

**Minutes of the
Our Diocesan Council
The Episcopal Diocese of Newark
Diocesan Council Meeting
St. Agnes' Little Falls
Wednesday, May 10, 2017**

Officers: The Rt. Rev. Mark Beckwith [*President*], Mr. John A. King [*Secretary*], Mr. Paul R. Shackford [*Treasurer*], Diane Sammons Esq. [*Chancellor*], The Rev. Virginia Dinsmore [*Staff*], The Rev. Canon Gregory Jacobs [*Staff*]

Present: The Rev. E. Michael Allen, The Rev. William Allport, Mrs. Sheila Barcus, Mr. Robert Bogert, The Rev. Tim Carr, Mr. Stuart Christie, The Rev. Sheelagh A. Clarke, The Rev. Kevin Coffey, Mrs. Debra Cook, Ms. Carol Harrison-Arnold, Ms. Sue Morgan, The Rev. Margaret Otterburn, Ms. Elizabeth Rundquist, Ms. Lynn B. Tyler, Mr. Timothy Wong

Absent: The Rev. Charles Hatfield, Ms. Laurie Piccirillo, The Rev. Juan Rosario De La Cruz, The Rev. Susan Saucedo Sica, Ms. Mary Sunden, The Rev. Diana Wilcox

Business Session

Began at 6:40 PM. Traffic issues paralyzed Northern New Jersey this evening, participants were delayed in arriving. It was decided to wait for 10 minutes and start at 6:40 with a working dinner for the late arrivals.

Agenda

Moved, Seconded & Approved

Minutes

Moved, Seconded & Approved

Episcopal Communications

Cathedral Development seven from the diocese and seven from the congregation to explore development of 2 Park Place and the Cathedral Prudential NJPAC and other developers to look at the
2 Trustees, 2 Chapter members, 2 Standing Committee Members & Greg Jacobs

Mary Sunden is chairing the search for the CFO

Alleluia Fund season is upon us.

Met with Cardinal Tobin, first time in his tenure that Bishop has met with his Roman Catholic Counterpart, The Cardinal was eager to connect.

Bishop Search Update

Naomi Horsky president of the Standing Committee spoke about the search process.

Names have been gathered of people from throughout the diocese for people that will be chosen from a pool - 53 names have been submitted. The Standing Committee will assign to search and transition process.

Joining God In Shaping Our Future

Listening Excursion Wave One

70% are involved with companions

the other 30% are in various stages.

Youth Listening Tables

John Bartz - Youth Listening Tables John Bartz led a recap of the findings of the Youth Ministries Listening Table process. A summary of which is listed below:

- **Embrace partnerships.**
 - We do not need to replicate programming offered by Cross Roads (Elementary Retreat, Middle School Retreat, Young Adult retreat, numerous summer offerings, etc.) but instead invite, invite, invite youth across the diocese to consider participating in the Cross Roads offerings.
 - Invite, invite, invite youth to participate in EYE, General Convention and other larger church events.
 - Explore partnership opportunities with the Lutherans and with the Diocese of NJ.

- **Do a few things well.**
 - Confirmation retreats must be AWESOME. They are a key opportunity to invite youth into the broader Episcopal life of the diocese and the Episcopal Church.
 - Explore an annual or bi-annual diocesan-wide mission trip.
 - Doing “something fun” with friends from church creates the friendships and bonds that make kids want to stay connected. For example, the NJ Lutheran Synod hosts an annual day at Six Flags. Perhaps we join them?

