

JOURNAL

of the

**ONE HUNDRED AND FORTY-THIRD
CONVENTION**

of the

**DIOCESE OF NEWARK
PROTESTANT EPISCOPAL CHURCH**



JANUARY 27 & 28, 2017

**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. John King
31 Mulberry, Newark NJ 07102

TREASURER

Mr. Paul Shackford
31 Mulberry Street, Newark NJ 07102

PARLIAMENTARIANS

Carol Harrison-Arnold, Esq.
Diane Sammons, Esq.

CHANCELLOR

Diane Sammons, Esq.

VICE CHANCELLORS

John Garde, Esq.

CHANCELLOR-EMERITUS

Michael F. Rehill, Esq.

2017 Convention Committees

Arrangements Committee

Mr. Phil Allen
Ms. Natalie Elder
Mr. Dale Ellis
Ms. Janet Hager
Ms. Naomi Horsky
Mr. Ron Owens, *Chair*
Ms. Linda Aprile Soldwedel
Mr. Tim Wong

Staff to Arrangements

Mr. Jim Caputo
Mr. Noel Garcia
Mr. Randy Johnson
Ms. Jane Jubilee
Ms. Giorvanna Larathe
Ms. Leslie Thomas

Nominations Committee

The Rev. Rose Hassan
Mr. Bert Jones
Mr. Greg Luciano, *Chair*
The Rev. Diane Rhodes
Mr. Aubrey Thompson
Ms. Pat Yankus

Resolutions Committee

The Rev. Deborah Drake
The Rev. Joseph Harmon, *Chair*
Ms. Patrice Henderson
Ms. Dianne Nelson
Ms. Chris Sinner
The Rev. Canon Dr. Sandye A. Wilson
Ms. Patricia Yankus

Rules of Order and Elections Committee

The Rev. Mary Davis
L. Allison Garde, Esq., *Chair*
John Webb, Esq., *Supervisor of Elections*
The Rev. Dean Weber

Technology Support

The Rev. Ken Boccino
Ms. Jan Paxton
The Rev. John Rollins

Youth Pages & Youth Advisors

Ms. Bridget Carlson
Ms. Shayla Graham
Ms. Gabrielle McCarren
Ms. Corinne Simons

Mr. John Bartz
Ms. Janelle Grant
Ms. Alicia Wignall

Youth Deputies

Mr. Joseph Steenstra – District 1
Ms. Natalia Quintero – District 2
Mr. Keenan Mitchell – District 4
Ms. Alexandra McCarren – District 5
Mr. Marcus Cruz – District 6
Mr. Tim Jennings – District 9

COMMITTEES, COMMISSIONS & BOARDS – 2017

ACTS/VIM & ALLELUIA FUND

Ms. Martha Anderson, Ms. Dee Field, Mr. Marc Hembree, Mr. Sidney King, The Rev. Tom Mathews, Mr. Michael Otterburn, Ms. Armantina Paleaz, Mr. Arnie Peinado, The Rev. Bernard Poppe, Mr. Mark Trautman, The Rev. Laurie Wurm.

COMMISSION ON MINISTRY

Mr. Larry Sunden, Grace Church, Westwood, Chair of Commission
The Rev. Peter Jackson, Holy Trinity, West Orange, Committee on the Diaconate

Committee on the Priesthood

Mr. Larry Sunden Chair of Committee
The Rev. Gregory Perez Conference Chair
The Rev. Joan Conley, Education Chair
Mr. Joe LaVela, Documents Chair

Committee on the Priesthood - Class of 2018:

The Rev. Dr. J. Brent Bates (1), Grace Church, Newark
The Rev. Deacon Ken Boccino (1), St. George's Church, Maplewood
The Rev. Marjorie D. Lindstrom (U), St. Matthew's, Paramus
Mrs. Lorita Jackson (2), St. John's Church, Montclair
Mr. Joe LaVela (1), St. Paul's, Chatham

Committee on the Priesthood - Class of 2019:

The Rev. Susan Chrystal (2), St. George's Church, Maplewood
The Rev. Joan Conley (2), St. Elizabeth's Church, Ridgewood
Ms. Patricia Vine (2), St. Michael's Church, Wayne
Ms. Dorise Wigfall (2), Trinity & St. Philip's Cathedral, Newark
Ms. Bayla Kallstrom (1), Grace Church Van Vorst, Jersey City

Committee on the Priesthood - Class of 2020:

The Rev. Mark R. Collins (U), All Saints, Glen Rock
The Rev. Gary Commins (U), Church of the Incarnation, Jersey City
The Rev. Paul Young Yoon (U), All Saints, Leonia
Ms. Jamel Shimpfky (1), Christ Church, Ridgewood
Ms. Anne Yardley (2), St. Peter's Church, Morristown

Committee on the Priesthood - Class of 2021:

Ms. Jean Bailey (2), Christ Church, Short Hills
The Rev. Margaret Otterburn (2), Church of the Messiah, Chester NJ 07930
The Rev. Gregory Perez (2), Trinity Church, Bayonne
Mr. Larry Sunden (2), Grace Church, Westwood
Mr. Hank Blum, Christ Church, Newton

COMMITTEES, COMMISSIONS & BOARDS – 2017

Committee on the Diaconate – Class of 2018

Mr. Louis Knaub, Christ Church, Hackensack
The Ven. Peter Jackson, Holy Trinity Church, West Orange

Committee on the Diaconate – Class of 2019

The Rev. Deacon Kathleen Ballard, St. George's, Maplewood
The Rev. Lloyd Batson, House of Prayer, Newark
Mr. Walter Brown, Church of the Incarnation, Jersey City
The Rev. Joanne O'Neil, St. Paul's Church, Englewood
The Rev. Archie Palmer, Church of the Annunciation, Oradell

Committee on the Diaconate – Class of 2020

The Rev. Deacon Lynn Czarniecki
The Rev. Deacon Jacques Girard, St. Matthew's, Paramus
Ms. Carol Haefele, St. John's, Hasbrouck Heights
The Rev. David Rude, Good Shepherd, Wantage

CONSTITUTION & CANONS COMMITTEE

Diane Sammons, Esq., Chancellor; John C. Garde, Esq., Vice Chancellor; Ms. Jennifer Arlin; Thomas Bisdale, Esq.; Mr. Richard Bollon; Mr. T. Donald Cairns; The Rev. Kevin PJ Coffey, SCP; The Rev. Joseph A. Harmon; Ms. Brenda C. Sherman; The Rev. Dean Weber; The Rev. Canon Dr. Sandye Wilson

DIOCESAN COUNCIL

Elected by Districts: The Rev. Michael Allen, Trinity Episcopal Church, Allendale; The Rev. William Allport, St. Paul's, Englewood; Ms. Shelia Barcus, St. Andrew's Church, Newark; The Rev. Sheelagh Clarke, St. Stephen's, Millburn; The Rev. Kevin PJ Coffey, Church of the Atonement, Fair Lawn; Ms. Deborah Cook, Grace Church, Nutley; The Rev. Chuck Hatfield, St. Peter's, Mountain Lakes; Dr. Roxanne Johnson, Incarnation, Jersey City; Ms. Lorraine Jones, Epiphany, Orange; Mr. George Kooney, Trinity Church, Cliffside Park; Ms. Sue Morgan, All Saints', Glen Rock; The Rev. Margaret Otterburn, Messiah, Chester; Ms. Laurie Piccirillo, St. Dunstan's, Succasunna; The Rev. Juan Rosario De La Cruz, Grace Church, Union City; Ms. Mary Sunden, Grace, Westwood; The Rev. William Thiele, St. John's, Passaic; The Rev. Diana Wilcox, Christ Church, Bloomfield & Glen Ridge.

Bishop's Appointments: Mr. Bob Bogert, St. Paul's, Montvale; The Rev. Timothy Carr, St. John's, Boonton; Mr. Dale Ellis, St. Andrew & Holy Communion Church, South Orange; Ms. Janelle Grant, St. Paul's, Paterson; The Rev. Susan Saucedo Sica, St. Gregory's Church, Parsippany; Ms. Lynn Tyler, Good Shepherd Church, Wantage; Mr. Timothy Wong, St. Andrew's Church, Harrington Park

COMMITTEES, COMMISSIONS & BOARDS – 2017

Officers:

The Rt. Rev. Mark M. Beckwith, President; the Rev. Diana L. Wilcox, Vice-President, Mr. Paul Shackford, Treasurer; Mr. John A. King, Secretary

DIOCESAN INVESTMENT TRUST (DIT)

President: The Rt. Rev. Mark Beckwith, *Ex-Officio*; Vice President: Howard Mackey; Secretary: Paul Shackford, Diocesan Chief Financial Officer; Trustees: The Rev. Lauren Ackland, Mr. Frank Failla, Ms. Sandra Johnson, Mr. John Morris, Mr. Don Nagle

DISCIPLINARY BOARD

Class of 2018: The Rev. Karen Rezach; Mr. George Mackey, St. Elizabeth's, Ridgewood

Class of 2019: The Rev. Willie Smith; Mr. John Smith, Trinity & St. Philip's Cathedral, Newark

Class of 2020: The Rev. Diane Rhodes; Ms. Laura Russell, All Saints', Hoboken

Class of 2021: The Rev. Kevin Coffey; Mr. Thomas Bisdale, Grace, Westwood

Class of 2022: The Rev. Thomas Mathews; Lay vacancy

Class of 2023: The Rev. Diana Wilcox

ECUMENICAL & INTERRELIGIOUS COMMISSION (EIC)

The Rev. Michael Allen; The Rev. Maylin Biggadike; Dr. Terri Donati; Mr. John Healy; The Rev. Willie Smith; The Rev. Dean Weber; The Rev. Lynne Bleich Weber; The Rev. Diana Wilcox

FUND DEVELOPMENT COMMITTEE

The Rt. Rev. Mark Beckwith, Bishop of Newark; The Rev. Canon Matthew T.L. Corkern, Calvary, Summit; The Rev. C. Melissa Hall, St. James, Upper Montclair; David Farrand, Chair, Calvary, Summit; Patrice Henderson, St. Andrew & Holy Communion, South Orange; Cynthia McChesney, Advisor to the Bishop for Leadership Giving, Christ Church, Short Hills; Sam Reckford, Chief Financial Officer, Diocese of Newark, Christ Church, Short Hills; Sarah Rosen, Christ Church, Short Hills; Paul Shackford, St. Andrew's, Harrington Park; Suzanne Willian, Advisor to the Bishop for Development & Project Manager, Christ Church, Short Hills; Patricia Yankus, St. Paul's, Paterson

COMMITTEES, COMMISSIONS & BOARDS – 2017

HISPANIC/LATINO MINISTRY COMMISSION

Ana Hernández, Migdalia Santana, Leonor Molina-Hernández, Norman Espinoza, Edwin Acevedo, Armantina Peláez, Nelson Díaz, The Rev. Rubén Jurado, The Rev. Susan Sica

HUMAN RESOURCES & BENEFITS COMMITTEE

The Rev. Lauren Ackland, Mr. George Ackley, The Rev. Matthew Corkern, Ms. Maria Force, Ms. Mary Beth King, Mr. John A. King (*ex officio*), The Rev. Thomas R. Laws, Mr. Robert LaPene, Ms. Allison, McDaniel, Ms. Lindsay McHugh, Mr. John Niles, The Rev. Paul V. Olsson (Co-Chair), Dr. Matthew Price, Ms. Leslie Thomas (staff liaison)

THE MARGE CHRISTIE CONGREGATIONAL GROWTH AND VITALITY FUND

The Rev. Ken Boccino (chair), The Rev. Deborah Drake, The Rev. Miguel Hernandez, Mr. Louis Knaub, Ms. Bernice Mayes, Mr. Mike Odian, Mr. Dennis Piccirillo

NAMASTE: ANTI-RACISM DIALOGUE COMMITTEE

The Rev. Deacon Christine L. McCloud, The Rev. Canon Gregory A. Jacobs, Helen Dannatt, Jane Jubilee (Administrative Assistant for Diocesan Services), The Rev. Jerry A. Racioppi, Joan L. Slepian, Kaileen, Ken Bledsoe, Gladys Hughes, Randy Johnson (Administrator for Diocesan Ministries), The Rev. Dr. Canon Sandye A. Wilson, and The Rev. Willie J. Smith

NORTH PORCH WOMEN AND INFANTS' CENTERS

The Rev. Ellen Kohn Perry, President; Alison Meyer, treasurer; Lindsay McHugh, Secretary; Crary Brooks, E.V. Janopaul, Dicki Lulay, C. Gwyneth Munn, Ph.D., Christina Ocampo, The Rev. Margaret Otterburn, Nicole Saphier, M.D.

PRISON MINISTRY

Brenda Beavers-Simpson, Chair; The Rev. Pamela Bakal, President; The Rev. Audrey Hasselbrook; The Rev. Kathleen Ballard, The Rev. Geoff Curtiss, Tim Evans, Ruth Mayes, Gwyneth Munn, Paul Murphy, the Rev. Liz Ostuni, Larry Ostuni, Doris Snyder, Daniel Somers, the Rev. Ron Verblauw, John Vine

SENIOR MINISTRIES

Gail Barkley, Scott Bennett (chair), Marymae Henley, Lorraine Jones, Hope Lampe, Michael Otterburn, Patricia Moulton, Martha Reiner (vice-chair), Mary DePinto (secretary), Tricia Smith

COMMITTEES, COMMISSIONS & BOARDS – 2017

STANDING COMMITTEE

Class of 2018: The Rev. Joseph A. Harmon, Epiphany/Christ Church, Orange; Ms. Naomi Horsky, St. Gabriel's, Milton/Oak Ridge

Class of 2019: Ms. Patrice Henderson, St. Andrew & Holy Communion, South Orange; The Rev. Christine McCloud

Class of 2020: The Rev. Mary Davis, St. Paul's, Chatham; Ms. Brenda Sherman, Grace Church, Nutley

Class of 2021: Ms. Wendy Drake-Schneider, St. Luke's Church, Montclair; The Rev. John Mennell, St. Luke's, Montclair

TRUSTEES OF THE EPISCOPAL FUND & DIOCESAN PROPERTIES

The Rev. Lauren Ackland, Grace Church, Madison; The Rt. Rev. Mark Beckwith, Bishop of Newark; William Carpenter, Esq., St. John's, Montclair; Mr. David Farrand, Calvary Church, Summit; John C. Garde, Esq., Grace Church, Madison, President; The Rev. Audrey C. Hasselbrook, St. James', Upper Montclair; Ms. Patrice Henderson, St. Andrew & Holy Communion Church, South Orange; Mr. Howard Mackey, St. Mark's, Teaneck; The Rev. John Mennell, St. Luke's, Montclair; Mr. Bernard J. Milano, Trinity, Allendale; The Rev. Erik Soldwedel; Mr. Peter Van Brunt, Church of the Messiah, Chester, Vice President; The Rev. Dean Weber, All Saints', Leonia

WARD J. HERBERT FUND

Class of 2017: Mr. Delbert Coonce, St. Martin's, Maywood; Mr. George Hahn, St. Matthew's, Paramus

Class of 2018: Mr. Michael Cullen, Grace, Madison; Mr. John Garde, Grace, Madison; Mr. Bert Jones, St. Luke's, Montclair; Mr. John Sogliuzzo, Christ, Short Hills

Class of 2019: Mr. Ronald Caras, St. Dunstan's, Succasunna; Mr. Rob Coonce, St. Peter's, Livingston; The Rev. Melissa Hall, St. James', Upper Montclair

Class of 2020: Mr. Terence Pine, St. Peter's Church, Mt. Arlington

Mr. Jim Caputo, Diocesan Property Manager; Mr. John King, Director of Administration & Secretary of Convention

143rd ANNUAL CONVENTION - DIOCESE OF NEWARK
HILTON HOTEL, PARSIPPANY - JANUARY 27 & 28, 2017
CONVENTION MINUTES

The 143rd Annual Convention of the Episcopal Church in the Diocese of Newark was held on Friday, January 27, and Saturday, January 28, 2017 at the Hilton Hotel, Parsippany, New Jersey.

This 143rd Diocesan Convention - "*Joining God in Shaping Our Future*" - was different from any Convention before it. Last year Bishop Beckwith said business as usual is not an option. In that spirit the Convention was redesigned (the unconventional Convention) so that the attendees could journey together with one another in joining God in our neighborhoods. The canonical requirements for Convention and the elections for diocesan offices were completed but most of the time was set aside for listening and sharing stories. Listen to scripture, listen to one another, and listen to the Holy Spirit.

All interested members of the diocese were invited to join deputies and clergy in listening deeply for God through Dwelling in the Word, sharing stories of God's presence, and exploring what might be happening in their neighborhoods. Bishop Beckwith gave his annual address in three parts, on Friday afternoon – *Why Are We Here?*, Saturday morning – *Stepping into the River*, and Saturday afternoon – *Joining God in Shaping Our Future*.

The hope was for people to leave Convention with a new experience, with new ways of listening that would be taken back to their congregations and their neighborhoods and wonder and ponder such questions as *What is God up to in our neighborhoods? How do we join God there?*

FRIDAY MORNING
January 27, 2017

Registration opened at 9:00 a.m. for deputies, visitors and guests. An Orientation for new deputies was held at 9:30 a.m.

The service of Holy Eucharist was celebrated at 10:30 a.m. in the Grand Ballroom. The Rt. Rev. Mark M. Beckwith, Diocesan Bishop, was the celebrant. Mr. Ron Garner, St. George's, Maplewood, and Ms. Angie Ratkowitz, St. Peter's, Livingston, were the preachers. [Their sermons are printed in the Journal.]

During the Prayers of the People, the tenth anniversary of Bishop Beckwith's consecration as bishop was commemorated. The Rev. Canon Gregory Jacobs and the congregation read aloud the examination questions first asked at the ordination of the new bishop, Mark Beckwith, ten years ago, to which he responded.

The UTO Ingathering was held during the service. The worship service collection which

was designated to be equally divided between North Porch Women & Infants' Centers and Episcopal Migration Ministries totaled \$3,024.

After the service, lunch was served at 12:00 p.m. in the Atrium prior to the start the business session at 1:00 p.m.

The Chapel was open during the entire convention and individual people scheduled themselves to be in the chapel for fifteen minute intervals to pray for the attendees and the work of the Convention. Workshops and hearings were held on late Friday afternoon. After the Friday evening banquet, *Walkin the Boulevard*, a classic rock band, provided entertainment. The Women's Commission sponsored a breakfast on Saturday morning on the topic *A Conversation on Refugee Resettlement and Faithful Welcome* with Ms. Allison Duvall, Manager for Church Relations and Engagement for Episcopal Migration Ministries.

The workshops offered on Friday afternoon were: Overview of Mental Health First Aid; Alzheimer's 101 – Sponsored by Senior Ministries; Lutheran Episcopal Advocacy Ministry of New Jersey; and Episcopal Migration Ministries Forum.

FRIDAY AFTERNOON SESSION

January 27, 2017

The business session was called to order at 1:00 p.m. by Bishop Beckwith, President, and opened with prayer by The Rev. Diana Clark, Chaplain.

Mr. John King, Secretary of Convention, declared a determination of a quorum in both orders and the Convention was declared ready for business. Deputies were instructed on the use of the colored voting cards and the Scantron ballots.

ADOPTION OF AGENDA

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

Chancellor Sammons reported that the Committee on Constitution and Canons did not receive any resolutions, amendments or suggested changes to the constitution or canons for consideration this year by the Convention.

RULES OF ORDER COMMITTEE

L. Allison Garde, Esq., chair of the Rules of Order and Elections Committee, reported that the Committee on Rules of Order and Elections met on December 14, 2016 to consider any proposed changes to the Rules. The Committee reviewed the Rules of Order as amended and adopted by the 142nd Convention and received a report from the Nominations Committee elected under the terms of those Rules.

The Nominations Committee worked to meet its mandate to provide more candidates than vacancies and submitted its list of candidates for consideration by the 143rd Diocesan Convention.

This year the Committee proposed no revisions to the Rules of Order. The Committee recommended that the Rules of Order adopted for the 142nd Diocesan Convention be adopted for the 143rd Diocesan Convention.

Motion: It was moved that the Rules of Order adopted for the 142nd Diocesan Convention be adopted for the 143rd Diocesan Convention. The motion was adopted.

The other committee members were John Webb, Esq., St. Luke & St. Mary, Hope & Belvidere; The Rev. Dean Weber, All Saints', Leonia; and The Rev. Mary Davis, St. Paul's, Chatham.

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

APPOINTMENT OF THE PARLIAMENTARIANS

The President appointed Diane Sammons, Esq., St. George's Church, Maplewood, and Carol Harrison-Arnold, Esq., Church of the Incarnation, Jersey City, as the Parliamentarians.

APPOINTMENT OF THE CHAPLAINS

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

RESOLUTIONS ON NEW MATTERS

There were no new matters brought before the Convention.

RESOLUTIONS COMMITTEE

The Rev. Joseph A. Harmon, Epiphany/Christ Church, Orange, Committee Chair, reported there were no resolutions submitted for consideration by the deputies. There had been one resolution submitted, but not in the proper format, and the proposer rescinded the resolution.

RESOLUTION OF COURTESY

Mr. Joseph Steenstra, St. Luke's & St. Mary's, Hope & Belvidere, requested a point of personal privilege to be recognized so that he could officially move 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: The Rev. Michel Belt, Grace Church, Madison; The Rev. Susanna Cates, St. Peter's Church, Morristown; The Rev. Mark R. Collins, All Saints', Glen Rock; The Rev. Canon Gary Commins, Church of the Incarnation, Jersey City; The Rev. Elizabeth Costello, Christ Church, Ridgewood; Ms. Cindy Cray, All Saints' Parish, Hoboken; The Rev. Dr. Guy Fouts, St. James' Church, Hackettstown; Ms. Carlene Gentry, St. Michael's, Wayne; The Rev. Daniel Gunn, Christ Church, Ridgewood; Mr. Lyle Hatch, Christ Church, Ridgewood; The Rev. Canon Lesley Hay, Good Shepherd, Lincoln Park & Montville; The Rev. George Kaswarra, Calvary Church, Bayonne; Mr. Greg Luciano, St. Paul's Church, Paterson; The Rev. Max Maxwell, Grace Church, Madison; The Rev. J. Gregory Morgan, All Saints' Parish, Hoboken; The Rev. Jacob P. Nanthicattu, St. Paul's & Resurrection, Wood-Ridge; The Rev. Bowie Snodgrass, Christ Church, Short Hills; Chancellor Diane Sammons and Carol Harrison-Arnold, Parliamentarians; 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; readers of resolutions of Courtesy, Greeting and Thanks; the Sisters of the Community of St. John Baptist; Ecumenical Guests; Postulants and Candidates for Holy Orders, and invited guests.

Motion: The motion was seconded and adopted.

RIGHTS OF LAY DEPUTIES

The Rev. Peter DeFranco, St. Peter's Church, Clifton, moved the election of the following to the Committee on the Rights of Lay Deputies: Ms. Cheri Yacono, St. James' Church, Ridgefield Park; Mr. Peter Katzenbach, Good Shepherd Episcopal Church, Montville; and The Rev. Jerry Racioppi, Church of the Holy Spirit, Verona, as members of Convention, to the Committee on the Rights of Lay Deputies.

