options for Seniors and How to Select the Right One."

A resource library will soon be available within the Bishop Anand Resource Center at Episcopal House. Materials for distribution as well as in-house research are being collected. Also available are Hospital information cards so family and advocates of the patient will be contacted upon their loved one's hospitalization.

As more programs are developed you will be notified and/or see them in the Digest or The Voice. If you have suggestions for presentations that you would like to have at your church or District meeting, please call Episcopal House.

2010 Senior Ministry members: Ms. Hester B. Wharton, Chair; Ms. Diane Mayo, Vice-Chair; Ms. Patty Watts, Secretary; Ms. Patsy Brooks; Ms. Dorothy Fowlkes; Ms. Hope Lampe; Ms. Patty Leonard; the Rev. Oscar Mookridge; Ms. Patricia Moulton; Mr. Michael Otterburn; Ms. Martha Reimer; Ms. Emily Rennie; Ms. Joan Smart; the Rev. Karen Eberhardt; and Ms. Marymae Henley

THE UNION OF BLACK EPISCOPALIANS

Diocese of Newark Chapter

OPENING:

Bishop Beckwith, visiting clergy, respected clergy of the diocese of Newark, delegates, fellow Episcopalians, friends.

It is a great honor to report to you on the activities of the Union of Black Episcopalians, Newark Chapter.

STRUCTURE:

Aubrey V. Thompson – President
Robert Simmons – Vice President
Sidney King- Treasurer
Edie Gallimore-Secretary.

Our chapter is one of ten that comprise the Northeast Region. Our Regional Director is Ms. Jackie King. The chapter meets on the fourth Monday of every month at Cathedral House, 24 Rector Street. During the months of July and August the chapter takes a summer hiatus.

ACTIVITIES:

Chapter:

We have continued to make every meeting night an educational experience by inviting a guest speaker to make a presentation as part of the agenda. This experience has proven to be most rewarding to our members who have been requesting the continuation of this program for the New Year. This is partly responsible for our increase in membership.

Diocesan:

The annual Absalom Jones service was held on February 8th at Trinity and St. Philip's Cathedral. Our preacher for the evening was the Rev. Darryl F. James, Priest-in-Charge of Grace Church, Queens New York.

On June 13th we ended our season with our Annual Scholarship Awards Banquet and Dance at the Mayfair Farms West Orange, New Jersey. At this gala event we distributed scholarships to seven college bound seniors. We are extremely proud of this achievement as the recipients were all well deserving of the awards.

REGIONAL:

Our Regional Conference was held on April 23rd and 24th hosted by the Bishop Theodore Holly Chapter, Buffalo New York.

NATIONAL:

This year's National Conference was held in Charleston, South Carolina from June 28th to July 2nd.

ACCOMPLISHMENTS:

Our chapter has seen a 25% increase in membership over the past year. As we continue to grow from strength to strength, our members have been excelling at the national level. Mr. Bert Jones, a member of our chapter and former Regional Director was elected First Vice President of our national organization. Congratulations Bert.

UPCOMING EVENTS:

- Sunday February 13, 2011
- Saturday April 30, 2011
- Friday June 10, 2011
- Monday June 27-Friday July1, 2011

Absalom Jones Service

Northeast Regional Conference

Annual Scholarship Banquet and Dance

43rd Annual Meeting & Conference

ACKNOWLEDGEMENTS:

Thanks to the many members of the diocese particularly the Dean and members of Trinity and St. Philip's Cathedral for your undying support over the years. We hope that you will continue to support our future endeavors as we attempt to be a beacon in this world we live in.

Respectfully submitted,

Aubrey V. Thompson
President

THE UNITED THANK OFFERING

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 2010 fifty-one congregations participated in the In-gatherings of the United Thank Offering and nineteen participated in both the Fall and Spring In-gatherings. Our monetary signs of Thankfulness totaled \$18,531.15. We are truly a "Blessed" and "Thankful" diocese.

Our Fall In-gathering was held during the 136th Diocesan Convention and the Spring In-gathering in May, along with the Diocesan Episcopal Church Women Annual Meeting, was held at Trinity & St. Philip's Cathedral.

The speaker for our Spring In-gathering was, the Rev. Michelle D. White, Executive Director of the Jubilee Center in Hoboken. In 2009 "All Saints Community Service and Development Corporation" in Hoboken received a United Thank Offering grant of \$10,000. This was for their "First and Third Tuesdays" program. This program is a series of twenty two-hour workshops for low income women on such topics as financial literacy, accessing benefits, and finding low cost health care, with the goal of ameliorating poverty in public housing of Hoboken.

I believe that the "Mission of Outreach" comes to us thru Jesus.

In John 21: 14-17, Jesus asks Peter 3X's, "Do you love Me?" Peter's reply is always yes. Jesus tells Peter each time to "Feed My sheep, to take care of My sheep and finally the third time to Feed My lambs."

This is the mission of the United Thank Offering. This is our task.

The United Thank Offering is a spiritual and financial partner in the mission work of the Episcopal Church.

Submitted by
Anna Byrne
Diocesan United Thank Offering Coordinator

WARD J. HERBERT FUND

The Ward J. Herbert Fund Board (WJHB) 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. The board administers three funds through which financial assistance is distributed.

Fund 1: A 50/50 grant program operated under specific criteria and funded by investment returns from the original Church Structures Capital Campaign dedicated to this purpose.

Fund 2: Interest received from outstanding Episcopal Capital Loan Fund (ECLF) loans 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.

BCLF: The Episcopal Capital Loan Fund makes short- and long-term loans to churches for capital projects.

Applications are accepted for three granting cycles on February 15, May 15 and September 15 and are available at www.dioceseofnewark.org/wjh.html.

The Ward J. Herbert board continued to be very active in 2010. The Ward J. Herbert board considered 30 requests for a total of \$251,804, and was able to fund all of the requests for a total of \$169,255 or 67% of the request amount. As part of the process, most churches requesting grants were visited by teams of at least two board members for the purpose of reviewing the work scope, inspecting the site and making recommendations regarding any other building issues that may be observed.

Additionally, the executive board met numerous times to address specific issues regarding individual churches.

The board was provided excellent support by Michael Francaviglia in terms of logistical, historical and administrative support. The diocesan property manager, Jim Caputo, was also invaluable in assisting the board with insight from his many previous visits to the various churches as well as a great sense of the history and technical issues involved in the repairs that were being funded. The board works closely with the Diocesan Council, the Standing Committee, and the Trustees of the Diocese, each of whom have designated representatives on the WJH board.

For 2010, the Ward J. Herbert Board was comprised of the following individuals:

Mr. Tom Burgin, Christ Church, Ridgewood; Mr. Gary Burnett, Epiphany, Orange; Mr. Jim Caputo, Diocesan Property Manager; Mr. Ronald Caras, St. Dunstan's, Succasunna; Ms. Vanessa Foster, St. Paul's, Jersey City; Mr. Michael Francaviglia, Diocesan Administrator; Mr. James Fukuda, St. John's, Union City; Mr. John Garde, vice-chair, St. Thomas', Lyndhurst; Mr. George Gill, St. Paul's, Englewood; Mr. William Heick, St. Paul's, Morris Plains; Ms. Bernice Mayes, Trinity + St. Philip's Cathedral, Newark; Ms. Elizabeth Moss, St. John's, Dover; Mr. Nat Nelson, St. Paul's, Englewood; Mr. Thomas Ploch, chair, St. Agnes', Little Falls; Ms. Jane Riedel, Summit; Mr. Robert Simmons, Christ Church, East Orange; Mr. Larry Taber, Assistant Treasurer; Mr. Peter Van Brunt, Long Valley; Ms. Pat Yankus, St. Paul's, Paterson.

Since 1990, the total funds granted topped three million dollars. Unfortunately, requests far exceed our means.

Number of requests submitted to date (1990 – 12/2010): 623

Total amount of requests: \$6,652,167

Number of requests funded: 548

Total amount of disbursed monies: \$3,255,626

Each year there are three grant cycles. The following details the grant recommendations that were made to the Diocese Council

Cycle 1 - 2010

WJH-10-01: Verona, Holy Spirit – Church steps repairs & railings, \$6,150

WJH-10-02: Budd Lake, Christ Church – Rectory roof replacement, \$5,000

WJH-10-03: Jersey City, Incarnation – Electrical wiring upgrade in office, \$2,637

WJH-10-04: Newark, Trinity & St. Philip's Cathedral – Roof repair and gutter replacement, \$7,500

WJH-10-05: Jersey City, Grace Church Van Vorst – Roof repair, \$1,350

WJH-10-06: Bloomfield/Glen Ridge, Christ Church – Church boiler replacement, \$4,860

WJH-10-07: Tenafly, Ascension – Chimney repairs, \$3,400

WJH-10-08: Union City, St. John's Church - Building heating/plumbing systems repairs, \$2,189

WJH-10-09: Succasunna, St. Dunstan's – Rectory boiler replacement, \$2,750

Total recommendation to Diocesan Council: \$35,836

Cycle 2 - 2010

WJH-10-10: Bloomfield/Glen Ridge, Christ - boiler replacement, gas line, chimney repair, \$16,592
WJH-10-11: E.O., St. Agnes/St. Paul's, roof replacement; electrical & plumbing repairs, deferred
WJH-10-12: Norwood, Holy Communion - Church roof repair, \$700
WJH-10-13: Livingston, St. Peter's - Church school & hall re-roofing, \$6,000
WJH-10-14: West Orange, Holy Innocents' - Roof repair, mold remediation, \$3,150
WJH-10-15: Ridgewood, Christ Church - Church boiler replacement, \$10,500
WJH-10-16: Verona, Holy Spirit - Gutter & leader repairs over church office, \$477

Total recommendation to Diocesan Council: \$37,419

Cycle 3 - 2010

WJH-10-11: E. Orange, St. Agnes' & St. Paul's - Church roof replacement, \$7,500
WJH-10-17: Nutley, Grace - Roof repair - church, hall, rectory, \$30,700
WJH-10-18: Belvidere, St. Mary's - Replace furnace, hot water heater, \$4,150
WJH-10-19: Little Falls, St. Agnes' - Rectory porch roof, \$2,850
WJH-10-20: Wantage, Good Shepherd - Church roof replacement, \$14,100
WJH-10-21: Lyndhurst, St. Thomas' - Retaining wall; masonry repair, \$1,760
WJH-10-22: Tenafly, Atonement - Chapel entrance repairs, \$1,700
WJH-10-23: Phillipsburg, St. Luke's - Rectory windows, \$5,600
WJH-10-24: Union City, St. John's - Rectory & hall roof repairs, \$5,860
WJH-10-25: Milton/Oak Ridge, St. Gabriel's - Church roof replacement, \$6,350
WJH-10-26: Oakland, St. Alban's - Rectory roof replacement; hall water heater, \$4,530
WJH-10-27: Newark, Trinity & St. Philip's Cathedral - Rectory roof repair, \$3,700
WJH-10-28: Towaco, Transfiguration - Church & hall roof replacements, \$7,200
WJH-10-29: Millburn, St. Stephen's - Rectory restoration, no funding was provided

Total recommendation to Diocesan Council: \$96,000

Total 2010 Grants: \$169,225

ECLF Loans

During the year five Episcopal Capital Loan Funds were made totaling \$185,831. The loans were made to Good Shepherd, Wantage, \$35,400, for a roof replacement; Good Shepherd, Fort Lee, \$40,000, for repayment of a construction loan; St. Agnes' & St. Paul's, East Orange, \$37,000, for church and parish hall roof replacements; St. Gabriel's, Milton/Oak Ridge, \$33,431, for roof replacements and furnace; and Epiphany, Orange, \$40,000, for roof replacement and furnace. In addition, the repayment of a loan issued to Christ Church, Belleville in 2008 for \$13,000 (balance was \$12,330) was suspended until the future disposition of the property.

Additionally, the executive committee reviewed the list of outstanding loans and will apply any new capital received through the asset distribution policy evenly between the ECLF fund and the Ward J. Herbert fund.



CONSTITUTION & CANONS

OF THE

EPISCOPAL DIOCESE OF NEWARK

January 2011

(Canon 2, Section 6 amended, replaced the words Mission to Dismantle; Canon 8, Section 1 amended, revised terms of Council members; Canon 5, Section 4 amended, added procedure for adoption of a unified budget; new Canon 17 replaced previous Canons 17 and 18)

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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

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

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

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; each member having one vote for each vacancy to be filled; and those candidates having a majority of the votes cast for the number of vacancies to be filled in each office shall be elected, 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 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 dialogues as approved by the Bishop after consultation with the Diocesan body responsible for overseeing anti-racism dialogues.

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 no fewer than ten (10) Clergy and ten (10) Laypersons and up to forty-five (45) persons, comprised of equal numbers of Clergy and Lay persons to the extent feasible, who shall be appointed by the Bishop with the concurrence of the Convention.

No person shall serve as a member of the Commission on Ministry and the Standing Committee at the same time.

DUTIES AND FUNCTIONS

The Commission on Ministry shall perform such duties and in such manner as prescribed by the Canons of General Convention and as directed by the Ecclesiastical Authority.

CANON 5 THE DIOCESAN COUNCIL

1. COMPOSITION

There shall be a Diocesan Council consisting of the Bishops; The Secretary of the Convention, who shall also be a Secretary of the Diocesan Council; The Treasurer of the Convention, who shall also be Treasurer of the Diocesan Council; and up to twenty-six (26) additional members. The Chancellor as legal advisor to the Council shall be afforded seat and voice at all meetings of the Council.

Of the additional members, up to twenty-two (22) Council members shall be elected by the District Convocation, the number of such members to be set by Diocesan Council. Each District Convocation shall elect an equal number of representatives to the Council, half of whom shall be clergy persons and half lay persons, who shall take office upon adjournment of the Annual Convention. Each District Convocation may fill vacancies among its representatives to the Council. The remaining number shall be appointed by the Bishop.

Effective at the adjournment of the Annual Convention in January 2011, the term of any additional member elected or appointed shall be three (3) years, and no person shall be reelected or reappointed without an intervening year after the expiration of two (2) consecutive complete terms, except as provided below.

Additional members serving as of the January 2011 Annual Convention in their first two-year term shall have such term increased by one year and such members may be reelected or reappointed to one additional 3-year term, after which an intervening year must occur before further election or appointment. This provision shall apply to additional members whose terms otherwise would expire at the conclusion of the January 2011 Annual Convention.

Additional members concluding their second two-year term at the conclusion of the January 2011 Annual Convention may be reelected or reappointed to one additional consecutive 2-year term, after which an intervening year must occur before further election or appointment. This provision shall apply to additional members whose terms otherwise would expire at the conclusion of the January 2011 Annual Convention.

Diocesan Council shall have the authority to establish classes to insure equal clergy and lay representation on Diocesan Council.

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. In the event the Convention fails to adopt a unified budget at its annual Convention, to provide for such a budget for the ensuing year in accordance with any general or specific mandates of the Convention.
- h. Adopt a working budget annually.
- i. 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.
- j. 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.
- k. Approve ACTS/VIM, Ward J. Herbert and Congregational Growth and Development Fund grants.

1. 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 and any canonically resident non-parochial or retired clergy person resident in the district;

(ii) three (3) Lay Persons (if possible, at least one of whom shall be a Warden, Treasurer, Clerk or member of the Vestry or Executive Committee and 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 ECCLESIASTICAL DISCIPLINE

1. EFFECTIVE DATE

The 2009 provisions of Canon 17 as first adopted in or about January 1995 and subsequently amended, remain in effect through June 30, 2011 and, except as provided in Title IV, Canon 20.3 of the General Convention, are repealed.

2. INCORPORATION

Those provisions of Title IV of the General Convention Canons which are applicable to the Diocese are hereby incorporated as part of this Canon 17. To the extent that any of the provisions of this Canon 17 are in conflict or inconsistent with the provisions of Title IV, the provisions of Title IV shall govern.

3. VACANCIES

The death, disability rendering a person unable to act, resignation or declination to serve as a member of the Disciplinary Board shall constitute a vacancy on the Board. Notice of resignations or declinations shall be given by members of the Board in writing to the President of the Board and to the President of the Conference Panel or Hearing Panel, if one has been assigned to such a panel. If any priest elected to the Disciplinary Board is elected a bishop, or if any lay person elected to the Board is ordained prior to the commencement of a proceeding under this Canon, that person shall immediately cease to be a member of the Board and Panel. Notwithstanding the foregoing, however, if a proceeding has commenced, all members of the Panel shall continue to serve until final disposition. A lay person ceasing to be a member under this subsection by reason of ordination may be appointed to fill a vacancy in the clergy member of the Board. Vacancies on the Board shall be filled until the next meeting of the Convention by the remaining members of the Board.

4. DISCIPLINARY BOARD

- a. The Disciplinary Board shall consist of eleven (11) persons, six (6) of whom are members of the Clergy and five (5) of whom are Laity.
- b. The Clergy members of the Board must be canonically resident within the Diocese.
- c. The lay members of the Board shall be Adult Communicants in Good Standing in a congregation in this Diocese.
- e. The members of the Board shall be elected by the Convention. Each Clergy member shall be elected for a six (6)-year term and Lay Persons shall be elected for a five (5) year term. No member of the Board may be a member of the Standing Committee.
- f. Within sixty (60) days following the annual Convention, the Board shall convene to elect a President to serve for the following calendar year.

5. INTAKE OFFICER

The Bishop shall publish the name(s) and contact information of the Intake Officer(s) throughout the Diocese.

- a. The Bishop shall appoint one or more persons to serve as Intake Officers to whom information regarding offenses is reported.
- b. The person so appointed shall serve at the Bishop's discretion.