- **Explore a “new way of living together” based on the core practices of listening, discerning, experimenting, evaluating, and living into a new future.**
 - There is energy around a learning community of youth ministers in the diocese to support each other, share what they are doing, what they are learning, and the implications going forward. Since so many youth are working alone, mutual support is a big part of these gatherings.
 - There is also energy for a youth commission to actively shape youth ministry in the diocese. This could be a leadership opportunity for high school students.
 - What would it be like for a team of innovative leaders, working with a member of the diocesan staff (made up of clergy, youth ministers, concerned parents, etc.), to continue this process, to engage some of the significant, adaptive challenges facing our diocese around youth and young adult ministry, for which there are no easy answers ...
 - How do our youth begin to discern what God is up to in their neighborhoods and join God there?
 - How do we engage youth and young adult leaders in the life of the diocese? What would it be like to have youth serve on diocesan committees, grant boards, Convention, etc.? If done well, these youth and young adult leadership positions can strengthen connections with faith and church while also offering an opportunity for our young people to learn about leadership and governance. On a very practical note, they also strengthen a resume.
 - Given the large number of congregations in the diocese without youth ministers and the number of congregations with only a few kids, how do we build relationships and ministry across congregations? Some talk of district coordinators -
 - How do we build relationship and keep connected with the college students? We can begin to explore our college chaplaincies and the relationships with the educational institutions in our diocese. What about the young people from our diocese who are away at school or in the military?
 - How do we welcome young adults into our congregations and our diocese?
 - How do we promote a culture where everyone in our diocese feels responsibility for youth and young adult ministry?

- **Hire a diocesan youth ministry coordinator to ...**
 - Build and manage partnerships
 - Foster relationships with congregations; communicate what’s available
 - Cultivate relationships across the diocese - with parents, young adults, youth, youth ministers, clergy, lay leaders, etc.
 - Invite, invite, invite!
 - Oversee and support teams responsible for diocesan youth events including confirmation retreats
 - Support learning communities - youth ministers, youth board, youth commission, etc.
 - Facilitate and encourage adaptive challenge work

Youth Ministry Exploration Process

Spring 2017

Context:

We are learning as a diocese that in the midst of all the chaos and confusion of our world, God is calling us to a new way of living together. Our journey towards this “new way” is guided by a core question:

How do we go on a journey together to discern what God is up to in our neighborhoods and join God there?

The text from the third chapter of the Book of Joshua emerged amongst diocesan staff as a powerful image for this diocesan journey. In the text, the entire nation of Israel crosses the river into land that has been promised to them. Often when dwelling in the word, our staff’s imagination has been captured by the phrase “the entire nation” which includes the young, old, and everyone in between.

In the process outlined here, we will begin to explore how the young, the youth and young adults, of our diocese, go on this journey to join God in shaping our future, and how our diocese (the entire nation) can best support them as we journey together.

We progress along our journey by engaging five core practices - listening, discerning, experimenting, evaluating and living into a new future. In this exploration, we’ll start by listening, the first and most important step.

Desired Outcomes:

1. A broad cross-section of diocesan stakeholders engages in the process, is heard, and feels ownership.
2. A committed, creative team (Exploratory Team) engages in the initial stages of this adaptive work and begins to discern the underlying challenges in youth ministry, including what to conserve and what to discard from past practices.
3. Next steps are identified towards experimenting with a “new way” of youth ministry.

Financial Report

Diocesan Council Finance Report for the Year-to-Date Period Ended April 30, 2017

Enclosed is the financial report for the four-month period ended April 30, 2017. The budgeted amounts reflect the budget that was adopted at the Annual Convention in January 2017.

Details of Information Reflected on the Financial Statement

There are a number of variances in actual results as compared with the budget.

Income

Pledge Revenue (line 1)

The methodology used to create the monthly budget was to base estimated 2017 monthly pledge income on the actual pattern of pledge receipts in 2016.

Through the end of April, pledge receipts are \$58,653 ahead of budget.

Alleluia Fund (line 2)

We have received donations to the Alleluia Fund in the first four months totaling \$12,048 which is \$9,326 lower than budget, principally because a large donation received in April of last year, which we expect to receive this year, has not yet been received. The initial promotion of this fund began after Easter and will continue through Pentecost, with additional promotion during the latter part of the year.