Motion: The motion was seconded and adopted.

RIGHTS OF CLERICAL DEPUTIES

Ms. Sue Dziemian, Church of the Annunciation, Oradell, moved the election of the following to the Committee on the Rights of Clerical Deputies: The Rev. Victoria Geer McGrath, All Saints', Millington; Ms. Brenda Sherman, Grace Church, Nutley; and Mr. Sidney King, Church of the Incarnation, Jersey City, as members of Convention, to the Committee on the Rights of Clerical Deputies.

Motion: The motion was seconded and adopted.

COMMITTEE ON ELECTIONS

John Webb, Esq., presented the list of candidates for elected offices and provided instructions on the use of the majority ballot system. The first ballot was taken and the ballots were collected by the Pages and Newark ACTS Interns from the deputies seated at their tables.

The contested elections were: Clergy and Lay deputations for the 2018 General Convention to be held in Austin, Texas; Cathedral Chapter, Lay Class of 2020; Standing Committee, Clergy Class of 2021; Standing Committee, Lay Class of 2021; and Trustees of the Episcopal Fund & Diocesan Properties, Class of 2022 (3 members) and Class of 2021 (one vacancy). There was a write-in candidate for General Convention Clergy Deputies – The Rev. Lynne Bleich Weber.

The contests of ACTS/VIM Clergy Class of 2020, Cathedral Chapter Clergy Class of 2020, and Disciplinary Board Lay Class of 2022 had no candidates standing for election.

BALLOT FOR UNCONTESTED ELECTIONS

John Webb, Esq., member of the Rules of Order and Elections Committee and Elections Supervisor, presented the offices that were 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:

ACTS/VIM BOARD – Lay Class of 2020 – two members

Paula Rosemond Cappel, St. Andrew & Holy Communion, South Orange
Kirk Petersen, St. George's Church, Maplewood

CONSTITUTION AND CANONS COMMITTEE - ten members for one year term

Mr. Thomas A. Bisdale, Grace Church, Westwood
Mr. Richard Bollon, St. John's, Passaic
Mr. T. Donald Cairns, St. Clement's, Hawthorne
Mr. John C. Garde, Grace Church, Madison
Mr. J. David Healy, Sst. Agnes' Church, Little Falls
Mr. Joe LaVela, St. Paul's Church, Chatham
Mr. Ford Livengood, Christ Church, Newton
Ms. Brenda Sherman, Grace Church, Nutley
The Rev. Dean A. Weber, All Saints', Leonia
The Rev. Canon Dr. Sandy Wilson, St. Andrew & Holy Communion, South Orange

DISCIPLINARY BOARD - Clergy Class of 2023 – one member

Diana Wilcox, Christ Church, Bloomfield/Glen Ridge

SECRETARY OF CONVENTION – one year term

Mr. John King, St. Andrew's, Harrington Park

TREASURER – one year term

Mr. Paul Shackford, St. Andrew's Church, Harrington Park

ASSISTANT TREASURER – one year term

Mr. Scott Sargent, St. Dunstan's, Succasunna

MISSION MINUTES – JOINING JESUS ON THE JOURNEY:: A RIVER-TO-RIVER
PILGRIMAGE

Bishop Beckwith introduced the first of four Mission Minutes (video presentations) describing mission work in our congregations and within the diocese. This year's Mission Minutes were framed by the theme *Joining God in Shaping Our Future*.

This Mission Minute showed the ambitious, modern-day pilgrimage undertaken by Bishop Mark Beckwith and members of the Episcopal Diocese of Newark of walking across the entire diocese from the Delaware River in Belvidere to the Hudson River in Hoboken, a journey of more than 80 miles, during six days in July 2016.

HUMAN RESOURCES ADVISORY COMMITTEE

The Rev. Paul Olsson, St. Paul's, Morris Plains, Chair of the Bishop's Advisory Committee on Human Resources & Benefits, presented the Committee's report and the one resolution on clergy compensation for adoption.

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

RESOLVED, that the 143rd 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, 2018: Transitional Deacon, \$38,000 (1.46% increase); Assisting Priest, \$40,600 (1.50% increase); and Rector, Vicar, or Priest-in-charge, \$50,700 (1.40% increase).

The other members of the committee were recognized: The Rev. Lauren Ackland, Mr. George Ackley, The Rev. Matthew Corkern, Ms. Maria Force, Ms. Mary Beth King, Mr. John A. King (*ex officio*), The Rev. Thomas R. Laws, Mr. Robert LaPene, Ms. Allison, McDaniel, Ms. Lindsay McHugh, Mr. John Niles, Dr. Matthew Price, Ms. Leslie Thomas (staff liaison).

ANNUAL REPORT OF THE STANDING COMMITTEE

The Rev. John Mennell, St. Luke's, Montclair, President of the Standing Committee, described the work and ministry of the Standing Committee: provided advice to the bishop; affirmed elections of bishops throughout the Episcopal Church; consented to the ordinations of priests and deacons within our diocese; and approved sales and leases of church property. He encouraged congregations to involve the Standing Committee early on in the conversations regarding leasing of church property for their assistance, experience and guidance.

The other members of the Committee were recognized and thanked: The Rev. Joseph A. Harmon, Epiphany/Christ Church, Orange; Ms. Naomi Horsky, St. Gabriel's, Milton/Oak Ridge; Ms. Patrice Henderson, St. Andrew & Holy Communion, South Orange; The Rev. Christine McCloud; The Rev. Mary Davis, St. Paul's, Chatham; Ms. Brenda Sherman, Grace Church, Nutley; and Mr. Robert Simmons, Christ Church, East Orange.

UNITED THANK OFFERING (UTO) INGATHERING REPORT

Ms. Martha Gardner, St. George's, Maplewood and UTO Coordinator, expressed thanks to Ms. Anna Byrne and Ms. Sue Bennett for their years of service as the UTO coordinators. The UTO Ingathering totaled \$7,031.95.

She introduced Ms. Heather Melton, Presiding Bishop's Missioner for UTO, who encouraged congregations to submit grant applications to help fund their efforts to address the needs in their communities. Since 1969 when UTO started direct grants to dioceses, 53 grants were awarded to congregations or ministries within the Diocese of Newark which totaled \$818,469.

STATUS OF CHURCHES: EXTINGUISHED MISSION RESOLUTION – ST. THOMAS' CHURCH, VERNON

The Rev. Canon Gregory Jacobs acknowledged the church's 168 years of ministry and faithful witness to the gospel of Jesus Christ and shared some of its history. The church began as a mission in 1848, worshiping in a small gothic chapel which had achieved historic status as one of the oldest buildings in northern New Jersey. The church closed in 1971 but reopened on Palm Sunday 1981 with people from Good Shepherd in Wantage and Trinity Church in Warwick NY. A new building was constructed in 1996. Vernon was a commuting town where people would travel up to four hours daily. The financial and economic downturn of the mid-2000s hit the town and the church hard and its impact continued to the present time. Two public schools were scheduled to close later this year and property values had declined.

Over the years, the congregation demonstrated radical hospitality with its unique ministry to hikers on the Appalachian Trail, providing rest and respite. Over 400 people each summer were assisted by their ministry. Other outreach ministries were

supported, such as Family Promise and a local food pantry. The church made a difference in the lives of many.

Mr. John Garde explained the legal reasons that required the adoption of the Resolution of Extinction and read the text of the Extinct Mission Resolution for St. Thomas Episcopal Church in Vernon, and moved its adoption.

The Extinct Mission Resolution was as follows:

WHEREAS, the church corporately known as the Rector, Wardens and Vestrymen of St. Thomas (Episcopal) Church located at 307 Route 94 in the Township of Vernon (formerly the Village of Vernon), County of Sussex, State of New Jersey is a Mission Church in the Episcopal Diocese of Newark incorporated as a Mission Church in 1848; and

WHEREAS, in 1981, after a period of inactivity, this Mission Church was reopened as a mission church as defined in the Constitution and Canons of The Episcopal Church, the Canons of the Episcopal Diocese of Newark and the Statutes of the State of New Jersey; and

WHEREAS, in 2016 the Congregation duly resolved to close said mission; and

WHEREAS, the Diocese of Newark, acting through its officers and agents took further steps to close said mission and to cease all functions as a mission; and, be it further

RESOLVED, that the mission church known as St. Thomas Episcopal Church Vernon is hereby declared by this Convention to be extinct as a mission; and, be it further

RESOLVED, that this the 143rd Annual Convention of the Episcopal Diocese of Newark celebrates, acknowledges and gives thanks for the One Hundred Sixty Eight year history and legacy of St. Thomas Episcopal Church in Vernon, New Jersey; and be it further

RESOLVED, that the dissolution and extinction of the said mission church known as St. Thomas Episcopal Church in Vernon, New Jersey is hereby approved, ratified and confirmed by this the 143rd Annual Convention of the Episcopal Diocese of Newark; and, be it further

RESOLVED, that all assets held in the name of The Rector, Wardens and Vestrymen of St. Thomas Episcopal Church in Vernon, New Jersey shall, and in accordance with Title 16, Chapter 12, Article 1, Section 16 of Revised Statutes of New Jersey, as amended, revert to and be held by the corporation of the Diocese known and designated as the Trustees of the Episcopal Fund and Diocesan Properties of the Diocese of Newark.

The motion was seconded and adopted.

CHAPLAIN'S PRAYER

The Rev. Diana Clark offered a prayer of thanksgiving for the ministry of St. Thomas' Church in Vernon.

ORDER OF THE DAY: 2017 PROPOSED DIOCESAN BUDGET

Mr. Paul Shackford, Chief Financial Officer, addressed the convention deputies. Members of the Budget & Finance Committee were asked to stand in their places to receive thanks.

Mr. Shackford, Chief Financial Officer, presented the finance report for year ending 2016 and an executive summary of the proposed 2017 diocesan budget. [The information and data were provided in the budget booklet that was distributed.]

The other members of the Budget & Finance Committee were: Mr. Thomas Bisdale, Grace Church, Westwood and chair of the committee; Mr. Dall Forsythe, St. Luke's, Montclair; Mr. Lyle Hatch, Christ Church, Ridgewood; The Rev. Chuck Hatfield, St. Peter's, Mountain Lakes; Ms. Roxanne Johnson, Incarnation, Jersey City; The Rev. John Mennell, St. Luke's, Montclair; Ms. Sue Morgan, All Saints', Glen Rock; Mr. Scott Sargent, St. Dunstan's, Succasunna; Ms. Mary Sunden, Grace Church, Westwood; and Mr. Don Taylor, St. Elizabeth's, Ridgewood.

The proposed 2017 diocesan budget was referred to the open hearing and the forum.

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

TRUSTEES OF THE EPISCOPAL FUND & DIOCESAN PROPERTIES

The Trustees of the Diocesan Properties and Episcopal Fund presentation was made by John Garde, Esq., President of the Trustees and member of Grace Church, Madison. The other trustees who were present were on the platform. He described the responsibilities of the Trustees and highlighted the activities during 2016. At the end of 2016, \$42 million were under the Trustees in custodial and active management invested in the Diocesan Investment Trust.

The Trustees were custodians for, and manage, funds in three major categories: the endowment of the Diocese (unrestricted funds given or left to the Diocese); 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. The Trustees continued a number of long term

projects during the 2016 calendar year including: the endowment and fund analysis, and consolidation and coordination with the Diocesan Investment Trust. In addition a number of properties, including closed church properties and cemeteries, were the responsibility of the Trustees.

The Trustees provided support for various institutions of the Diocese from two separate groups of funds: Trustees Unrestricted Accounts and the Trustee's Restricted Accounts. The latter was a second series of accounts held by the Trustees as custodians for other Diocesan entities. From these accounts the Trustees provided funding for a variety of institutions including: The Bishop's Church Extension Fund, The Bishop's Supplementary Fund, Crossroads Camp, Theological Education, Outreach Activities, maintenance and operating budget of Episcopal House, and Marge Christie Congregational Growth and Vitality Fund.

He acknowledged with thanks three members who were completing terms this year: The Rev. John Mennell, St. Luke's, Montclair; The Rev. Timothy Carr, St. John's, Boonton; and Ms. Bernice Mayes, Trinity & St. Philip's Cathedral, Newark.

[A detailed report from the Trustees is printed in the Journal.]

MISSION MINUTES: RECONCILIATION WITH OUR NEIGHBORS

Bishop Beckwith introduced the second of four Mission Minutes (video presentations) describing mission outreach in our congregations and within the diocese. This year's Mission Minutes were framed by the theme *Joining God in Shaping Our Future*.

This Mission Minute showed some of the ways congregations heard and responded to the pain of their neighbors, striving to understand, reconcile and heal.

- Vigils for Orlando: Christ Church in Bloomfield-Glen Ridge held an Interfaith Vigil for Love Against Hate. Hundreds gathered at Redeemer in Morristown to honor the victims of the Orlando tragedy. Vigils were also held by Messiah in Chester and Atonement in Tenafly, and in other congregations in the diocese.
- After shootings in Baton Rouge, Minnesota and Dallas, South Orange and Maplewood clergy started a community conversation. Episcopalians also participated in an "Interfaith Vigil for Peace and Justice" in Morristown.
- Confronting issues of race and justice, Epiphany/Christ Church in Orange, St. George's in Maplewood and Holy Spirit in Verona joined in a seven week conversation on the book recommended by Bishop Beckwith at last year's Convention, *The New Jim Crow: Mass Incarceration in the Age of Colorblindness* by Michelle Alexander.

- The three Jersey City congregations – St. Paul's in Bergen, Grace Van Vorst and Incarnation – joined together for anti-racism dialogues, sharing and learning the history and legacy of racism in church and community.

ELECTION RESULTS – RESULTS OF BALLOT 1

Mr. John Webb announced the results of the first ballot. There were elections for the contested offices of Cathedral Chapter Lay Class of 2020, the Standing Committee Clergy Class of 2021, the Trustees Classes of 2022 (3 members) and 2021 (1 vacancy). There were elections of two Clergy Deputies and two Lay Deputies to General Convention.

CATHEDRAL CHAPTER – LAY CLASS OF 2020 – elect 1

Total ballots cast 303; needed to elect 152

James Cramer, Grace Church, Newark – 76

Susan Dunn, St. John's Church, Montclair – 182 - *elected*

GENERAL CONVENTION – CLERGY DEPUTIES – elect 4

Clergy ballots cast 94; needed to elect 48

Lay ballots cast 210; needed to elect 106

Erik Soldwedel, Trinity, Cliffside Park – 46 clergy, 103 lay

Sandy Wilson, St. Andrew & Holy Communion, So. Orange – 55 clergy, 124 lay – *elected First Clergy Deputy*

Cynthia Black, Redeemer, Morristown – 42 clergy, 83 lay

John Mennell, St. Luke's, Montclair – 56 clergy, 99 lay

Diana Wilcox, Christ Church, Bloomfield/Glen Rock – 35 clergy, 105 lay

Gregory Jacobs, Episcopal House – 52 clergy, 120 lay – *elected Second Clergy Deputy*

Brent Bates, Grace Church, Westwood – 38 clergy, 41 lay

Lynne Bleich Weber, Atonement, Tenafly – 38 clergy, 80 lay

GENERAL CONVENTION – LAY DEPUTIES – elect 4

Clergy ballots cast 94; needed to elect 48

Lay ballots cast 211; needed to elect 106

Janelle Grant, St. Paul's, Paterson – 58 clergy, 115 lay – *elected First Lay Deputy*

Bernard Milano, Trinity, Allendale – 33 clergy, 65 lay

Sharon Sheridan Hausman, Messiah, Chester – 39 clergy, 78 lay

Marc Hembree, St. Paul's, Montvale – 24 clergy, 62 lay

Sidney W. King, Jr., Incarnation, Jersey City – 57 clergy, 96 lay

Kirk Petersen, St. George's, Maplewood – 27 clergy, 62 lay

Laura Russell, All Saints', Hoboken – 52 clergy, 94 lay

Lynn Tyler, Good Shepherd, Wantage – 16 clergy, 53 lay

Sue Morgan, All Saints', Glen Rock – 49 clergy, 106 lay – *elected Second Lay Deputy*

STANDING COMMITTEE – CLERGY CLASS OF 2021 - elect 1

Total ballots cast 305; needed to elect 153

John Mennell, St. Luke's, Montclair – 181 – *elected*

Keith Gentry, St. Michael's, Wayne – 100

STANDING COMMITTEE – LAY CLASS OF 2021 – elect 1

Total ballots cast 306; needed to elect 154

Wendy Drake-Schneider, St. Luke's, Montclair – 150

Bernard Milano, Trinity, Allendale – 117

TRUSTEES OF THE EPISCOPAL FUND & DIOCESAN PROPERTIES – CLASSES OF 2022 (3 MEMBERS) & CLASS OF 2021 (1 MEMBER) – elect 4

Total ballots cast 306; needed to elect 154

Carol Harrison-Arnold, Incarnation, Jersey City – 161

Erik Soldwedel, Trinity, Cliffside Park – 170 – *elected to the Class of 2022*

Brenda Sherman, Grace, Nutley – 125

Patricia Yankus, St. Paul's, Paterson – 157

Patrice Henderson, St. Andrew & Holy Communion, So. Orange – 163 – *elected to the Class of 2021*

Dean Weber, All Saints', Leonia – 170 – *elected to the Class of 2022*

John Mennell, St. Luke's, Montclair – 171 – *elected to the Class of 2022*

The second ballot was for the elections of Standing Committee Lay Class of 2021 and the remaining General Convention Clergy and Lay Deputies.

BLOCK 1 - LISTENING TO GOD THROUGH SCRIPTURE & ONE ANOTHER

Included in this block were four sections:

- Where We Have Been & An Introduction to Listening
 - o The first part of the Bishop's Address, "*Why are we here?*"
- Dwelling in the Word
- Sharing Stories: Listening to God Through One Another
- Reflection and Sharing in Large Group

Bishop Beckwith presented the first part of his address, "*Why are we here?*"

Afterwards, he introduced The Rev. Susan Sica, St. Gregory's Church, Parsippany, and Mr. Paul Bolles-Beaven, Holy Innocents Church, West Orange, who would be the guides for each of the sections of listening and discussions over the two days.

The first block of time was devoted to "*where we have been.*" The Rev. Susan Sica and Mr. Paul Bolles-Beaven led the process of listening, sharing stories and hearing the

Holy Spirit. The intent of engaging in this process was for people to have an experience that may be a little frightening, somewhat surprising but coming out with a sense of being refreshed, empowered and hopeful.

The core two-part question for the journey was *how do we go on a journey together to discern what God is up to in our neighborhood and how do we join God there?* There were five core practices provided to guide the journey: listening, discerning, experimenting, evaluating and living into a new future.

The two days were focused on the core practice of listening, and deep listening depends on understanding and trust. Listening teaches how to discern, how to take the time to talk with one another, on how we are hearing the Spirit, and hearing the Spirit in new ways. Using the image of an iceberg whose surface mass is much less than what is below, listening helps us to get beneath the surface and hear what God is saying to us through one another.

This section was practicing listening to God through Scripture and one another.

Dwelling in the Word was a way of listening to scripture through which our imaginations are opened, we learn how to listen and discern what God is saying. One of the key components of our journey was learning together how to discern what God is saying to us by collectively living in Scripture. Dwelling in the Word creates space for the Spirit to open up our imagination and helps us to form community based in scripture.

For Dwelling in the Word, the text of the third chapter of Joshua verses 1-13 and 17 was read by two readers, The Rev. Nathan Huddleston and Ms. Gail Barkley. The reflection questions were Where does your imagination stop? Are there words, phrases or ideas that grasp you? What do you think the Spirit of God might be saying?

ELECTION RESULTS – RESULTS OF BALLOT 2

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

GENERAL CONVENTION – CLERGY DEPUTIES – elect 2

Clergy ballots needed to elect 48

Lay ballots needed to elect 107

Erik Soldwedel, Trinity, Cliffside Park – 36 clergy, 92 lay
Cynthia Black, Redeemer, Morristown – 26 clergy, 58 lay
John Mennell, St. Luke's, Montclair – 39 clergy, 87 lay
Diana Wilcox, Christ Church, Bloomfield/Glen Rock – 29 clergy, 81 lay
Brent Bates, Grace Church, Westwood – 20 clergy, 17 lay
Lynne Bleich Weber, Atonement, Tenafly – 30 clergy, 54 lay

GENERAL CONVENTION – LAY DEPUTIES – elect 2

Clergy ballots needed to elect 48

Lay ballots needed to elect 108

Bernard Milano, Trinity, Allendale – 19 clergy, 63 lay
Sharon Sheridan Hausman, Messiah, Chester – 29 clergy, 68 lay
Marc Hembree, St. Paul's, Montvale – 11 clergy, 32 lay
Sidney W. King, Jr., Incarnation, Jersey City – 48 clergy, 85 lay
Kirk Petersen, St. George's, Maplewood – 11 clergy, 31 lay
Laura Russell, All Saints', Hoboken – 50 clergy, 90 lay
Lynn Tyler, Good Shepherd, Wantage – 10 clergy, 26 lay

STANDING COMMITTEE – LAY CLASS OF 2021 – elect 1
Total ballots needed to elect 158

Wendy Drake-Schneider, St. Luke's, Montclair – 197 - *elected*
Bernard Milano, Trinity, Allendale – 95

The third ballot was for the elections of General Convention deputies, two in the clergy order and two in the lay order. Under the Rules of Order VI. H., when proceeding to the third ballot, the lowest vote getters would be eliminated from consideration such that the number of candidates remaining on the ballot shall be equal to the number of vacancies plus two.

Therefore, in the Clergy Deputy election, The Rev. Cynthia Black and The Rev. Brent Bates were eliminated for consideration on the third ballot. In the Lay Deputy election, Mr. Marc Hembree, Mr. Kirk Petersen and Ms. Lynn Tyler were eliminated for consideration on the third ballot.

BLOCK 1 (CONTINUED) - LISTENING TO GOD THROUGH SCRIPTURE & ONE
ANOTHER

The block resumed after the election results were announced and this section included:

- Sharing Stories: Listening to God Through One Another
- Reflection and Sharing in Large Group

The Rev. Susan Sica and Mr. Paul Bolles-Beaven introduced this section, *Listening to God Through One Another*. In this portion, people practiced deep listening with another in partnerships of two. After their individual conversations, the people shared with others at their tables, "my interview partner saw God at work (fill in the blank)."

At the conclusion of the table sharing people were invited to approach a microphone and share what they were hearing and what gave them energy. Many reported with energy, commitment and excitement.

After the report outs, Bishop Beckwith reflected on this afternoon's session. He expressed thanks for everyone's participation. When the plans for the convention were

first presented to him by the diocesan staff after his return from vacation, he was reluctant to try the new idea because it hadn't been done that way before. Today's discussions clearly showed that his resistance was unnecessary. The design structure created space for God to make God's presence more known. Faith stories, excitement and joy were found in that space. The conversations will continue tomorrow with discussions on stepping toward our neighbors.