6. INVESTIGATOR

The Bishop shall appoint one or more Investigators in consultation with the President of the Board. The Investigator may but need not be a Member of the Church.

7. CHURCH ATTORNEY

Within sixty (60) days following each annual Convention, the Bishop shall appoint and the Standing Committee shall approve one or more attorneys to represent the Church in proceedings contained in Canon 2 of Title IV. In addition the Bishop may appoint a successor Church Attorney to replace a Church Attorney who has been removed for cause or has resigned. The person so selected must be a Member of the Church and a duly licensed attorney, but need not reside within the Diocese.

8. ADVISORS

- a. The Bishop shall appoint Advisors to Respondents and Complainants for the purposes and at the times provided in Canon 10, Section 10 of Title IV.

b. All persons serving as Advisors shall hold no other appointed or elected position under Title IV or this Canon 17 and shall not include Chancellors or Vice Chancellors of this Diocese or any person likely to be called as a witness in the proceeding.

9. PASTORAL RESPONSE COORDINATOR

The Bishop may appoint a Pastoral Response Coordinator to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Canon 8, Title IV. The Pastoral Response Coordinator may be the Intake Officer but shall not be a person serving in any other appointed or elected capacity under this Title.

10. PUBLICATION

Pursuant to Canon 6, Title IV the Bishop shall publish to the congregations and members of the Diocese information concerning the methods and means of reporting Offenses.

11. RECORDS

a. Records of active proceedings before the Board, including the period of any pending appeal, shall be preserved and maintained in the custody of the Clerk, if there be one, otherwise by the Diocesan offices.

b. The Bishop shall make provision for the permanent storage of records of all proceedings under this Title at the Diocese and the Archives of the Episcopal Church, as prescribed in Title IV.

CANON 18 (Reserved for future use)

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

SECTION 1. The Trustees of the Episcopal Fund and Diocesan Properties of the Diocese of Newark ("the Trustees") is a corporation, not for profit, duly established with duties and powers set forth in the New Jersey Statutes of the Episcopal Church (N.J.S.A. 16:12-20 to 16:12-22) and the Religious Corporations and Associations, N.J.S.A. 16-4-1. The Trustees shall consist of twelve (12) members of the church within this Diocese who shall serve for a term of five (5) years, except as set forth in Section 2 of this canon. The Annual Convention shall elect trustees as required to fill expired terms. Lay trustees shall at all times be communicants in good standing of a congregation in the Diocese of Newark.

SECTION 2. There is created four classes of Trustees:

The 2010 Diocesan Convention shall create three classes of the current Trustees, comprised of three (3) members in each class determined by the Trustees currently in office.

At the 2011 Diocesan Convention, three (3) persons not currently serving as Trustees shall be elected to serve for five-year terms.

At each of the next three subsequent conventions, the terms of three (3) of the Trustees currently serving as of the 2010 Diocesan Convention shall cease by rotation, resignation, or seniority in a manner and order to be determined by the Trustees, and the Diocesan Convention shall then elect three (3) trustees to serve for five-year terms.

Except in the filling of a vacancy as set forth in Section 3 of this canon, the term of any trustee elected by Diocesan Convention in 2011 and thereafter shall be five (5) years.

No trustee elected for a full five-year term shall be eligible for reelection to succeed him/herself, but is eligible for re-election after the lapse of a year.

SECTION 3. Vacancies among the elected trustees created by death, resignation, incapacity, or removal from the Diocese may be filled by the remaining trustees until the next meeting of the Convention, at which a trustee shall be elected by the Convention to fill the unexpired term. Any elected trustees deemed negligent of their duties or unqualified to hold office may be removed by a vote of seven (7) elected trustees, the Bishop concurring.

SECTION 4. The Bishop shall serve as an *ex officio* member of the Trustees with voice and vote. The Trustees shall elect a President annually from among the members of the Board. The Treasurer of the Diocese shall serve as treasurer of the funds named above. Seven (7) trustees shall be a quorum, all having been cited to meet, and a majority of the quorum, duly convened, shall be competent to act.

SECTION 5. No investment or reinvestment decision shall be executed unless approved at a duly convened meeting or approved in writing by a majority of the trustees, all of whom shall have been notified of the proposed action.

SECTION 6. The Trustees shall present at each meeting of the Board of Trustees and to each Diocesan Convention separate reports of the various trusts under their control. These reports shall contain a detailed statement of the names and properties in each fund, with all additions and changes therein, including receipts and disbursements therefrom.

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City	Name	Report Year	Mbrs on Jan. 1	Incr.	Decr.	Mbrs on Dec. 31	Communicants	Comm. Under 16
Allendale	Trinity Episcopal Church	2010	194	1	41	154	113	21
Bayonne	Calvary Episcopal Church	2010	119	0	0	119	1233	5
Bayonne	Trinity Parish in Bergen Point	2010	100	8	7	101	80	8
Belvidere	St Mary's Church Belvidere	2010	113	4	9	108	98	10
Boonton	St Johns Episcopal Church	2010	218	10	5	223	105	21
Budd Lake	Christ Episcopal Church	2010	66	15	2	79	79	20
Chatham	St Pauls Episcopal Church	2010	602	0	424	178	200	30
Chester	Church of the Messiah	2010	156	34	25	185	185	24
Cliffside Park	Trinity Church	2010	186	10	9	187	187	7
Clifton	St Peters Episcopal Church	2010	205	12	8	209	103	12
Denville	The Church of the Saviour	2010	745	9	8	746	290	0
Dover	St Johns Episcopal Church	2010	85			85		
East Orange	Christ Episcopal Church	2010	284	21	10	295	295	0
East Orange	St Agnes & St Pauls Church	2010	344	2	2	344	78	0
Englewood	St Pauls Episcopal Church	2010	541	10	147	404	181	32
Essex Fells	St Peters Episcopal Church	2010	881	45	4	922	922	94
Fair Lawn	Church of the Atonement	2010	84	4	3	81	60	11
Fort Lee	Good Shepherd	2010	99	2	8	96	58	8
Glen Ridge	Christ Episcopal Church	2010	280	1	25	236	180	25
Glen Rock	All Saints Episcopal Church	2010	275	14	6	283	279	75
Hackensack	Christ Episcopal Church	2010	201	4	2	203	79	6
Hackensack	Church of St Anthony Padua	2010	411			411		
Hackensack	St Cyprians Church	2010	96			96		
Hackettstown	St James Episcopal Church	2010	343	25	6	362	315	55
Harrington Park	St Andrews Church	2010	85	11	4	92	81	20
Harrison	Christ Church	2010	45	3	1	47	35	3
Hasbrouck Heights	Church of St John the Divine	2010	175	3	41	137	124	10
Haworth	St Lukes Episcopal Church	2010	64	3	0	67	69	10
Hawthorne	St Clements Church	2010	159			159		
Hillsdale	Holy Trinity Episcopal Church	2010	302	2	4	300	190	40

City	Name	Report Year	Mbrs on Jan. 1	Incr.	Decr.	Mbrs on Dec. 31	Communicants	Comm. Under 18
Ho Ho Kus	St Bartholomews Church	2010	196	0	4	192	158	60
Hoboken	All Saints Episcopal Parish	2010	391	162	21	532	532	195
Hoboken	St Lukes Church	2010	81	4	28	56	56	14
Jersey City	Church of the Incarnation	2010	90	9	3	96	92	18
Jersey City	Grace Van Vorst Church	2010	299	8	3	304	304	61
Jersey City	St Pauls Episcopal Church	2010	119	3	1	121	112	15
Kearny	Trinity Episcopal Church	2010	103	15	17	101	50	10
Kinnelon	St Davids Episcopal Church	2010	158	24	10	172	169	12
Leonia	All Saints Episcopal Church	2010	92	4	4	92	71	15
Lincoln Park	St Andrews Church	2010	127	4	20	111	88	14
Little Falls	St Agnes Episcopal Church	2010	220	1	116	105	87	8
Livingston	St Peters Episcopal Church	2010	144	6	5	145	92	26
Lyndhurst	St Thomas Episcopal Church	2010	48	0	0	48	48	11
Madison	Grace Church	2010	1112	28	16	1122	839	272
Maplewood	St Georges Episcopal Church	2010	473	12	0	485	510	53
Maywood	St Martins Episcopal Church	2010	70	6	3	73	63	10
Mendham	St Marks Church	2010	345	3	190	158	83	19
Millburn	St Stephens Church	2010	324	16	23	317	285	53
Millington	All Saints Church	2010	275	10	7	278	243	51
Montclair	St Johns Episcopal Church	2010	412	33	15	430	340	60
Montclair	St Lukes Episcopal Church	2010	446	63	10	499	425	116
Montvale	St Pauls Episcopal Church	2010	380	6	5	381	270	100
Morris Plains	St Pauls Episcopal Church	2010	228	27	15	240	200	55
Morristown	Church of the Redeemer	2010	345	21	10	356	356	64
Morristown	St Peters Church	2010	870	52	17	905	736	144
Mount Arlington	St Peters Episcopal Church	2010	87	8	18	77	72	12
Mountain Lakes	St Peters Episcopal Church	2010	391	35	13	413	313	52
Newark	Grace Episcopal Church	2010	306	4	29	281	187	27
Newark	House of Prayer	2010	139	12	8	143	82	22
Newark	St Andrews Church	2010	103	5	5	103	103	31

City	Name	Report Year	Mbrs on Jan. 1	Incr.	Decr.	Mbrs on Dec. 31	Communicants	Comm. Under 16
Newark	St Barnabas Church	2010	172			172		
Newark	Trinity & St Phillips Cathedral	2010	297	3	3	297	200	12
Newton	Christ Episcopal Church	2010	544	26	14	556	439	70
North Arlington	St Pauls Church	2010	99			99		
North Bergen	St Peters Korean Church	2010	119	0	12	113	78	12
Norwood	Holy Communion	2010	137	15	20	132	119	16
Nutley	Grace Episcopal Church	2010	552	42	102	492	336	90
Oak Ridge	St Gabriels Episcopal Church	2010	40	4	2	42	27	5
Oakland	St Albans Episcopal Church	2010	210	1	42	169	211	41
Oradell	Church of the Annunciation	2010	134	4	2	136	92	16
Orange	Church of the Epiphany	2010	193	11	57	147	138	9
Paramus	St Matthews Church	2010	142	6	5	143	135	25
Parsippany	St Georges Church	2010	89	2	4	87	80	20
Passaic	St Johns Church	2010	134	6	2	138	95	7
Paterson	Holy Communion	2010	38			38		
Paterson	St Pauls Episcopal Church	2010	383	10	5	389	388	63
Phillipsburg	St Luke Episcopal Church	2010	243	24	25	242	192	56
Pompton Lakes	Christ Episcopal Church	2010	339	22	5	356	218	50
Ramsey	St Johns Memorial Church	2010	577	15	3	589	387	72
Ridgefield	St James Episcopal Church	2010	311	3	3	311	225	21
Ridgewood	Christ Church	2010	500	46	42	504	390	95
Ridgewood	St Elizabeths Church	2010	899	33	13	919	747	196
Ringwood	Good Shepherd	2010	50	0	0	50	15	0
Rutherford	Grace Episcopal Church	2010	118	5	6	117	95	13
Secaucus	Church of Our Saviour	2010	225			225		
Short Hills	Christ Episcopal Church	2010	863	12	240	835	635	75
South Orange	St Andrew & Holy Communion	2010	608	40	20	626	560	120
Sparta	St Marys Episcopal Church	2010	242	12	23	231	225	47
Succasunna	St Dunstons Church	2010	192	1	74	119	94	24
Summit	Calvary Church	2010	1062	99	17	1144	1134	393

City	Name	Report Year	Mbrs on Jan. 1	Incr.	Decr.	Mbrs on Dec. 31	Communcants	Comm. Under 16
Sussex	Good Shepherd	2010	191	11	18	184	155	25
Teaneck	Christ Church	2010	119	0	0	128	82	20
Teaneck	St Marks Episcopal Church	2010	607	14	4	517	471	85
Tenally	Church of the Atonement	2010	217	4	2	219	185	54
Totowa	Christ Church	2010	56	4	15	45	21	4
Towaco	Church of the Transfiguration	2010	93	0	2	91	91	13
Union City	Grace Episcopal Church	2010	74	1	0	75	72	5
Union City	St Johns Episcopal Church	2010	48	1	19	30	30	5
Upper Montclair	St James Episcopal Church	2010	432	38	52	418	418	108
Vernon	St Thomas Church	2010	296	0	0	298	92	15
Verona	The Church of the Holy Spirit	2010	123	26	5	144	129	39
Washington	St Peters Episcopal Church	2010	168	1	10	159	159	11
Wayne	St Michaels Church	2010	410	15	25	399	399	40
West Orange	Church of the Holy Innocents	2010	70	14	17	67	67	8
West Orange	Church of the Holy Trinity	2010	48	0	0	42	42	0
Westwood	Grace Episcopal Church	2010	578	2	2	578	151	15
Wood Ridge	St Paul and Resurrection	2010	180	3	20	183	105	24

City	Name	Report Year	Others In Cong.	Sunday Attend.	Easter Attend.	Sat/Sun Euch.	Weekday Euch.	Private Euch.
Allendale	Trinity Episcopal Church	2010	92	77	221	152	66	70
Bayonne	Calvary Episcopal Church	2010	0	30	47	47	2	2
Bayonne	Trinity Parish in Bergen Point	2010	5	31	64	68	10	5
Belvidere	St Marys Church Belvidere	2010	0	45	61	64	3	13
Boonton	St Johns Episcopal Church	2010	15	42	54	89	50	25
Budd Lake	Christ Episcopal Church	2010	0	54	73	70	4	3
Chatham	St Pauls Episcopal Church	2010	0	83	260	91	49	42
Chester	Church of the Messiah	2010	0	66	137	140	51	41
Cliffside Park	Trinity Church	2010	7	36	100	0	3	46
Clifton	St Peters Episcopal Church	2010	0	80	161	105	61	35
Denville	The Church of the Saviour	2010	0	122	230	107	4	0
Dover	St Johns Episcopal Church	2010						
East Orange	Christ Episcopal Church	2010	0	133	0	0	48	0
East Orange	St Agnes & St Pauls Church	2010	0	57	130	4	0	0
Englewood	St Pauls Episcopal Church	2010	0	111	329	145	71	0
Essex Fells	St Peters Episcopal Church	2010	0	172	495	185	31	102
Fair Lawn	Church of the Atonement	2010	0	39	44	101	29	64
Fort Lee	Good Shepherd	2010	14	34	53	0	0	0
Glen Ridge	Christ Episcopal Church	2010	14	83	248	0	47	28
Glen Rock	All Saints Episcopal Church	2010	21	108	266	96	11	0
Hackensack	Christ Episcopal Church	2010	1	43	112	52	0	6
Hackensack	Church of St Anthony Padua	2010						
Hackensack	St Cyrilians Church	2010						
Hackettstown	St James Episcopal Church	2010	6	93	163	93	33	0
Harrington Park	St Andrews Church	2010	3	42	88	83	14	18
Hartsec	Christ Church	2010	0	10	22	46	6	6
Hasbrouck Heights	Church of St John the Divine	2010	12	41	85	45	15	16
Haworth	St Lukes Episcopal Church	2010	0	53	100	65	33	11
Hawthorne	St Clements Church	2010						
Hillsdale	Holy Trinity Episcopal Church	2010	41	72	135	134	11	54

City	Name	Report Year	Others In Conf.	Sunday Attend.	Easter Attend.	Sat/Sun Euch.	Weekday Euch.	Private Euch.
Ho Ho Kus	St Bartholomews Church	2010	19	64	180	104	52	50
Hoboken	All Saints Episcopal Parish	2010	0	150	0	158	15	0
Hope	St Luke Church	2010	5	31	02	47	3	2
Jersey City	Church of the Incarnation	2010	5	51	96	67	10	41
Jersey City	Grace Van Vorst Church	2010	83	159	308	0	10	41
Jersey City	St Pauls Episcopal Church	2010	3	62	120	84	5	0
Kearny	Trinity Episcopal Church	2010	2	39	108	107	11	15
Kinnelon	St Davids Episcopal Church	2010	0	73	161	98	51	49
Leonia	All Saints Episcopal Church	2010	18	40	76	84	7	16
Lincoln Park	St Andrews Church	2010	4	40	134	53	13	27
Little Falls	St Agnes Episcopal Church	2010	1	37	77	52	18	34
Livingston	St Peters Episcopal Church	2010	14	42	76	51	7	10
Lynchhurst	St Thomas Episcopal Church	2010	9	28	33	52	7	2
Madison	Grace Church	2010	24	292	901	189	171	143
Maplewood	St Georges Episcopal Church	2010	0	135	625	120	52	16
Maywood	St Martins Episcopal Church	2010	5	24	47	47	0	12
Mendham	St Marks Church	2010	0	15	79	78	4	4
Millburn	St Stephens Church	2010	32	77	217	104	0	39
Millington	All Saints Church	2010	9	96	206	120	73	14
Montclair	St Johns Episcopal Church	2010	5	101	313	110	4	25
Montclair	St Lukes Episcopal Church	2010	0	172	454	128	48	27
Montvale	St Pauls Episcopal Church	2010	30	105	277	100	50	40
Morris Plains	St Pauls Episcopal Church	2010	14	85	230	84	57	0
Morristown	Church of the Redeemer	2010	50	122	271	104	14	2
Morristown	St Peters Church	2010	25	309	1050	153	84	34
Mount Arlington	St Peters Episcopal Church	2010	6	34	117	53	6	5
Mountain Lakes	St Peters Episcopal Church	2010	161	97	285	130	8	10
Newark	Grace Episcopal Church	2010	10	99	222	105	354	39
Newark	House of Prayer	2010	1	43	82	52	5	10
Newark	St Andrews Church	2010	2	47	104	53	53	20