New Ministry Initiatives Fund (line 7)

This is the source of funds to pay the expenses related to the Joining God in Shaping Our Future initiatives (included in lines 14 and 15) and Fund Development (in line 16). Income is lower than budget by \$34,791 because the corresponding expenses are also, in total, lower than budgeted through the first four months, and because we received a grant (line 8), reducing the amount we had to take from the New Ministry Initiatives Fund.

Missional Church Grants (line 8)

We received a \$15,000 grant from a foundation that had provided grants to the diocese in the past. Because they had advised us that we were no longer eligible to receive grants, we had not included it in the 2017 budget, leading to the favorable variance.

Expenses

Staff Compensation (lines 14, 21, 31, and 46)

Compensation expense, which includes salaries and benefits for employees at Episcopal House, is \$2,042 higher than budget due principally to an adjustment to the compensation of an employee.

Joining God in Shaping Our Future (line 15)

Spending in this area is below budget for the first four months. It is expected that actual spending will increase in future months.

Fund Development (line 16)

Spending in this area is below budget for the first four months. It is expected that actual spending will increase in future months as the Alleluia Fund is promoted following Easter.

Youth & Young Adult Ministry (line 22)

During January, the Director of Youth & Young Adult Ministry resigned. We are currently in the process of determining how we can best address this ministry and, as of the end of March, our spending is lower than initially budgeted. Certain aspects of this ministry, such as Confirmation Retreats, are continuing.

Domestic and International Outreach Grants (lines 33 and 34)

The budget assumes that these grants will be paid in December 2017.

Administration (line 49)

The negative variance is a result of the Episcopal House cleaning service expense erroneously not being included in the 2017 budget.

Net Results

Through the end of April, the favorable variance between actual and budgeted results is \$69,353. We currently expect that the net of all income and expense variances will lead to full year results where total income is approximately the same as total expenses.