ELECTION RESULTS – RESULTS OF BALLOT 3

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

GENERAL CONVENTION – CLERGY DEPUTIES – elect 2

Clergy ballots needed to elect 51

Lay ballots needed to elect 108

Erik Soldwedel, Trinity, Cliffside Park – 52 clergy, 124 lay – *elected Third Clergy Deputy*

John Mennell, St. Luke's, Montclair – 52 clergy, 120 lay – *elected Fourth Clergy Deputy*

Diana Wilcox, Christ Church, Bloomfield/Glen Rock – 40 clergy, 92 lay

Lynne Bleich Weber, Atonement, Tenafly – 44 clergy, 70 lay

GENERAL CONVENTION – LAY DEPUTIES – elect 2

Clergy ballots needed to elect 51

Lay ballots needed to elect 109

Bernard Milano, Trinity, Allendale – 25 clergy, 74 lay

Sharon Sheridan Hausman, Messiah, Chester – 37 clergy, 75 lay

Sidney W. King, Jr., Incarnation, Jersey City – 65 clergy, 123 lay – *elected Third Lay Deputy*

Laura Russell, All Saints', Hoboken – 56 clergy, 121 lay – *elected Fourth Lay Deputy*

The fourth ballot was taken for the elections of the General Convention alternates, four in each order. All candidates who were not elected as deputies were eligible for election as alternates by the Convention. Any candidates receiving a majority of votes would be elected in ascending order based on highest majority totals for the four alternate positions in each order.

Standing for election as Clergy Alternates:

Cynthia Black, Redeemer, Morristown

Diana Wilcox, Christ Church, Bloomfield/Glen Rock

Brent Bates, Grace Church, Westwood

Lynne Bleich Weber, Atonement, Tenafly

Standing for election as Lay Alternates:

Bernard Milano, Trinity, Allendale

Sharon Sheridan Hausman, Messiah, Chester
Marc Hembree, St. Paul's, Montvale
Kirk Petersen, St. George's, Maplewood
Lynn Tyler, Good Shepherd, Wantage

ANNOUNCEMENTS

Mr. John King, Secretary of Convention, made several announcements regarding the Friday afternoon workshops, the evening banquet and the schedule of events for Saturday.

The session was recessed at 5:00 p.m.

HEARINGS AND WORKSHOPS

The convention recessed into the workshops, the budget forum and the hearing on the proposed budget.

Workshops offered were: Overview of Mental Health First Aid; Alzheimer's 101 – Sponsored by Senior Ministries; Lutheran Episcopal Advocacy Ministry of New Jersey; and Episcopal Migration Ministries Forum.

FRIDAY EVENING BANQUET & PROGRAM

Celebrating Our Common Life Together

The Friday evening banquet was held in the Grand Ballroom of the Hilton Hotel. Mr. John King, Secretary of Convention, served as the emcee for the dinner. The Rev. Canon Gregory Jacobs served as Chaplain and presented the grace before dinner and the closing prayer at the end of the evening.

The Rev. Lynne Bleich Weber, Diocesan Ecumenical Officer, The Rev. Dean Weber, Ecumenical & Interreligious Commission member, and the ecumenical guests were introduced and their presence recognized. Fr. Luke Edelen, Roman Catholic Archdiocese of Newark; Ms. Patricia Ferrer, Ecumenical Commission, Roman Catholic Archdiocese of Newark; Rev. Robert Kriesat, ECLA; Mr. Edward Martin, Christian Concerns Commission, United Methodist Church; The Rev. Peggy Niederer, Bergen County Council of Churches President; The Rev. Richard Townley, Episcopal Diocese of New Jersey; Rev. Everett Zabrieskie, Reformed Church; Fr. Joseph Wallace, Roman Catholic Archdiocese of Camden; and Rev. Wayne Check, New Jersey Lutheran Synod.

Bishop Beckwith welcomed and introduced Bishop Tracie Bartholomew, ECLA New Jersey Synod, and Bishop Chip Stokes, Episcopal Diocese of New Jersey, both of whom were partners in the Lutheran Episcopal Advocacy Ministry of New Jersey, Cross Roads Camp and in ecumenical work within the state. Bishop Bartholomew extended greetings on behalf of the Lutheran Synod and commented on the shared values and

commitment with the dioceses of Newark and New Jersey. Bishop Stokes expressed his congratulations on the tenth anniversary of Bishop Beckwith's consecration and noted his interest in the collaboration that Newark had with the Rev. Alan Roxburgh.

The Rev. Canon Greg Jacobs introduced the new clergy to the diocese, those who were ordained this past year, and the postulants and candidates for ordination.

The clergy who were called this year: The Rev. Bowie Snodgrass, curate, Christ Church, Short Hills; The Rev. Susanna Cates, priest associate, St. Peter's, Morristown; The Rev. Nathan Huddleston, curate, Calvary, Summit; The Rev. Elizabeth Costello, associate rector, Christ Church, Ridgewood; The Rev. Dr. Debra Brewin-Wilson, rector, St. Mary's, Sparta.

The clergy who were appointed: The Rev. Gary Commins, priest-in-charge, Incarnation, Jersey City; The Rev. Joy Rose, priest-in-charge, St. Luke's, Haworth; The Rev. Richard Hogue, vicar, Christ Church, Harrison and Jersey City missionary; The Rev. Richard Maxwell, interim, Grace, Madison.

The newly ordained to the vocational diaconate were The Rev. Deacon Jill Singleton and The Rev. Deacon Nancy Hansen. The newly ordained to the transitional diaconate were The Rev. Sylvester Ekunwe and The Rev. Cathie Studwell.

The clergy received was The Rev. Michael Muller now at St. Peter's, Mountain Lakes.

The postulants for the vocational diaconate were Mr. Joseph Boney, Trinity Church, Bayonne, and Mr. Marvin Walker, St. Stephen's, Millburn.

The postulants for the priesthood were Mr. David Jones, Redeemer, Morristown; Ms. Armantina Pelaéz, St. Paul's, Paterson; and Mr. Leonard Roberts, Christ Church, Bloomfield/Glen Ridge.

The Rev. Canon Gregory Jacobs recognized the leaders and member of various committees who were rotating off after years of service. From ACTS/VIM, Mr. Sidney King, The Rev. Bernie Poppe, and Ms. Dee Fields; from Cathedral Chapter, Ms. Linda Soldwedel, The Rev. Joseph Harmon, and The Rev. Diana Wilcox; from Diocesan Council, Ms. Lorraine Jones, The Rev. William Thiel, and Mr. George Kooney; from the Standing Committee, Mr. Robert Simmons; from Ward J. Herbert Fund, Mr. Peter Van Brunt and Ms. Bernice Mayes; from the Trustees, Ms. Bernice Mayes; and from the Commission on Ministry, The Rev. Deacon Barbara Harriman, The Rev. Diane Rhodes, The Rev. Briggett Keith, The Rev. Deacon Erik Soldwedel, and Ms. Francina DeShong.

The newly retired or soon to be retired clergy were The Rev. Marjorie Lindstrom, former chaplain at Seamen's Church Institute; The Rev. Daniel Kreller, rector, St. Bartholomew's, Ho-Ho-kus; The Rev. Susan Schink, priest-in-charge, St. Clement's, Hawthorne; and The Rev. Anne Bolles-Beaven, priest-in-charge, Holy Innocents, West Orange.

The Rev. John Mennell, St. Luke's, Montclair, and Ms. Vanessa Foster, Incarnation, Jersey City, shared their experiences as participants on the River to River Pilgrimage of walking across the entire diocese from the Delaware River in Belvidere to the Hudson River in Hoboken, a journey of 88.6 miles, during six days in July 2016.

Rabbi Matthew Gewirtz and Imam Deen Sharif expressed congratulations to Bishop Beckwith on the anniversary of his tenth anniversary of consecration, gave thanks for their shared friendships and paid tribute for his ministry to all of God's children.

Mr. John King read a letter from United States Senator Cory Booker congratulating Bishop Beckwith on his anniversary of consecration and thanking him for his tireless efforts to end gun violence and his concerns for justice and equality.

Mr. John King introduced a video presentation celebrating the ten years of Bishop Beckwith's ministry as the tenth bishop of Newark. The video was produced by The Rev. Diana Wilcox and the diocesan staff.

Bishop Beckwith expressed his appreciation for the well wishes and gave thanks for the wonderful people of the diocese and for the support of his wife, Marilyn. (Marilyn Olson was unable to attend because of a recent accident and gave her greetings by video.)

Ms. Kay Lark, Bishop's Executive Assistant, and members of the diocesan staff presented the bishop with a gift of thanksgiving.

Following the dinner, the classic rock band, *Walkin the Boulevard*, performed in the adjoining room for an evening of music and dance.

SATURDAY MORNING SESSION

January 28, 2017

The Women's Commission sponsored a breakfast on the topic *A Conversation on Refugee Resettlement and Faithful Welcome* with Ms. Allison Duvall, Manager for Church Relations and Engagement for Episcopal Migration Ministries.

The Morning Prayer service was held in the Grand Ballroom of the Hilton Hotel.

The Chair called the business session to order at 9:10 a.m.

ELECTION RESULTS – RESULTS OF BALLOT 4

Mr. John Webb, Elections Supervisor, announced the results of the fourth ballot.

GENERAL CONVENTION – CLERGY ALTERNATES – elect 4

Total votes cast 302; needed to elect 152

Cynthia Black, Redeemer, Morristown – 206 – *elected Second Clergy Alternate*
Diana Wilcox, Christ, Bloomfield/Glen Rock – 200 – *elected Third Clergy Alternate*
Brent Bates, Grace Church, Westwood – 153 – *elected Fourth Clergy Alternate*
Lynne Bleich Weber, Atonement, Tenaflly – 215 – *elected First Clergy Alternate*

GENERAL CONVENTION – LAY ALTERNATES – elect 4

Total votes cast 301; needed to elect 151

Bernard Milano, Trinity, Allendale – 189 – *elected Second Lay Alternate*
Sharon Sheridan Hausman, Messiah, Chester – 204 – *elected First Lay Alternate*
Marc Hembree, St. Paul's, Montvale – 151
Kirk Petersen, St. George's, Maplewood – 175 – *elected Fourth Lay Alternate*
Lynn Tyler, Good Shepherd, Wantage – 180 – *elected Third Lay Alternate*

CELEBRATION OF A NEW MINISTRY – EPIPHANY/CHRIST CHURCH, ORANGE

The Rev. Canon Gregory Jacobs presented the newest congregation in the diocese. In late 2015 when Christ Church in East Orange ceased worship services, the parishioners journeyed a short distance away to Epiphany Church in Orange. Theirs is a spirit-inspired story of two congregations who listened deeply to God's dream for them.

The Rev. Joseph A. Harmon, rector, introduced Ms. A. Lorraine Jones, lifelong member of Epiphany and Warden. She introduced two video productions. The first featured interviews with members of different ages from both of the former congregations on their thoughts about the consolidation. The second was a slide presentation narrated by church members that provided information about the churches' pasts, the process towards consolidation, and the plans for the future of the new church.

CONSOLIDATION RESOLUTION – EPIPHANY/CHRIST CHURCH, ORANGE

The Rev. Gregory Jacobs presented the Resolution approving the Consolidation of Christ Church, East Orange, New Jersey and the Church of the Epiphany, Orange, New Jersey into Church of the Epiphany & Christ Church, Orange, New Jersey.

WHEREAS, this 143rd Annual Convention of the Episcopal Diocese of Newark gives thanks to God for the historic ministries of the Christ Church, East Orange, and Church of the Epiphany, Orange, Essex County, New Jersey, as they have worked together to create and build a new congregation – Church of the Epiphany & Christ Church, Orange – a unification of two congregations which have historically existed; and

WHEREAS, this Convention commends the effective proclamation of the Gospel by words and deeds of its laity and clergy, applauds its mature, effective commitment to stewardship of its financial and physical assets, relishes its warm Christian fellowship, and, recognizing that both Christ Church and Church of the Epiphany have voted through their respective congregations to submit an

application for consolidation of their two parishes in union with this Convention under the new corporate name of Church of the Epiphany & Christ Church, Orange; and

WHEREAS, this application has been found to comply with the Constitution and Canons of The Episcopal Church and the Episcopal Diocese of Newark and the provisions of N.J.S.A. 16-12-15 regarding the consolidation and renaming of congregations; and

WHEREAS, the application for consolidation has been approved by the Bishop and the Standing Committee of the Episcopal Diocese of Newark pursuant to N.J.S.A. 16-12-15;

NOW BE IT RESOLVED, that this 143rd Convention of the Episcopal Diocese of Newark hereby approves, ratifies, and confirms this application for consolidation of Christ Church, East Orange, and the Church of the Epiphany, Orange, into the consolidated parish of Church of the Epiphany & Christ Church, Orange; and

BE IT FURTHER RESOLVED, that this 143rd Convention of the Episcopal Diocese of Newark welcomes Church of the Epiphany & Christ Church, Orange as a member parish in union with the Episcopal Diocese of Newark.

Motion: The resolution was seconded and adopted with applause.

BLOCK 2 - LISTENING TO GOD IN OUR NEIGHBORHOODS

Included in this block were two sections:

- Where We Are
 - o The second part of the Bishop's Address, "*Stepping into the River*"
 - o "Our Neighborhoods" as seen in a study of data
- Dwelling and Reflecting on Changes

Bishop Beckwith presented the second part of his address, "*Stepping into the River.*"

Afterwards, the Rev. Susan Sica and Mr. Paul Bolles-Beaven, resumed their roles as the guides for the blocks. The intent for the morning session was framed by the question *how might we learn to listen for God in our neighborhoods, both through our neighbors and the changes that were happening in the world.* The exercise was designed to invite people into an exploration of God's active presence in the present.

The Rev. Susan Sica introduced Dr. Matthew Price, Vice President for Research and Data, Church Pension Group, who offered a snap shot of the various impacts on our neighborhoods. While not meant to be wholly comprehensive, the intent was to prompt people's imagination and curiosity of what may be happening in their communities that they may have been unaware. And to be open to the possibility that God was up to

something in our neighborhoods.

“OUR NEIGHBORHOODS” AS SEEN IN A STUDY OF DATA

Dr. Matthew Price, Vice President for Research and Data, Church Pension Group, and member of St. Stephen's, Millburn, presented data about northern New Jersey that provided perspectives of our neighborhoods. Numbers can be challenging but can help begin courageous conversations about our neighborhoods.

Data from the 2015 American Community Survey and the 2000 Decennial Census and video clips from NJTV were used to address the question *Who Are My Neighbors?*

In a comparison of 2015 as to 2000, the data showed that our neighborhoods were:

- More racially and ethnically diverse
- More likely to be foreign born
- More likely to have never been married
- More educated

Data from the Housing and Transportation (H+T) index by the Center of Neighborhood Technology and the 2015 American Community Survey provided insights to address the question *What's Happening in Our Neighborhoods?*

The data provided awareness about four areas:

- Money - affordability of housing
- Time – commuting times to employment
- Addiction – impact of the heroin epidemic
- Relationships – religious leaders and law enforcement working together

[The data are printed in the Journal.]

DWELLING IN THE WORD & REFLECTING ON CHANGES

Mr. John King and Mr. Paul Bolles-Beaven provided instructions for this section that included *Dwelling in the Word* (Luke 10:1-12) and *Reflections on Changes*. People were assigned to meeting rooms by districts where they will read the text a second time and partner with another person for reflection. In each room there was a facilitator to provide guidance.

Before the people traveled to the assigned breakout spaces, The Rev. Jill Singleton read the text of Luke 10:1-12. The Pages and members of the Arrangements Committee assisted people to the assigned locations.

When the Convention reassembled after being in smaller groups, Bishop Beckwith shared his observations. There was an evident level of hospitality in the sessions where people were intentionally talking with strangers. He commented that the facilitators were prepared to help for when the attendees planned to implement their

experiences from Convention in their congregations.

Bishop Beckwith commented that Dr. Price told him that there were three times more Anglicans moving into our area than there were Episcopalians in our diocese. He advised that churches begin using the word “Anglican” in signage and communications to reach the new arrivals who were not familiar with the word “Episcopal.”

MISSION MINUTES: STANDING WITH OUR FORGOTTEN NEIGHBORS

Bishop Beckwith introduced the third of four Mission Minutes (video presentations) describing mission outreach in our congregations and within the diocese. This year's Mission Minutes were framed by the theme *Joining God in Shaping Our Future*.

This Mission Minute showed how several congregations sought out neighbors who otherwise might have fallen through the cracks, offering them not just support, but also the dignity of recognition. Many of their efforts were supported by diocesan grants from ACTS/VIM, the Alleluia Fund and the Marge Christie Fund.

The congregations and their programs that were highlighted in the video were:

- *The hidden hungry in middle-class neighborhoods*: Church of the Holy Spirit discovered that even in Verona, where the median household income is over \$90K, some of their neighbors needed food and other basic necessities
- *School children facing weekend hunger*: Christ Church, Teaneck and St. Paul's Church, Englewood worked with community groups to assemble 700 weekend snack packs for The Center for Food Action.
- *Newark adults without high school diplomas*: For three years, House of Prayer, Newark, St. Paul's, Chatham, Christ Church, Short Hills and Apostles' House have ministered in Newark together to help adults gain a high school equivalency diploma.
- *Asylum seekers and immigrants in detention*: St. George's, Maplewood is working with First Friends of NJ and NY to support some of the 2,000+ asylum seekers and immigrants detained in northern New Jersey.
- *Formerly homeless veterans*: All Saints', Millington developed a relationship with formerly homeless veterans in transitional VA housing.
- *Seniors alone at Thanksgiving*: St. Mary's, Sparta's Project Thanks provides a full Thanksgiving dinner to over 100 senior citizens at a local assisted living facility.
- *Spanish-speaking families in need of affordable after-school care*: St. Peter's, Morristown discovered that many Spanish-speaking families in Morristown face two challenges: both parents work, and their children need after-school care and English-language tutoring.

ANNUAL REPORT OF THE DIOCESAN COUNCIL

The Rev. Diana Wilcox, Vice President of Diocesan Council, and members of the Steering Committee (co-chairs of the three teams) addressed the Convention on the activities and work of Council. The canonical responsibilities included long range planning, determining program priorities, reviewing and evaluating programs and recommending a budget for the diocese.

There were three teams of Council and their work reflected the mission statement of the diocese: *Equipping Congregations, Empowering People and Engaging the World.*

The Rev. Michael Allen, Trinity Church, Allendale, along with Ms. Mary Sunden, Grace Church, Westwood, were the co-chairs of *Engaging the World*, and he shared some of their work. The River to River Walk was a team supported project last summer. Current projects included Stigma Free Awareness, a program focused on the many issues around mental health, and the Lutheran Episcopal Advocacy Ministry of New Jersey. They were mobilizing with LEAMNJ on justice challenges in our state in non-partisan ways for dialogue and building networks.

The Rev. Sheelagh Clarke, St. Stephen's, Millburn, along with Mr. Bob Bogert, St. Paul's, Montvale, were the co-chairs of *Empowering People*, and she reported on their efforts to spiritually empower individuals and congregations. The team coordinated and published the yearly Lenten and Advent meditations that were emailed during those seasons. An annual summer workshop was sponsored for clergy and laity to deepen faith and spirituality. The prayer tent (chapel) at this year's convention was their project.

Ms. Roxanne Johnson, Incarnation, Jersey City, along with The Rev. Diana Wilcox, Christ Church, Bloomfield/Glen Ridge, were the co-chairs of *Equipping Congregations*, and she described the roles the team engaged in supporting congregations by providing training and financial assistance. The team helped with the allocation of the distribution of assets from the sale of church property within districts. This year the team drafted new procedures on the allocation of assets. The team worked with the churches in the Jersey City Area Ministry in reaching their objectives. The planning and execution of Vestry University was the responsibility of the team. This year's Vestry University was scheduled for Saturday, March 25.

[The annual report from Diocesan Council is printed in the Journal.]

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. Canon Gregory Jacobs.

[The Necrology is printed in the Journal.]

The postulants and candidates for Holy Orders met during lunch. A luncheon was held

for the spouses and partners of clergy.

AFTERNOON BUSINESS SESSION

CROSS ROADS CAMP & CONFERENCE CENTER

Mr. Anthony Briggs, Executive Director, introduced a new video highlighting the activities of the camp through the comments of campers, counselors, staff, chaplains, parents and visitors and how their lives have been changed or enhanced by the camp experience. The video was posted on the camp website and Facebook page.

Two young adult leaders, Ivy from St. Paul's, Morris Plains, and James from Grace Church, Rutherford, shared their experiences working as camp counselors. For both, their involvement deepened their spirituality and enriched all aspects of their lives.

GREENFAITH

Ms. Anne Rahikainen, Director of Energy Services for GreenFaith, described a new initiative – Green Revolving Fund – to provide new financing solutions to replace old heating systems. The objective was to take a proactive approach for the replacement of aged oil and gas boilers and furnaces with new, efficiently operating equipment. There were sensible reasons to be proactive: operating older equipment was more expensive over time; state funds were available for replacement equipment but only before the equipment failed; and breakdowns usually happened at inconvenient times, such as during the heating season.

She explained the financing of the program. The Diocese set aside \$100,000 for the pilot program for participating congregations. The congregations will pay back the loans over a period of three to five years from the savings in energy costs realized by having the new equipment. The payback of the loans provided funds for additional loans to be made to other congregations; hence, the revolving aspect of the program.

LUTHERAN EPISCOPAL ADVOCACY MINISTRY OF NEW JERSEY

The Rev. Sara Lilja, Executive Director, spoke about our responses to when we recognize and listen to the needs, concerns and suffering in our neighborhoods. As people of God we are called to help those in need. The work of advocacy was not a political endeavor, but simply living out our baptismal vows. Our conversations are not partisan fights but are conversations about God's activities in this world and how we respond. LEAMNJ was available to help congregations get involved to address issues that affect their neighbors and communities in non-partisan ways.

BLOCK 3: REFLECTION, IMAGING, NEXT STEPS

Included in this block were:

- Reflections of the Facilitators

- Next Steps on the Journey
 - o The third part of the Bishop's Address, *Joining God in Shaping Our Future*
- Imagining a New Narrative

Mr. Paul Bolles-Beaven introduced this section, *Reflections of the Facilitators*. This morning the conversation was on how we might learn to listen to God in our neighborhoods, both through our neighbors and the changes happening in the world. This afternoon there will be reflection on our work and a beginning to discern where the energy might be among us. We will begin to craft a new story of hope for our congregations and diocese.

The Rev. Joseph Harmon, Epiphany/Christ Church, Orange, conveyed the results of his conversations over lunch with the facilitators of the breakout sessions. He reported on what facilitators saw happening in their groups and some of what we are learning.

- Excitement was expressed by the facilitators.
- Rooms were full and almost everyone engaged.
- Late comers were welcomed and incorporated.
- Profound listening and deep personal sharing.
- Dwelling in the Word created deep trust and enabled us to listen to others and build on someone's observations.
- Surprise and laughter led to joy, pleasure and rejoicing.
- Safe spaces were created where vulnerability could be felt.
- Acknowledged our fears but knew that God is with us to give us peace.
- Energy was intense – around forming new relationships.