City	Name	Report Year	Others in Cong.	Sunday Attend.	Easter Attend.	Sat/Sun Euch.	Weekday Euch.	Private Euch.
Newark	St Barnabas Church	2010						
Newark	Trinity & St Phillips Cathedral	2010	25	139	210	101	20	61
Newton	Christ Episcopal Church	2010	53	205	490	106	28	7
North Arlington	St Pauls Church	2010						
North Bergen	St Peters Korean Church	2010	0	72	87	54	70	0
Norwood	Holy Communion	2010	0	67	114	95	26	0
Nutley	Grace Episcopal Church	2010	0	114	336	104	44	80
Oak Ridge	St Gabriels Episcopal Church	2010	12	24	30	48	9	0
Oakland	St Albans Episcopal Church	2010	33	80	165	94	15	9
Oradell	Church of the Annunciation	2010	3	51	154	45	18	17
Orange	Church of the Epiphany	2010	4	74	141	88	34	37
Paramus	St Matthews Church	2010	5	60	85	51	10	43
Parsippany	St Gregorys Church	2010	2	39	85	50	15	6
Passaic	St Johns Church	2010	10	56	130	102	13	41
Paterson	Holy Communion	2010						
Paterson	St Pauls Episcopal Church	2010	48	163	311	143	37	50
Phillipsburg	St Luke Episcopal Church	2010	10	100	273	100	21	38
Pompton Lakes	Christ Episcopal Church	2010	0	97	293	108	56	68
Ramapo	St Johns Memorial Church	2010	0	109	191	106	55	22
Ridgewood	St James Episcopal Church	2010	5	59	105	94	45	97
Ridgewood	Christ Church	2010	4	145	368	105	52	30
Ridgewood	St Elizabeths Church	2010	25	193	514	96	56	27
Rutherford	Good Shepherd	2010	0	16	25	12	1	0
Rutherford	Grace Episcopal Church	2010	2	45	112	53	45	43
Secaucus	Church of Our Saviour	2010						
Short Hills	Christ Episcopal Church	2010	0	129	438	103	19	7
South Orange	St Andrew & Holy Communion	2010	27	253	920	170	52	130
Sparta	St Marys Episcopal Church	2010	0	114	246	91	48	33
Succasunna	St Dunstons Church	2010	18	85	121	121	6	21
Summit	Calvary Church	2010	50	206	575	112	82	22

City	Name	Report Year	Others In Cong.	Sunday Attend.	Easter Attend.	Sat/Sun Euch.	Weekday Euch.	Private Euch.
Sussex	Good Shepherd	2010	6	65	120	86	9	30
Teaneck	Christ Church	2010	3	43	110	47	7	0
Teaneck	St Marks Episcopal Church	2010	12	122	295	111	0	0
Tenafly	Church of the Atonement	2010	49	94	234	100	17	13
Totowa	Christ Church	2010	0	23	45	121	5	8
Towaco	Church of the Transfiguration	2010	0	57	134	83	5	27
Union City	Grace Episcopal Church	2010	10	48	74	100	8	1
Union City	St Johns Episcopal Church	2010	0	18	79	49	4	2
Upper Montclair	St James Episcopal Church	2010	0	148	536	108	18	30
Vernon	St Thomas Church	2010	0	70	194	109	19	50
Verona	The Church of the Holy Spirit	2010	10	41	135	65	47	6
Washington	St Peters Episcopal Church	2010	0	39	57	72	4	4
Wayne	St Michaels Church	2010	33	145	209	62	5	35
West Orange	Church of the Holy Innocents	2010	10	35	52	75	14	9
West Orange	Church of the Holy Trinity	2010	0	45	80	53	6	0
Westwood	Grace Episcopal Church	2010	6	71	156	103	80	0
Wood Ridge	St Paul and Resurrection	2010	3	72	120	115	38	19

City	Name	Report Year	Sunday Offices	Weekday Offices	Marriages	Burials	Baptisms Adult	Baptisms Under 16
Alendale	Trinity Episcopal Church	2010	51	194	0	3	0	1
Bayonne	Calvary Episcopal Church	2010	4	0	0	0	0	0
Bayonne	Trinity Parish in Bergen Point	2010	4	4	2	7	0	1
Belvidere	St Marys Church Belvidere	2010	7	0	0	5	0	0
Boonton	St Johns Episcopal Church	2010	1	95	0	2	0	2
Budd Lake	Christ Episcopal Church	2010	0	0	1	0	0	0
Chatham	St Pauls Episcopal Church	2010	0	18	1	0	0	4
Chester	Church of the Messiah	2010	16	248	0	7	0	4
Giffside Park	Trinity Church	2010	5	3	2	4	0	0
Clifton	St Peters Episcopal Church	2010	0	8	2	8	0	0
Denville	The Church of the Saviour	2010	0	0	1	6	6	8
Dover	St Johns Episcopal Church	2010						
East Orange	Christ Episcopal Church	2010	0	5	5	10	0	21
East Orange	St Agnes & St Pauls Church	2010	1	0	1	2	0	2
Englewood	St Pauls Episcopal Church	2010	3	19	6	11	1	1
Essex Fells	St Peters Episcopal Church	2010	0	0	2	19	0	10
Fair Lawn	Church of the Atonement	2010	18	12	4	5	0	0
Fort Lee	Good Shepherd	2010	0	0	0	0	0	0
Glen Ridge	Christ Episcopal Church	2010	0	0	2	9	0	0
Glen Rock	All Saints Episcopal Church	2010	1	1	4	5	0	5
Hackensack	Christ Episcopal Church	2010	0	0	0	7	0	0
Hackensack	Church of St Anthony Padua	2010						
Hackensack	St Cyprians Church	2010						
Hackensack	St James Episcopal Church	2010	1	49	4	4	2	7
Harrington Park	St Andrews Church	2010	14	11	1	3	0	1
Harrison	Christ Church	2010	7	32	0	2	0	2
Haebrouck Heights	Church of St John the Divine	2010	2	2	2	4	1	6
Haworth	St Lukes Episcopal Church	2010	3	43	0	6	0	1
Hawthorne	St Clements Church	2010						
Hillsdale	Holy Trinity Episcopal Church	2010	1	0	4	10	0	4

City	Name	Report Year	Sunday Offices	Weekday Offices	Marriages	Burials	Baptisms Adult	Baptisms Under 16
Ho Ho Kus	St Bartholomews Church	2010	0	0	0	0	10	0
Hoboken	All Saints Episcopal Parish	2010	0	50	3	7	5	32
Hope	St Lukes Church	2010	5	1	0	0	0	1
Jersey City	Church of the Incarnation	2010	0	0	0	0	0	1
Jersey City	Grace Van Vort Church	2010	0	0	0	1	0	0
Jersey City	St Pauls Episcopal Church	2010	1	0	1	2	0	13
Kearny	Trinity Episcopal Church	2010	5	3	0	4	0	2
Kinnelon	St Davids Episcopal Church	2010	9	2	0	4	0	0
Leonia	All Saints Episcopal Church	2010	3	2	0	7	0	1
Lincoln Park	St Andrews Church	2010	0	6	0	0	0	0
Little Falls	St Agnes Episcopal Church	2010	0	12	1	5	0	0
Livingston	St Peters Episcopal Church	2010	1	0	0	4	0	2
Lyndhurst	St Thomas Episcopal Church	2010	2	2	0	2	0	1
Madison	Grace Church	2010	60	281	3	9	1	16
Maplewood	St Georges Episcopal Church	2010	3	7	4	4	1	11
Maywood	St Martins Episcopal Church	2010	5	0	1	0	0	1
Mendham	St Marks Church	2010	25	4	0	2	3	0
Millburn	St Stephens Church	2010	0	4	2	3	0	5
Millington	All Saints Church	2010	12	1	1	6	2	0
Montclair	St Johns Episcopal Church	2010	0	0	1	1	0	10
Montclair	St Lukes Episcopal Church	2010	0	112	2	4	0	17
Montvale	St Pauls Episcopal Church	2010	8	0	3	10	3	0
Morris Plains	St Pauls Episcopal Church	2010	6	0	3	11	1	12
Morrisstown	Church of the Redeemer	2010	2	0	3	3	0	5
Morrisstown	St Peters Church	2010	12	4	12	11	1	17
Mount Arlington	St Peters Episcopal Church	2010	1	13	0	1	0	2
Mountain Lakes	St Peters Episcopal Church	2010	0	0	3	3	1	6
Newark	Grace Episcopal Church	2010	3	39	3	1	0	2
Newark	House of Prayer	2010	0	35	1	0	0	3
Newark	St Andrews Church	2010	0	1	0	1	0	0

City	Name	Report Year	Sunday Offices	Weekday Offices	Marriages	Burials	Baptisms Adult	Baptisms Under 16
Newark	St Barnabas Church	2010	2	22	0	5	0	3
Newark	Trinity & St Phillips Cathedral	2010	3	83	1	9	2	5
Newton	Christ Episcopal Church	2010	0	123	0	0	2	0
North Arlington	St Pauls Church	2010	4	497	2	4	0	1
North Bergen	St Peters Korean Church	2010	0	0	0	0	2	0
Norwood	Holy Communion	2010	4	2	2	0	0	1
Nutley	Grace Episcopal Church	2010	49	497	9	8	0	18
Oak Ridge	St Gabriels Episcopal Church	2010	4	0	1	1	0	1
Oakland	St Albans Episcopal Church	2010	0	35	0	1	0	1
Oradell	Church of the Annunciation	2010	5	2	2	3	0	1
Orange	Church of the Epiphany	2010	0	0	0	7	1	1
Paramus	St Matthews Church	2010	2	0	0	2	0	3
Parsippany	St Gregorys Church	2010	3	2	0	7	0	1
Passaic	St Johns Church	2010	1	3	3	1	0	4
Paterson	Holy Communion	2010						
Paterson	St Pauls Episcopal Church	2010	0	86	1	4	0	3
Phillipsburg	St Luke Episcopal Church	2010	8	14	3	7	0	8
Pompton Lakes	Christ Episcopal Church	2010	13	15	3	5	0	8
Ramsey	St Johns Memorial Church	2010	0	1	3	4	1	0
Ridgewood	St James Episcopal Church	2010	2	1	2	7	0	5
Ridgewood	Christ Church	2010	0	50	2	13	0	6
Ridgewood	St Elizabeths Church	2010	56	274	2	7	0	9
Ringwood	Good Shepherd	2010	27	0	0	0	0	40
Rutherford	Grace Episcopal Church	2010	0	0	1	4	0	5
Secaucus	Church of Our Saviour	2010						
Short Hills	Christ Episcopal Church	2010	9	9	3	13	0	12
South Orange	St Andrew & Holy Communion	2010	4	52	6	11	3	19
Sparta	St Marys Episcopal Church	2010	0	11	2	6	0	3
Succasunna	St Dunstons Church	2010	3	21	0	2	0	0
Summit	Calvary Church	2010	11	0	0	10	0	12

City	Name	Report Year	Sunday Offices	Weekday Offices	Marriages	Burials	Baptisms Adult	Baptisms Under 18
Sussex	Good Shepherd	2010	8	0	1	9	0	3
Teaneck	Christ Church	2010	5	0	0	1	0	4
Teaneck	St Marks Episcopal Church	2010	56	0	5	9	0	7
Tenafly	Church of the Atonement	2010	11	4	1	3	0	2
Totowa	Christ Church	2010	9	3	0	1	0	2
Towaco	Church of the Transfiguration	2010	0	0	1	3	0	2
Union City	Grace Episcopal Church	2010	0	0	0	0	1	0
Union City	St Johns Episcopal Church	2010	5	29	0	1	0	1
Upper Montclair	St James Episcopal Church	2010	1	10	6	8	2	13
Vernon	St Thomas Church	2010	33	2	2	5	5	0
Vernon	The Church of the Holy Spirit	2010	3	7	1	4	0	3
Washington	St Peters Episcopal Church	2010	0	0	0	0	0	0
Wayne	St Michaels Church	2010	0	15	1	4	0	1
West Orange	Church of the Holy Innocents	2010	3	2	0	2	0	2
West Orange	Church of the Holy Trinity	2010	1	0	0	3	0	2
Westwood	Grace Episcopal Church	2010	53	60	2	3	1	1
Wood Ridge	St Paul and Resurrection	2010	4	4	1	3	0	3

City	Name	Report Year	Confirm. Adult	Confirm. Under 18	Rec'd	Church School Students	Adult Ed.	Pledge Units
Allendale	Trinity Episcopal Church	2010	0	2	0	25	1	73
Bayonne	Calvary Episcopal Church	2010	0	0	0	5	0	19
Bayonne	Trinity Parish in Bergen Point	2010	2	0	1	3	1	14
Belvidere	St Mary's Church Belvidere	2010	0	0	0	4	0	25
Boonton	St Johns Episcopal Church	2010	3	0	0	18	1	36
Budd Lake	Christ Episcopal Church	2010	4	0	0	15	0	25
Chatham	St Pauls Episcopal Church	2010	0	0	0	30	1	91
Chester	Church of the Messiah	2010	1	0	0	11	1	50
Cliffside Park	Trinity Church	2010	0	0	0	0	1	27
Clifton	St Peters Episcopal Church	2010	2	0	0	12	1	73
Denville	The Church of the Saviour	2010	0	0	0	64	0	83
Dover	St Johns Episcopal Church	2010						
East Orange	Christ Episcopal Church	2010	0	0	0	30	1	146
East Orange	St Agnes & St Pauls Church	2010	0	0	0	0	1	78
Englewood	St Pauls Episcopal Church	2010	0	0	0	35	1	80
Essex Fells	St Peters Episcopal Church	2010	0	0	0	104	1	175
Fair Lawn	Church of the Atonement	2010	0	0	0	11	1	15
Fort Lee	Good Shepherd	2010	0	1	0	0	1	39
Glen Ridge	Christ Episcopal Church	2010	0	0	0	10	1	59
Glen Rock	All Saints Episcopal Church	2010	0	0	0	62	1	66
Hackensack	Christ Episcopal Church	2010	0	0	0	8	1	71
Hackensack	Church of St Anthony Padua	2010						
Hackensack	St Cyrilians Church	2010						
Hackettstown	St James Episcopal Church	2010	0	0	0	27	1	73
Harrington Park	St Andrews Church	2010	0	0	1	16	1	34
Harrison	Christ Church	2010	0	0	2	0	0	13
Haworth	Church of St John the Divine	2010	1	0	1	10	0	33
Haworth	St Lukes Episcopal Church	2010	0	0	0	3	1	32
Hawthorne	St Clements Church	2010						
Hillsdale	Holy Trinity Episcopal Church	2010	0	4	0	39	1	67

City	Name	Report Year	Confirm. Adult	Confirm. Under 16	Rec'd	Church School Students	Adult Ed.	Pledge Units
Ho Ho Kus	St Bartholomews Church	2010	0	0	0	30	1	52
Hoboken	All Saints Episcopal Parish	2010	0	0	0	30	0	100
Hope	St Lukes Church	2010	2	0	1	10	0	27
Jersey City	Church of the Incarnation	2010	0	0	0	8	1	34
Jersey City	Grace Van Vorst Church	2010	1	1	0	33	1	66
Jersey City	St Pauls Episcopal Church	2010	0	0	0	9	0	55
Keamy	Trinity Episcopal Church	2010	1	0	3	4	1	34
Kinnelon	St Davids Episcopal Church	2010	0	0	1	7	0	56
Leonia	All Saints Episcopal Church	2010	0	0	0	10	1	33
Lincoln Park	St Andrews Church	2010	0	0	0	8	0	40
Little Falls	St Agnes Episcopal Church	2010	0	2	0	11	1	52
Livingston	St Peters Episcopal Church	2010	0	0	0	26	0	29
Lynchhurst	St Thomas Episcopal Church	2010	0	0	0	8	0	21
Madison	Grace Church	2010	6	12	5	172	1	203
Maplewood	St Georges Episcopal Church	2010	0	9	1	36	1	110
Maywood	St Martins Episcopal Church	2010	0	0	0	10	1	14
Mendham	St Marks Church	2010	1	0	0	15	0	23
Millburn	St Stephens Church	2010	0	0	0	20	0	67
Millington	All Saints Church	2010	3	3	0	39	1	69
Montclair	St Johns Episcopal Church	2010	1	3	2	43	0	103
Montclair	St Lukes Episcopal Church	2010	0	0	0	110	1	114
Montvale	St Pauls Episcopal Church	2010	0	10	1	85	1	76
Morris Plains	St Pauls Episcopal Church	2010	0	2	1	54	1	90
Morristown	Church of the Redeemer	2010	0	1	0	35	1	123
Morristown	St Peters Church	2010	2	15	0	92	1	230
Mount Arlington	St Peters Episcopal Church	2010	2	1	3	4	0	29
Mountain Lakes	St Peters Episcopal Church	2010	0	7	0	34	1	93
Newark	Grace Episcopal Church	2010	3	0	0	27	1	80
Newark	House of Prayer	2010	0	0	0	20	1	29
Newark	St Andrews Church	2010	0	0	0	26	1	40