Paul R. Shackford
Treasurer of Convention
Diocesan Chief Financial Officer

71 Parochial Reports are in, 28 are not. Deadline was March 1

Diocese of Newark						
April 2017 Financial Statement						
Description	Apr Month Actual	Apr YTD Actual	Apr YTD Budget	Better/ (Worse)	Final Annual Budget 2017	Comments
Income						
1 Pledge Revenue	\$192,002	\$597,666	\$539,013	\$58,653	\$1,950,000	
2 Alleluia Fund	884	12,048	21,374	(9,326)	125,000	Funds portion of lines 33 and 34
3 Investment Income	0	31,250	31,250	0	125,000	
4 Investment Administration Fee	0	33,000	33,000	0	133,250	25 basis points fee
5 Direct Administration Fees	200	22,675	22,675	0	90,300	
6 Rental Income-Episcopal House	5,446	21,787	21,787	0	65,360	Two tenants for full year
7 New Ministry Initiatives	23,668	71,335	106,126	(34,791)	308,646	16
8 Missional Church Grants	0	15,000	0	15,000	0	
9 Proceeds from Sale of Properties	0	94,000	94,000	0	94,000	Funds lines 48, 55 and portion of staff lines
10 Bishop's Discretionary Fund	0	0	0	0	45,000	
11 Bishop's Circle	0	0	0	0	64,500	Funds portion of line 14
12 Cross Roads Scholarship Fund	0	996	925	71	3,700	Funds line 27
13 Total Income	\$222,200	\$899,757	\$870,150	\$29,607	\$3,004,756	
Expense						
Equipping Congregations						
14 Staff Compensation	\$41,807	\$164,168	\$164,857	\$689	\$541,079	Partially funded by income in lines 7 and 8
15 Joining God in Shaping Our Future	10,406	40,446	58,305	17,859	174,915	Funded by line 7
16 Fund Development	1,656	4,396	7,967	3,571	23,900	Funded by line 7
17 Congregation/Clergy/Min. Development	732	1,063	4,033	2,970	12,100	
18 Stewardship	0	1,250	1,417	167	5,000	
19 Bishop Anand Resource Center	(229)	(88)	33	121	100	
20 Total Equipping Congregations	\$54,372	\$211,235	\$236,612	\$25,377	\$757,094	
Empowering People						
21 Staff Compensation	\$21,517	\$92,549	\$92,977	\$428	\$316,448	
22 Youth & Young Adult Ministry	5,992	3,282	12,232	8,950	27,224	
23 Diocesan Convention	(514)	10,991	11,000	9	11,000	
24 Clergy Conference	68	68	0	(68)	7,500	
25 Commission on Ministry	709	(1,685)	758	2,443	2,275	
26 Hispanic/Latino Ministry	0	0	1,910	1,910	5,730	
27 Cross Roads Camp Ministry	0	996	925	(71)	3,700	Funded by income in line 12
28 Education for Ministry	0	0	0	0	1,650	
29 Namaste (Dismantling Racism)	0	0	450	450	1,350	
30 Total Empowering People	\$27,772	\$106,201	\$120,252	\$14,051	\$376,877	
Engaging the World						
31 Staff Compensation	\$34,700	\$117,760	\$114,148	(\$3,612)	\$325,762	
32 The Episcopal Church (TEC)	33,148	132,592	132,592	0	397,782	
33 Domestic Outreach Grants	0	0	0	0	156,505	
34 International Outreach Grants	0	0	0	0	21,300	
35 General Convention 2018	1,667	6,667	6,667	0	20,000	
36 Communications	1,459	5,824	5,755	(69)	17,265	
37 Province II	0	1,775	1,775	0	7,100	
38 NJ Advocacy	0	10,000	10,000	0	10,000	
39 Deacons	0	190	500	310	1,500	
40 Liturgy & Music	1,400	2,445	3,291	846	4,050	
41 Cathedral	0	0	0	0	3,000	
42 Ecumenical & Interfaith Officer	1,059	2,053	2,330	277	2,330	
43 Prison Ministry	0	140	67	(73)	200	
44 ERD Coordinator	0	0	0	0	500	
45 Total Engaging the World	\$73,433	\$279,446	\$277,125	(\$2,321)	\$967,294	
Mission Oversight/Admin						
46 Staff Compensation	\$37,519	\$134,857	\$135,310	\$453	\$384,275	
47 Post-Retirement Insurance	5,134	19,669	21,000	1,331	63,000	
48 Lay Pension	0	70,000	70,000	0	70,000	Pension plan liability; funded by line 9
49 Administration	5,800	30,734	28,616	(2,118)	86,146	
50 Finance	13,891	29,620	29,207	(413)	88,720	
51 Buildings & Grounds	9,226	33,347	32,760	(587)	102,700	
52 Information Technology	4,192	10,799	10,950	151	29,250	
53 Bishop's Expenses	2,345	11,783	13,970	2,187	50,000	
54 Bishop's Office	829	3,965	5,600	1,635	10,400	
55 Search & Call of Next Bishop	0	19,000	19,000	0	19,000	Funded by line 9 (five-year plan to fund)
56 Total Mission Oversight/Admin	\$78,936	\$363,774	\$366,413	\$2,639	\$903,491	
57 Total Expense	\$234,513	\$960,656	\$1,000,402	\$39,746	\$3,004,756	
58 Surplus / (Deficit)	(\$12,313)	(\$60,899)	(\$130,252)	\$69,353	\$0	