His remarks ended with the question *what are our next steps?*

Bishop Beckwith presented the third part of his address, "*Joining God in Shaping Our Future*"

The Rev. Susan Sica and Mr. Paul Bolles-Beaven introduced this section, *Imagining a New Narrative* and the next steps. They asked *what might it be like to listen deeply to God?*

They extended an invitation to all interested members of the diocese on a Listening Excursion to practice listening exercises. All congregations were invited to a three-month period of *listening* which will begin with a Kick-Off event on Saturday, March 4, 2017 and culminate with a Reflection event on Saturday, June 3, 2017.

During this three-month period, congregations will practice *listening* to God in Scripture, in each other, in their neighborhoods, and in themselves. Congregations will reflect on how the Holy Spirit was nudging them as individuals and as a congregation.

Congregations were encouraged to incorporate *listening* into their regular activities in whatever way worked for them. Suggestions and examples were provided to consider for introducing simple practices into the life of the congregations that would help them to

listen to God, each other and their neighbors.

Each church team participating in the Listening Excursion would be assigned a Companion who will check in monthly to listen, encourage and offer resources. The Companions, who include lay people and clergy long involved in the Joining God in Shaping Our Future initiative as well as some members of diocesan staff, will themselves meet regularly to support one another.

The church teams will gather again on Saturday, June 3 to reflect together on what they experienced and learned during the three-month Listening Excursion.

Following the comments from the guides, attendees returned to their assigned breakout rooms to be a process of discernment to reflect with others on their work of yesterday and today and to reflect on how the spirit might be nudging them to name some next steps.

[The *Invitation to Listening to God through Scripture, One Another, Our Neighborhoods, and Ourselves* is printed in the Journal.]

AFTERNOON BUSINESS SESSION (CONTINUED)

CHAPLAIN'S PRAYER

The Rev. Robert Morris offered prayers when the convention was called back into order.

STATEMENT REGARDING REFUGEES & IMMIGRANTS

Bishop Beckwith extended a point of privilege and invited The Rev. J. Brent Bates, Grace Church, Newark, to read a Statement on Intent to Study the Sanctuary Church Movement and Engage in Immigrant Justice. He was joined by other clergy and lay deputies in the issuance of the statement. The statement was in response to an executive order temporarily denying entry to the country to refugees from anywhere, as well as to all people from seven majority-Muslim countries.

A group of priests and others had been working since Thursday evening before Convention to mobilize support within the diocese for refugees and immigrants. The executive order increased the sense of urgency. There was broad support for the initiative.

He was joined in standing at the microphone by many of those deputies, and the group increased as he spoke. At the end of his statement, people who agreed with the statement went to the microphones to state their names and affiliations. Eventually an overwhelming majority of the audience stood and applauded.

Bishop Mark Beckwith thanked the speakers, and said he and Chancellor Diane Sammons wanted to be a part of the proposed efforts. He viewed the issue as moral

rather than political, and promised to meet with the organizers as soon as a meeting could be arranged.

[The complete text of the Statement is printed in the Journal.]

CHAPLAIN'S PRAYER

The Rev. Robert Morris led responsive prayers for justice, healing, reconciliation and freedom.

READING OF CANONICAL REVISIONS FROM THE 78TH GENERAL CONVENTION

Mr. John King, Secretary of Convention, introduced and read resolutions for amendments to the Constitution of the Episcopal Church that were adopted on a first reading at the 2015 General Convention. The amendments were required to be read at the conventions of each diocese. There will be a second reading for final adoption at the 2018 General Convention.

The amendments were to revise sections of Articles 1, 2 and 5 of the national church constitution.

BISHOP'S APPOINTMENTS

Bishop Beckwith announced the following appointments:

Ward J. Herbert Fund Board: Mr. Philip Allen, St. Clement's, Hawthorne; Mr. Terrence Pine, St. Peter's, Mt. Arlington; and Mr. Rob Coonce, St. Peter's, Livingston

Human Resources Advisory Board: Mr. John Niles, Grace Church, Nutley

Social Media Advisory Committee: Ethne Swartz, Chris Fitzpatrick, The Rev. Tom Murphy, Janelle Grant, Chris Whitaker

Cathedral Chapter: Mr. James Cramer, Grace Church, Newark

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

COMMISSION ON MINISTRY APPOINTMENTS

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

Committee on the Priesthood: Mr. Hank Blum, Christ Church, Newton

Committee on the Diaconate: Ms. Carol Haefele, St. John's, Hasbrouck Heights; The Rev. David Rude, Good Shepherd, Wantage; and The Rev. Jacques Girard, St.

Matthew's, Paramus

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: Ms. Constance Horsley, The Rev. J. Brent Bates, and Ms. Laura Russell.

MISSION MINUTES – MEETING OUR NEIGHBORS WHERE THEY ARE

Bishop Beckwith introduced the fourth of four Mission Minutes (video presentations) describing mission outreach in our congregations and within the diocese. This year's Mission Minutes were framed by the theme *Joining God in Shaping Our Future*.

The Mission Minute showed just some of the creative ways congregations have taken their communities and their worship outside their doors and into their neighborhoods, starting conversations and building relationships.

- *Phillipsburg's Friday night football games:* St. Luke's hosts a hospitality table at the curb with free snacks and a screen showing a rotating display of recent events.
- *Good Friday walks* within their neighborhoods: Good Shepherd, Lincoln Park and Montville; in Jersey City, St. Paul's In Bergen, Grace Van Vorst, and Incarnation; Redeemer in Morristown; and in Newark, Trinity & St. Philip's Cathedral, House of Prayer and Grace Church.
- *"Ashes to Go" and "Blessings to Go"* at various train stations, bus stops and other public locations.
- *Homecoming Celebration picnic* shared with the neighborhood by Redeemer, Morristown.
- *"Dream Boards"* taken to neighborhood events: St. Andrew's, Harrington Park; St. David's, Kinnelon; and Church of the Messiah, Chester.
- *Pet Celebrations & Blessings of Animals*, included Holy Spirit, Verona; Messiah, Chester and St. Agnes', Little Falls
- *Elect to Pray:* Community Prayer during Election Season – On and around Election Day, many churches held services of community prayer for our country, and kept their doors open for neighbors who sought a safe place for quiet reflection.
- *Eye-catching public displays.* "Memorials to the Lost" and the Living Nativity displayed on the lawn of Trinity & St. Philip's Cathedral, Newark.

REPORTS FILED BY TITLE

Mr. John King highlighted several reports that were provided to the deputies – Status of Congregations and Clergy, Commission on Ministry, Diocesan Council, Trustees – and

announced that the documents were available on the diocesan website. Pencils and badges were recycled. He thanked the Pages, the Arrangements Committee and the diocesan staff for their incredible assistance.

ORDER OF THE DAY – 2017 DIOCESAN BUDGET

Mr. Paul Shackford presented and moved the budget for adoption. There were no changes suggested or moved at the hearing.

Motion: The budget was adopted without objections.

CELEBRATION & CLOSING

The Rev. Deacon Christine McCloud led the singing of *Wade in the Waters*.

- *Wade in the water, Wade in the water, Children wade in the water, God's gonna trouble the water.*

Bishop Beckwith invited congregations to come forward and place on the altar their responses to the invitation to participate in the Listening Excursion. He gave thanks to God for the commitments made by the congregations to continue the journey of listening for God in our neighborhoods.

PRAYER OF THANKSGIVING

Mr. John King led a prayer of thanksgiving to which people responded *Amen*.

Thanks be to God for all the gifts so freely bestowed upon us and -

For The Rt. Rev. John Palmer Croneberger, The Rt. Rev. John S. Spong, The Right Rev. Jack M. McKelvey, The Rt. Rev. Rufus Brome, The Rt. Rev. Martin Townsend and The Rt. Rev. Carol J. Gallagher who faithfully served this diocese.

*We give our thanks to them for their service and we extend our greetings.
Amen.*

For the Chaplains: The Rev. Diana Clark, The Rev. Dr. Robert Morris, and The Rev. Willie Smith; to the Arrangements Committee; for the Committee on Rules of Order and Chairperson L. Allison Garde, Esq.; and the Elections Supervisor John Webb, Esq.; for the Resolutions Committee and the Chairperson The Rev. Joseph Harmon; to the Nominations Committee and Chairperson Mr. Greg Luciano; to the Commission on Liturgy and Music; for the Chancellor, Diane Sammons, Esq.; for the Parliamentarian, Carol Harrison-Arnold, Esq.; for the Youth Pages and the chaperones; for The Rev. John Rollins, Ms. Jan Paxton, The Rev. Deacon Ken Boccino and Mr. Steven Boston; for the Altar Guild of St. Luke's, Montclair and Chairperson Mr. Tim Mannion; for our emcees, The Rev. Susan Sica and Mr. Paul Bolles-Beaven; for our facilitators and scribes who assisted in our small group discussions;

We give thanks to you O God. Amen.

We give thanks to all those whose contributions to this Convention, both seen and unseen, have sustained us throughout our time together and brought this gathering to a successful ending.

We give thanks to you O God. Amen.

The text from Joshua 4:1-7 was read in which Joshua told the twelve Israelites to take up a stone as a sign among them. Stones were given to each deputy and guest as mementos of their time together this weekend and they invited to hold them up for a blessing by Bishop Beckwith.

Bishop Beckwith commissioned and examined the people who were newly elected or appointed to diocesan offices. They responded to the questions, "I will with God's help."

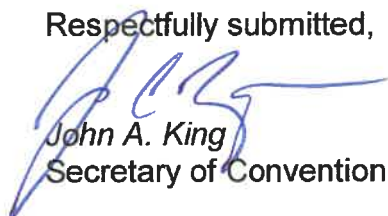
Bishop Beckwith gave thanks to Ginny Dinsmore, Suzanne Willian, John King, Paul Bolles-Beaven and Susan Sica for their work with Convention.

The singing of the Doxology concluded the service of celebration.

The convention ended with a dismissal by the deacons.

The convention adjourned by motion at 4:30 p.m.

Respectfully submitted,



John A. King
Secretary of Convention

The Evaluation Form asked the following questions:

- Please share your overall impressions of this Convention.
- What were the best moments for you?
- What might have been done better?
- What learnings from Convention might you share with your congregation?
- Did this Convention provide you with a clearer sense of what we are up to as Diocese and the journey that we are on?
- Did you review any of the Convention materials offered on our diocesan website? If so, were they helpful? Was anything missing?
- We did not hold pre-Convention meetings this year; did that affect your preparation for Convention?
- Please provide further comments or suggestions.

RULES OF ORDER – 143AC-R02

143rd ANNUAL CONVENTION - DIOCESE OF NEWARK

REPORT OF THE COMMITTEE ON RULES OF ORDER AND ELECTIONS

I wish to recognize and thank the members of the Committee:

John Webb, III, Esq., Church of St. Luke & St. Mary, Hope and Belvidere

Rev. Dean Weber, All Saints, Leonia

Rev. Mary Davis, St. Paul's Chatham

The Committee on Rules of Order and Elections met on December 14, 2016 to consider proposed changes to the Rules of Order. The Committee reviewed the Rules of Order as amended and adopted by the 142nd Convention and received a report from the Nominations Committee elected under the terms of those Rules.

The Nominations Committee worked to meet its mandate to provide more candidates than vacancies and submitted its list of candidates for consideration by the 143rd Diocesan Convention.

This year, the Committee on Rules of Order and Elections proposes **no** revisions to the Rules of Order. The Committee on Rules of Order and Elections recommends that the Rules of Order adopted for the 142nd Convention be adopted for the 143rd Diocesan Convention.

Respectfully Submitted,

L. Allison Garde, Esq., Grace Church, Madison
Chair of the Committee on Rules of Order and Elections

**RULES OF ORDER
ONE HUNDRED AND FORTY THIRD CONVENTION
January 2017**

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 Annual Convention:

- A. Arrangements
- B. Rules of Order and Elections
- C. Resolutions

II. The 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 and recommendations pertaining to the agenda and calendar of business.
- B. To the Committee on Rules of Order and Elections: recommendations pertaining to the legislative and election procedures.
- C. To the Nominations Committee: recommendations pertaining to nominations.
- D. To the Committee on Resolutions: recommendations pertaining to the Resolution process.

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.

Nominations and Elections

VI. The nomination and election procedures at the Annual Convention shall be as follows:

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

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 Nominations Committee shall meet at least one-hundred and ten (110) days prior to Annual Convention 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 when possible at least one more than the number of vacancies in each category with the exceptions of Secretary of Convention, Assistant Treasurer, Treasurer and Disciplinary Board.

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, including by electronic delivery, 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 published in *The Voice OnLine*.

D. Nomination of Candidates

1. There will be a notice in the June *Voice Online* asking for recommendations to be sent to the Nominations Committee no later than fifty-five (55) days prior to Annual Convention. Recommendations may be made in the following ways:

- (a.) Any person eligible to run may recommend himself or herself.
- (b.) Any person in the Diocese may recommend someone else who is eligible to run.
- (c.) Members of the Nominations 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 fifty-five

(55) days prior to Convention, so that the report may be distributed with the pre-convention mailing. Any nominees not accepted by the Nominations Committee shall be informed in writing or by electronic means fifty-five (55) days prior to Convention. Nominees not accepted by the Nominations Committee may be nominated as set forth in Paragraph D.2 below.

2. In addition to the slate presented by the Nominations Committee, a person may be nominated by any five (5) Deputies to the Convention. Such nomination shall be sent in writing or by electronic means to the Secretary of Convention. Nominations made in this manner will continue to be accepted until noon on the day that is seven days prior to the start of the Annual Convention. In addition to the nominations made by the Nominations Committee, nominations made in accordance with this Paragraph D.2 that are received by the Secretary not later than forty-two (42) days prior to Annual Convention will be included in the pre-convention mailing and publicized in the *Voice OnLine*. Nominations received in accordance with this Paragraph D.2 after that date will be announced prior to the commencement of balloting at Convention.

E. The Nominations Committee shall report the names of nominees to the Annual Convention in the form of an official ballot, with the nominees listed by office. The order in which the names of nominees for an office appear on the ballot shall be determined as follows: 1) the names of candidates who are nominated by the Nominations Committee or by Convention Deputies and whose nominations are received at least forty-two (42) days prior to Convention shall be determined by lot, by Order; and 2) the names of candidates received through late nominations made less than forty-two (42) days prior to the start of Convention shall be added in order of receipt. For those contests in which candidates will be elected to terms of various lengths, candidates will be listed on the ballot as set forth in these Rules; the length of term to be served by elected candidates will be determined as set forth in Paragraph G of this Section.

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 the 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. All candidates who were not elected as General Convention Deputies shall be eligible for consideration as alternate Deputies. An election of alternate Deputies to General Convention shall be by simple majority of valid ballots cast.

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 on the third ballot, seven candidates are standing for election and there are three vacancies to be filled, then the names of the two candidates with the lowest number of votes on the second ballot

will be withdrawn from consideration by the Convention, leaving five candidates remaining for consideration on the third ballot.)

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.

Resolutions to be considered by this Convention may be only one of three types: (1) those submitted by Standing Committees and bodies required to report to Convention; (2) Resolutions concerning the budget of the Diocese; and (3) all other Resolutions. The Committee on Resolutions shall be responsible for receiving all Resolutions of the third type; the Diocesan Council Budget & Finance Committee shall be responsible for receiving all Resolutions of the second type. (Rules governing all budgetary Resolutions are set forth in XVI below.)

A. Except for Resolutions submitted by Standing Committees and bodies required to report to Convention, only Deputies may submit Resolutions to be considered by this Convention.

B. 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 the Annual Convention. Resolutions shall be double-spaced and typed or in electronic format. 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 on Resolutions all Resolutions that are not 1) submitted by Standing Committees, 2) submitted by bodies required to report to this Convention and 3) Resolutions concerning the budget of this Diocese.

C. The Committee on Resolutions shall hold hearing(s) prior to the Annual Convention on all Resolutions submitted timely. The Committee on Resolutions shall publicize at least eighty-five (85) days prior to the Annual 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.

D. Upon submission of any Resolution that in the Secretary's opinion after consultation with the Chair of the Resolutions Committee may affect insurance, s/he shall submit a copy to the Chair of the Diocesan Insurance Committee for review and comment. Upon submission of any Resolution that in the Secretary's opinion after consultation with the chair of the Resolutions Committee may have canonical or legal implications, s/he shall submit a copy to the Chancellor for review and comment. Such comments shall be submitted to the chair of the Committee on Resolutions prior to the initial meeting of the Committee. All Resolutions concerning the budget of the Diocese shall be referred to the Budget & Finance Committee of the Diocesan Council.

E. The Committee on Resolutions 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.

F. The Committee on Resolutions 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 prior to pre-convention meetings. 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.

G. Any Resolution that the Committee on Resolutions 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.

H. Where exigent circumstances exist, and a Resolution was not submitted to the Committee on Resolutions in accordance with the above Rules, a Resolution will be permitted from the floor upon a two-thirds vote only at the start of the first business session of Convention and only when it carries a clear statement in writing of the circumstances that led to the request for its 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). Mere failure to meet the deadlines set forth in these Rules is not an exigent circumstance.

I. 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.

Computing Time

VIII. A. In computing any period of time fixed by these Rules, the day of the act or event from or to which the designated period begins to run is not to be included. The beginning (or ending, as the case may be) day of the period so computed is to be included, unless it is a Saturday, Sunday or legal holiday, in which event the period will be increased so as to include previous (or next, as the case may be) day which is neither a Saturday, Sunday nor legal holiday. For example, if the Rules provide that a deadline is "thirteen (13) days prior to the Annual Convention," the first day of Convention is not counted. If the thirteenth day is a Saturday, then the end of the previous day (Friday, which is actually the 14th day before the first day of the Annual Convention), will be the specified deadline date. Or, if the Rules provide that a deadline is "fifty (50) days after the Annual Convention," then the last -day of Convention is not counted, the fiftieth day is the deadline. If that fiftieth day is a legal holiday, then the next day (that is not a Saturday, Sunday or legal holiday) will be the specified deadline date.

B. Should extraordinary circumstances arise, the Committee on Rules of Order and

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Elections may, in its sole discretion, temporarily revise scheduling deadlines set forth in these Rules, such revised scheduling deadlines to remain in force only until the next Annual Convention.

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. 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 (on paper or by electronic device) 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:

A. A recommended budget shall be adopted by the Diocesan Council. Every effort shall be made to encourage interested individuals and/or groups to submit funding requests to Council, and for Council to give such individuals and groups the opportunity to present information in support of such funding requests. On or before the date which is one week after the date that Diocesan Council adopts its recommended budget it shall publish the recommended budget. (Posting of the recommended budget on the Diocesan website shall be sufficient publication.) In addition, on or before such date, the individuals or groups who submitted funding requests shall be notified by Council of its decision with regard to their requests.

B. Copies of the recommended budget shall be sent to Deputies prior to Annual Convention, in sufficient time to be available for discussion at pre-convention meeting(s). The last pre-convention meeting shall be held no later than one week prior to the deadline for budget Resolutions.

C. Once the recommended budget has been adopted by Council, Resolutions proposing changes to the recommended budget shall be in order. Only Deputies may submit Resolutions proposing changes to the recommended budget. Such Resolutions shall be sent to the Secretary of Convention, in the format prescribed by paragraph B of Section VII of these Rules, on or before noon of the day that is seven days prior to the start of the Annual Convention. Because the budget must be in balance, the total of all changes in a Resolution must have a nil impact on the recommended budget. Consequently, the "Resolved" of each Resolution may be only one of the following:

- 1) to add one line item and delete another line item(s) in an offsetting amount;
- 2) to delete one line item and add another line item(s) in an offsetting amount;
- 3) to increase one line item and decrease another line item(s) in an offsetting amount;

1 4) to decrease one line item and increase another line items(s) in an offsetting
2 amount.

3 Any proposed change to a line item that has the effect of increasing an expense or
4 reducing income must also include a proposal to change other line item(s) that will, when
5 taken together, fully offset the proposed increase in expense or decrease in income.

6 The Secretary shall refer all such Resolutions to the Diocesan Budget & Finance
7 Committee.

8 D. No Resolutions concerning the recommended budget shall be in order if received by the
9 Secretary of Convention after the deadline set forth in Paragraph C of this Section. No
10 Resolutions concerning the recommended budget shall be in order at Convention.

11 E. The Diocesan Council Budget & Finance Committee shall review all such Resolutions
12 and hold an open hearing at Annual Convention on these proposed changes to the
13 recommended budget. Any deputy wishing to do so may speak for or against any such
14 Resolution at the hearing. Upon the conclusion of the hearing, the Budget & Finance
15 Committee shall go into executive session to consider the proposed Resolutions, and may,
16 at its discretion, consult expert witnesses during such executive session.

17 F. The Diocesan Council Budget & Finance Committee shall present its final proposed
18 budget to the Annual Convention. Such proposed budget shall reflect its recommendations
19 on each budget Resolution submitted to the Budget & Finance Committee. The final budget
20 must not be in deficit. The Budget & Finance Committee shall present its reasons for
21 including or excluding any recommended proposal for doing so in its final report to
22 Convention.

23 G. The Convention will vote on every Resolution that was properly submitted. No motions
24 to amend such Resolutions shall be in order. Each Resolution shall be considered
25 individually.

26 H. Once all Resolutions have been considered, a motion to approve the final budget, as
27 amended by adopted Resolutions, if any, shall be in order.

28
29 I. The following rules shall be used during debate of the Budget and Budget Resolutions:

30 (1) The Diocesan Council Budget & Finance Committee shall have FIVE MINUTES to
31 speak with respect to the Committee's report on the Budget.

32 (2) Up to ONE HOUR shall be allotted to the debate, the time being equally divided
33 among Resolutions to be considered. If fewer than five (5) Resolutions are to be
34 considered, the Chair shall have non-debatable discretion to shorten the total time of debate
35 to a total number of minutes equal to no more than ten (10) minutes times the number of
36 Resolutions to be considered.

37 (3) Of the time allotted to the consideration of each Resolution, the recommendation of
38 the Diocesan Council Budget & Finance Committee concerning the Resolution shall be
39 limited to ONE MINUTE.

40 (4) To the extent possible, the Chair shall recognize speakers of opposite view in
41 alternate succession.

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(5) During the debate on each Resolution each speaker shall be limited to one minute and no speaker shall speak more than once. The Chair may permit the Diocesan Council Budget & Finance Committee to respond briefly to views opposing the Committee's recommendations after all other speakers have been heard on the Resolution.

(6) No motion to lay on the table (or other motion that has the effect of terminating debate on a Resolution) shall be in order 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 Bishop's Address of the Rt. Rev. Mark M. Beckwith, 10th Bishop of Newark
To the 143rd Annual Diocesan Convention – January 28, 2017
The Hilton, Parsippany, New Jersey**

This year, Bishop Beckwith gave his annual Convention address in three parts, on Friday afternoon, Saturday morning and Saturday afternoon.

Part 1: Why Are We Here?

Given Friday afternoon.

I am going to start with why. Why are we here? The surface answer is that we are required to be here. The Canons of the church mandate that each diocese meet annually for a Convention; and our by-laws stipulate that we meet on the last Friday in January in order to do an array of things: celebrate the Eucharist, vote on a budget, elect people to offices, including General Convention, listen to various reports – and hear from the bishop in an annual address. And we are going to do all that.