City	Name	Report Year	Confirm. Adult	Confirm. Under 16	Rec'd	Church School Students	Adult Ed.	Pledge Units
Newark	St Barnabas Church	2010	0	0	0	0	1	110
Newark	Trinity & St Phillips Cathedral	2010	6	11	3	58	1	114
Newton	Christ Episcopal Church	2010	0	0	0	19	1	38
North Arlington	St Pauls Church	2010	2	0	1	21	1	37
North Bergen	St Peters Korean Church	2010	2	6	0	69	1	101
Norwood	Holy Communion	2010	1	2	1	5	1	14
Nutley	Grace Episcopal Church	2010	0	0	0	36	1	56
Oak Ridge	St Gabriels Episcopal Church	2010	0	0	0	18	1	44
Oakland	St Albans Episcopal Church	2010	0	0	0	11	1	56
Oradell	Church of the Annunciation	2010	0	2	0	22	1	42
Orange	Church of the Epiphany	2010	0	0	1	0	1	25
Paramus	St Matthews Church	2010	0	0	0	8	0	43
Parsippany	St Gregorys Church	2010	2	3	2	85	1	91
Passaic	St Johns Church	2010	0	0	0	20	1	82
Paterson	Holy Communion	2010	0	0	0	45	1	98
Paterson	St Pauls Episcopal Church	2010	0	0	0	70	1	91
Phillipsburg	St Luke Episcopal Church	2010	5	0	2	15	1	47
Pompton Lakes	Christ Episcopal Church	2010	0	5	0	68	1	145
Ramapo	St Johns Memorial Church	2010	0	19	0	243	1	215
Ridgefield	St James Episcopal Church	2010	1	8	0	0	0	12
Ridgewood	Christ Church	2010	0	6	2	11	0	39
Ridgewood	St Elizabeths Church	2010	0	0	0	0	0	0
Ringwood	Good Shepherd	2010	0	0	0	0	0	0
Rutherford	Grace Episcopal Church	2010	0	0	0	0	0	0
Secaucus	Church of Our Saviour	2010	24	5	1	70	1	199
Short Hills	Christ Episcopal Church	2010	0	18	0	100	1	113
South Orange	St Andrew & Holy Communion	2010	0	0	0	45	1	79
Sparta	St Marys Episcopal Church	2010	0	1	1	26	1	47
Succasunna	St Dunstons Church	2010	15	0	0	142	1	216
Summit	Calvary Church	2010						

City	Name	Report Year	Confirm. Adult	Confirm. Under 16	Rec'd	Church School Students	Adult Ed.	Pledge Units
Sussex	Good Shepherd	2010	0	0	0	22	1	53
Teaneck	Christ Church	2010	0	0	0	10	1	32
Teaneck	St Marks Episcopal Church	2010	2	0	5	45	1	78
Tenafly	Church of the Abnemet	2010	0	0	1	35	1	80
Totowa	Christ Church	2010	0	0	0	4	1	12
Towaco	Church of the Transfiguration	2010	0	0	0	5	0	40
Union City	Grace Episcopal Church	2010	0	0	0	0	1	27
Union City	St Johns Episcopal Church	2010	0	0	0	0	1	11
Upper Montclair	St James Episcopal Church	2010	1	0	0	68	1	134
Vernon	St Thomas Church	2010	0	0	0	20	1	43
Verona	The Church of the Holy Spirit	2010	0	0	0	52	1	34
Washington	St Peters Episcopal Church	2010	1	0	0	11	1	38
Wayne	St Michaels Church	2010	0	0	0	30	1	97
West Orange	Church of the Holy Innocents	2010	1	3	0	7	0	22
West Orange	Church of the Holy Trinity	2010	0	0	0	12	0	35
Westwood	Grace Episcopal Church	2010	2	5	0	0	0	1
Wood Ridge	St Paul and Resurrection	2010	4	0	0	28	1	42

City	Name	Report Year	Amount Pledged	Plate & From Pledge Investments	Other Income
Allendale	Trinity Episcopal Church	2010	\$172,800.00	\$106,545.00	\$0.00
Bayonne	Calvary Episcopal Church	2010	\$28,510.00	\$2,738.00	\$3,512.00
Bayonne	Trinity Parish in Bergen Point	2010	\$34,278.00	\$45,435.00	\$11,326.00
Belvidere	St Marys Church Belvidere	2010	\$44,312.00	\$49,698.00	\$0.00
Boonton	St Johns Episcopal Church	2010	\$74,700.00	\$82,899.00	\$50,010.00
Budd Lake	Christ Episcopal Church	2010	\$104,329.00	\$119,107.00	\$0.00
Chatham	St Pauls Episcopal Church	2010	\$259,180.00	\$275,980.00	\$1,580.00
Chester	Church of the Messiah	2010	\$125,572.00	\$153,545.00	\$0.00
Cliffside Park	Trinity Church	2010	\$22,758.00	\$35,350.00	\$13,964.00
Clifton	St Peters Episcopal Church	2010	\$100,000.00	\$114,109.00	\$0.00
Denville	The Church of the Saviour	2010	\$132,558.00	\$142,378.00	\$69,908.00
Dover	St Johns Episcopal Church	2010			
East Orange	Christ Episcopal Church	2010	\$168,735.00	\$165,320.00	\$312.00
East Orange	St Agnes & St Pauls Church	2010	\$126,804.00	\$148,079.00	\$17,284.00
Englewood	St Pauls Episcopal Church	2010	\$140,894.00	\$175,884.00	\$79,418.00
Essex Fells	St Peters Episcopal Church	2010	\$361,763.00	\$399,038.00	\$85,827.00
Fair Lawn	Church of the Atonement	2010	\$29,724.00	\$54,604.00	\$13,438.00
Fort Lee	Good Shepherd	2010	\$66,500.00	\$66,790.00	\$28,019.00
Glen Ridge	Christ Episcopal Church	2010	\$106,823.00	\$144,207.00	\$28,308.00
Glen Rock	All Saints Episcopal Church	2010	\$155,559.00	\$176,918.00	\$20,000.00
Hackensack	Christ Episcopal Church	2010	\$112,700.00	\$103,206.00	\$0.00
Hackensack	Church of St Anthony Padua	2010			\$60,692.00
Hackensack	St Cyrilians Church	2010			
Hackettstown	St James Episcopal Church	2010	\$113,093.00	\$110,468.00	\$20,000.00
Harrington Park	St Andrews Church	2010	\$75,020.00	\$82,428.00	\$20,275.00
Harrison	Christ Church	2010	\$6,500.00	\$10,112.00	\$1,849.00
Hasbrouck Heights	Church of St John the Divine	2010	\$56,277.00	\$62,640.00	\$123.00
Haworth	St Lukes Episcopal Church	2010	\$78,650.00	\$62,885.00	\$21,929.00
Hawthorne	St Clements Church	2010			
Hillsdale	Holy Trinity Episcopal Church	2010	\$92,000.00	\$104,352.00	\$79.00
					\$45,123.00

City	Name	Report Year	Amount Pledged	Plats & Pledge	From Investments	Other Income
Ho Ho Kus	St Bartholomews Church	2010	\$115,592.00	\$183,183.00	\$4,068.00	\$7,440.00
Hoboken	All Saints Episcopal Parish	2010	\$271,280.00	\$277,086.00	\$0.00	\$0.00
Ho-Ho	St Lukes Church	2010	\$56,901.00	\$59,054.00	\$1,214.00	\$25,209.00
Jersey City	Church of the Incarnation	2010	\$78,414.00	\$91,288.00	\$80,537.00	\$38,112.00
Jersey City	Grace Van Vorst Church	2010	\$104,400.00	\$118,214.00	\$30.00	\$16,705.00
Jersey City	St Pauls Episcopal Church	2010	\$24,324.00	\$21,877.00	\$108,298.00	\$11,022.00
Kearny	Trinity Episcopal Church	2010	\$53,088.00	\$54,847.00	\$0.00	\$0.00
Kinnelon	St Davids Episcopal Church	2010	\$134,108.00	\$144,492.00	\$0.00	\$61,002.00
Leonia	All Saints Episcopal Church	2010	\$48,980.00	\$54,880.00	\$0.00	\$33,750.00
Lincoln Park	St Andrews Church	2010	\$63,139.00	\$70,472.00	\$3,043.00	\$31,854.00
Little Falls	St Agnes Episcopal Church	2010	\$82,214.00	\$89,586.00	\$43,495.00	\$36,500.00
Livingston	St Peters Episcopal Church	2010	\$45,000.00	\$49,000.00	\$6,000.00	\$114,758.00
Lyndhurst	St Thomas Episcopal Church	2010	\$21,679.00	\$23,087.00	\$2,158.00	\$28,168.00
Medison	Grace Church	2010	\$432,515.00	\$488,680.00	\$174,282.00	\$107,402.00
Maplewood	St Georges Episcopal Church	2010	\$314,727.00	\$340,080.00	\$4,726.00	\$36,355.00
Mendham	St Martins Episcopal Church	2010	\$23,280.00	\$24,502.00	\$0.00	\$65,898.00
Millburn	St Marks Church	2010	\$111,630.00	\$108,950.00	\$387.00	\$3,245.00
Millington	St Stephens Church	2010	\$149,177.00	\$161,907.00	\$0.00	\$52,200.00
Montclair	All Saints Church	2010	\$120,617.00	\$128,573.00	\$3,398.00	\$27,998.00
Montclair	St Johns Episcopal Church	2010	\$174,961.00	\$195,055.00	\$4,493.00	\$11,337.00
Montvale	St Lukes Episcopal Church	2010	\$262,746.00	\$297,287.00	\$32,319.00	\$87,182.00
Montvale	St Pauls Episcopal Church	2010	\$160,000.00	\$177,167.00	\$200.00	\$23,917.00
Morris Plains	St Pauls Episcopal Church	2010	\$152,200.00	\$172,242.00	\$0.00	\$15,745.00
Morristown	Church of the Redeemer	2010	\$286,011.00	\$309,031.00	\$17,151.00	\$77,530.00
Morristown	St Peters Church	2010	\$508,638.00	\$642,199.00	\$33,236.00	\$0.00
Morristown	St Peters Episcopal Church	2010	\$58,741.00	\$66,776.00	\$323.00	\$8,506.00
Mountain Lakes	St Peters Episcopal Church	2010	\$199,248.00	\$217,257.00	\$11,200.00	\$42,331.00
Newark	Grace Episcopal Church	2010	\$129,295.00	\$114,880.00	\$144,800.00	\$0.00
Newark	House of Prayer	2010	\$42,686.00	\$47,828.00	\$0.00	\$4,975.00
Newark	St Andrews Church	2010	\$84,488.00	\$67,884.00	\$17,704.00	\$23,316.00

City	Name	Report Year	Amount Pledged	Plate & Pledge Investments	From Investments	Other Income
Newark	St Barnabas Church	2010				
Newark	Trinity & St Phillips Cathedral	2010	\$159,000.00	\$181,009.00	\$133,445.00	\$58,371.00
Newton	Christ Episcopal Church	2010	\$223,405.00	\$238,322.00	\$95,479.00	\$15,262.00
North Arlington	St Pauls Church	2010				
North Bergen	St Peters Korean Church	2010	\$130,000.00	\$118,467.00	\$0.00	\$8,400.00
Northwood	Holy Communion	2010	\$62,696.00	\$139,805.00	\$107.00	\$8,369.00
Nutley	Grace Episcopal Church	2010	\$136,384.00	\$141,210.00	\$82,032.00	\$1,971.00
Oak Ridge	St Gabriels Episcopal Church	2010	\$17,388.00	\$18,721.00	\$0.00	\$22,980.00
Oakland	St Albans Episcopal Church	2010	\$125,000.00	\$145,697.00	\$0.00	\$5,135.00
Oradell	Church of the Annunciation	2010	\$75,000.00	\$101,541.00	\$0.00	\$0.00
Orange	Church of the Epiphany	2010	\$65,233.00	\$108,310.00	\$15,224.00	\$108,692.00
Paramus	St Matthews Church	2010	\$42,000.00	\$51,034.00	\$13.00	\$34,460.00
Parsippany	St Gregorys Church	2010	\$50,000.00	\$50,547.00	\$7,687.00	\$54,263.00
Passaic	St Johns Church	2010	\$82,874.00	\$114,545.00	\$0.00	\$0.00
Paterson	Holy Communion	2010				
Paterson	St Pauls Episcopal Church	2010	\$127,506.00	\$141,900.00	\$93,285.00	\$174,503.00
Phillipsburg	St Luke Episcopal Church	2010	\$117,024.00	\$123,483.00	\$0.00	\$17,803.00
Pompton Lakes	Christ Episcopal Church	2010	\$180,638.00	\$208,370.00	\$0.00	\$458,987.00
Ramsey	St Johns Memorial Church	2010	\$231,786.00	\$244,126.00	\$122.00	\$54,792.00
Ridgefield	St James Episcopal Church	2010	\$54,258.00	\$52,209.00	\$103,333.00	\$19,575.00
Ridgewood	Christ Church	2010	\$322,986.00	\$435,235.00	\$15.00	\$19,160.00
Ridgewood	St Elizabeths Church	2010	\$888,286.00	\$924,702.00	\$6,663.00	\$325.00
Ringwood	Good Shepherd	2010	\$2,288.00	\$6,625.00	\$0.00	\$0.00
Rutherford	Grace Episcopal Church	2010	\$46,059.00	\$75,836.00	\$18,545.00	\$0.00
Secaucus	Church of Our Saviour	2010				
Short Hills	Christ Episcopal Church	2010	\$438,228.00	\$428,728.00	\$175,000.00	\$0.00
South Orange	St Andrew & Holy Communion	2010	\$208,000.00	\$297,000.00	\$0.00	\$8,000.00
Sparta	St Marys Episcopal Church	2010	\$208,688.00	\$218,324.00	\$0.00	\$2,910.00
Succasunna	St Dunstons Church	2010	\$98,879.00	\$113,550.00	\$3,000.00	\$13,286.00
Summit	Calvary Church	2010	\$543,406.00	\$622,053.00	\$81,216.00	\$24,686.00

City	Name	Report Year	Amount Pledged	Plate & From Pledge Investments	Other Income
Sussex	Good Shepherd	2010	\$83,328.00	\$89,508.00	\$844.00
Teaneck	Christ Church	2010	\$83,714.00	\$73,316.00	\$3,468.00
Teaneck	St Marks Episcopal Church	2010	\$190,816.00	\$237,914.00	\$441.00
Tenally	Church of the Abonnement	2010	\$159,680.00	\$170,692.00	\$35,566.00
Totowa	Christ Church	2010	\$47,957.00	\$64,123.00	\$390.00
Towaco	Church of the Transfiguration	2010	\$70,310.00	\$78,700.00	\$2,200.00
Union City	Grace Episcopal Church	2010	\$36,568.00	\$40,085.00	\$45,464.00
Union City	St Johns Episcopal Church	2010	\$20,582.00	\$27,786.00	\$49,100.00
Upper Montclair	St James Episcopal Church	2010	\$359,591.00	\$388,899.00	\$763.00
Vernon	St Thomas Church	2010	\$70,092.00	\$127,971.00	\$56,285.00
Verona	The Church of the Holy Spirit	2010	\$85,435.00	\$90,891.00	\$115.00
Washington	St Peters Episcopal Church	2010	\$70,972.00	\$82,042.00	\$1,668.00
Wayne	St Michaels Church	2010	\$323,462.00	\$321,101.00	\$8,600.00
West Orange	Church of the Holy Innocents	2010	\$63,595.00	\$77,073.00	\$2,048.00
West Orange	Church of the Holy Trinity	2010	\$75,326.00	\$75,325.00	\$20,909.00
Westwood	Grace Episcopal Church	2010			\$0.00
Wood Ridge	St Paul and Resurrection	2010	\$69,460.00	\$104,230.00	\$12,550.00
					\$16,240.00

City	Name	Report Year	Bequests	Operating Income	Assistance From Diocese	Operating Revenues
Albiondale	Trinity Episcopal Church	2010	\$0.00	\$243,165.00	\$0.00	\$243,165.00
Bayonne	Calvary Episcopal Church	2010	\$0.00	\$8,250.00	\$0.00	\$8,250.00
Bayonne	Trinity Parish In Bergen Point	2010	\$0.00	\$192,742.00	\$0.00	\$192,742.00
Belvidere	St Marys Church Belvidere	2010	\$0.00	\$75,128.00	\$0.00	\$75,128.00
Bloomington	St Johns Episcopal Church	2010	\$335.00	\$150,190.00	\$0.00	\$150,190.00
Budd Lake	Christ Episcopal Church	2010	\$0.00	\$119,107.00	\$0.00	\$119,107.00
Chatham	St Pauls Episcopal Church	2010	\$11,000.00	\$385,809.00	\$0.00	\$385,809.00
Chester	Church of the Messiah	2010	\$0.00	\$167,077.00	\$0.00	\$167,077.00
Cliffside Park	Trinity Church	2010	\$0.00	\$131,038.00	\$0.00	\$131,038.00
Clifton	St Peters Episcopal Church	2010	\$0.00	\$114,109.00	\$0.00	\$114,109.00
Denville	The Church of the Saviour	2010	\$0.00	\$264,703.00	\$0.00	\$264,703.00
Dover	St Johns Episcopal Church	2010	\$0.00	\$0.00		\$0.00
East Orange	Christ Episcopal Church	2010	\$0.00	\$191,057.00	\$0.00	\$191,057.00
East Orange	St Agnes & St Pauls Church	2010	\$0.00	\$191,676.00	\$0.00	\$191,676.00
Englewood	St Pauls Episcopal Church	2010	\$0.00	\$369,929.00	\$0.00	\$369,929.00
Essex Fells	St Peters Episcopal Church	2010	\$0.00	\$484,865.00	\$0.00	\$484,865.00
Fair Lawn	Church of the Atonement	2010	\$0.00	\$96,081.00	\$0.00	\$96,081.00
Fort Lee	Good Shepherd	2010	\$0.00	\$231,175.00	\$0.00	\$231,175.00
Glen Ridge	Christ Episcopal Church	2010	\$0.00	\$250,417.00	\$0.00	\$250,417.00
Glen Rock	All Saints Episcopal Church	2010	\$56,000.00	\$244,922.00	\$0.00	\$244,922.00
Hackensack	Christ Episcopal Church	2010	\$0.00	\$163,898.00	\$0.00	\$163,898.00
Hackensack	Church of St Anthony Padua	2010		\$0.00		\$0.00
Hackensack	St Cyrilians Church	2010		\$0.00		\$0.00
Hackettstown	St James Episcopal Church	2010	\$10,842.00	\$166,904.00	\$0.00	\$166,904.00
Harrington Park	St Andrews Church	2010	\$0.00	\$128,686.00	\$0.00	\$128,686.00
Harrison	Christ Church	2010	\$0.00	\$34,720.00	\$0.00	\$34,720.00
Hasbrouck Heights	Church of St John the Divine	2010	\$0.00	\$131,587.00	\$0.00	\$131,587.00
Haworth	St Lukes Episcopal Church	2010	\$0.00	\$108,104.00	\$0.00	\$108,104.00
Hawthorne	St Clements Church	2010		\$0.00		\$0.00
Hillsdale	Holy Trinity Episcopal Church	2010	\$15,358.00	\$164,912.00	\$0.00	\$164,912.00