Moved, Seconded & Approved

Moved By: Mrs. Debra Cook

Seconded By: Ms. Lynn B. Tyler

ACTS/VIM Grant Recommendations

**Summary of Applications ACTSVIM Fund 2017 Cycle
Funds Available: \$167,000**

Grant ID	Application Church	Application Project	Requested	Granted	(%)
AV-17-01	North Porch Women's & Infants Center	diapers and food supplements	\$20,000.00	\$16,000.00	80%
AV-17-02	West Orange, Holy Trinity Church	Food Pantry Stipend	\$10,000.00	\$10,000.00	100%
AV-17-03	Bergenfield, All Saints' Episcopal Korean	Korean Culture School Program	\$20,000.00	\$7,000.00	35%
AV-17-04	All Saints Community Service &	Jubilee Center Childrens' Program	\$20,000.00	\$14,000.00	70%
AV-17-05	Clifton, St. Peter's Church	St. Peter's Haven - Expansion of Services	\$20,000.00	\$14,000.00	70%
AV-17-06	Hope, St. Luke's & St. Mary's Church	Haven of Hope for Kids – Operating	\$10,000.00	\$10,000.00	100%
AV-17-07	Englewood, St. Paul's Church	St. Paul's Choir School	\$10,000.00	\$8,000.00	80%
AV-17-08	Newark, Grace Church	The Choristers Program of Grace Church	\$10,000.00	\$8,000.00	80%
AV-17-09	Jersey City, Grace Church Van Vorst	Grace Community Services	\$15,000.00	\$13,000.00	86.67%
AV-17-10	Hasbrouck Heights, St. John the Divine	Care on the Corner Programs	\$12,000.00	\$9,000.00	75%
AV-17-11	St. Paul's CDC, Paterson	CDC - Emergency Men's Shelter	\$15,000.00	\$15,000.00	100%
AV-17-12	Ringwood, Church of the Good Shepherd	Wellness Sharing Circles	\$3,000.00	\$3,000.00	100%
AV-17-13	Chester, Church of the Messiah	Senior Resource Center	\$20,000.00	\$13,000.00	65%
AV-17-15	Newark Shared Ministries	High School Equivalency Tutoring	\$20,000.00	\$15,000.00	75%
AV-17-16	Newark School of Theology	Newark School of Theology	\$20,000.00	\$12,000.00	60%

Total Requested \$225,000.00 **\$167,000.00**

Moved, Seconded & Approved with Abstention
Moved By: Ms. Lynn B. Tyler Seconded By: The Rev. E. Michael Allen
Abstentions: The Rev. Margaret Otterburn

Nutley Senior Manor

The President called to Order the Annual Meeting of the Nutley Senior Manor Corporation.

The slate was presented for election:

Elections of Trustees to the Class of 2020

Jeanne Stevens, St. Gregory's Church, Parsippany

Judith Richardson-Dunkeley, Christ Church, Bloomfield/Glen Ridge

The President reconvened the Meeting of the Diocesan Council.

Rutherford Senior Manor

The President called to Order the Annual Meeting of the Rutherford Senior Manor Corporation.

The slate was presented for election:

Elections of Trustees to the Class of 2020

Martha Reiner, Grace Church, Nutley

The Rev. Jacob Nannithaticu, St. Paul's & Ressurrection, Wood-Ridge

The President reconvened the Meeting of the Diocesan Council.

Hillsdale Senior Manor

The President called to Order the Annual Meeting of the Hillsdale Senior Manor Corporation.

The slate was presented for election:

Elections of Trustees to the Class of 2020

Linda Aprile-Soldwedel, All Saints, Glen Rock

Tom Bisdale, Esq, Grace, Westwood

Election of Trustees to the Class of 2018 (Vacancy - *Montalbano*)

John Greenberg, St. John's Memorial, Ramsey

The President reconvened the Meeting of the Diocesan Council.

Dwelling in the Word

Debra Cook and Michael Allen read Luke 10 from the Message

Action Team Time

Action Team Report Out

Equipping Team spoke about Vestry University

Notes from Empowering Team meeting 10 May 2017

We liked the flyer that Bob had created but suggested that it needed to be slightly lighter. Debra reported that Pam Bakal will be able to lead yoga. Sue reported that Christ Church, Ridgewood would be lending their canvas labyrinth.

Sheelagh and Margaret have taken a tour of Grace Church, Madison to scope out the space for the Workshop. We decided that the labyrinth should be in one part of the large parish hall; with the dinner in the other. There are 2 classrooms and 2 smaller rooms that would be ideal for more sedentary sessions. The Newcomb room would be ideal for yoga. Sheelagh and Margaret will be back for a spring clergy day and will get more room details at that time.