But there is a deeper reason for why we are here – and we have reorganized our time together to pursue it. The history of the Christian faith begins with a series of stories – and those stories center on God's pursuit of the human family – which God loves and blesses, challenges and chides. In these stories God invites, and in some cases God expects, God's people to follow God. To go on a journey – together. Over the centuries God has identified Moses, Joshua and the prophets to lead people in their journey of following God. Two thousand years ago God sent Jesus as the Incarnation of God living in the world to continue the journey – to teach, to heal, to bless and to lead the way to holiness, justice and freedom. While these biblical stories are ancient, in faith we say that God is still very much alive, and actively working in the world. And we are invited to join God in this ongoing journey of teaching, healing, blessing and showing the way to holiness, justice and freedom. It is a journey of hope.

As outlined in scripture, God began his journey with his people by listening. God heard the groaning of the Israelites who were living under the yoke of slavery in Egypt (Exodus 3:1-6). God first listened to their travail, and through that listening God discerned and then decided how to act. God chose Moses to lead the people on the long journey from bondage to freedom.

Listening is foundational to who we are and what we are about. We have designed this Diocesan Convention around the practice of listening. This is different from past Conventions. It is something we haven't done before, but we are building on the commitment and energy that has emerged from gatherings and conversations that we have had over the past couple of years. We have invited non-deputies to participate in this Convention's conversations – conversations that will take up more aggregate time than the business that we need to attend to. We have set aside time to listen – to scripture, to each other, to the Holy Spirit, to ourselves – and listen intentionally for various trends and dynamics that are going on in the neighborhoods of New Jersey. We have set aside three significant blocks of time – this afternoon, tomorrow morning and tomorrow afternoon, to engage in various exercises of listening. Listening not for the

The Bishop's Address (continued)

purpose of gathering data, nor with the intent of countering with an argument, nor coming up with yet another program that will fix a problem – but listening to discern God's presence – to hear pain, joy, confusion and clarity. So my address will be divided into three parts – each as an introduction to the different segments of listening to the ancient stories of scripture and of our own lives. And I will conclude each block with some reflections on what I heard, saw and felt during each particular section.

This first block of time is devoted to “where have we been?” Exactly ten years ago today we began a journey together as bishop and diocese, building on 134 years of faithful work and ministry. We have employed various phrases and metaphors along the way to describe the journey we have been on together: From the Gates of Hope, to the Diocesan Mission Statement of Equipping, Empowering and Engaging the world – with the hope and Justice of Jesus; to Missional Church, to Going Local to the Jesus movement, to Joining God in Shaping Our Future. Some people may feel a bit of spiritual whiplash as we have transitioned from one image or metaphor to another. What I have learned is that these images and metaphors are simply benchmarks which describe where we can locate ourselves on our journey of joining God in shaping our future. The words change, in part because the journey has not been a straight line. We are not shaping a strategic plan. In every context, it is all about paying attention to God through each other, our neighbors and the Holy Spirit. Experiencing blessing. Discovering hope – by a sequence that starts with listening, moves to discerning and then experimenting, reflecting and deciding – an ongoing cycle that we have identified as core practices.

Over the past ten years, and indeed long before that, we – the diocese and congregations in the diocese – have been on two distinct trajectories. One is the trajectory of challenge and decline – marked by the closing of churches, aging congregations, fewer full time clergy, more “nones” and “dones,” less money through a shrinking pledge base, higher insurance and other costs, and the overspending of endowments. These dynamics are reflective of a tsunami of change that is affecting – in different ways, virtually every denomination, every health care system, our entire higher education system and on and on and on. The tsunami of change is taking place faster than most people can keep up with it. And the effect has left people feeling paralyzed with anxiety, or feeling that they are drowning in the flood of fear that usually accompanies such rapid change. More stable institutions tend to look out at the tsunami and try to divert its onslaught by either doubling down on what has worked in the past, or attempting to seal themselves off from the maelstrom swirling around them. These are understandable, but reactive, responses that offer quick fixes that ultimately don't work.

The other trajectory is that God is calling us out of our churches and into the world – to see what God is up to. To listen to what God is up to. And to join God there. To see, hear and experience God's hope for the world. To go on a journey that is physical as well as spiritual. What I have learned in the past two years, when we have been more intentional about this journey of joining God in shaping our future, is that we begin with small, carefully discerned steps called experiments. And then we learn from these experiments, so we can decide the next steps of listening, discerning and experimenting. After several years of listening, discerning and experimenting, I think – I think, I have purged myself of the idea that the way forward is to develop a comprehensive strategic plan. No, this trajectory invites me, invites us, to go deeper into the mystery of God and who God is calling us to be.

The Bishop's Address (continued)

A welcome byproduct of this journey is that I feel more connected to God's mystery than at any time in my 37 years of ordained life. I feel more confident in God's call. I experience more hope. And my connection and confidence is bolstered by the number of people who have been intentionally taking this journey with God. In this past year the journey has accelerated – through the work of four Action Learning teams which wrestled with significant challenges – and through a process of listening to scripture and each other, developed some transforming experiments. We have a second cohort of Going Local congregations and a third cohort of clergy. And this fall the diocese hosted six listening tables – which involved over 200 people from 80 congregations. Through all of this, more stories are being told and heard, hope and connection have blossomed – and commitment to the faith has deepened. All told, some 600 people from across the diocese have been involved in some dimension of the journey. And with this Convention, we will add about 300 more – which represents 10% of our average Sunday attendance.

One of our priests, who is deeply involved in this journey, recently asked an important question: why does this matter? Why is it important that we intentionally listen to God in scripture, in each other, in our neighbors – and in our souls? This journey is not some default or reactive response so that we can save the church. No, this journey matters because in the midst of all the chaos and confusion of the world, in the midst of increased verbal insults and violent outbursts, in the midst of institutional fragility and decline – God is calling us to a new way of living together. God is inviting us to discover more of God's blessedness and belovedness. When we take this journey – especially when we take it together, we discover a deeper hope and a more abiding freedom.

This past summer 31 of us walked across the diocese – from the Delaware River in Belvidere to the Hudson River in Hoboken. 88.4 miles. Twenty-one churches hosted us along the way, plus two Episcopal organizations, Crossroads Camp and House of the Good Shepherd. We were offered meals, beds, showers, snacks – and best of all, ice-cold footbaths. We prayed every morning, noon and night; we listened to scripture and to each other. The intense summer heat, along with the daily mileage quota, made the journey quite an ordeal. Perhaps because we felt so vulnerable, what was most remembered was the remarkable hospitality we received – from host congregations, from strangers – and from the living God who seemed so present as we traversed the western fields and the eastern city streets.

Our journey this past summer was framed by a river. It so happens that this Convention will be framed by a river. The Jordan River. A river that our spiritual ancestors were invited to cross – to a new way of living together. We will read the ancient story from the third chapter of Joshua. Some of you will be hearing it for the first time. For others, this will be an echo of earlier moments with this text. By my unofficial reckoning, I have engaged in dwelling in the word with this passage over fifty times in the past year. This story continues to kindle my imagination—no matter how many times I read it. And it offers a mysterious and unexplained hospitality, in that the passage invites me to make the connection between who we are as God's people today with our spiritual ancestors who took great risks and discovered a divine hope.

As we begin this first block of listening and sharing stories, my prayer is that you will allow yourselves to let go of the trajectory of challenge and decline – and instead to place yourself at the banks of the Jordan River – and to risk by joining the journey to a new way of living together.

The Bishop's Address (continued)

Part 2: Stepping into the River

Given Saturday morning.

Business as usual is no longer an option. That is the statement I made in last year's Convention address, and I continue to hear echoes of it across the diocese. One of our clergy has told me that the phrase – "business as usual is no longer an option," is the hardest and best thing he has been a part of as a priest.

The more I reflect on what I said – and what he said, my soul is led down to the edge of the Jordan River. The text from the third chapter of the Book of Joshua, which we dwelled in yesterday afternoon, emerged in the diocesan staff as a compelling story – and a powerful image. In the dozens of times that I have read it since – among clergy, in my weekly visits to congregations, I find that I continue to be formed by both the image and the narrative. This is, in large part, because we seem to be camped out at the edge of the Jordan River with our spiritual ancestors. It's a hard place to be. I look at our spiritual ancestors with considerable envy. They were in tents, which could be packed up and easily moved across the river. Most of our "tents" are over a hundred years old. They are not portable. They have roofs that leak, boilers that burst, stained glass windows that warp and wood that rots. And the budgets required to maintain them, insure and honor them – because they are the literal structures of our faith, are often stretched and challenged to a breaking point. And then there are the people who move away, leaving financial, leadership and pastoral holes. Not to mention the people who have died; and the emotional and spiritual wrench that always accompanies death. It is a hard place to be.

And the idea of crossing the river is a spiritual challenge that defies the imagination to the degree that we can't imagine that it is possible to do. It seems like a hard place to go. Besides, we don't know what's over there, because we believe we haven't been there before.

Oh, but we have. We have been there in faith. We have been there in hope. That faith and that hope is what brought us here today. That faith and that hope were in full bloom in the stories we told and heard yesterday. That faith and that hope caused us to build our churches in the first place. The church buildings have been the repositories of faith and hope – but can't be confined there. From the beginning of our relationship with the living God, we have been invited to move – to continue on a journey, to join God in shaping our future. To cross rivers and boundaries; to risk stepping into the water and trusting that God will be there, and will guide us to next steps. And that, my brothers and sisters, is the best place to be, because that is where and how we discover the gift of God's blessedness and belovedness, God's hope and freedom. That is why we are about this work – to rediscover or renew our faith and hope – which generates a passion and a commitment to move to a new way of living together.

So, here we are, camped on one side of the river. Some might say we are more anchored than camped. What do we do? The invitation is to take a risk and step into the river. Depending on risk tolerance, it may be just one toe, some may dive in. Others may find it easy to go across, trusting that the flow of water will stop as it did in the Joshua story told centuries ago. Some will be on the other side of the river, exploring and discovering a new way of living together. We need all of that – the cautious and the bold, the risk taker and the risk averse – and we need to listen to where people are; honor where they are – and learn from one another's experiences of

The Bishop's Address (continued)

where they are. All the while trusting in God's presence – a God who is always inviting us to move to a new and challenging place.

I can hear the response now: "But we can't pack up our tents and move." Does this mean that we abandon these sacred buildings, built with the faith and love of those who have gone before, and where we gather to be fed by this life-giving tradition? As St. Paul wrote several times, by no means! We need to deal with our buildings, and to celebrate them – as they are the spaces which house our celebrations and where we hear and share stories. But – but, we don't need to be held captive by them. Buildings – and the budgets that support them, are key components of the killer B's. What often happens is that these Killer B's swarm over the psyche and take over vestry and finance meetings, and create anxiety in the rest of the congregation, such that people aren't able to see past the crisis. Vision gets truncated, and hope gets reduced to some sort of fix-it strategy.

In the last few months, I have suggested to at least two vestries – which have been caught up in an overwhelming building issue or a seemingly impossible budget conundrum – to move. To spend an allotted time dealing with these difficult business issues in one space – and then to move to another space to hear God's call through Dwelling in the Word, prayer and the sharing of vision. To literally move – with the understanding and commitment that the important business conversation in one space does not adversely infect the faith and vision exercise in another space. This all may seem like a gimmick or hopelessly fou-fou, but if we don't consciously move out of the anxiety and fear – with some intention, the anxiety can take over and we lose out on God's blessing and vision. God is calling us to move.

It needs to be said that all of this causes anxiety. Lots of anxiety. I see it and I hear it. Some of it is repressed; much of it comes out in a prolonged whine or in episodic groans. We need to acknowledge the anxiety – and name it. To meet people where they are and help one another move through it.

The anxiety in our church is met – and perhaps even surpassed by, the anxiety that has been released by the transition of national leadership which began last week. Millions worry what is next. Whole cohorts of people are feeling acutely vulnerable. Much of the build-up toward the inauguration has been characterized by what I would call the Disrespectful D's – deport, demean, diminish and denounce.

It would be fairly easy to externalize the Disrespectful D's – to point our fingers and adopt a self-righteous posture in opposition to them. But our integrity is seriously compromised if we fail to recognize that we have in ourselves the same capacity for disrespect. We need to acknowledge the impulse to demean, name it to ourselves – rather than dump a denouncing D on someone else. That is hard work to do.

Disrespect begets disrespect. And given the semi-official support for disrespect which seems to be widespread in our culture, we can get drawn into a vicious cycle – and can get stuck in its pernicious vortex. It is hard to break out. Conversely, blessedness begets blessedness; and unlike disrespect, which can hold people hostage, blessedness sets us free – and opens us up to a deep and abiding hope. As we have the capacity to be disrespectful, we also have a capacity to

The Bishop's Address (continued)

bless. God bestowed it on us; and Jesus' life, death and life reinforced it. All of that was conferred on us in our baptism; and in that blessing we were anointed to pass it on.

I want to go back to the river. But this time I would invite you to imagine that stepping into the river is stepping outside of yourself into a place of some risk. To step into the neighborhood, to step toward a neighbor – to take a small step outside of your regular pattern and rhythm of life. To step into that place and see what God is up to, and join God there.

In this journey of joining God in shaping our future, we talk a lot about neighbors and neighborhoods. And often people get distracted by issues of geography, or stuck in the challenge of determining whether the neighborhood is the church, the workplace or where one lives.

It is often the case that our neighbors and neighborhoods are self-selected. We live and move in and around people we know – in our churches, in our workplaces and where we live. And while we might take pride in knowing their names, where they work or went to school or what grades their kids are in, more often than not we don't know what they deeply care or worry about, what they hope for or believe in.

And that's just with the people we think we know. And then there are the people we don't have any relationships with. In 2008, journalist Bill Bishop wrote an important book: *The Big Sort*; which had a rather chilling subtitle, "Why the clustering of like-minded America is tearing us apart." He makes the case that we tend to pitch our tents among people who think and act like we do – a tendency he traces back several decades. Nearly ten years later, it is even harder to ignore the cultural misunderstanding, economic inequality, political extremism and legislative gridlock he predicted. It is harder to ignore; but the temptation is to do just that – to seal ourselves off in our insular tents.

We are invited to step in among people we haven't been with and places we haven't been to before. Every time I have done that in my life – be it with a person with a different perspective or background or religion, not only do I end up having a deeper appreciation of that person as a brother or sister, the more I learn about what it means to be a child of God.

All of this takes listening. Listening at a deeper level than just securing information. Listening to peoples' stories, honoring those stories – learning how God is present in those stories. Listening builds confidence. Listening builds relationships – not just with our neighbor, but with the living Christ. Because the more we listen at this deep level, the more we see the face of Christ in our neighbor, the more we are able to see each other as brother and sister, and the more willing – and the more compelled, we are to stand with them when they are assaulted by the Disrespectful D's.

I have discovered that the more I listen, the more willing I am to take a step toward a neighbor or into a neighborhood. And the more freedom I experience, the more faith is generated, the more blessing I feel – and the more able I am to pass it on.

That is why we are about this work of joining God in shaping our future.

The Bishop's Address (continued)

Part 3: Joining God in Shaping Our Future

Given Saturday afternoon.

Repent, John the Baptist cries out to his followers, a challenge we hear every Advent from any one of the four Gospels. The call to repentance is carried forward into Epiphany, because once John the Baptist is locked up in prison for being too bold and brash, Jesus channels his cousin, and begins his own ministry by calling people to repent.

Repent means to turn. For much of my life – and I suspect for most our lives, repentance has been about turning away. Turning away from bad stuff – be they thoughts, or behaviors or practices – or the Disrespectful D's – deport, demean, diminish and denounce. Repentance has been burned into us as a necessary exercise to avoid punishment – the ultimate of which is being banished to hell.

I submit that before it is about turning away, repentance is about turning toward. Immediately after Jesus calls people to repent, he invites two sets of brothers – Simon and Andrew and the Zebedee boys James and John, to follow him (Matthew 4:12-23). It is an invitation to turn – turn toward the hope, turn to the light – follow Jesus on the journey to hope and freedom. Turn toward your neighbor to see them as a brother or sister – turn toward your neighborhood and see where God is working.

In a few weeks, on the first Sunday of Lent, we will hear the story of Jesus, who was at his most vulnerable after being in the wilderness for forty days without food or drink – and with little sleep, being tempted by the devil. Three temptations – and Jesus says no to each of them. But I am convinced that for Jesus to say no – he first had to go down into the depth of his soul, turn inward and say yes to God.

Repentance is not a one-time exercise. It is a daily practice – which involves *practice*, invites support, inspires collaboration and ultimately requires some sort of movement. The movement of turning toward yes – toward God's blessedness and belovedness, which begets more blessedness and belovedness.

We have learned to support this turning not through some elaborate strategic plan, or devising a new program – but simply by engaging in experiments. Small steps of turning toward God. One member from one of our Going Local congregations decided that she would literally turn toward the person sitting next to her on a plane – and begin a conversation. Which led to a deeper understanding and appreciation of God's work in the world, because the person was of a completely different faith tradition. Another member of that Going Local guiding team decided that her experiment would be to step across the invisible barrier between management and labor in her workplace – and sit down and have lunch and a conversation with someone on the other side. Which led to a sharing of mutual hopes and concerns – and which would not have happened had there not been an act of repentance. The guiding team of yet another Going Local congregation began to schedule conversations with the mayor, police chief and school superintendent – not so much for the purpose of learning what problems they might address, but first to develop a relationship; and through that relationship to discern how God is working in that community.

The Bishop's Address (continued)

This repentance, this turning, these experiments, emerge out of listening – to scripture, to each other, to our neighbors and to ourselves. The experiment symbolically involves stepping into a river, and trusting that God will be present. The only failed experiment is one from which there is no learning. Every experiment can yield learning – about self, about God, about neighbor and about repentance.

Five years ago, following the example of one of our priests, I offered Ashes to Go on Ash Wednesday outside of Penn Station in Newark. I can vividly remember how self-conscious and anxious I felt as I stepped into the neighborhood – and offered blessings that, until that moment, had been confined to services held inside a church. A member of St. Andrew's in Newark was worried that I wouldn't have any takers, and she came down early in the morning to receive ashes. I will never forget her kindness.

She had to wait in line. And the more ashes I distributed, the more confident I felt. And the growing confidence in God's presence – and my deepening willingness to join with God in God's work in the world, is a natural result of an experiment. (And that is a great place to be.)

A couple of years later on Ash Wednesday, I worked my way into the concourse of the station – where it was warmer and there were more people. After an initial rush of people seeking ashes, there was a lull. And as I looked out at people rushing toward a train or a bus, or others who were zeroed in on their cell phones or shut off from the hubbub with their earbuds, I had a vision that resonated with a passage from the 21st chapter of the Book of Revelation – "I saw the holy city, the new Jerusalem, coming down out of heaven from God, prepared as a bride adorned for her husband" (Revelation 21:2).

My soul, grounded in faith, told me I saw that. I saw God at work. But the part of the brain that governs rational thought quickly weighed in and said that I didn't see that. That I dare not see that. And that I had better turn back to what is real and measurable – and provable. And don't talk about this anymore.

But to live in faith is to live in imagination – to turn to see God at work in ways that are not explainable or comprehensible. Not to see things that aren't there, but to see beyond what we have been trained to see. To turn toward a stranger, and see in their face the presence of Christ, which transforms them into a neighbor, if not a brother or sister in God's family. This takes practice, discipline and commitment, especially with people we may have been trained to demean, diminish or denounce. But the gift which results from this practice is life-changing.

One of my spiritual heroes is Thomas Merton, a Trappist monk who lived in a monastery outside of Louisville, Kentucky in the early 1960s. He wrote a number of books, which opened up the spiritual life for me – and millions of others across the world. In one of his three autobiographies he describes a routine trip to the doctor in Louisville, Kentucky:

"In Louisville, at the corner of Fourth and Walnut, in the center of the shopping district, I was suddenly overwhelmed with the realization that I loved all these people, that they were mine and I theirs, that we could not be alien to one another even though we were total strangers. It was like waking from a dream of separateness, of spurious self-isolation in a special world....

The Bishop's Address (continued)

This sense of liberation from an illusory difference was such a relief and such a joy to me that I almost laughed out loud.... I have the immense joy of being man, a member of a race in which God Himself became incarnate. As if the sorrows and stupidities of the human condition could overwhelm me, now that I realize what we all are. And if only everybody could realize this! But it cannot be explained. There is no way of telling people that they are all walking around shining like the sun." (*Conjectures of a Guilty Bystander*.)

About 30 years ago I happened to be in Louisville. Like many before me, I went to the corner of Fourth and Walnut, a main intersection of the city. And I waited – for an encore of the Merton experience. Nothing happened – and quite frankly I am not sure what I would do or think if it did. But in the years since, I have come to the conviction that I or you – or any of us, have the capacity to see that blessedness and belovedness transfigured in someone else. An experience that helps to transform a stranger into a neighbor. Merton's witness was – and continues to be, the foundation of why I am so passionate about ministry. The potential for transformation is an enormous gift – I saw it at Newark Penn Station; Merton saw it in Louisville; I see it happening in many of you.

All we need to do is take a step – or a leap. Take a risk. Engage in an experiment. See what God is up to. God's promise of presence continues; and when we step into that river, that neighborhood – that territory that may be a bit unfamiliar – we expose ourselves to the mystery of God's transforming power that we can receive – and that we can pass on to a world that desperately needs it.

So I invite you. I challenge you – in collaboration with a few people in your congregation – to repent; to say yes to God in some new way. Start with listening – to scripture, to each other, to our neighbors. Take the experience we have shared here back to your congregations. The joy, confusion, laughter and hope in God's presence among us is just a small example of what might happen. As I say at every Sunday visitation, when I invite people to come forward to receive the water of blessing – as part of the renewal of their baptismal vows: this is an invitation, which means that all may, none must – and perhaps some should take this step and receive God's blessing.

It is a commitment. It is an act of repentance. It is stepping into the river – into the yes of God – so that we can then join God in shaping our future.

CONSTITUTION & CANONS – 143AC-R03

143rd ANNUAL CONVENTION OF THE EPISCOPAL DIOCESE OF NEWARK REPORT OF THE COMMITTEE ON CONSTITUTION AND CANONS

Diane Sammons, Esq. Chancellor
John C. Garde, Esq., Vice-Chancellor
Mrs. Jennifer Arlin
Thomas Bisdale Esq.
Mr. Richard Bollon
Mr. T. Donald Cairns
The Rev. Kevin PJ Coffey, SCP
The Rev. Joseph A. Harmon
Ms. Brenda Sherman
The Rev. Dean A. Weber
The Rev. Canon Dr. Sandye Wilson

The Committee on Constitutions and Canons makes the following report to the 143rd Convention of the Episcopal Diocese of Newark.

Four years ago the Committee on Constitutions and Canons engaged in a systematic review of the Diocesan Constitution and Canons, which resulted in a significant number of revisions. The Committee on Constitutions and Canons did not receive any resolutions for consideration and, therefore, did not meet in 2016.

RESOLUTIONS – 143AC-R04

143rd ANNUAL CONVENTION - DIOCESE OF NEWARK

REPORT OF THE RESOLUTIONS COMMITTEE

The Committee on Resolutions met on December 14, 2016 to discuss the business surrounding resolutions brought forth to Convention. The Committee reviewed a resolution proposal, but this item was not submitted in a proper resolution format, and the author withdrew the proposal to further refine and research for submission at a future date.