City	Name	Report Year	Bequests	Operating Income	Assistance From Diocese	Operating Revenues
Ho Ho Kus	St Bartholomews Church	2010	\$0.00	\$194,891.00	\$0.00	\$194,891.00
Hoboken	All Saints Episcopal Parish	2010	\$0.00	\$277,086.00	\$0.00	\$277,086.00
Hopewell	St Lukes Church	2010	\$0.00	\$84,477.00	\$0.00	\$84,477.00
Jersey City	Church of the Incarnation	2010	\$0.00	\$209,937.00	\$0.00	\$209,937.00
Jersey City	Grace Van Vorst Church	2010	\$0.00	\$131,949.00	\$61,332.00	\$183,281.00
Jersey City	St Pauls Episcopal Church	2010	\$0.00	\$141,297.00	\$0.00	\$141,297.00
Keamy	Trinity Episcopal Church	2010	\$0.00	\$54,847.00	\$0.00	\$54,847.00
Kinnelon	St Davids Episcopal Church	2010	\$0.00	\$205,494.00	\$0.00	\$205,494.00
Leonia	All Saints Episcopal Church	2010	\$0.00	\$88,630.00	\$0.00	\$88,630.00
Lincoln Park	St Andrews Church	2010	\$0.00	\$105,368.00	\$0.00	\$105,368.00
Little Falls	St Agnes Episcopal Church	2010	\$0.00	\$169,580.00	\$0.00	\$169,580.00
Livingston	St Peters Episcopal Church	2010	\$0.00	\$169,758.00	\$0.00	\$169,758.00
Lyndhurst	St Thomas Episcopal Church	2010	\$0.00	\$53,413.00	\$0.00	\$53,413.00
Madison	Grace Church	2010	\$0.00	\$750,274.00	\$0.00	\$750,274.00
Maplewood	St Georges Episcopal Church	2010	\$0.00	\$381,181.00	\$0.00	\$381,181.00
Maywood	St Martins Episcopal Church	2010	\$0.00	\$90,201.00	\$0.00	\$90,201.00
Mendham	St Marks Church	2010	\$0.00	\$113,582.00	\$0.00	\$113,582.00
Millburn	St Stephens Church	2010	\$0.00	\$214,107.00	\$0.00	\$214,107.00
Millington	All Saints Church	2010	\$0.00	\$159,985.00	\$0.00	\$159,985.00
Montclair	St Johns Episcopal Church	2010	\$0.00	\$210,886.00	\$0.00	\$210,886.00
Montclair	St Lukes Episcopal Church	2010	\$0.00	\$416,788.00	\$0.00	\$416,788.00
Montvale	St Pauls Episcopal Church	2010	\$10,000.00	\$211,284.00	\$0.00	\$211,284.00
Morris Plains	St Pauls Episcopal Church	2010	\$0.00	\$187,987.00	\$0.00	\$187,987.00
Morristown	Church of the Redeemer	2010	\$0.00	\$403,712.00	\$0.00	\$403,712.00
Morristown	St Peters Church	2010	\$0.00	\$675,435.00	\$0.00	\$675,435.00
Mount Arlington	St Peters Episcopal Church	2010	\$50.00	\$75,654.00	\$0.00	\$75,654.00
Mountain Lakes	St Peters Episcopal Church	2010	\$0.00	\$270,788.00	\$0.00	\$270,788.00
Newark	Grace Episcopal Church	2010	\$0.00	\$259,660.00	\$0.00	\$259,660.00
Newark	House of Prayer	2010	\$0.00	\$52,803.00	\$0.00	\$52,803.00
Newark	St Andrews Church	2010	\$0.00	\$108,884.00	\$0.00	\$108,884.00

City	Name	Report Year	Bequests	Operating Income	Assistance From Diocese	Operating Revenues
Newark	St Barnabas Church	2010	\$0.00	\$0.00		\$0.00
Newark	Trinity & St Phillips Cathedral	2010	\$0.00	\$372,825.00	\$0.00	\$379,055.00
Newton	Christ Episcopal Church	2010	\$0.00	\$349,063.00	\$0.00	\$349,063.00
North Arlington	St Pauls Church	2010		\$0.00		\$0.00
North Bergen	St Peters Korean Church	2010	\$0.00	\$126,867.00	\$0.00	\$126,867.00
Norwood	Holy Communion	2010	\$0.00	\$148,281.00	\$0.00	\$148,281.00
Nutley	Grace Episcopal Church	2010	\$0.00	\$225,213.00	\$0.00	\$225,213.00
Oak Ridge	St Gabriels Episcopal Church	2010	\$0.00	\$41,701.00	\$0.00	\$41,701.00
Oakland	St Albans Episcopal Church	2010	\$5,500.00	\$156,332.00	\$15,000.00	\$171,332.00
Oradell	Church of the Annunciation	2010	\$0.00	\$101,541.00	\$0.00	\$101,541.00
Orange	Church of the Epiphany	2010	\$0.00	\$232,226.00	\$30,000.00	\$262,226.00
Paramus	St Matthews Church	2010	\$0.00	\$85,507.00	\$0.00	\$85,507.00
Parishpany	St Gregorys Church	2010	\$30,000.00	\$142,497.00	\$0.00	\$142,497.00
Passaic	St Johns Church	2010	\$0.00	\$114,545.00	\$0.00	\$114,545.00
Paterson	Holy Communion	2010		\$0.00		\$0.00
Paterson	St Pauls Episcopal Church	2010	\$0.00	\$409,688.00	\$0.00	\$409,688.00
Phillipsburg	St Luke Episcopal Church	2010	\$0.00	\$141,768.00	\$0.00	\$141,768.00
Pompton Lakes	Christ Episcopal Church	2010	\$0.00	\$687,367.00	\$2,851.00	\$670,208.00
Ramsey	St Johns Memorial Church	2010	\$0.00	\$299,040.00	\$0.00	\$299,040.00
Ridgefield	St James Episcopal Church	2010	\$0.00	\$175,117.00	\$0.00	\$175,117.00
Ridgewood	Christ Church	2010	\$0.00	\$454,410.00	\$0.00	\$454,410.00
Ridgewood	St Elizabeths Church	2010	\$0.00	\$931,690.00	\$0.00	\$931,690.00
Ringwood	Good Shepherd	2010	\$0.00	\$6,625.00	\$0.00	\$6,625.00
Rutherford	Grace Episcopal Church	2010	\$0.00	\$94,381.00	\$0.00	\$94,381.00
Secaucus	Church of Our Saviour	2010	\$0.00	\$0.00		\$0.00
Short Hills	Christ Episcopal Church	2010	\$0.00	\$603,728.00	\$0.00	\$603,728.00
South Orange	St Andrew & Holy Communion	2010	\$0.00	\$305,000.00	\$0.00	\$305,000.00
Sparta	St Marys Episcopal Church	2010	\$0.00	\$221,234.00	\$0.00	\$221,234.00
Succasunna	St Dunstons Church	2010	\$0.00	\$129,836.00	\$0.00	\$129,836.00
Summit	Calvary Church	2010	\$0.00	\$727,955.00	\$0.00	\$727,955.00

City	Name	Report Year	Requests	Operating Income	Assistance From Diocese	Operating Revenues
Sussex	Good Shepherd	2010	\$0.00	\$139,034.00	\$0.00	\$139,034.00
Teaneck	Christ Church	2010	\$8,000.00	\$125,488.00	\$125.00	\$125,613.00
Teaneck	St Marks Episcopal Church	2010	\$0.00	\$243,316.00	\$0.00	\$243,316.00
Tenafly	Church of the Atonement	2010	\$0.00	\$223,132.00	\$0.00	\$223,132.00
Totowa	Christ Church	2010	\$395.00	\$65,408.00	\$0.00	\$65,408.00
Towaco	Church of the Transfiguration	2010	\$0.00	\$128,364.00	\$0.00	\$128,364.00
Union City	Grace Episcopal Church	2010	\$0.00	\$98,296.00	\$0.00	\$98,296.00
Union City	St Johns Episcopal Church	2010	\$0.00	\$42,738.00	\$0.00	\$42,738.00
Upper Montclair	St James Episcopal Church	2010	\$0.00	\$445,194.00	\$0.00	\$445,194.00
Vernon	St Thomas Church	2010	\$0.00	\$128,086.00	\$0.00	\$128,086.00
Verona	The Church of the Holy Spirit	2010	\$0.00	\$121,614.00	\$0.00	\$121,614.00
Washington	St Peters Episcopal Church	2010	\$0.00	\$90,642.00	\$0.00	\$90,642.00
Wayne	St Michaels Church	2010	\$14,844.00	\$350,493.00	\$0.00	\$350,493.00
West Orange	Church of the Holy Innocents	2010	\$0.00	\$108,466.00	\$0.00	\$108,466.00
West Orange	Church of the Holy Trinity	2010	\$0.00	\$106,877.00	\$0.00	\$106,877.00
Westwood	Grace Episcopal Church	2010	\$0.00	\$0.00	\$0.00	\$0.00
Wood Ridge	St Paul and Resurrection	2010	\$0.00	\$133,030.00	\$0.00	\$133,030.00

City	Name	Report Year	Capital Funds	Additions To Endowment	Outreach Mission Revenue	Transmittal Revenue
Allendale	Trinity Episcopal Church	2010	\$28,431.00	\$0.00	\$0.00	\$0.00
Baylaine	Calvary Episcopal Church	2010	\$0.00	\$0.00	\$0.00	\$0.00
Bayonne	Trinity Parish in Bergen Point	2010	\$2,928.00	\$246.00	\$1,500.00	\$3,625.00
Belvidere	St Marys Church Belvidere	2010	\$0.00	\$3,006.00	\$0.00	\$1,455.00
Boonton	St Johns Episcopal Church	2010	\$5,760.00	\$0.00	\$28,046.00	\$1,764.00
Budd Lake	Christ Episcopal Church	2010	\$0.00	\$0.00	\$0.00	\$0.00
Chatham	St Pauls Episcopal Church	2010	\$0.00	\$13,018.00	\$0.00	\$1,691.00
Chester	Church of the Messiah	2010	\$0.00	\$1,550.00	\$12,243.00	\$64.00
Cliffside Park	Trinity Church	2010	\$0.00	\$0.00	\$0.00	\$0.00
Clifton	St Peters Episcopal Church	2010	\$0.00	\$0.00	\$50,481.00	\$2,157.00
Denville	The Church of the Saviour	2010	\$1,075.00	\$33,060.00	\$0.00	\$4,477.00
Dover	St Johns Episcopal Church	2010				
East Orange	Christ Episcopal Church	2010	\$11,642.00	\$0.00	\$0.00	\$0.00
East Orange	St Agnes & St Pauls Church	2010	\$0.00	\$0.00	\$0.00	\$0.00
Englewood	St Pauls Episcopal Church	2010	\$0.00	\$0.00	\$1,222.00	\$0.00
Essex Falls	St Peters Episcopal Church	2010	\$0.00	\$4,187.00	\$0.00	\$0.00
Fair Lawn	Church of the Atonement	2010	\$0.00	\$0.00	\$0.00	\$1,786.00
Fort Lee	Good Shepherd	2010	\$481,163.00	\$0.00	\$3,482.00	\$0.00
Glen Ridge	Christ Episcopal Church	2010	\$40,652.00	\$0.00	\$4,253.00	\$13,789.00
Glen Rock	All Saints Episcopal Church	2010	\$47,538.00	\$0.00	\$0.00	\$0.00
Hackensack	Christ Episcopal Church	2010	\$28,020.00	\$0.00	\$0.00	\$2,321.00
Hackensack	Church of St Anthony Padua	2010				
Hackensack	St Cyrilians Church	2010				
Hackettstown	St James Episcopal Church	2010	\$74,619.00	\$0.00	\$1,086.00	\$1,830.00
Harrington Park	St Andrews Church	2010	\$0.00	\$0.00	\$2,776.00	\$3,373.00
Harrison	Christ Church	2010	\$0.00	\$6.00	\$25.00	\$25.00
Hasbrouck Heights	Church of St John the Divine	2010	\$0.00	\$0.00	\$4,350.00	\$2,728.00
Haworth	St Lukes Episcopal Church	2010	\$0.00	\$0.00	\$0.00	\$1,500.00
Hawthorne	St Clements Church	2010				
Hillsdale	Holy Trinity Episcopal Church	2010	\$12,701.00	\$0.00	\$0.00	\$968.00

City	Name	Report Year	Capital Funds	Additions To Endowment	Outreach Mission Revenue	Transmittal Revenue
Ho Ho Kus	St Bartholomews Church	2010	\$0 428.00	\$5 474.00	\$3 270.00	\$0.00
Hoboken	All Saints Episcopal Parish	2010	\$0.00	\$0.00	\$0.00	\$306 242.00
Hopewell	St Lukes Church	2010	\$0.00	\$0.00	\$1 343.00	\$1 788.00
Jersey City	Church of the Incarnation	2010	\$0.00	\$0.00	\$34 827.00	\$3 028.00
Jersey City	Grace Van Vorst Church	2010	\$4 350.00	\$0.00	\$200.00	\$8 150.00
Jersey City	St Pauls Episcopal Church	2010	\$0.00	\$0.00	\$0.00	\$0.00
Kearny	Trinity Episcopal Church	2010	\$14 668.00	\$0.00	\$16 290.00	\$0.00
Kinnelon	St Davids Episcopal Church	2010	\$0.00	\$2 125.00	\$0.00	\$23 038.00
Leonia	All Saints Episcopal Church	2010	\$0.00	\$0.00	\$1 395.00	\$1 245.00
Lincoln Park	St Andrews Church	2010	\$21 190.00	\$0.00	\$0.00	\$921.00
Little Falls	St Agnes Episcopal Church	2010	\$4 000.00	\$0.00	\$1 063.00	\$0.00
Livingston	St Peters Episcopal Church	2010	\$8 000.00	\$0.00	\$1 500.00	\$0.00
Lynchhurst	St Thomas Episcopal Church	2010	\$50 000.00	\$1 585.00	\$0.00	\$0.00
Madison	Grace Church	2010	\$179 029.00	\$2 894.00	\$9 477.00	\$39 310.00
Maplewood	St Georges Episcopal Church	2010	\$0.00	\$0.00	\$1 552.00	\$9 802.00
Maywood	St Martins Episcopal Church	2010	\$0.00	\$25.00	\$0.00	\$258.00
Mendham	St Marks Church	2010	\$0.00	\$0.00	\$0.00	\$0.00
Millburn	St Stephens Church	2010	\$7 705.00	\$0.00	\$1 527.00	\$189.00
Millington	All Saints Church	2010	\$71 389.00	\$0.00	\$0.00	\$207.00
Montclair	St Johns Episcopal Church	2010	\$57 580.00	\$0.00	\$1 544.00	\$4 974.00
Montclair	St Lukes Episcopal Church	2010	\$0.00	\$28 765.00	\$103 374.00	\$12 186.00
Montvale	St Pauls Episcopal Church	2010	\$20 435.00	\$0.00	\$0.00	\$490.00
Morris Plains	St Pauls Episcopal Church	2010	\$12 344.00	\$25.00	\$10 376.00	\$9 425.00
Morristown	Church of the Redeemer	2010	\$161 100.00	\$74 725.00	\$9 150.00	\$0.00
Morristown	St Peters Church	2010	\$130 176.00	\$145 075.00	\$0.00	\$0.00
Mountain Lakes	St Peters Episcopal Church	2010	\$2 400.00	\$0.00	\$440.00	\$500.00
Mountain Lakes	St Peters Episcopal Church	2010	\$0.00	\$0.00	\$0.00	\$0.00
Newark	Grace Episcopal Church	2010	\$0.00	\$187 000.00	\$55 200.00	\$0.00
Newark	House of Prayer	2010	\$1 440.00	\$0.00	\$2 500.00	\$2 676.00
Newark	St Andrews Church	2010	\$0.00	\$0.00	\$9 225.00	\$0.00