Kay will be offering Dwelling in the Word at dinner time

A suggestion was made to have a session on dream work, and Sheelagh will ask Diana Clark if she would be willing to do so (*Sheelagh has subsequently reported that Diana is willing to do it*)

In order to fit the Dream workshop in, and because Liz is offering Prayer writing, it was decided to drop the session on Prayer.

There was discussion on the timing; that the sessions should be 40 minutes long, with a 5 minute gap to allow folks to get to the next session.

Therefore, the schedule would be

6.00 – dinner with dwelling in the word

6.30-7.10 – first session

7.15-7.55 – second session

8.00-8.40 – third session

8.45-9.00 – Compline

The workshop topics will be;

Manuscript illumination – Debra

Knitting/gardening – Margaret

Yoga – Pam Bakal

Breathing – Betsy Thomason

Prayer writing – Liz

Labyrinth – Theresa

Discerning of gifts – Sheelagh and Sue

Dreams – Diana Clark

In the few minutes left to us, we discussed the Lenten meditations. Kevin said that he would not be inclined to do the meditations again, unless he knew that there had been a noticeable group that had accessed them. Sheelagh agreed. Kevin had spoken to Nina for participation info and was told that the number of folks who had clicked on the meditations, whether they had read them or not, was upwards to 6,000 hits.

So, it was decided that we will do the meditations again.

Sheelagh started to describe the multi-person procedure, but was not able to finish, as we ran out of time.

Respectfully submitted,

Sue Morgan

Faithful scribe

The Engaging Team – May 10, 2017

LEAMNJ

One of things we are working is engaging with the legislatures framing questions to the elected so that there is a listing of questions to ask or issues to bring up.

The way that we presently position questions in the EC seems to work better on a national level.

The Lutherans are more willing to offer up a statement that is more binding on a national level. We look to those for our guidance. Attempting to get people engaged, asking the questions and asking the questions in the right way.

The parole system in NJ is in disarray. It has grown out of the age of jailing people based on the possession of marijuana. A portion of the prison system is privately owned and the space must be filled in order to assure the maximization of profit.

Economic welfare NJ Healthcare had been based on the allocation of Medicare \$. NJ used these dollars to expand the pool of healthcare. With the dawning of the new AHCA which proposes to cut the money allocated to the states. These people will be the first thrown off of health care and are certainly the most fragile in the system.

Immigration Justice – This is what we doing and being there for this. We should work to change guidelines that have not changed.

The state could be involved in the system of sanctuary towns and churches.

Also developing kits for these communities so that they are more familiar with their rights and they are encouraged to start the process sooner.

Weekly Witness – now a publication each Tuesday blending public policy and the upcoming Scripture readings. People may sign up for this online.

The NJ legislature is very splintered at this time. Each has their own agenda and soliciting support is very challenging.

What do we do as the Engaging Team?

Get on the list and be aware. Work locally.

Encouraging churches to a political forum.

The immigration issue with ICE

The healthcare is a “wait and see” until we see what how it shakes out on a national level.

Michael will contact Mary Sunden regarding the training dates etc.

Respectfully Submitted

The Rev. Tim Carr

Adjourn & Compline

The prayer for the Search Process

Gracious God,

We, your people in the Diocese of Newark, give you thanks and praise for your work among us and through us, generation to generation. Lead us in the months ahead as we prayerfully search for our next Bishop. Raise up for us a steadfast steward who will embrace our broad and blessed diversity and uphold the apostolic heritage of your Church. Guide us to a faithful witness who speaks the Gospel truth in love and joy, and intimately knows your Word and world. Direct us, your disciples, in our discernment so our faith may increase and our works glorify your Name.

All this we ask through Jesus Christ our Lord, who with you and the Holy Spirit, be honor and glory throughout all ages. Amen.