Therefore, this year, the Committee on Resolutions brings forth no Resolutions to the Convention.

Respectfully Submitted,

The Rev. Joseph Harmon, Epiphany and Christ Church, Orange
Chair of the Committee on Resolutions

Report to 2017 Diocesan Convention on Clergy and Lay Employee Compensation

RESOLUTION I: Minimum Cash Salary for Clergy

(Adopted)

RESOLVED, that the 143rd 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, 2018:

Category	2017	2018	% change
Transitional Deacon*	\$37,550	\$38,100	1.46%
Assisting Priest	\$40,000	\$40,600	1.50%
Rector, Vicar, or Priest-in-Charge	\$50,000	\$50,700	1.40%

* Compensation minimums for transitional deacons are intended only for those who have completed their formation and training process. It does not apply to deacons in field-education placements from a seminary.

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. A history of the last ten years follows:

Effective Year	Transitional Deacon	Assisting Priest	Rector, Vicar, or Priest-in-Charge
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	\$31,900	\$33,950	\$42,500
2013	\$32,900	\$35,000	\$43,800
2014	\$34,200	\$36,400	\$45,500
2015	\$35,600	\$37,900	\$47,350
2016	\$37,000	\$39,400	\$49,240
2017	\$37,550	\$40,000	\$50,000
2018 (proposed)	\$38,100	\$40,600	\$50,700

The Church Pension Fund publishes an annual report on clergy compensation which can be found at <https://www.cpg.org/global/research/reports-statistics>. The most current (2015) and prior year (2014) comparisons between the Diocese of Newark and the surrounding dioceses for senior and solo full-time rector compensation are found later in this document.

The Diocese of Newark requires a mutual ministry review and recommends an annual performance review for clergy. Information concerning mutual ministry reviews and the performance review process can be found on the diocesan website and trained congregational consultants are available to facilitate the mutual ministry review process.

Merit increases should be awarded based on these reviews 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.

RESOLUTION II: Supply Clergy Stipend

(Adopted)

RESOLVED, that the 143rd Convention of the Diocese of Newark adopts the following stipend rates for supply clergy, effective January 1, 2018:

- Sundays - \$225 plus \$100 for each additional service
- Weekdays - \$100 per service

Supporting Information

The stipend rates for supply clergy have not changed in many years. If adopted, this resolution will raise the stipend for a single Sunday service from \$200 to \$225. The rates for weekday and additional Sunday services are not being changed.

Please refer to the Supply Clergy Stipend section of the Summary of Clergy Compensation Policies (2017) for additional information.

Summary of Clergy Compensation Policies (2017)

Category	Details
Minimum Cash Salary	<p>Mandated by Diocesan Convention Resolution and Canon 9 as amended at 2014 Diocesan Convention (2017 minimums)</p> <ul style="list-style-type: none"> • Rector, Vicar, or Priest-in-charge: \$50,000 • Assisting Priest: \$40,000 • Transitional Deacon: \$37,550
Supply Clergy Stipend	<p>Mandated by Diocesan Convention Resolution</p> <ul style="list-style-type: none"> • Sundays - \$225 plus \$100 for each additional service • Weekdays - \$100 per service • IRS-approved mileage to/from the worship site • Remuneration can be eligible for the clergy housing allowance exclusion if the vestry or executive committee so authorizes prior to the performance of services. • A congregation must pay pension to a cleric if they earn at least \$200 a month for three consecutive months.
Housing & Utilities	<p>Mandated by Diocesan Convention Resolution (1960 and 1970)</p> <ul style="list-style-type: none"> • The 1960 and 1970 resolutions established requirements for suitable housing, local telephone service, and utilities including heat, electricity, water, and gas. • Under current practice, housing and utilities are supplied or a cash allowance is provided based on actual expenses incurred. • For clergy who own or rent their own home, the congregation provides a cash housing allowance, the amount of which should be sufficient to provide adequate housing for the clergy family within the geographic area of the church. • See "Establishing a Housing Allowance" further below as well as the <u>Understanding Clergy Compensation</u> document on the diocesan website.
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 cleric lives in church-owned housing. To be deposited into a tax deferred account. • 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 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_clergypensions.pdf

Category	Details
Health and Dental Insurance	<u>Mandated by Diocesan Canon</u> <ul style="list-style-type: none"> Clergy choice from plans offered under the Denominational Health Plan (DHP) and in accordance with the congregational policy. Rates vary by plan choice and coverage level.
Parental Leave	<u>Mandated by Diocesan Convention Resolution</u> <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.
Business Expenses	<u>Mandated by Diocesan Convention Resolution</u> <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	<u>Mandated by Diocesan Convention Resolution</u> <ul style="list-style-type: none"> Minimum \$500 annually.
Vacation	<u>Recommendation</u> <ul style="list-style-type: none"> Negotiable. Amount should be agreed upon in advance. Most clergy have four (4) or more weeks of vacation.
Sabbatical	<u>Recommended by Diocesan Convention Resolution</u> <ul style="list-style-type: none"> Full time clergy who have completed five years of service to a congregation are eligible to apply for sabbatical leave. It is recommended that the sabbatical leave be at least three months in length and that sabbatical leave be taken every five to seven years. Sabbaticals are intended for spiritual renewal, study, and strengthening of skills for ministry, not severance. Unused sabbatical time is forfeited upon retirement or termination. It is strongly recommended that funding for sabbatical leaves be established no later than the beginning of the third year of the cleric's tenure with the congregation. Clergy granted sabbatical leave are expected to complete at least one year of service to the congregation upon return from sabbatical leave. Failure to comply will require the cleric to reimburse the congregation for any costs incurred in support of the sabbatical. More information is available at http://dioceseofnewark.org/bishop-office/clergy-sabbatical-policy
Survivor Benefits	<u>Recommended by Diocesan Convention Resolution</u> <ul style="list-style-type: none"> Minimum of three (3) months continued compensation including health and housing benefits for spouse/partner and dependent family of a cleric who dies in active service.

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 available for pastoral emergencies at all times.

Clergy working a minimum of 25 hours weekly are eligible for health and dental coverage consistent with full-time clergy.

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; otherwise, this is the cash housing supplement paid. To calculate the fair-market rental value of a property, you are well advised to contact a professional in real estate.

** An initial estimate is to add current salary, utilities, and housing together and then multiply by .0765.

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	\$17,979.00
		5% Housing Equity Allowance	d) \$3,895.45
Total Compensation	\$83,930.00	Total Compensation	\$81,804.45
Pension Rate	18%	Pension Rate	18%
Pension Assessment	\$15,107.40	Pension Assessment	\$14,724.80

*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. This amount is then added to cash salary, utility, and social security offset as well as Housing Equity Allowance and any other cash compensation to determine Total Compensation. The Pension Assessment is 15% of Total Compensation.

Median Total Compensation* by Church Size – All Senior and Solo Full-Time Rectors

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program/Resource (226+)
Newark	2014 - \$73,868 2015 - \$73,263	2014 - \$87,390 2015 - \$89,240	2014 - \$94,248 2015 - \$109,180	2014 - Insufficient Data** 2015 - Insufficient Data**
New Jersey	2014 - \$73,443 2015 - \$69,434	2014 - \$79,198 2015 - \$78,437	2014 - \$84,896 2015 - \$90,293	2014 - \$118,668 2015 - \$134,526
New York	2014 - \$74,335 2015 - \$76,400	2014 - \$85,013 2015 - \$87,429	2014 - \$98,343 2015 - \$100,716	2014 - \$142,366 2015 - \$142,365
Long Island	2014 - \$76,385 2015 - \$76,088	2014 - \$83,167 2015 - \$82,991	2014 - \$99,905 2015 - \$97,367	2014 - \$142,048 2015 - \$116,207

Sources: The 2015 Church Compensation Report, The Church Pension Group, July 2016
The 2014 Church Compensation Report, The Church Pension Group, June 2015

* 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. This compensation amount does not include the pension payments made to the Pension Fund or any other standard employee benefit.

** fewer than three observations in this category

Summary of Lay Employee Compensation Policies (2017)

For additional information on benefits and medical and dental plans, please visit the following websites: www.dioceseofnewark.org/hr and www.cpg.org.

Category	Details
Denominational Health Plan	<p><u>Mandated by the 76th General Convention, 2009 (Resolution A177) and the 138th Diocesan Convention, 2012</u></p> <ul style="list-style-type: none"> All lay employees who work 1,500 hours or more a year must be enrolled in one of the medical plans administered through the Denomination Health Plan (DHP. If the employee has coverage elsewhere, (i.e. covered by a spouse), they may opt out of the DHP program. The plans under the DHP are similar to those options previously available. Congregations are required to provide and pay for health insurance benefits for all eligible lay employees, consistent with the health benefits provided to the congregation's clergy. Congregations are required to establish a policy and process as to how to implement health care coverage based on needs identified within the congregation. The policy and process is expected to be updated on an annual basis. A report outlining the policy and process and the outcomes of the process is to be sent to the Bishop's Office annually after the conclusion of the Open Enrollment period.
Lay Pension Plan	<p><u>Mandated by the 76th General Convention, 2009 (Resolution A138 and Canon 8 as amended) and the 138th Diocesan Convention, 2012</u></p> <ul style="list-style-type: none"> Mandates that pension benefits be provided through the Church Pension Fund to qualified lay employees working for congregations and other entities subject to the authority of the Church, effective January 1, 2013. All Episcopal employers with lay employees scheduled to work at least 1,000 hours/year (20 hours/week) are required to participate in the Church Pension Fund's Lay Employee Pension System, with employer contribution of 5% plus an additional match of voluntary employee contributions up to a total match of 4%.
Group Term Life Insurance Participation	<p><u>Adopted by the 134th Diocesan Convention, 2008</u></p> <ul style="list-style-type: none"> Recommends that each lay employee working at least 20 hours a week at our congregations and day care/schools participate in the Group Term Life Insurance Program administered by the Church Life Insurance Corporation by the time of the 135th Convention of this Diocese.
Lay Employee Vacation	<p><u>Adopted by the 133rd Diocesan Convention, 2007</u></p> <ul style="list-style-type: none"> In recognition and fairness to all the lay employees of the diocese, all parishes, missions, and day care/schools are strongly recommended to provide a minimum of two weeks of annual paid vacation with the completion of one year of service, proportionate to time worked per week starting January 1, 2008.
Lay Employee Job Descriptions	<p><u>Mandated by the 133rd Diocesan Convention, 2007</u></p> <ul style="list-style-type: none"> Requires that a job description be created for each lay employee of the diocese, parishes, missions, and day care/schools be written and discussed with the employee
Lay Employee Annual Performance Review	<p><u>Adopted by the 133rd Diocesan Convention, 2007</u></p> <ul style="list-style-type: none"> Calls for each person employed by the diocese, parishes, missions, and day care/schools to receive an annual performance review
Workplace Values in the Episcopal Church	<p><u>Commended by the 75th General Convention, 2006, Resolution A125</u></p> <ul style="list-style-type: none"> Seeks to promote professional employment environments that offer opportunity for development and advancement. (A copy of the <i>Workplace Values</i> was provided in the deputy convention packet.)

Submitted by the Bishop's Advisory Committee on Human Resources and Benefits: The Rev. Lauren Ackland, Mr. George Ackley, The Rev. Matthew Corkern, Ms. Maria Force, Ms. Mary Beth King, Mr. Robert Lapene, The Rev. Thomas Laws, Ms. Allison McDaniel, Ms. Lindsay McHugh, Mr. John Niles, The Rev. Paul V. Olsson (Chair), Dr. Matthew Price, Mr. John A. King (ex officio), Ms. Leslie Thomas (Staff Liaison)

+ THE NECROLOGY +

Blessed are the dead who die in the Lord. We remember God's faithful servants who departed this life since last Convention with thanksgiving before God.

From the Episcopacy:

- The Most Rev. Edmond L. Browning, Retired Bishop of Hawaii and 24th Presiding Bishop and Primate
- The Rt. Rev. Earl N. McArthur, Retired Bishop Suffragan of West Texas
- The Rt. Rev. Edward L. Salmon, Retired Bishop of South Carolina
- The Rt. Rev. Harry W. Shipps, Retired Bishop of Georgia

From the Clergy Family of the diocese:

- Barbara Hirst Black, Mother of the Rev. Cynthia Black
- The Rev. Walter Carlson
- Mary Sheen Coursen, Wife of the late Rev. Deacon Wallace "Buck" Coursen
- The Rev. Deacon James W. Delaney
- Joanne W. Griner, Mother of the Rev. Robert Griner
- Butchild "Butch" Perez & Herminia Gonzales Perez, Parents of the Rev. Gregory Perez
- Beverly Rezach, Grandmother of the Rev. Dr. Karen Rezach
- Betty Merrill Rice, Mother of the Rev. Laurie Matarazzo
- Elizabeth "Liz" Rude, Wife of the Rev. David Rude
- John Sherwood, Son-in-law of the Rev. Deacon Karen Eberhart
- Warren N. Soldwedel, Father of the Rev. Deacon Erik Soldwedel
- Patricia Stoeckel, Mother of the Rev. Audrey Hasselbrook
- The Rev. William Henry Strain
- The Rev. Walter W. Witte
- The Rev. Wesley "Wes" Wubbenhorst

Persons in the diocese known for special contributions:

- H. Douglas Eldridge & Marjorie A. Eldridge, Served as Diocesan Convention Deputies; Doug also served on Diocesan Council and the Department of Missions
- Dorothy Emily DeBlieck Francaviglia, Mother of Michael Francaviglia, Former Director of Administration & Secretary of Convention
- Helen "Muff" Thayer Served on the board of The VOICE

ELECTION RESULTS – 2017

ACTS/VIM BOARD – LAY CLASS OF 2020

Paula Rosemond Cappel, St. Andrew & Holy Communion, South Orange - *elected*
Kirk Petersen, St. George's Church, Maplewood - *elected*

ACTS/VIM BOARD – CLERGY CLASS OF 2020

(There were no Clergy candidates standing for election.)

CONSTITUTION AND CANONS COMMITTEE - 10 for one year term – *all elected*

Mr. Thomas A. Bisdale, Grace Church, Westwood
Mr. Richard Bollon, St. John's, Passaic
Mr. T. Donald Cairns, St. Clement's, Hawthorne
Mr. John C. Garde, Grace Church, Madison
Mr. J. David Healy, St. Agnes' Church, Little Falls
Mr. Joe LaVela, St. Paul's Church, Chatham
Mr. Ford Livengood, Christ Church, Newton
Ms. Brenda Sherman, Grace Church, Nutley
The Rev. Dean A. Weber, All Saints', Leonia
The Rev. Canon Dr. Sandy Wilson, St. Andrew & Holy Communion, South Orange

DISCIPLINARY BOARD - CLERGY CLASS OF 2023

Diana Wilcox, Christ Church, Bloomfield/Glen Ridge - *elected*

DISCIPLINARY BOARD - LAY CLASS OF 2022

(There were no Lay candidates standing for election.)

GENERAL CONVENTION – CLERGY DEPUTIES & ALTERNATES

Sandy Wilson, St. Andrew & Holy Communion, So. Orange – *elected First Clergy Deputy*
Gregory Jacobs, Episcopal House – *elected Second Clergy Deputy*
Erik Soldwedel, Trinity, Cliffside Park – *elected Third Clergy Deputy*
John Mennell, St. Luke's, Montclair – *elected Fourth Clergy Deputy*

Lynne Bleich Weber, Atonement, Tenafly – *elected First Clergy Alternate*
Cynthia Black, Redeemer, Morristown – *elected Second Clergy Alternate*
Diana Wilcox, Christ Church, Bloomfield/Glen Rock – *elected Third Clergy Alternate*
Brent Bates, Grace Church, Westwood – *elected Fourth Clergy Alternate*

GENERAL CONVENTION – LAY DEPUTIES & ALTERNATES

Janelle Grant, St. Paul's, Paterson – *elected First Lay Deputy*
Sue Morgan, All Saints', Glen Rock – *elected Second Lay Deputy*
Sidney W. King, Jr., Incarnation, Jersey City – *elected Third Lay Deputy*
Laura Russell, All Saints', Hoboken – *elected Fourth Lay Deputy*

Sharon Sheridan Hausman, Messiah, Chester – *elected First Lay Alternate*
Bernard Milano, Trinity, Allendale – *elected Second Lay Alternate*
Lynn Tyler, Good Shepherd, Wantage – *elected Third Lay Alternate*
Kirk Petersen, St. George's, Maplewood – *elected Fourth Lay Alternate*
Marc Hembree, St. Paul's, Montvale

STANDING COMMITTEE – CLERGY CLASS OF 2021

John Mennell, St. Luke's, Montclair – *elected*
Keith Gentry, St. Michael's, Wayne

STANDING COMMITTEE – LAY CLASS OF 2021

Wendy Drake-Schneider, St. Luke's, Montclair – *elected*
Bernard Milano, Trinity, Allendale

TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER – LAY CLASS OF 2020

James Cramer, Grace Church, Newark
Susan Dunn, St. John's Church, Montclair - *elected*

TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER – CLERGY CLASS OF 2020

(There were no Clergy candidates standing for election.)

TRUSTEES OF THE EPISCOPAL FUND & DIOCESAN PROPERTIES – CLASSES OF 2022 (3 MEMBERS) & CLASS OF 2021 (1 MEMBER)

John Mennell, St. Luke's, Montclair – *elected to the Class of 2022*
Erik Soldwedel, Trinity, Cliffside Park – *elected to the Class of 2022*
Dean Weber, All Saints', Leonia – *elected to the Class of 2022*
Patrice Henderson, St. Andrew & Holy Communion, So. Orange – *elected to the Class of 2021*
Brenda Sherman, Grace, Nutley
Patricia Yankus, St. Paul's, Paterson
Carol Harrison-Arnold, Incarnation, Jersey City

SECRETARY OF CONVENTION – one year term

Mr. John King, St. Andrew's, Harrington Park

TREASURER – one year term

Mr. Paul Shackford, St. Andrew's Church, Harrington Park

ASSISTANT TREASURER – one year term

Mr. Scott Sargent, St. Dunstan's, Succasunna

EXTINCT MISSION RESOLUTION – ST. THOMAS CHURCH, VERNON

143rd Annual Diocesan Convention - January 27, 2017

WHEREAS, the church corporately known as the Rector, Wardens and Vestrymen of St. Thomas (Episcopal) Church located at 307 Route 94 in the Township of Vernon (formerly the Village of Vernon), County of Sussex, State of New Jersey is a Mission Church in the Episcopal Diocese of Newark incorporated as a Mission Church in 1848; and

WHEREAS, in 1981, after a period of inactivity, this Mission Church was reopened as a mission church as defined in the Constitution and Canons of The Episcopal Church, the Canons of the Episcopal Diocese of Newark and the Statutes of the State of New Jersey; and

WHEREAS, in 2016 the Congregation duly resolved to close said mission; and

WHEREAS, the Diocese of Newark, acting through its officers and agents took further steps to close said mission and to cease all functions as a mission; and, be it further

RESOLVED, that the mission church known as St. Thomas Episcopal Church Vernon is hereby declared by this Convention to be extinct as a mission; and, be it further

RESOLVED, that this the 143rd Annual Convention of the Episcopal Diocese of Newark celebrates, acknowledges and gives thanks for the One Hundred Sixty Eight year history and legacy of St. Thomas Episcopal Church in Vernon, New Jersey; and be it further

RESOLVED, that the dissolution and extinction of the said mission church known as St. Thomas Episcopal Church in Vernon, New Jersey is hereby approved, ratified and confirmed by this the 143rd Annual Convention of the Episcopal Diocese of Newark; and, be it further

RESOLVED, that all assets held in the name of The Rector, Wardens and Vestrymen of St. Thomas Episcopal Church in Vernon, New Jersey shall, and in accordance with Title 16, Chapter 12, Article 1, Section 16 of Revised Statutes of New Jersey, as amended, revert to and be held by the corporation of the Diocese known and designated as the Trustees of the Episcopal Fund and Diocesan Properties of the Diocese of Newark.

143rd Annual Diocesan Convention
Sermon delivered by Mr. Ron Garner, January 27, 2017

Good morning. My name is Ron Garner and I am a member of St. George's Episcopal Church in Maplewood. I was invited to speak with you about my experiences in participating with a group of diocesan parishioners on what was called a Leadership Challenge to define, find and promote the presence of God in our communities. I wasn't sure then how it was that I was called for this task, but like Paul in Acts 16, I had faith that this was a path that I was meant to follow.

Like Angie, I was involved with church from an early age. However, my experiences growing up in Chicago attending Methodist and later Baptist churches were initially more positive and engaging. I participated in the service as an 'altar boy' and as a youth leader in Sunday school. As I grew older, I broke from the church after a disagreement with a church elder over his interpretation of scripture and what he saw as the 'vengeful' nature of God (he told a young child who was terrified of water that he absolutely had to be baptized - via full immersion in the water - or else he would go to Hell. The child was traumatized; I was horrified!).

Later, that break was somewhat mended by a Jesuit-led education which provided a more liberal and less fundamentalist view of scripture. Still, I was not motivated to return to church.

After a long period of spiritual wandering, I met the love of my life who introduced me to St. George's, where I found that all are welcome; where I found shared values, openness, community and a love of God & Christ. It was a spiritual connection that motivated me to become an Episcopalian.

In our Leadership Challenge, we too, like Angie's group, used "Dwelling in the Word" as a jumping off point for our discussions. Before long, we began to experience Acts 16 as a metaphor for defining our own path and progress. Through the ritual our ears always heard new and different things, offering fresh perspectives and spiritual enrichment, yet at the same time leaving us confused and uncomfortable with our lack of direction and unmeasured progress. We wandered. We could not agree on the right questions, much less where we should focus our efforts. Should our focus be on enhancing the leadership skills and qualities of the clergy? Should it be on the Vestry? On the parishioners?

Yes! All of that and more!

Eventually, we began to understand that through the ritual and metaphor of 'Dwelling in the Word' that the process was the point.

Through the process we came to a deeper understanding of the difficulty and confusion the Disciples must have experienced when Jesus appeared from out of nowhere and commanded, “follow me.” We understood the faith that Paul must have had to accept the call to Macedonia. That by giving themselves over to God’s call and prayer, they all began to accept a shared mission.

We began to see as our own shared mission, the goal of extending, in tangible ways, the presence of The Episcopal Church beyond our pews directly into our communities.

We discussed ideas which would help shift our church communities beyond *passive acceptance* of the gospel message to more *active participation*. This implies a shifting of the leadership responsibilities from the Clergy to the Congregation. Creating a balance between *receiving* theological interpretation and *engaging* an openness to personal experience of Christian meanings - this can lead to new inspiration for finding Jesus in our lives.

Examples of this can include greater promotion of the community outreach that many of our members are already doing, like helping the homeless; working with refugee detainees; supporting indigent mothers; and driving food collection for local pantries. Other examples include mechanisms for sharing parishioners’ own interpretation of scripture and its impact on their lives. St. George’s, for example, has used this approach via Social Media during Advent observances. Rev. Poppe frequently receives good feedback on the impact these personal expressions have on others’ lives.