City	Name	Report Year	Capital Funds	Additions To Endowment	Outreach Mission Revenue	Transmittal Revenue
Newark	St Barnabas Church	2010				
Newark	Trinity & St Phillips Cathedral	2010	\$36,363.00	\$0.00	\$8,075.00	\$1,277.00
Newton	Christ Episcopal Church	2010	\$52,994.00	\$0.00	\$46,040.00	\$0.00
North Bergen	St Pauls Church	2010				
North Bergen	St Paters Korean Church	2010	\$0.00	\$0.00	\$0.00	\$0.00
Norwood	Holy Communion	2010	\$8,084.00	\$0.00	\$1,390.00	\$0.00
Nutley	Grace Episcopal Church	2010	\$16,370.00	\$14,902.00	\$0.00	\$745.00
Oak Ridge	St Gabriels Episcopal Church	2010	\$7,911.00	\$0.00	\$0.00	\$225.00
Oakland	St Albans Episcopal Church	2010	\$0.00	\$5,265.00	\$35,550.00	\$2,025.00
Oradell	Church of the Annunciation	2010	\$6,547.00	\$625.00	\$2,473.00	\$0.00
Orange	Church of the Epiphany	2010	\$0.00	\$0.00	\$6,000.00	\$0.00
Paramus	St Matthews Church	2010	\$3,352.00	\$1,168.00	\$559.00	\$1,323.00
Passaic	St Gregorys Church	2010	\$8,582.00	\$0.00	\$3,124.00	\$0.00
Passaic	St Johns Church	2010	\$0.00	\$0.00	\$0.00	\$0.00
Patterson	Holy Communion	2010				
Patterson	St Pauls Episcopal Church	2010	\$0.00	\$0.00	\$339,532.00	\$0.00
Phillipsburg	St Luke Episcopal Church	2010	\$29,508.00	\$760.00	\$2,322.00	\$7,965.00
Pompton Lakes	Christ Episcopal Church	2010	\$0.00	\$0.00	\$0.00	\$0.00
Ramsey	St Johns Memorial Church	2010	\$13,713.00	\$760.00	\$32,685.00	\$2,556.00
Ridgefield	St James Episcopal Church	2010	\$0.00	\$25,623.00	\$0.00	\$349.00
Ridgewood	Christ Church	2010	\$24,989.00	\$49,785.00	\$6,222.00	\$0.00
Ridgewood	St Elizabeths Church	2010	\$104,218.00	\$315,398.00	\$50.00	\$59,852.00
Ringwood	Good Shepherd	2010	\$0.00	\$0.00	\$0.00	\$0.00
Rutherford	Grace Episcopal Church	2010	\$1,815.00	\$0.00	\$0.00	\$0.00
Secaucus	Church of Our Saviour	2010				
Short Hills	Christ Episcopal Church	2010	\$0.00	\$0.00	\$0.00	\$0.00
South Orange	St Andrew & Holy Communion	2010	\$0.00	\$0.00	\$0.00	\$0.00
Sparta	St Marys Episcopal Church	2010	\$0.00	\$0.00	\$0.00	\$0.00
Succasunna	St Dunstons Church	2010	\$5,860.00	\$0.00	\$596.00	\$3,562.00
Summit	Calvary Church	2010	\$29,205.00	\$66,670.00	\$2,535.00	\$6,552.00

City	Name	Report Year	Capital Funds	Additions To Endowment	Outreach Mission Revenue	Transmittal Revenue
Sussex	Good Shepherd	2010	\$43,979.00	\$3,174.00	\$6,764.00	\$374.00
Teaneck	Christ Church	2010	\$0.00	\$0.00	\$2,280.00	\$16,653.00
Teaneck	St Marks Episcopal Church	2010	\$9,087.00	\$0.00	\$5,020.00	\$3,164.00
Tenafly	Church of the Atonement	2010	\$49,846.00	\$0.00	\$0.00	\$5,213.00
Totowa	Christ Church	2010	\$0.00	\$0.00	\$114.00	\$313.00
Towaco	Church of the Transfiguration	2010	\$0.00	\$0.00	\$0.00	\$2,762.00
Union City	Grace Episcopal Church	2010	\$0.00	\$0.00	\$0.00	\$0.00
Union City	St Johns Episcopal Church	2010	\$0.00	\$0.00	\$83,331.00	\$0.00
Upper Montclair	St James Episcopal Church	2010	\$143,876.00	\$228,194.00	\$0.00	\$0.00
Vernon	St Thomas Church	2010	\$0.00	\$0.00	\$0.00	\$0.00
Verona	The Church of the Holy Spirit	2010	\$4,547.00	\$0.00	\$0.00	\$1,074.00
Washington	St Peters Episcopal Church	2010	\$0.00	\$0.00	\$0.00	\$0.00
Wayne	St Michaels Church	2010	\$0.00	\$17,471.00	\$0.00	\$0.00
West Orange	Church of the Holy Innocents	2010	\$0.00	\$0.00	\$2,334.00	\$837.00
West Orange	Church of the Holy Trinity	2010	\$0.00	\$0.00	\$32,460.00	\$0.00
Westwood	Grace Episcopal Church	2010	\$0.00	\$0.00	\$0.00	\$0.00
Wood Ridge	St Paul and Resurrection	2010	\$0.00	\$0.00	\$0.00	\$0.00

City	Name	Report Year	Non-Operating Revenues	Total Revenues	Diocesan Pledge	Outreach
Alendale	Trinity Episcopal Church	2010	\$26,431.00	\$289,596.00	\$12,412.00	\$11,491.00
Bayonne	Calvary Episcopal Church	2010	\$0.00	\$6,250.00	\$4,200.00	\$2,000.00
Bayonne	Trinity Parish in Bergen Point	2010	\$8,299.00	\$201,041.00	\$22,950.00	\$0.00
Belvidere	St Mary's Church Belvidere	2010	\$4,460.00	\$79,568.00	\$6,056.00	\$132.00
Boonton	St John's Episcopal Church	2010	\$35,570.00	\$185,760.00	\$13,380.00	\$100.00
Budd Lake	Christ Episcopal Church	2010	\$0.00	\$119,107.00	\$6,000.00	\$1,086.00
Chatham	St Paul's Episcopal Church	2010	\$14,709.00	\$400,518.00	\$37,100.00	\$8,800.00
Chester	Church of the Messiah	2010	\$13,857.00	\$180,934.00	\$18,738.00	\$1,475.00
Cliffside Park	Trinity Church	2010	\$0.00	\$131,038.00	\$10,986.00	\$0.00
Clifton	St Peter's Episcopal Church	2010	\$52,638.00	\$168,747.00	\$7,445.00	\$730.00
Denville	The Church of the Saviour	2010	\$38,612.00	\$303,315.00	\$23,075.00	\$215.00
Dover	St John's Episcopal Church	2010	\$0.00	\$0.00		
East Orange	Christ Episcopal Church	2010	\$11,642.00	\$202,699.00	\$9,160.00	\$5,371.00
East Orange	St Agnes & St Paul's Church	2010	\$0.00	\$191,876.00	\$13,000.00	\$3,000.00
Englewood	St Paul's Episcopal Church	2010	\$1,222.00	\$371,151.00	\$19,549.00	\$1,222.00
Essex Falls	St Peter's Episcopal Church	2010	\$4,187.00	\$485,052.00	\$40,116.00	\$0.00
Fair Lawn	Church of the Atonement	2010	\$1,786.00	\$97,827.00	\$9,606.00	\$0.00
Fort Lee	Good Shepherd	2010	\$484,856.00	\$715,830.00	\$10,495.00	\$0.00
Glen Ridge	Christ Episcopal Church	2010	\$58,674.00	\$309,091.00	\$21,456.00	\$7,900.00
Glen Rock	All Saints Episcopal Church	2010	\$47,538.00	\$292,460.00	\$20,754.00	\$5,372.00
Hackensack	Christ Episcopal Church	2010	\$30,341.00	\$194,239.00	\$4,086.00	\$791.00
Hackensack	Church of St Anthony Padua	2010	\$0.00	\$0.00		
Hackensack	St Cyprian's Church	2010	\$0.00	\$0.00		
Hackettstown	St James Episcopal Church	2010	\$77,535.00	\$244,439.00	\$16,900.00	\$0.00
Hamilton Park	St Andrews Church	2010	\$6,148.00	\$134,834.00	\$11,457.00	\$1,000.00
Harrison	Christ Church	2010	\$58.00	\$34,776.00	\$5,895.00	\$1,088.00
Hasbrouck Heights	Church of St John the Divine	2010	\$7,078.00	\$138,665.00	\$8,475.00	\$1,184.00
Haworth	St Luke's Episcopal Church	2010	\$1,500.00	\$107,604.00	\$10,000.00	\$0.00
Hawthorne	St Clement's Church	2010	\$0.00	\$0.00		
Hillsdale	Holy Trinity Episcopal Church	2010	\$13,669.00	\$178,581.00	\$12,839.00	\$159.00

City	Name	Report Year	Non-Operating Revenues	Total Revenues	Diocesan Pledge	Outreach
Ho Ho Kus	St Bartholomews Church	2010	\$17,172.00	\$211,863.00	\$15,575.00	\$0.00
Hoboken	All Saints Episcopal Parish	2010	\$306,242.00	\$583,308.00	\$45,487.00	\$8,907.00
Hope	St Luke's Church	2010	\$3,131.00	\$87,608.00	\$3,636.00	\$1,780.00
Jersey City	Church of the Incarnation	2010	\$37,855.00	\$247,792.00	\$18,181.00	\$7,092.00
Jersey City	Grace Van Vorst Church	2010	\$12,700.00	\$195,981.00	\$21,243.00	\$4,500.00
Jersey City	St Paul's Episcopal Church	2010	\$0.00	\$141,297.00	\$7,000.00	\$1,999.00
Keamy	Trinity Episcopal Church	2010	\$30,958.00	\$85,805.00	\$8,055.00	\$100.00
Kinnelon	St David's Episcopal Church	2010	\$25,163.00	\$230,657.00	\$26,937.00	\$1,275.00
Leonia	All Saints Episcopal Church	2010	\$2,640.00	\$91,270.00	\$10,400.00	\$1,245.00
Lincoln Park	St Andrews Church	2010	\$22,111.00	\$127,490.00	\$5,775.00	\$1,500.00
Little Falls	St Agnes Episcopal Church	2010	\$5,053.00	\$174,633.00	\$12,940.00	\$2,150.00
Livingston	St Peter's Episcopal Church	2010	\$7,500.00	\$177,258.00	\$11,000.00	\$22,000.00
Lynchhurst	St Thomas Episcopal Church	2010	\$51,585.00	\$104,998.00	\$3,791.00	\$1,278.00
Madison	Grace Church	2010	\$230,710.00	\$980,984.00	\$124,860.00	\$38,700.00
Marlwood	St Georges Episcopal Church	2010	\$11,354.00	\$382,515.00	\$65,649.00	\$12,050.00
Maywood	St Martin's Episcopal Church	2010	\$283.00	\$90,484.00	\$4,330.00	\$325.00
Mendham	St Marks Church	2010	\$0.00	\$113,582.00	\$0.00	\$0.00
Millburn	St Stephens Church	2010	\$9,421.00	\$223,528.00	\$21,655.00	\$0.00
Millington	All Saints Church	2010	\$21,598.00	\$181,561.00	\$11,791.00	\$0.00
Montclair	St Johns Episcopal Church	2010	\$64,098.00	\$274,983.00	\$10,544.00	\$3,136.00
Montclair	St Luke's Episcopal Church	2010	\$145,306.00	\$562,093.00	\$35,750.00	\$0.00
Montvale	St Paul's Episcopal Church	2010	\$20,933.00	\$232,117.00	\$31,893.00	\$6,338.00
Morris Plains	St Paul's Episcopal Church	2010	\$32,189.00	\$220,166.00	\$20,828.00	\$600.00
Morristown	Church of the Redeemer	2010	\$194,975.00	\$598,687.00	\$41,881.00	\$5,685.00
Morristown	St Peter's Church	2010	\$276,261.00	\$950,686.00	\$45,000.00	\$1,000.00
Mount Arlington	St Peter's Episcopal Church	2010	\$3,440.00	\$79,094.00	\$8,943.00	\$750.00
Mountain Lakes	St Peter's Episcopal Church	2010	\$0.00	\$270,788.00	\$24,706.00	\$8,170.00
Newark	Grace Episcopal Church	2010	\$242,200.00	\$501,860.00	\$18,000.00	\$0.00
Newark	House of Prayer	2010	\$5,616.00	\$59,419.00	\$5,200.00	\$622.00
Newark	St Andrews Church	2010	\$9,225.00	\$118,109.00	\$0.00	\$0.00

City	Name	Report Year	Non-Operating Revenues	Total Revenues	Diocesan Pledge	Outreach
Newark	St Barnabas Church	2010	\$0.00	\$0.00		
Newark	Trinity & St Phillips Cathedral	2010	\$45,715.00	\$424,770.00	\$35,000.00	\$13,224.00
Newton	Christ Episcopal Church	2010	\$99,034.00	\$448,097.00	\$27,894.00	\$2,239.00
North Arlington	St Pauls Church	2010	\$0.00	\$0.00		
North Bergen	St Peters Korean Church	2010	\$0.00	\$126,867.00	\$3,133.00	\$4,140.00
Nonwood	Holy Communion	2010	\$9,474.00	\$157,765.00	\$7,304.00	\$415.00
Nutley	Grace Episcopal Church	2010	\$32,017.00	\$257,230.00	\$26,060.00	\$8,121.00
Oak Ridge	St Gabriels Episcopal Church	2010	\$8,136.00	\$49,837.00	\$2,533.00	\$226.00
Oakland	St Albans Episcopal Church	2010	\$42,840.00	\$214,172.00	\$5,251.00	\$0.00
Oradell	Church of the Annunciation	2010	\$9,845.00	\$111,186.00	\$6,786.00	\$0.00
Orange	Church of the Epiphany	2010	\$6,000.00	\$268,226.00	\$10,250.00	\$850.00
Paramus	St Matthews Church	2010	\$6,402.00	\$91,909.00	\$7,020.00	\$703.00
Parsippany	St Gregorys Church	2010	\$11,706.00	\$154,203.00	\$3,670.00	\$1,101.00
Passaic	St Johns Church	2010	\$0.00	\$114,545.00	\$10,000.00	\$4,518.00
Paterson	Holy Communion	2010	\$0.00	\$0.00		
Paterson	St Pauls Episcopal Church	2010	\$339,632.00	\$749,220.00	\$24,692.00	\$1,500.00
Phillipsburg	St Luke Episcopal Church	2010	\$40,555.00	\$181,821.00	\$14,720.00	\$0.00
Pompton Lakes	Christ Episcopal Church	2010	\$0.00	\$670,208.00	\$7,500.00	\$13,505.00
Ramsey	St Johns Memorial Church	2010	\$49,694.00	\$348,734.00	\$44,286.00	\$16,629.00
Ridgefield	St James Episcopal Church	2010	\$25,972.00	\$201,089.00	\$18,996.00	\$4,037.00
Ridgewood	Christ Church	2010	\$80,996.00	\$535,406.00	\$43,450.00	\$6,911.00
Ridgewood	St Elizabeths Church	2010	\$569,518.00	\$1,501,208.00	\$214,065.00	\$85,661.00
Ringwood	Good Shepherd	2010	\$0.00	\$6,625.00	\$300.00	\$37.00
Rutherford	Grace Episcopal Church	2010	\$1,815.00	\$96,196.00	\$10,062.00	\$3,097.00
Secaucus	Church of Our Saviour	2010	\$0.00	\$0.00		
Short Hills	Christ Episcopal Church	2010	\$0.00	\$603,728.00	\$120,000.00	\$78,984.00
South Orange	St Andrew & Holy Communion	2010	\$0.00	\$305,000.00	\$48,000.00	\$0.00
Sparta	St Marys Episcopal Church	2010	\$0.00	\$221,234.00	\$34,932.00	\$13,099.00
Succasunna	St Dunstons Church	2010	\$10,008.00	\$139,844.00	\$10,457.00	\$956.00
Summit	Calvary Church	2010	\$104,962.00	\$832,917.00	\$85,373.00	\$19,125.00

City	Name	Report Year	Non-Operating Revenues	Total Diocesan Revenues Pledge	Outreach
Sussex	Good Shepherd	2010	\$54,281.00	\$183,325.00	\$14,724.00
Teaneck	Christ Church	2010	\$18,833.00	\$144,546.00	\$1,540.00
Teaneck	St Marks Episcopal Church	2010	\$17,271.00	\$260,597.00	\$4,547.00
Tenafly	Church of the Atonement	2010	\$54,858.00	\$277,990.00	\$10,235.00
Totowa	Christ Church	2010	\$427.00	\$65,835.00	\$0.00
Towaco	Church of the Transfiguration	2010	\$2,752.00	\$129,116.00	\$500.00
Union City	Grace Episcopal Church	2010	\$0.00	\$96,298.00	\$390.00
Union City	St Johns Episcopal Church	2010	\$83,331.00	\$128,088.00	\$2,058.00
Upper Montclair	St James Episcopal Church	2010	\$372,070.00	\$817,264.00	\$8,014.00
Vernon	St Thomas Church	2010	\$0.00	\$128,086.00	\$126.00
Verona	The Church of the Holy Spirit	2010	\$5,621.00	\$127,235.00	\$981.00
Washington	St Peters Episcopal Church	2010	\$0.00	\$90,842.00	\$0.00
Wayne	St Michaels Church	2010	\$17,471.00	\$367,964.00	\$0.00
West Orange	Church of the Holy Innocents	2010	\$1,171.00	\$111,637.00	\$178.00
West Orange	Church of the Holy Trinity	2010	\$32,460.00	\$139,337.00	\$20,125.00
Westwood	Grace Episcopal Church	2010	\$0.00	\$0.00	\$0.00
Wood Ridge	St Paul and Resurrection	2010	\$0.00	\$133,030.00	\$1,000.00

City	Name	Report Year	Other Expenses	Operating Expenses	Improvements	Mission Outreach Expense
Alendale	Trinity Episcopal Church	2010	\$242,921.00	\$266,824.00	\$0.00	\$0.00
Bayonne	Calvary Episcopal Church	2010	\$34,762.00	\$40,962.00	\$0.00	\$0.00
Bayonne	Trinity Parish in Bergen Point	2010	\$168,379.00	\$191,329.00	\$98,278.00	\$3,381.00
Belvidere	St Mary Church Belvidere	2010	\$47,328.00	\$53,516.00	\$26,862.00	\$0.00
Boonton	St Johns Episcopal Church	2010	\$140,489.00	\$153,969.00	\$0.00	\$28,987.00
Budd Lake	Christ Episcopal Church	2010	\$95,600.00	\$102,686.00	\$5,000.00	\$0.00
Chatham	St Pauls Episcopal Church	2010	\$385,902.00	\$431,802.00	\$114,209.00	\$14,411.00
Chester	Church of the Messiah	2010	\$149,035.00	\$169,248.00	\$0.00	\$12,347.00
Cliffside Park	Trinity Church	2010	\$125,043.00	\$136,029.00	\$0.00	\$0.00
Clifton	St Peters Episcopal Church	2010	\$149,441.00	\$154,816.00	\$0.00	\$41,518.00
Denville	The Church of the Saviour	2010	\$241,413.00	\$264,703.00	\$0.00	\$0.00
Dover	St Johns Episcopal Church	2010		\$0.00		
East Orange	Christ Episcopal Church	2010	\$222,415.00	\$236,946.00	\$7,800.00	\$0.00
East Orange	St Agnes & St Pauls Church	2010	\$173,077.00	\$189,077.00	\$0.00	\$0.00
Englewood	St Pauls Episcopal Church	2010	\$390,046.00	\$400,817.00	\$7,615.00	\$0.00
Essex Falls	St Peters Episcopal Church	2010	\$456,813.00	\$496,929.00	\$0.00	\$0.00
Fair Lawn	Church of the Atonement	2010	\$86,455.00	\$86,061.00	\$8,648.00	\$0.00
Fort Lee	Good Shepherd	2010	\$226,977.00	\$236,472.00	\$481,163.00	\$4,165.00
Glen Ridge	Christ Episcopal Church	2010	\$222,077.00	\$251,433.00	\$86,871.00	\$4,253.00
Glen Rock	All Saints Episcopal Church	2010	\$215,367.00	\$241,493.00	\$110,251.00	\$0.00
Hackensack	Christ Episcopal Church	2010	\$157,039.00	\$161,916.00	\$38,986.00	\$0.00
Hackensack	Church of St Anthony Padua	2010		\$0.00		
Hackensack	St Cyprians Church	2010		\$0.00		
Hackettstown	St James Episcopal Church	2010	\$189,556.00	\$186,456.00	\$80,157.00	\$7,718.00
Harrington Park	St Andrews Church	2010	\$108,194.00	\$118,961.00	\$2,925.00	\$1,286.00
Harrison	Christ Church	2010	\$31,710.00	\$38,683.00	\$2,462.00	\$25.00
Hasbrouck Heights	Church of St John the Divine	2010	\$128,319.00	\$135,958.00	\$0.00	\$0.00
Haworth	St Lukes Episcopal Church	2010	\$130,305.00	\$140,305.00	\$0.00	\$0.00
Hawthorne	St Clements Church	2010		\$0.00		
Hillsdale	Holy Trinity Episcopal Church	2010	\$152,221.00	\$165,219.00	\$12,701.00	\$0.00

City	Name	Report Year	Other Expenses	Operating Expenses	Improvements	Mission Outreach Expense
Ho Ho Kus	St Bartholomews Church	2010	\$189,080.00	\$204,635.00	\$14,225.00	\$7,319.00
Hoboken	All Saints Episcopal Parish	2010	\$219,872.00	\$277,066.00	\$0.00	\$306,242.00
Hope	St Lukes Church	2010	\$61,901.00	\$67,317.00	\$0.00	\$1,343.00
Jersey City	Church of the Incarnation	2010	\$208,749.00	\$230,022.00	\$6,310.00	\$27,754.00
Jersey City	Grace Van Vorst Church	2010	\$185,715.00	\$211,458.00	\$2,700.00	\$200.00
Jersey City	St Pauls Episcopal Church	2010	\$123,047.00	\$132,046.00	\$0.00	\$0.00
Kearny	Trinity Episcopal Church	2010	\$41,882.00	\$47,837.00	\$14,688.00	\$22,755.00
Kinnelon	St Davids Episcopal Church	2010	\$177,514.00	\$205,726.00	\$3,824.00	\$0.00
Leonia	All Saints Episcopal Church	2010	\$95,245.00	\$108,890.00	\$0.00	\$0.00
Lincoln Park	St Andrews Church	2010	\$97,777.00	\$105,052.00	\$0.00	\$0.00
Little Falls	St Agnes Episcopal Church	2010	\$204,842.00	\$219,932.00	\$25,505.00	\$0.00
Livingston	St Peters Episcopal Church	2010	\$163,000.00	\$198,000.00	\$6,000.00	\$0.00
Lynchhurst	St Thomas Episcopal Church	2010	\$75,479.00	\$90,548.00	\$15,119.00	\$1,061.00
Madison	Grace Church	2010	\$586,328.00	\$749,886.00	\$24,300.00	\$42,530.00
Maplewood	St Georges Episcopal Church	2010	\$316,760.00	\$394,449.00	\$0.00	\$0.00
Maywood	St Martins Episcopal Church	2010	\$90,013.00	\$94,668.00	\$0.00	\$0.00
Mendham	St Marks Church	2010	\$103,177.00	\$103,177.00	\$0.00	\$0.00
Millburn	St Stephens Church	2010	\$213,650.00	\$235,305.00	\$24,542.00	\$1,527.00
Millington	All Saints Church	2010	\$169,654.00	\$181,445.00	\$9,043.00	\$0.00
Montclair	St Johns Episcopal Church	2010	\$204,210.00	\$217,890.00	\$184,994.00	\$2,347.00
Montclair	St Lukes Episcopal Church	2010	\$406,749.00	\$442,499.00	\$54,418.00	\$69,802.00
Montvale	St Pauls Episcopal Church	2010	\$200,343.00	\$238,374.00	\$20,435.00	\$0.00
Morris Plains	St Pauls Episcopal Church	2010	\$176,552.00	\$198,048.00	\$16,539.00	\$12,518.00
Morristown	Church of the Redeemer	2010	\$56,346.00	\$403,712.00	\$136,774.00	\$17,500.00
Morristown	St Peters Church	2010	\$791,728.00	\$940,728.00	\$99,811.00	\$68,500.00
Mount Arlington	St Peters Episcopal Church	2010	\$58,086.00	\$87,779.00	\$11,032.00	\$0.00
Mountain Lakes	St Peters Episcopal Church	2010	\$256,458.00	\$289,334.00	\$7,255.00	\$0.00
Newark	Grace Episcopal Church	2010	\$241,680.00	\$259,660.00	\$5,663.00	\$55,200.00
Newark	House of Prayer	2010	\$49,859.00	\$55,681.00	\$2,240.00	\$2,500.00
Newark	St Andrews Church	2010	\$94,226.00	\$94,226.00	\$3,293.00	\$11,411.00

City	Name	Report Year	Other Expenses	Operating Expenses	Improvements	Mission Outreach Expense
Newark	St Barnabas Church	2010		\$0.00		
Newark	Trinity & St Phillips Cathedral	2010	\$420,994.00	\$489,218.00	\$30,106.00	\$0.00
Newton	Christ Episcopal Church	2010	\$318,928.00	\$349,061.00	\$52,994.00	\$46,040.00
North Arlington	St Pauls Church	2010		\$0.00		
North Bergen	St Peters Korean Church	2010	\$115,056.00	\$122,329.00	\$0.00	\$3,163.00
Norwood	Holy Communion	2010	\$142,200.00	\$149,919.00	\$8,075.00	\$1,220.00
Nutley	Grace Episcopal Church	2010	\$224,001.00	\$258,182.00	\$88,918.00	\$0.00
Oak Ridge	St Gabriels Episcopal Church	2010	\$49,231.00	\$51,989.00	\$6,950.00	\$0.00
Oakland	St Albans Episcopal Church	2010	\$188,701.00	\$194,952.00	\$0.00	\$39,246.00
Oradell	Church of the Annunciation	2010	\$111,111.00	\$117,987.00	\$34,929.00	\$0.00
Orange	Church of the Epiphany	2010	\$253,217.00	\$264,317.00	\$25,000.00	\$1,841.00
Paramus	St Matthews Church	2010	\$79,904.00	\$87,627.00	\$15,218.00	\$900.00
Parishan	St Gregorys Church	2010	\$141,248.00	\$146,019.00	\$8,368.00	\$3,201.00
Passaic	St Johns Church	2010	\$134,415.00	\$148,933.00	\$0.00	\$0.00
Paterson	Holy Communion	2010		\$0.00		
Paterson	St Pauls Episcopal Church	2010	\$428,488.00	\$454,680.00	\$0.00	\$339,532.00
Phillipsburg	St Luke Episcopal Church	2010	\$140,536.00	\$155,256.00	\$5,407.00	\$2,513.00
Pompton Lakes	Christ Episcopal Church	2010	\$620,615.00	\$641,620.00	\$0.00	\$0.00
Ramsey	St Johns Memorial Church	2010	\$247,489.00	\$308,404.00	\$370.00	\$39,089.00
Ridgefield	St James Episcopal Church	2010	\$161,780.00	\$184,813.00	\$0.00	\$0.00
Ridgewood	Christ Church	2010	\$390,421.00	\$440,782.00	\$22,207.00	\$24,300.00
Ridgewood	St Elizabeths Church	2010	\$602,226.00	\$901,952.00	\$76,372.00	\$0.00
Roseton	Good Shepherd	2010	\$12,120.00	\$12,457.00	\$0.00	\$0.00
Rutherford	Grace Episcopal Church	2010	\$223,659.00	\$236,818.00	\$2,739.00	\$0.00
Secaucus	Church of Our Saviour	2010		\$0.00		
Short Hills	Christ Episcopal Church	2010	\$921,447.00	\$1,120,431.00	\$0.00	\$0.00
South Orange	St Andrew & Holy Communion	2010	\$407,000.00	\$455,000.00	\$0.00	\$0.00
Sparta	St Marys Episcopal Church	2010	\$169,362.00	\$217,393.00	\$0.00	\$0.00
Succasunna	St Dunstons Church	2010	\$124,720.00	\$136,133.00	\$27,801.00	\$431.00
Summit	Calvary Church	2010	\$623,457.00	\$727,955.00	\$19,026.00	\$0.00

City	Name	Report Year	Other Expenses	Operating Expenses	Improvements	Mission Outreach Expense
Sussex	Good Shepherd	2010	\$118,790.00	\$140,714.00	\$49,795.00	\$0.00
Teaneck	Christ Church	2010	\$113,816.00	\$125,508.00	\$1,010.00	\$0.00
Teaneck	St Marks Episcopal Church	2010	\$154,881.00	\$171,747.00	\$72,617.00	\$13,312.00
Tenafly	Church of the Atonement	2010	\$228,528.00	\$272,232.00	\$135,676.00	\$0.00
Totowa	Christ Church	2010	\$60,140.00	\$60,140.00	\$1,533.00	\$660.00
Towaco	Church of the Transfiguration	2010	\$120,749.00	\$127,189.00	\$0.00	\$0.00
Union City	Grace Episcopal Church	2010	\$77,467.00	\$83,247.00	\$0.00	\$0.00
Union City	St Johns Episcopal Church	2010	\$29,437.00	\$122,845.00	\$2,211.00	\$204.00
Upper Montclair	St James Episcopal Church	2010	\$486,257.00	\$491,600.00	\$316,618.00	\$40,000.00
Vernon	St Thomas Church	2010	\$140,278.00	\$150,483.00	\$1,078.00	\$360.00
Verona	The Church of the Holy Spirit	2010	\$102,623.00	\$116,806.00	\$12,195.00	\$0.00
Washington	St Peters Episcopal Church	2010	\$80,830.00	\$81,491.00	\$8,600.00	\$0.00
Wayne	St Michaels Church	2010	\$329,177.00	\$345,697.00	\$40,958.00	\$0.00
West Orange	Church of the Holy Innocents	2010	\$103,684.00	\$112,872.00	\$9,196.00	\$16,130.00
West Orange	Church of the Holy Trinity	2010	\$112,000.00	\$138,820.00	\$30,380.00	\$2,372.00
Westwood	Grace Episcopal Church	2010		\$0.00		\$5,882.00
Wood Ridge	St Paul and Resurrection	2010	\$127,852.00	\$141,852.00	\$0.00	\$0.00

City	Name	Report Year	Seminary Contribution Expense	Transmittal Expense	Non-Operating Expenses	Total Expenses
Allendale	Trinity Episcopal Church	2010	\$0.00	\$0.00	\$0.00	\$266,824.00
Bayonne	Calvary Episcopal Church	2010	\$0.00	\$0.00	\$0.00	\$40,962.00
Bayonne	Trinity Parish in Bergen Point	2010	\$0.00	\$4,875.00	\$106,534.00	\$297,863.00
Belvidere	St Mary Church Belvidere	2010	\$0.00	\$0.00	\$25,882.00	\$79,378.00
Boonton	St Johns Episcopal Church	2010	\$0.00	\$1,764.00	\$30,751.00	\$184,720.00
Budd Lake	Christ Episcopal Church	2010	\$0.00	\$0.00	\$5,000.00	\$107,686.00
Chatham	St Pauls Episcopal Church	2010	\$0.00	\$4,191.00	\$132,811.00	\$564,613.00
Chester	Church of the Messiah	2010	\$0.00	\$64.00	\$12,411.00	\$181,659.00
Ciffside Park	Trinity Church	2010	\$0.00	\$0.00	\$0.00	\$136,029.00
Clifton	St Peters Episcopal Church	2010	\$0.00	\$389.00	\$41,907.00	\$196,523.00
Denville	The Church of the Saviour	2010	\$0.00	\$3,695.00	\$3,695.00	\$268,398.00
Dover	St Johns Episcopal Church	2010			\$0.00	\$0.00
East Orange	Christ Episcopal Church	2010	\$0.00	\$0.00	\$7,800.00	\$244,746.00
East Orange	St Agnes & St Pauls Church	2010	\$0.00	\$0.00	\$0.00	\$189,077.00
Englewood	St Pauls Episcopal Church	2010	\$0.00	\$0.00	\$7,615.00	\$408,432.00
Essex Fells	St Peters Episcopal Church	2010	\$0.00	\$0.00	\$0.00	\$498,929.00
Fair Lawn	Church of the Atonement	2010	\$0.00	\$1,490.00	\$10,138.00	\$108,199.00
Fort Lee	Good Shepherd	2010	\$0.00	\$0.00	\$485,328.00	\$721,800.00
Glen Ridge	Christ Episcopal Church	2010	\$0.00	\$13,769.00	\$104,893.00	\$366,328.00
Glen Rock	All Saints Episcopal Church	2010	\$0.00	\$0.00	\$110,251.00	\$351,744.00
Hackensack	Christ Episcopal Church	2010	\$0.00	\$2,321.00	\$41,307.00	\$203,223.00
Hackensack	Church of St Anthony Padua	2010			\$0.00	\$0.00
Hackensack	St Cyprians Church	2010			\$0.00	\$0.00
Hackettstown	St James Episcopal Church	2010	\$0.00	\$1,830.00	\$89,705.00	\$276,161.00
Harrington Park	St Andrews Church	2010	\$0.00	\$3,373.00	\$7,584.00	\$126,235.00
Harrison	Christ Church	2010	\$0.00	\$25.00	\$2,512.00	\$41,205.00
Hasbrouck Heights	Church of St John the Divine	2010	\$0.00	\$2,728.00	\$2,728.00	\$138,686.00
Haworth	St Lukes Episcopal Church	2010	\$0.00	\$1,500.00	\$1,500.00	\$141,805.00
Hawthorne	St Clements Church	2010			\$0.00	\$0.00
Hillsdale	Holy Trinity Episcopal Church	2010	\$0.00	\$988.00	\$13,669.00	\$178,888.00