Both Bishop Mark Beckwith and Presiding Bishop Curry often speak of the need to make our Church a platform for a “Jesus movement.” For such a movement to have resonance and take root, our Clergy cannot do it alone. You, as the spiritual descendants of The Apostles, must innovate, motivate, inspire and guide us there.

Let the group say 'Amen.'

143rd Annual Diocesan Convention
Sermon delivered by Ms. Angie Ratkowitz, January 27, 2017

Good morning! I'm Angie Ratkowitz. Let me just say that I am as surprised as you are that I am speaking this morning. But I am also excited for Ron Garner and I to share our experiences with you finding God in scripture and finding how God is working in our communities.

My earliest memories of religion involve my Aunt and Uncle's church. My father was a helicopter pilot in the army and at one point in my childhood we were stationed near his brother. Every Sunday my Aunt and Uncle picked us up for Sunday services. I never felt comfortable in their church. I left church on Sundays feeling bad. It wasn't the place for me.

Despite this I did continue to be curious. I attended my friend's church in middle school for a while and in college took a religion course. I even visited temple frequently with my sister and her boyfriend. The good thing is I was having some positive experiences. I always knew there was a God. Nature was always a place I found God easily. My go to places for comfort were the woods near my house and my special tree in an orchard nearby.

When my son was born it became important to my husband and I that he be brought up knowing God. Through invite a friend Sunday, I was introduced to St. Peter's Church in Livingston. I felt an instant connection to the people there. So with the gentle encouragement from The Rev. Jane Tomaine I started attending church on Sundays. I had lots of questions and she answered some of them but mostly just encouraged me to come. Just come next Sunday she would say, just keep coming. I had no clue what was ahead but I suspect she did. Rev. Jane had that trusting heart like Lydia did in the reading today. All the folks at St. Peters did. They gave me the confidence to be a guest in their church. So I began to listen and then hear scripture in a new way. I heard how God showed up in our lives and how we can be comforted and encouraged by scripture. I found God had always been there waiting patiently.

I began to feel God's presence in the readings at church the same way I had always felt God in nature. So I guess you could say I was hooked. I continued to get involved at church and decided to be confirmed as an Episcopalian.

Over a year ago now, a group of us at St. Peter's started the Going Local journey, a diocese initiative to reimagine the Episcopal church. We had been searching for a ministry to focus on for quite some time, this sounded interesting. Upon signing up, we were asked to commit to Dwelling in the Word, and to come up with an experiment that put us out into the community.

Dwelling in the Word is a way to engage in scripture with others. We read the same piece of scripture over an extended period of time, whenever members of the church are gathered. Preferably before you begin a meeting or event. You read the scripture

piece twice, listen to each other and from that listening - discern what God is up to. It sounds kind of boring and not everyone including myself, were into it at first. Everyone is worried about how long it will take and there was a lot of "We're reading the same verse again?" That's part of the reason it works. It takes some time, you have to practice listening and then reflect. Dwelling in the word has become a whole new way to be in relationship with scripture for me and if I dare say all folks who I have been doing it with. We weren't being asked to seek the scholarly answers or even the right answers. We were being asked - How does this piece of scripture make you feel? What does that feeling make you think of right now? And how is God asking you to make use of it?

Some days a word in the reading would encourage me, other days fear would be brought out by a sentence in the passage we were reading. Over time, I began to realize how this dwelling in the word was leading our Going Local group. In the beginning, reading about the journey of Paul and his friends brought up fear about our new journey with Going Local. But over time we became excited as a group, became focused, and were ready for what was ahead. By listening to each other we could discern how the group was feeling during the different phases of our experiment and encouraged each other as needed. The words of encouragement we needed were given to us in this piece of scripture. Dwelling in the word became a lens through which we could see where we were in the Going Local process and became a light we could use to show us the way we needed to go.

Our Going Local experiment became another way to hear God through scripture. We began to listen to others in the same way we listened to scripture. There were certain criteria we were asked to follow in our experiment. First, we were expected to choose an experiment that took us outside our normal comfort zone. Second, we were asked to engage in an activity that fostered relationship building with people in our community. Last, we were asked to undertake an activity that avoided doing for others or lecturing to others about what we do. We were asked to engage in an activity that allowed us to be receptive to what others had to say and to listen.

The experiment our team decided on was based on a listening campaign by Storycorp. We started our project, with our list of questions in hand, interviewing each other. We were feeling the power of these conversations, right away. We found we knew so little about the people we have been sitting in church with every Sunday. These conversations brought up all kinds of emotions. Emotions from the listeners and the people being listened to.

We continued to listen, simplified our experiment a bit and broadened our community that we were listening to. We have now moved on to having these conversations and listening with anyone at any time. Now, we fondly refer to it as 'Going Local' on someone.

Going Local has started many conversations that would have otherwise never happened. Ruth, who has an interest in family ancestry, found out in a conversation with a man she volunteers with, that her father was in the same war camp as his father.

Ginger is having conversations with strangers on planes and trains that without going local she would have been afraid to start. Tara was able to start a conversation at a dinner party, about religious choices later in life when dealing with second marriages. These are important stories being shared. This is God at work in our community.

Another part of our going local experiment is reflection. What are we learning from these conversations? What is God up to? We are learning that people care deeply about one another, that people are hurting, that people can change. We have learned how interconnected we are. We have learned that people like to be listened to. People need to be heard. We have learned that being fully present as a listener is transformative.

We agree as a group, that this new way we are listening has changed all of us. Listening has changed how we move through our days. We kind of seek out people to 'go local' on because we know that we could forever be changed by someone's story. Sometimes people seek us out to listen, because they need to be heard. These stories are God's people's stories, God's stories, and a kind of scripture.

Listening is not something we are always good at. I feel all of us are being called to do this in our communities. Among other things, I think technology has contributed to a disconnect between people in our communities and society as a whole. We are staying in touch but real listening is different. There are so many groups in our society who feel they are not being heard and continue to do drastic things just to force people to listen.

I believe that God has given me this new gift of stories as scripture at an interesting time. The nation is certainly stirred up with this past election and new President. Our going local experiment has given me tools to start uncomfortable conversations in hopes of understanding. Dwelling in the word with my church groups continues to provide comfort and encouragement to continue this work to see what will come next. The stories that I am blessed to hear from God's people I know will always inspire me and remind me that God is here among us and in each of us.

Amen.

ORDINATIONS & RECEPTIONS OF ORDERS - 2016

June 18	Young Yoon, Priest, by Bishop Mark M. Beckwith, All Saints', Leonia
September 24	Richard Hogue, Priest, by Bishop Mark M. Beckwith, All Saints' Parish, Hoboken
October 19	Nathan Huddleston, Priest, by Bishop Mark M. Beckwith, Calvary, Summit
December 10	Cathie Studwell, Deacon, by Bishop Mark M. Beckwith, Trinity & St. Philip's Cathedral, Newark
December 10	Sylvester Ekunwe, Deacon, by Bishop Mark M. Beckwith, Trinity & St. Philip's Cathedral, Newark
December 17	Jill Singleton, Deacon, by Bishop Mark M. Beckwith, Trinity Church, Cliffside Park

CANDIDATES FOR HOLY ORDERS - 2016

David Jones
Robert Leonard

CLERGY DECEASED - 2016

February 12	The Rev. James Delaney
August 16	The Rev. Harry B. Whitley
November 9	The Rev. William Henry Strain
November 16	The Rev. Walter Carlson

CLERGY RECEIVED – 2016

February 4	The Rev. Rosa Brown from the Diocese of Los Angeles
September 9	The Rev. Joy Ann Rose from the Diocese of Central Florida
September 21	The Rev. Debra Brewin-Wilson from the Diocese of Washington
October 15	The Rev. Michael Anthony Muller from the Roman Catholic Church
December 16	The Rev. Jacques Girard from the Diocese of New York

CLERGY TRANSFERRED - 2016

January 6	The Rev. Martha Metzler to the Diocese of Missouri
March 3	The Rev. Beth Rauen Sciano to the Diocese of New Jersey

CLERGY LICENSED – 2016

January 19	The Rev. David C. Brown, Diocese of New York
February 16	The Rev. George Abooki Kaswarra, Diocese of New York
February 16	The Rev. Jacob P. Nanthicattu, Diocese of New York
March 1	The Rev. Alan C. French, Diocese of New Jersey
March 1	The Rev. Elizabeth Myers, Diocese of Bethlehem
March 1	The Rev. Joseph Parrish, Diocese of New Jersey
March 4	The Rev. Edward Murphy, Diocese of New Jersey

March 8	The Rev. Richard L. Gressle, Diocese of New York
March 15	The Rev. Anthony Puca, Diocese of New Jersey
March 22	The Rev. Daniel C. Gunn, Diocese of Bethlehem
April 8	The Rev. Philip Yohannan, Diocese of Pune (North India)
April 19	The Rev. Derek Darves-Bornoz, Diocese of New York
June 1	The Rev. Wayne C. Sherrer, Diocese of Bethlehem
June 14	The Rev. Barry M. Signorelli, Diocese of New York
June 17	The Rev. Michel Belt, Diocese of Connecticut
June 17	The Rev. William C. Cruse, Diocese of New Hampshire
July 11	The Rev. Bowie Snodgrass, Diocese of New York
September 8	The Rev. Gary L. Commins, Diocese of Los Angeles
October 4	The Rev. Robert Solon, Diocese of Maryland
November 1	The Rev. Lesley Hay, Diocese of California
November 22	The Rev. Richard Maxwell, Diocese of Connecticut

CONSENTS GIVEN BY THE RT. REV. MARK BECKWITH, BISHOP OF NEWARK, TO
ELECTIONS, CONSECRATIONS, RESIGNATIONS OF BISHOPS – 2016

Consent to the election of Patrick William Bell to be Bishop Diocesan of the Diocese of Eastern Oregon

Consent to the election of Douglas E. Sparks to be Bishop Diocesan of the Diocese of Northern Indiana

Consent to the election of Daniel G.P. Gutierrez to be Bishop Diocesan of the Diocese of Pennsylvania

Consent to the election of Santosh Kumar Marray to be Bishop Diocesan of the Diocese of Easton

Consent to the election of Jose Antonio McLoughlin to be Bishop Diocesan of the Diocese of Western North Carolina

Consent to the election of DeDe Duncan-Probe to be Bishop Diocesan of the Diocese of Central New York

Consent to the election of Carl Walter Wright to be Bishop Suffragan of the Armed Forces and Federal Ministries

Consent to the election of Jennifer Baskerville-Burrows to be Bishop Diocesan of the Diocese of Indianapolis

Consent to the election of Gretchen Mary Rehberg to be Bishop Diocesan of the Diocese of Spokane

2017 Budget for the Diocese of Newark



Joining God in Shaping Our Future





Diocese of Newark—Proposed 2017 Council Budget

The 2017 Budget for the Diocese of Newark

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I. Proposed 2017 Council Budget—Executive Summary

One of the many important actions taken at the annual Diocesan Convention is adopting the diocesan operating budget for the year. This budget represents the costs of conducting the day-to-day operations of the diocese and its programs. Diocesan Council is responsible for approving the budget that is presented to Convention for its adoption, and for monitoring the budget during the year and taking actions as necessary between conventions.

It is important that we focus not just on the day-to-day activities, but also plan for the short-term realities and long-term expectations that will affect our congregations and our diocese.

To this end, we will increase our funding for **Joining God in Shaping Our Future (formerly Missional Church Initiatives)**. We will spend time working together with congregations as they seek ways to identify what God is up to in their individual neighborhoods. They will then design simple experiments that will help them interact with God and their neighbors, learning to listen and accept hospitality rather than developing programs with the goal of attracting people to their church. A number of our congregations have been participating in this work through the Going Local process over the past several years. *While we do want our churches to grow and flourish, we are also called to learn to listen and become more deeply a part of our communities, to discover where God is already active, and to join God there.*

Action Learning Teams of clergy and lay persons will wrestle with some key challenges confronting our diocese, and we will conduct initial experiments to address them.

Two clergy cohorts have been together for the past two years, and a new clergy cohort was started in late 2016. These clergy work individually and together to identify leadership skills that will assist them as we move into a new way of living in our churches and our diocese.

Diocesan staff will also continue to explore how to best resource congregations in the challenging environment in which we find ourselves. Outside consultants will support and guide diocesan staff and participants along this journey, albeit at a lower level of involvement as

we find ourselves more deeply a part of this overall process.

Also critical to the ministries of our diocese is the hiring in 2017 of a part-time **Hispanic Missioner**. This will be the first time the diocese will have a person in this position, and this reflects our commitment to be more of a presence in the diocese's varied neighborhoods and congregations.

Other significant items in the proposed 2017 operating budget of the diocese include:

- **Pledge income** is budgeted at \$1,950,000, lower than the \$2,080,000 projected for the year 2016. This is based on pledges received thus far as well as an estimate of lower pledge income from some of our churches. While a majority of churches increased or maintained their pledges for 2017, several large churches reduced their pledges, leading to the reduced level of pledge income in 2017. This represents a decrease in pledge revenue of 6.25% as compared with the amount projected to be received for 2016.
- Our *Joining God in Shaping Our Future* (formerly Missional Church Initiatives) expenses will be supported by the **New Ministry Initiatives** Fund as it has in the past. These funds, derived from the sale of closed church properties, help to expand our ministries by focusing on our interacting with others in our communities.
- **Alleluia Fund income** is budgeted at \$125,000 in 2017, similar to the amount received in 2016. Since the Alleluia Fund began, donations have funded over 70% of the \$1,072,000 of total outreach from 2010 through 2016.
- **Domestic and international outreach** is budgeted to be \$177,800 in 2017, equal to 5.9% of income (compared with \$177,000, or 5.9% of income, in 2016). Funding for this outreach comes from Alleluia Fund donations as well as other revenues. (In addition to the outreach included in the operating budget, the



I. Proposed 2017 Council Budget—Executive Summary

diocese will make additional grants of approximately \$610,000 from investments and endowments to support churches with their missions, buildings, and to provide scholarships to diocesan youth; details can be found on page 51 of this booklet.)

- Our **2017 pledge payment to The Episcopal Church (TEC)** will again be equal to the amount assessed by TEC. Due to a reduction in its assessment, our 2017 pledge will decrease from \$435,823 to \$397,782 (which is 13.0% of income).
- We will continue to make cash contributions toward future obligations: \$75,000 to the **lay pension plan** and \$19,000 to the fund created in 2013 for the expected future costs of the **search and call of our next bishop**.

We expect to end 2016 with income slightly higher than total expenses. We enter 2017 with adequate cash as well as increased funds set aside to address the future expenses of our lay pension plan and the next bishop search.

While Convention is responsible for adopting a balanced operating budget for the diocese, it is important that Convention be informed of the other financial assets of the diocese and how they interact with each other.

Therefore, following is an overview outlining the proposed 2017 Operating Budget of the diocese with details on a line-by-line basis, plus additional information about the other financial assets of the diocese.





II. Proposed 2017 Council Budget—Overview

The Budget Process

The preparation of a budget entails a process of gathering information from a number of people and organizations, developing estimates and projections, making adjustments when the initial results are not what are desired, and working to finally balance the totals of income and expenses.

Beginning in October, the Budget & Finance Committee and Diocesan Council met periodically to review the financial situation of the diocese and to prepare the proposed 2017

The budget process allowed members of all congregations to participate in the development of the 2017 budget.

budget. We continued to use the process, first developed when creating the 2013 budget, which allows

individuals and organizations to request funding for specific purposes with the goal of identifying those requests early in the budget process. The underlying premise of the process is that it is in everyone's best interest to discuss such requests as early as possible, allowing for time to properly consider each request. A Budget Forum was held in October to which all members of diocese were invited to learn more about the proposed budget. Council then approved the proposed 2017 budget for presentation to Convention.

But the budget for the Diocese of Newark is far more than a simple process of gathering information and making adjustments. Certainly all of these steps need to occur – to that degree, this is no different than most other budgets. The key difference, though, is that we need to not only provide for the ongoing operations of the diocese, but we also have to continually consider how our resources can best support the congregations and ministries in the diocese – especially as we seek to join God in shaping our future – as well as to support the needs of others through outreach and support of The Episcopal Church.

A Budget Committed to Vitality, Viability, and Finding God in Our Neighborhoods and Joining God There

At the same time, we must continue to look to the future... to engage the world as we seek to answer the questions: What is God up to in our neighborhoods? Who is my neighbor? And how best can we – our congregations, laity, clergy, diocesan governing bodies, staff. . . *all of us* – join God in our neighborhoods? Time, talent and treasure of our diocese has been expended to address this most important matter, and we will continue to do so in 2017.

At our Convention in January 2016, Bishop Beckwith said that "Business as usual is no longer an option." Throughout 2016 we have developed and refined our core question: *How do we go on a journey together to discern what God is up to in our neighborhoods and join God there?* We have spent countless hours sharing our common journey with hundreds of people at our Listening Tables . . . with leaders of our governing bodies . . . with small groups of lay and clergy . . . with congregations in the Going Local process . . . and with many others. And we have found that moving from a "business as usual" model to a new way of living resonates with many. And so the proposed 2017 budget includes spending to continue to more intentionally go on this journey as a diocese.

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

This journey began in 2012 and has evolved since then, supported by funds that are devoted to new ministries. With more clarity than when these efforts began has come the need to re-examine the role of our diocese and our congregations. How best do we join God in our neighborhoods? How best do we answer the question "Who is my neighbor?" The church today is very different than the church of 30, 20, or even ten years ago. How we address the challenges facing the church today is the paramount issue for our congregations and our diocese.





II. Proposed 2017 Council Budget—Overview

We began working with The Missional Network (TMN) in early 2014. We were challenged to stop thinking principally about how we could continue to fix our churches, but to instead consider what our future would be like if we acknowledged that God was already at work in our communities, learned to listen to what God was up to, and then to join God there.

A number of our congregations began participating in a “Going Local” initiative each year since we started that process in 2014 – and their efforts continue as they go beyond their walls, seeking to learn what God is up to in their neighborhood, and just who their neighbors are. Several clergy cohorts have worked with TMN as well as with their colleagues to identify leadership skills that will assist them as we move into a new way of living. These groups developed experiments, one of which led to new and exciting efforts in our neighborhoods – including Dream Boards to capture the hopes and dreams of people outside our church doors.

During 2016 we formed teams of clergy and lay persons (Action Learning Teams) that met to wrestle with questions about leadership and

“Business as usual is no longer an option.”

*Bishop Mark Beckwith,
January 2016*

hope, two key challenges confronting our diocese. We have since conducted simple experiments to address them. We

have found how critical it is that we learn to listen, not only to ourselves but also to those outside our doors.

We conducted six Listening Tables in 2016 to share our vision of a common journey that our churches can take together, and to share what we have learned with others; nearly 400 people from the diocese attended. We presented this vision of our journey to the governing bodies of the diocese – the Diocesan Council, Standing Committee, and the Trustees.

Our journey in part is rooted in our desire to assist our congregations in meeting the challenges of the church in the 21st century – not through the diocesan technical fixes and one-size fits all program mentality that in the past sought to meet these ongoing challenges. This

journey will be characterized by listening, discerning, and observing closely what is going on in the unique contexts of our congregations and neighborhoods. That will mean recognizing that many of our congregations with part-time clergy are and can be places of vital, life-giving ministry.

Our commitment is to resource our congregations and, in particular, their lay and clergy leaders so that they can develop their own capacities, commitments, and capabilities to be all that God intends for them to be; to facilitate gatherings to share learnings and experiences; and to celebrate how congregations have experimented with new ways that were developed for their own particular community.

We have heard of personal transformation that the core practices have engendered in individuals. We have observed this through the practice of Dwelling in the Word, renewed ministries resulting from work with others in clergy cohorts, and in a number of other ways. We are seeing that, when we can move beyond the model of trying to fix the church and, instead, join God in what God is doing, we are energized and find new hope for the future.

Our Core Practices:

*Listening
Discerning
Experimenting
Evaluating
Deciding*

Much of our lives is lived out in transition, and increasingly the diocese and our congregations find that they are not immune from the impact that such transitions have on the financial viability and sustainability of our churches; part-time ministry has become the “new normal” as fewer than half our congregations are presently led by full-time clergy.

Yet we live in hope and in the knowledge that God provides great abundance – and that sustains us as we continue to do the work that is necessary to identify opportunities that will allow us to create a viable and God-inspired diocese.





II. Proposed 2017 Council Budget—Overview

OVERVIEW OF THE 2017 DIOCESAN OPERATING BUDGET

Income

Our budget is funded by our call to live into God's abundant future with about 65% of income coming from pledges from the congregations in the diocese.

After eight years of declining pledge income from 2002 through 2010, pledge income approximated \$2.1 million in each of the years since then through 2015. While we budgeted \$2.1 million for 2016, it is expected that actual pledges will fall about 1% short.

The 2017 budget for pledge income is based on the current estimate of the final amount of income we will receive for 2016; the 2017 pledges received so far; and an estimate of pledges from churches that have not yet submitted their 2017 pledge. In some cases, we have been advised that churches will reduce their 2017 pledge but have not committed yet. Based on this, we are budgeting our 2017 pledge income to be \$1,950,000, a 6.25% decrease from the amount projected for 2016.

It is difficult to estimate the amount of pledge income we will receive in 2017, but it seems clear that we can expect reduced pledges going forward. That will require us to consider how that decrease in income will impact future budgets.

Other revenue comes from donations to the Alleluia Fund, which directly supports our

In the seven years since it began, donations to the Alleluia Fund have enabled the diocese to make outreach grants of \$1,072,000.

outreach efforts, and we continue to promote the Alleluia Fund as an important way that the diocese expresses its need to fund outreach in our neighborhoods and internationally. Since the fund began in 2010, the diocese has made

grants totaling \$1,072,000 to over 68 organizations.

In addition, we receive income from investments, fees, and leasing of portions of Episcopal House. Other income – from funds

invested to support our efforts to join God in shaping our future, from the sale of closed church properties, and from the Bishop's Discretionary Funds – provide the resources needed to cover the expenses for the year.

Expenses

A number of years ago Diocesan Council determined that it would be appropriate and informative to present the annual budget in a way that related the finances of the diocese to the mission of the diocese. Since that decision, the budgeted expenses of the diocese are presented in a way that complements the Mission Statement of the diocese: *Equipping Congregations . . . Empowering People . . . Engaging the World . . . with the hope and justice of Jesus.*

Therefore the expenses included in the budget are presented in one of these three mission categories or in a Mission Oversight / Administration category. Among the goals of this approach are: (a) to include each expense in the most appropriate category; (b) to use as few allocations of expenses as possible; and (c) to provide such information on a consistent basis, year-to-year. By doing this, the budget and actual results can be compared with results of prior years.

We have also sought not only to simply show numbers but also to describe the categories of expenses so that a reader will have a better understanding of the information within the financial statement. Therefore, there is a detailed explanation of the items that comprise each income and expense line.

As an example, the compensation and benefits of the diocesan staff are included in each of the four categories (Equipping, Engaging, Empowering, and Mission Oversight/ Administration). Because compensation and benefits account for the largest single expenditure, we have also included an exhibit that summarizes the total compensation and benefits and provides details as to the breakdown of that single amount into its principal components – salary, taxes,





II. Proposed 2017 Council Budget—Overview

medical/dental insurance, pension, and other benefits.