City	Name	Report Year	Seminary Contribution Expense	Transmittal Expense	Non-Operating Expenses	Total Expenses
Ho Ho Kus	St Bartholomews Church	2010	\$0.00	\$0.00	\$121,544.00	\$226,179.00
Hoboken	All Saints Episcopal Parish	2010	\$0.00	\$0.00	\$306,42.00	\$583,308.00
Hopewell	St Lukes Church	2010	\$338.00	\$1,450.00	\$3,131.00	\$70,448.00
Jersey City	Church of the Incarnation	2010	\$0.00	\$0.00	\$34,084.00	\$264,086.00
Jersey City	Grace Van Vorst Church	2010	\$0.00	\$4,500.00	\$7,400.00	\$218,858.00
Jersey City	St Pauls Episcopal Church	2010	\$0.00	\$0.00	\$0.00	\$132,046.00
Keamy	Trinity Episcopal Church	2010	\$0.00	\$0.00	\$37,423.00	\$85,260.00
Kinnelon	St Davids Episcopal Church	2010	\$0.00	\$23,038.00	\$26,662.00	\$232,388.00
Leonia	All Saints Episcopal Church	2010	\$0.00	\$985.00	\$107,875.00	\$105,973.00
Lincoln Park	St Andrews Church	2010	\$0.00	\$921.00	\$921.00	\$245,495.00
Little Falls	St Agnes Episcopal Church	2010	\$58.00	\$0.00	\$25,563.00	\$202,000.00
Livingston	St Peters Episcopal Church	2010	\$0.00	\$0.00	\$8,000.00	\$96,728.00
Lyndhurst	St Thomas Episcopal Church	2010	\$0.00	\$0.00	\$18,180.00	\$854,341.00
Madison	Grace Church	2010	\$4,500.00	\$33,125.00	\$104,455.00	\$402,141.00
Maplewood	St Georges Episcopal Church	2010	\$0.00	\$7,692.00	\$7,692.00	\$0.00
Maywood	St Martins Episcopal Church	2010	\$0.00	\$258.00	\$258.00	\$103,177.00
Mendham	St Marks Church	2010	\$0.00	\$189.00	\$0.00	\$26,268.00
Millburn	St Stephens Church	2010	\$0.00	\$0.00	\$9,250.00	\$261,563.00
Millington	All Saints Church	2010	\$0.00	\$207.00	\$9,250.00	\$190,895.00
Montclair	St Johns Episcopal Church	2010	\$0.00	\$8,508.00	\$195,850.00	\$413,740.00
Montclair	St Lukes Episcopal Church	2010	\$0.00	\$31,861.00	\$158,081.00	\$598,580.00
Montvale	St Pauls Episcopal Church	2010	\$0.00	\$495.00	\$20,933.00	\$259,307.00
Morris Plains	St Pauls Episcopal Church	2010	\$0.00	\$3,987.00	\$33,044.00	\$231,080.00
Morristown	Church of the Redeemer	2010	\$0.00	\$0.00	\$154,274.00	\$557,986.00
Morristown	St Peters Church	2010	\$0.00	\$0.00	\$158,311.00	\$199,039.00
Mount Arlington	St Peters Episcopal Church	2010	\$0.00	\$600.00	\$11,632.00	\$79,411.00
Mountain Lakes	St Peters Episcopal Church	2010	\$0.00	\$0.00	\$7,255.00	\$296,589.00
Newark	Grace Episcopal Church	2010	\$0.00	\$0.00	\$60,863.00	\$320,523.00
Newark	House of Prayer	2010	\$0.00	\$2,676.00	\$7,416.00	\$63,097.00
Newark	St Andrews Church	2010	\$0.00	\$0.00	\$14,704.00	\$108,930.00

City	Name	Report Year	Seminary Contribution Expense	Transmittal Expense	Non-Operating Expenses	Total Expenses
Newark	St Barnabas Church	2010			\$0.00	\$0.00
Newark	Trinity & St Phillips Cathedral	2010	\$0.00	\$420.00	\$30,526.00	\$498,744.00
Newton	Christ Episcopal Church	2010	\$0.00	\$0.00	\$99,034.00	\$448,095.00
North Arlington	St Pauls Church	2010			\$0.00	\$0.00
North Bergen	St Peters Korean Church	2010	\$0.00	\$0.00	\$3,163.00	\$125,492.00
Norwood	Holy Communion	2010	\$0.00	\$0.00	\$9,295.00	\$159,214.00
Nutley	Grace Episcopal Church	2010	\$0.00	\$745.00	\$89,663.00	\$347,845.00
Oak Ridge	St Gabriels Episcopal Church	2010	\$0.00	\$0.00	\$6,950.00	\$58,939.00
Oakland	St Albans Episcopal Church	2010	\$0.00	\$2,025.00	\$41,271.00	\$236,223.00
Oradell	Church of the Annunciation	2010	\$0.00	\$2,962.00	\$37,891.00	\$155,788.00
Orange	Church of the Epiphany	2010	\$0.00	\$65.00	\$26,906.00	\$291,223.00
Paramus	St Matthews Church	2010	\$0.00	\$1,323.00	\$17,441.00	\$105,068.00
Parsippany	St Gregorys Church	2010	\$0.00	\$0.00	\$11,567.00	\$157,586.00
Passaic	St Johns Church	2010	\$0.00	\$0.00	\$0.00	\$148,933.00
Paterson	Holy Communion	2010			\$0.00	\$0.00
Paterson	St Pauls Episcopal Church	2010	\$0.00	\$0.00	\$339,532.00	\$794,212.00
Phillipsburg	St Luke Episcopal Church	2010	\$0.00	\$5,642.00	\$13,582.00	\$168,818.00
Pompton Lakes	Christ Episcopal Church	2010	\$0.00	\$0.00	\$0.00	\$641,620.00
Ramsey	St Johns Memorial Church	2010	\$0.00	\$4,154.00	\$43,613.00	\$352,017.00
Ridgefield	St James Episcopal Church	2010	\$0.00	\$407.00	\$407.00	\$185,220.00
Ridgewood	Christ Church	2010	\$0.00	\$0.00	\$48,507.00	\$487,288.00
Ridgewood	St Elizabeths Church	2010	\$2,600.00	\$66,210.00	\$145,182.00	\$1,047,134.00
Rinwood	Good Shepherd	2010	\$0.00	\$0.00	\$0.00	\$12,457.00
Rutherford	Grace Episcopal Church	2010	\$0.00	\$0.00	\$2,739.00	\$239,557.00
Secaucus	Church of Our Saviour	2010	\$0.00	\$0.00	\$0.00	\$0.00
Short Hills	Christ Episcopal Church	2010	\$0.00	\$0.00	\$0.00	\$1,120,431.00
South Orange	St Andrew & Holy Communion	2010	\$0.00	\$0.00	\$0.00	\$455,000.00
Sparta	St Marys Episcopal Church	2010	\$0.00	\$0.00	\$0.00	\$217,393.00
Succasunna	St Dunstons Church	2010	\$0.00	\$3,562.00	\$31,794.00	\$167,927.00
Summit	Calvary Church	2010	\$0.00	\$6,769.00	\$25,795.00	\$753,750.00

City	Name	Report Year	Seminary Contribution Expense	Transmittal Expense	Non-Operating Expenses	Total Expenses
Susex	Good Shepherd	2010	\$0.00	\$174.00	\$50,169.00	\$190,883.00
Teaneck	Christ Church	2010	\$0.00	\$4,585.00	\$5,585.00	\$191,103.00
Teaneck	St Marks Episcopal Church	2010			\$87,153.00	\$258,900.00
Tenafly	Church of the Atonement	2010	\$1,224.00	\$0.00	\$140,889.00	\$413,121.00
Totowa	Christ Church	2010	\$0.00	\$5,213.00	\$2,183.00	\$62,333.00
Towaco	Church of the Transfiguration	2010	\$0.00	\$2,752.00	\$2,752.00	\$129,841.00
Union City	Grace Episcopal Church	2010	\$0.00	\$0.00	\$0.00	\$83,247.00
Union City	St Johns Episcopal Church	2010	\$0.00	\$0.00	\$2,415.00	\$125,280.00
Upper Montclair	St James Episcopal Church	2010	\$0.00	\$0.00	\$358,618.00	\$848,218.00
Vernon	St Thomas Church	2010	\$0.00	\$0.00	\$1,438.00	\$151,921.00
Verona	The Church of the Holy Spirit	2010	\$0.00	\$0.00	\$12,195.00	\$128,001.00
Washington	St Peters Episcopal Church	2010	\$0.00	\$0.00	\$8,600.00	\$90,091.00
Wayne	St Michaels Church	2010	\$0.00	\$0.00	\$57,089.00	\$412,786.00
West Orange	Church of the Holy Innocents	2010	\$0.00	\$798.00	\$12,367.00	\$125,239.00
West Orange	Church of the Holy Trinity	2010	\$0.00	\$0.00	\$36,262.00	\$175,082.00
Westwood	Grace Episcopal Church	2010			\$0.00	\$0.00
Wood Ridge	St Paul and Resurrection	2010	\$0.00	\$0.00	\$0.00	\$141,852.00

City	Name	Report Year	Total Cash	Investment	Total Established
Allendale	Trinity Episcopal Church	2010	\$32,736.00	\$1,492,974.00	1872
Bayonne	Calvary Episcopal Church	2010	\$3,496.00	\$123,000.00	1859
Bayonne	Trinity Parish In Bergen Point	2010	\$29,854.00	\$240,711.00	1859
Belvidere	St Marys Church Belvidere	2010	\$32,383.00	\$0.00	1833
Boonton	St Johns Episcopal Church	2010	\$22,042.00	\$51,488.00	1851
Budd Lake	Christ Episcopal Church	2010	\$64,834.00	\$0.00	1865
Chatham	St Pauls Episcopal Church	2010	\$70,356.00	\$324,413.00	1903
Chester	Church of the Messiah	2010	\$66,004.00	\$0.00	1980
Cliffside Park	Trinity Church	2010	\$12,905.00	\$624,688.00	1908
Clifton	St Peters Episcopal Church	2010	\$15,812.00	\$63,174.00	1898
Denville	The Church of the Saviour	2010	\$5,699.00	\$321,618.00	1955
Dover	St Johns Episcopal Church	2010			1849
East Orange	Christ Episcopal Church	2010	\$13,650.00	\$74,397.00	1868
East Orange	St Agnes & St Pauls Church	2010	\$5,300.00	\$0.00	1991
Englewood	St Pauls Episcopal Church	2010	\$25,506.00	\$1,236,785.00	1864
Essex Fells	St Peters Episcopal Church	2010	\$35,098.00	\$1,609,150.00	1893
Fair Lawn	Church of the Atonement	2010	\$2,381.00	\$168,258.00	1942
Fort Lee	Good Shepherd	2010	\$58,384.00	\$38,178.00	1858
Glen Ridge	Christ Episcopal Church	2010	\$70,368.00	\$899,617.00	1858
Glen Rock	All Saints Episcopal Church	2010	\$558,673.00	\$32,117.00	1914
Hackensack	Christ Episcopal Church	2010	\$21,336.00	\$8,391.00	1863
Hackensack	Church of St Anthony Padua	2010			1925
Hackensack	St Cyprians Church	2010			1926
Hackettstown	St James Episcopal Church	2010	\$62,001.00	\$737,591.00	1859
Harrington Park	St Andrews Church	2010	\$5,412.00	\$113,107.00	1925
Harrison	Christ Church	2010	\$46,949.00	\$55,109.00	1852
Hasbrouck Heights	Church of St John the Divine	2010	\$4,187.00	\$9,892.00	1859
Haworth	St Lukes Episcopal Church	2010	\$14,425.00	\$429,168.00	1921
Hawthorne	St Clements Church	2010			1896
Hillside	Holy Trinity Episcopal Church	2010	\$24,992.00	\$93,859.00	1899

City	Name	Report Year	Total Cash	Total Investment	Established
Ho Ho Kus	St Bartholomews Church	2010	\$10,524.00	\$257,965.00	1804
Hoboken	All Saints Episcopal Parish	2010	\$99,858.00	\$98,125.00	1983
Hone	St Lukes Church	2010	\$55,800.00	\$67,130.00	1832
Jersey City	Church of the Incarnation	2010	\$54,308.00	\$101,662.00	1910
Jersey City	Grace Van Vorst Church	2010	\$262,535.00	\$2,513.00	1847
Jersey City	St Pauls Episcopal Church	2010	\$32,487.00	\$1,677,681.00	1861
Keamy	Trinity Episcopal Church	2010	\$5,245.00	\$15,000.00	1887
Kinnelon	St Davids Episcopal Church	2010	\$38,811.00	\$62,486.00	1960
Leonia	All Saints Episcopal Church	2010	\$31,580.00	\$273,968.00	1893
Lincoln Park	St Andrews Church	2010	\$100,026.00	\$54,586.00	1917
Little Falls	St Annes Episcopal Church	2010	\$8,331.00	\$159,296.00	1896
Livingston	St Peters Episcopal Church	2010	\$44,000.00	\$260,000.00	1916
Lynchhurst	St Thomas Episcopal Church	2010	\$10,444.00	\$79,286.00	1888
Madison	Grace Church	2010	\$181,142.00	\$2,563,847.00	1854
Maplewood	St Georges Episcopal Church	2010	\$32,538.00	\$639,845.00	1894
Maywood	St Martins Episcopal Church	2010	\$4,620.00	\$28,381.00	1926
Mendham	St Marks Church	2010	\$79,177.00	\$0.00	1873
Millburn	St Stephens Church	2010	\$26,267.00	\$1,091,364.00	1851
Millington	All Saints Church	2010	\$69,453.00	\$135,191.00	1904
Montclair	St Johns Episcopal Church	2010	\$6,025.00	\$144,246.00	1899
Montclair	St Lukes Episcopal Church	2010	\$80,652.00	\$770,587.00	1846
Montvale	St Pauls Episcopal Church	2010	\$11,328.00	\$150,216.00	1895
Morris Plains	St Pauls Episcopal Church	2010	\$13,928.00	\$86,149.00	1920
Morristown	Church of the Redeemer	2010	\$30,222.00	\$963,976.00	1852
Morristown	St Peters Church	2010	\$116,231.00	\$6,409,738.00	1827
Mount Arlington	St Peters Episcopal Church	2010	\$26,195.00	\$8,004.00	1894
Mountain Lakes	St Peters Episcopal Church	2010	\$40,917.00	\$467,305.00	1923
Newark	Grace Episcopal Church	2010	\$64,130.00	\$2,080,721.00	1837
Newark	House of Prayer	2010	\$35,844.00	\$224,587.00	1847
Newark	St Andrews Church	2010	\$26,183.00	\$0.00	1902

City	Name	Report Year	Total Cash	Total Investment	Established
Newark	St Barnabas Church	2010			1852
Newark	Trinity & St Phillips Cathedral	2010	\$236,917.00	\$388,556.00	1732
Newton	Christ Episcopal Church	2010	\$131,289.00	\$2,348,392.00	1759
North Arlington	St Pauls Church	2010			1914
North Bergen	St Peters Korean Church	2010	\$1,375.00	\$0.00	1981
Norwood	Holy Communion	2010	\$9,295.00	\$29,103.00	1876
Nutley	Grace Episcopal Church	2010	\$63,860.00	\$1,149,484.00	1873
Oak Ridge	St Gabriels Episcopal Church	2010	\$18,867.00	\$0.00	1968
Oakland	St Albans Episcopal Church	2010	\$89,711.00	\$300.00	1959
Oradell	Church of the Annunciation	2010	\$66,726.00	\$41,916.00	1901
Orange	Church of the Epiphany	2010	\$21,551.00	\$28,700.00	1901
Paramus	St Matthews Church	2010	\$32,791.00	\$75,553.00	1950
Parsippany	St Gregorys Church	2010	\$8,820.00	\$344,898.00	1954
Passaic	St Johns Church	2010	\$21,075.00	\$535,069.00	1859
Patterson	Holy Communion	2010			1856
Patterson	St Pauls Episcopal Church	2010	\$81,151.00	\$1,227,600.00	1817
Phillipsburg	St Luke Episcopal Church	2010	\$16,943.00	\$37,427.00	1856
Pompton Lakes	Christ Episcopal Church	2010	\$62,633.00	\$98,304.00	1798
Ramsey	St Johns Memorial Church	2010	\$174,549.00	\$0.00	1906
Ridgewood	St James Episcopal Church	2010	\$73,599.00	\$3,568,366.00	1872
Ridgewood	Christ Church	2010	\$111,018.00	\$308,169.00	1864
Ridgewood	St Elizabeths Church	2010	\$2,540,249.00	\$68,764.00	1923
Ringwood	Good Shepherd	2010	\$8,010.00	\$0.00	1901
Rutherford	Grace Episcopal Church	2010	\$50,066.00	\$589,952.00	1869
Secaucus	Church of Our Saviour	2010			1924
Short Hills	Christ Episcopal Church	2010	\$338,816.00	\$4,776,059.00	1832
South Orange	St Andrew & Holy Communion	2010	\$4,534.00	\$447,000.00	1859
Sparta	St Marys Episcopal Church	2010	\$77,893.00	\$136,273.00	1919
Succasunna	St Dunstons Church	2010	\$28,614.00	\$225,655.00	1963
Summit	Calvary Church	2010	\$118,180.00	\$1,189,437.00	1854

City	Name	Report Year	Total Cash	Total Investment	Established
Sussex	Good Shepherd	2010	\$26,696.00	\$27,872.00	1871
Teaneck	Christ Church	2010	\$25,314.00	\$156,385.00	1914
Teaneck	St Marks Episcopal Church	2010	\$71,683.00	\$6,394.00	1925
Tenafly	Church of the Atonement	2010	\$70,642.00	\$1,404,910.00	1868
Totowa	Christ Church	2010	\$707.00	\$107,000.00	1921
Towaco	Church of the Transfiguration	2010	\$15,321.00	\$9,712.00	1921
Union City	Grace Episcopal Church	2010	\$23,288.00	\$213,112.00	1884
Union City	St Johns Episcopal Church	2010	\$482.00	\$27,345.00	1846
Upper Montclair	St James Episcopal Church	2010	\$231,526.00	\$2,404,289.00	1887
Vernon	St Thomas Church	2010	\$5,526.00	\$37,867.00	1981
Verona	The Church of the Holy Spirit	2010	\$2,407.00	\$17,193.00	1929
Washington	St Peters Episcopal Church	2010	\$16,133.00	\$12,991.00	1881
Wayne	St Michaels Church	2010	\$19,679.00	\$26,798.00	1957
West Orange	Church of the Holy Innocents	2010	\$6,731.00	\$315,038.00	1871
West Orange	Church of the Holy Trinity	2010	\$43,836.00	\$97,338.00	1907
Westwood	Grace Episcopal Church	2010			1908
Wood Ridge	St Paul and Resurrection	2010	\$14,556.00	\$35,245.00	1913