THE OPERATING BUDGET EXPENSE CATEGORIES

Overview

The expenses of the operating budget are included in one of four categories, each of which is outlined below. Further details as to the individual expenses included in these categories follows the Proposed 2017 Budget itself, and are cross-referenced to the budget by line item.

The most important resource that the budget supports is to enable the diocese to live into Christ's mission through the work of the staff at Episcopal House. The compensation for the full-time individuals on the diocesan staff is included in the Staff lines in the *Equipping Congregations, Empowering People, Engaging the World, and Mission Oversight/Administration* portions of the budget. There are no net changes in the staffing of the diocese in 2017 as compared with the budget for 2016.

Equipping Congregations

The Finance Department, Coordinator for Missional Church Strategy (Coordinator), the part-time Hispanic Missioner, and Diocesan Property Manager's efforts equip congregations for ministry by supporting them in the stewardship of their resources.

The Finance Department works with clergy and laity throughout the diocese regarding property

Equipping Congregations... through our initiatives to Join God in Shaping Our Future, consulting services, and by providing stewardship and other resources.

and health insurance as well as pension questions and other issues. It also works with congregations to provide support and answer questions with

regards to clergy compensation, taxation issues, bookkeeping and accounting matters, audits, submission of parochial reports and annual pledges to the diocese, and other financial

areas. Financial matters are reported to Diocesan Council monthly and, together with the Budget & Finance Committee, the Finance Department prepares the annual budget that is presented to Council for its review and approval for submission to Convention. The Finance Department also provides counsel and financial analyses to congregations experiencing financial challenges.

Joining God in Shaping Our Future (formerly Missional Church Initiatives): For the fifth year in a row the budget includes spending to help the diocese and congregations in their efforts to look beyond their doors into their communities. It is important that we look at this in a holistic way, with the diocese providing support to congregations as they listen, discern and experiment into ways of identifying what God is doing in the unique neighborhoods of our congregations.

Much has happened since early in 2012 when Bishop Beckwith announced the creation of a team which began the work of developing plans that has led us to where we are today. In 2013 we took the critical step of hiring a Coordinator for Missional Church Strategy. The Coordinator supports congregations as they become more integrated in their unique communities, and with clergy to assess their leadership skills that are important as we move into the future. The budget includes funds for consultants who work with congregations, trained clergy, and lay persons who will work closely with congregations; however, the 2017 plan reflects a reduction of the involvement of the consultants in their work directly with clergy and congregations since we have developed the expertise to move ahead with less in-depth guidance.

Funding for Our Common Journey: We are fortunate that there are investment funds that provide the financial resources to enable the diocese to undertake these missional efforts.

The New Ministry Initiatives Fund can be used to provide necessary financial resources.

The New Ministry Initiatives Fund enables us to increase the investment in our future.





II. Proposed 2017 Council Budget—Overview

Hispanic Missioner: The budget includes funds to partially pay for a part-time Hispanic Missioner in 2017. We had hoped to hire this position in 2016, but that did not occur; we are hopeful to bring that person on board in 2017 and the budget includes that as a half-time position. Additional funding is available from sources outside this operating budget.

The Advisor to the Bishop for Development works with the Bishop, Fund Development Committee, staff and others to share the stories of lives transformed by our Alleluia Fund ministries partners and promote participation. In addition, the Advisor consults with the Bishop and others regarding other potential areas of fund development for the diocese including grants, major donors, and planned giving opportunities.

Clergy, Congregation Transitions, and Development: A key way that the diocese assists congregations is during the time that there are clergy transitions as well as assisting in ministry, clergy, and congregational development. This takes the form of assistance provided by the Canon to the Ordinary as well as by consultants who work with congregations in the areas of mission, mutual ministry reviews, ministry planning, clergy searches, conflict resolution, lay and clergy leadership development, and shared ministry initiatives.

Stewardship: We rely heavily on The Episcopal Network for Stewardship (TENS) to provide resources to our congregations. The diocese is a member of TENS and, therefore, each of our congregations has access to all their resources, including bulletin inserts and sample stewardship letters that congregations can use during the fall ingathering period.

TENS also provides resources to enable congregations to develop year-round stewardship programs.

At Vestry University, which will be held in March 2017, it is planned that there will be a stewardship workshop.

The Diocesan Property Manager is responsible for overseeing the Episcopal House building in Newark, the Bishop's residence, mission and closed church properties, as well as

providing property advice and support to all congregations as needed. The diocesan Property Manager works closely with congregations on insurance claims, building-related issues, risk/loss assessment and prevention.

Empowering People

The Secretary of Convention, Director of Youth & Young Adult Ministries, Bishop's Executive Assistant, and a portion of the Administrator for Diocesan Ministries are key liaisons to the congregations in the diocese through their efforts to empower people in various ministries and make connections across the diocese. This staff work, in addition to funding for the Commission on Ministry, the annual Clergy Conference, Namaste (Dismantling Racism), Hispanic/Latino and other ministries, empowers the lay and clergy of our diocese to do the work that God is calling us to do.

*Empowering People...
working with
congregations to give
them the support and
resources to do God's
work.*

The Director of Youth and Young Adult Ministries has helped to renew our relationship with Cross Roads Camp, to provide the opportunity to nurture the spiritual formation and leadership skills of the youth and young adults of the diocese and encourage them to fully participate in the life of the church—locally, on a diocesan level, and globally. In addition, we provide confirmation retreats as well as programs such as *Christophany* for children in grades 6-8 and *Happening* for those in high school.

Engaging the World

The Canon to the Ordinary, Communications & Technology Director, and the Administrative Assistant for Diocesan Services all work closely with our congregations to develop ministries that enable them to engage the world by sharing their stories and inviting others to participate.





II. Proposed 2017 Council Budget—Overview

We also support the broader church, as we are called to live into Christ's mission. Our proposed budget reflects our giving to The Episcopal Church (TEC) at 100% of the amount assessed for 2017. Due to a change in the percentage used to make the assessment, the amount of our 2017 pledge is lower than the 2016 pledge. The outreach component of the budget reflects

*Engaging the World...
we are called by God to
spread the Gospel within
our neighborhoods, as
the church is called to
serve those outside of
our church doors as well
as those inside.*

our call to enter 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 wherever we encounter injustice against both

humankind and this earth. The total of our domestic and international grants is over 5.9% of our 2017 budget, equal to the amount in 2016.

We are eager to communicate our commitment to God's call to us, and we do this in many ways. There has been a complete revamping of our diocesan website to make it more informative, inviting, and helpful to congregations and individuals as well as to those seeking to learn more about our diocese. A program begun in 2012 continues to provide support to congregations in developing and maintaining their individual websites, and many congregations have improved their communications because of this assistance.

Two e-newsletters are each published bi-weekly: *The VOICE Online* provides general interest information and *Leadership News* provides information that is relevant to clergy, wardens, treasurers, parish administrators, and other church leaders.

We continue to seek opportunities to address social justice issues in a number of ways. The budget again includes funding for a portion of the cost for a social justice advocate who represents our diocese, the Diocese of New Jersey, and the New Jersey Lutheran Synod by advocating for social justice issues in Trenton.

There are also a number of events that are developed and sponsored by the diocese, such as the annual Vestry University, that provide opportunities for congregational leaders to gather, attend workshops on a variety of issues – from stewardship to property maintenance, from the role of a warden to healthy congregational leadership practices – and to make connections with leaders of other congregations.

And there are committees and commissions that are supported so that they can engage the world in myriad ways, through providing liturgy and music at Convention; confirmations and ordinations; New Start, our program for new and transition ministry clergy; as well as by providing opportunities to learn more about others through our Ecumenical and Interfaith Officer and the other dioceses that are also part of Province II.

Mission Oversight and Administration

A diocesan budget and staff are a necessity in the Episcopal Church. A portion of our budget, therefore, is devoted to the basic administrative costs of having a Bishop, staff and building.

An important component of the budget is the assistance that is provided to eligible clergy and lay persons by providing health insurance and a pension plan that benefits lay employees. Being good stewards also entails performing regular audits, adequately insuring our properties, and keeping them in good repair. The costs associated with these areas, as well as providing the necessary technology and support for the Bishop, are included in this area of the budget.





II. Proposed 2017 Council Budget—Overview

THE BOTTOM LINE

The net result is that a balanced budget was created where income is equal to expenses.

There are challenges as there always will be, but it is important that we allocate our resources wisely to achieve the most appropriate structure that will support the congregations and their ministries in the diocese. This proposed budget attempts to accomplish that.

We have done this by reducing costs where possible and providing the resources to support congregations, clergy and laity of the diocese. In addition, the budget includes funding to support our efforts to join God in shaping our future, providing resources that will be used to train leaders and provide consultants and companions so that our churches can more intentionally and effectively reach into their communities. The budget also provides funds to continue reducing the underfunded lay pension plan liability and to fund the next bishop search.

The proposed 2017 budget is located on the next page. That is followed by several pages that provide additional information about each of the line items included in the budget. It is hoped that this will give the reader the information needed to better understand the budget of the diocese.



DIOCESE OF NEWARK

Proposed 2017 Budget

	Description	Budget 2016	Projected 2016	Budget 2017	2017 Budget Assumptions
	<u>Income</u>				
1	Pledge Revenue	\$2,100,000	\$2,080,000	\$1,950,000	
2	Alleluia Fund	120,000	125,000	125,000	Funds portion of lines 34 & 35
3	Investment Income	107,000	113,000	125,000	
4	Investment Administration Fee	126,000	127,000	133,250	25 basis points fee
5	Direct Administration Fees	39,700	39,700	90,300	
6	Rental Income-Episcopal House	63,000	62,960	65,360	Two tenants for full year
7	New Ministry Initiatives Fund	259,668	259,574	308,648	Funds line 15 and portions of lines 14 and 17
8	Missional Church Grants	40,000	40,000	0	
9	Proceeds from Sale of Properties	106,000	106,000	94,000	Funds lines 50, 57 and portions of staff lines
10	Bishop's Discretionary Fund	45,000	45,000	45,000	
11	Bishop's Circle & Other Funds	25,000	0	64,500	Funds portion of line 14
12	Cross Roads Camp Scholarship Fund	3,000	3,670	3,700	Funds line 28
13	Total Income	\$3,034,368	\$3,001,904	\$3,004,766	
	<u>Expense</u>				
	<u>Equipping Congregations</u>				
14	Staff Compensation	\$490,885	\$465,885	\$541,079	Increase compensation 3%, health 5.5%
15	Joining God in Shaping Our Future (Formerly Missional Church Initiatives)	136,000	156,787	174,915	Funded by line 7
16	Investing in Our Neighborhood	1,000	0	0	
17	Fund Development	55,000	37,628	23,900	Partially funded by line 7
18	Congregation/Clergy/Min. Development	12,050	11,250	12,100	
19	Stewardship	7,000	4,500	5,000	
20	Bishop Anand Resource Center	500	0	100	
21	Total Equipping Congregations	\$702,435	\$676,050	\$757,094	
	<u>Empowering People</u>				
22	Staff Compensation	\$350,081	\$348,600	\$316,448	Increase compensation 3%, health 5.5%
23	Youth & Young Adult Ministry	25,500	24,214	27,224	
24	Diocesan Convention	4,600	11,740	11,000	
25	Clergy Conference	7,500	7,500	7,500	
26	Commission on Ministry	3,500	0	2,275	
27	Hispanic/Latino Ministry	2,600	5,480	5,730	
28	Cross Roads Camp Ministry	3,000	3,670	3,700	Funded by income in line 12
29	Education for Ministry	1,800	1,700	1,650	
30	Namaste (Dismantling Racism)	1,750	1,750	1,350	
31	Total Empowering People	\$400,331	\$404,654	\$376,877	
	<u>Engaging the World</u>				
32	Staff Compensation	\$314,067	\$314,067	\$325,762	Increase compensation 3%, health 5.5%
33	Pledge to the Episcopal Church (TEC)	435,823	435,823	397,782	Equals to TEC "ask" for 2017
34	Domestic Outreach Grants	156,000	156,000	156,505	
35	International Outreach Grants	21,000	21,000	21,300	Equal 0.7% of income
36	General Convention 2018	20,000	20,000	20,000	Estimate of 2018 costs (over three years)
37	Communications	14,630	12,497	17,265	
38	Province II	6,500	6,500	7,100	88% of ask
39	NJ Advocacy	10,000	10,000	10,000	
40	Deacons	1,500	1,500	1,500	
41	Liturgy & Music	4,200	3,200	4,050	
42	Cathedral	3,000	3,000	3,000	
43	Ecumenical & Interfaith Officer	2,550	2,143	2,330	
44	Companion Diocese	2,000	0	0	
45	Prison Ministry	600	600	200	
46	ERD Coordinator	500	250	500	
47	Total Engaging the World	\$992,370	\$986,580	\$967,294	
	<u>Mission Oversight/Admin</u>				
48	Staff Compensation	\$399,002	\$390,488	\$384,275	Increase compensation 3%, health 5.5%
49	Post-Retirement Insurance	80,000	80,000	63,000	
50	Lay Pension	60,000	60,000	70,000	Pension plan liability; funded by line 9
51	Administration	85,830	85,643	86,146	
52	Finance	90,750	90,873	88,720	
53	Buildings & Grounds	104,700	104,859	102,700	
54	Information Technology	27,950	28,298	29,250	
55	Bishop's Expenses	52,100	52,012	50,000	
56	Bishop's Office	9,900	10,516	10,400	
57	Search & Call of Next Bishop	29,000	29,000	19,000	Funded by line 9 (five-year plan to fund)
58	Total Mission Oversight/Admin	\$939,232	\$931,689	\$903,491	
59	Total Expense	\$3,034,368	\$2,998,973	\$3,004,756	
60	Surplus / (Deficit)	\$0	\$2,931	\$0	

Approved by Diocesan Council
1/11/17



II. Proposed 2017 Council Budget— Line Item Details

The following pages provide line-by-line detail of the proposed 2017 operating budget for the Diocese of Newark.

INCOME

1. **Pledge Revenue.** Pledges from congregations to support the Diocesan operating budget were received from approximately 78% of congregations by January 6, 2017. The budget represents an estimate of what is expected to be pledged to the Diocese when all pledges are received, less an amount for pledges that may not ultimately be paid.
2. **Alleluia Fund.** The Alleluia Fund for Outreach was created to give individuals and congregations an opportunity to participate with others across our Diocese to make a significant and important difference in the lives of many. Since its inception in 2010, donations to the Alleluia Fund have enabled the Diocese to make grants totaling \$1,072,000 to over 68 organizations. Budgeted income in 2017 of \$125,000 will provide 70% of domestic and outreach grants that are reflected in lines 34 and 35; the balance of outreach will be funded by pledge and other revenues.
3. **Investment Income.** The estimated income from investments is principally based on a spending rule of 4.25% applied to the average market value of investments over the preceding 12 quarter-ends; prior to 2017, a rate of 4% was used. Such funds are invested through the Diocesan Investment Trust in its Growth Fund, which has a target asset allocation of 74% equities, and 26% fixed income securities. The amount of income includes approximately \$34,000 from Trustees' investments that it provides to support this operating budget.
4. **Investment Administration Fee.** Since approved in 2010, an investment administration fee is charged by the Diocese for funds invested in the DIT. This fee applies to substantially all funds and is calculated at .0625% (6.25 basis points) of the market value of the fund on a quarterly basis (0.25%, or 25 basis points per year). Because the Diocese manages the relationship with TIAA Trust Company, 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. The total of (a) this administration fee as well as (b) the TIAA management fee is approximately 0.57% (57 basis points).
5. **Direct Administration Fees.** The Diocesan staff performs accounting and other services for a number of Diocesan entities for which there is a direct administrative charge. The amounts are based on the amount of time that staff spends performing such services. The charges include, for the first time in 2017, a charge to the Trustees, and are as follows:

<u>Entity</u>	<u>Charge</u>
Trustees	\$48,300
ACTS/VIM Fund	13,000
Ward J. Herbert Fund	13,000
Bishop's Church Emergency Fund	4,400
Episcopal Capital Loan Fund	4,400
Gertrude Butts Fund	3,000
Other	4,200

6. **Rental Income—Episcopal House.** In June 2012, the fifth floor of Episcopal House, located at 31 Mulberry Street in Newark, was leased to the Victoria Foundation, a not-for-profit organization





II. Proposed 2017 Council Budget— Line Item Details

that provides grants principally to programs that impact the cycle of poverty in Newark. The lease has an initial term of ten years. The lease for another tenant for a portion of the first floor is expected to be renewed for a two-year period.

7. **New Ministry Initiatives Fund.** This fund is available to support new ministries of congregations and the diocese. As in the past four years, these funds will be used to support the compensation of the Coordinator for Missional Church Strategy (the related expense is included in Line 14), Joining God in Shaping Our Future (formerly Missional Church Initiatives) (Line 15), and Fund Development (Line 17). Refer to Exhibit 1 for further information.
8. **Missional Church Grants.** The diocese received grants from a trust to be used for funding costs of Joining God in Shaping Our Future from 2013 through 2016. In addition, a second grant was received in 2016. However, while applications for additional funding have been submitted to these two funders, the budget for 2017 does not assume that such grants will be received.
9. **Proceeds from Sale of Properties.** Closed church properties were sold in 2015 and 2016 and a portion of the proceeds of those sales were made available to provide funds to reduce the underfunded lay pension plan (the funded expense is included in Line 50 and a portion is included in the staff compensation lines) and to add to the fund for the search and call of the next diocesan bishop (Line 57). Refer to Exhibit 1 for further information.
10. **Bishop's Discretionary Fund.** There are funds that have been donated to create the Bishop's Discretionary Fund (BDF). Such funds are restricted in that only the income from those funds may be used. In 2011, an analysis determined that some operating expenses of the Diocese were being paid by the BDF. Since then, these expenses have been included in the operating budget of the Diocese, and the BDF makes a contribution to offset those costs.
11. **Bishop's Circle & Other Funds.** The Bishop has received funds that are unrestricted by donors who wish the funds to be used as the Bishop determines would be beneficial to the ministries of the diocese. In addition, there are funds that are available to be used to fund an Hispanic Missioner. In 2017, a portion of these funds is budgeted to be used to partially fund the hiring of a part-time Hispanic Missioner (the related expense is reflected in Line 14).
12. **Cross Roads Camp Scholarship Fund.** The income from a restricted Cross Roads Scholarship Fund is designated for the Cross Roads Camp ministry, and is used to pay the expenses that are reflected in the operating budget shown on Line 28.

EXPENSES

Compensation

Staff expenses constitute the largest share of the expenses of the Diocese, accounting for 52% of total expenses in the 2017 budget. There are 15 full-time equivalent employees on Diocesan staff; the Diocesan Property Manager's compensation is paid by the Trustees of the Episcopal Fund and, therefore, is not included in this budget. The 2017 budget includes a 3% increase in the compensation of the staff. Medical costs are budgeted to increase by approximately 5.5% in 2017, while dental costs are budgeted to increase by 2.2%; the staff contributes 10% to the cost of their medical insurance through payroll deductions.



II. Proposed 2017 Council Budget— Line Item Details

The staff employees are included in the categories as noted below. Refer to Exhibit 2 for details about the compensation and benefits for the Diocesan staff.

Equipping Congregations

In this section of the budget, we include our Diocesan Finance Office, the Coordinator for Missional Church Strategy ("Coordinator"), and the Hispanic Missioner. 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.

14. **Staff.** The staff includes three members in the Finance Department, the Coordinator, and the part-time Hispanic Missioner. The compensation related to the Property Manager is subsidized by the Trustees, as a substantial amount of his time is dedicated to properties held in trust by the Trustees; therefore, none of the Property Manager's compensation or benefits are reflected in this budget, which is consistent with the prior four years. The compensation of the Coordinator is funded by the New Ministry Initiatives Fund (Line 7); the compensation for the Hispanic Missioner is funded by Bishop's Circle & Other Funds (line 11).
15. **Joining God in Shaping Our Future (formerly Missional Church Initiatives).** In 2014, the diocese began a relationship with The Missional Network (TMN), consultants who have assisted the diocese and congregations in their missional initiatives, including the Going Local process for congregations and working with clergy and laity with regards to necessary education and assistance. This line item includes consulting and related costs and is funded by income from the New Ministry Initiatives Fund in Line 7.
16. **Investing in Our Neighborhood.** Consistent with the efforts of a number of our congregations, the Bishop and staff at Episcopal House determined that it, too, must define its neighborhood and seek to engage with it. However, the decision was made that the budget need not include an amount to be used in 2017 for these efforts.
17. **Fund Development.** This line includes the cost of a consultant retained as Advisor to the Bishop for Fund Development and related expenses. This individual provides fund development consulting services to the Bishop and the Fund Development Committee.
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. In addition, this department provides resources for congregations needing assistance with conflict resolution, congregational growth and development, lay and clergy leadership development, shared ministry initiatives, and mutual ministry reviews.
19. **Stewardship.** Costs relating to providing stewardship education and other resources throughout the Diocese, including the annual fee for membership in The Episcopal Network for Stewardship (TENS), is included in this line.
20. **Bishop Anand Resource Center.** This center provides tools, resources and educational material to help individuals, commissions/committees and congregations work effectively. It operates also as a lending library.





II. Proposed 2017 Council Budget— Line Item Details

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 efforts to lift up lay and clergy through Education for Ministry, the annual Clergy Conference, Cross Roads Camp and the Commission on Ministry, as well as those that further racial justice and cultural diversity.

22. **Staff.** Salaries and benefits for the Secretary of Convention, also serving as Administrative Officer of the Diocese, the Director of Youth and Young Adult Ministries, the Bishop's Executive Assistant, and one-half of the compensation cost for the Administrator for Diocesan Ministries are included here.
23. **Youth & Young Adult Ministry.** Expenses here include the cost of retreats and conferences for youth and young adults, including subsidies and scholarships for those who require such assistance.
24. **Diocesan Convention.** The estimated \$99,000 cost of the annual Diocesan convention is substantially offset by registration fees and fees paid by vendors. The 2017 registration fee of \$190 per deputy is the same as the fee for the past five years, resulting in a net expense of \$11,000 for the 2017 convention. Refer to Exhibit 3 for additional details.
25. **Clergy Conference.** Annual grants, a contribution from the Bishop's Discretionary Fund, and fees charged to participants pay most of the cost of the annual fall clergy conference and Lenten clergy retreat. This line item reflects the expense of the conference, net of these income sources.
26. **Commission on Ministry.** Expenses include costs related to the support of individuals who are in the process of seeking ordination to the priesthood or diaconate, including subsidies for those individuals. In addition, this line item includes the administrative costs of the commission and its subcommittees.
27. **Hispanic/Latino Ministry.** Provides information and resources through workshops and presentations to congregations that are actively engaged in or seeking to become engaged in Hispanic/Latino ministry.
28. **Cross Roads Camp Ministry.** The Diocese provides assistance to Cross Roads Camp in support of their scholarship assistance to campers. In 2017, as in the five prior years, all of the funding for this line item comes from the income received from funds given expressly for camp scholarships (see Line 12).
29. **Education for Ministry.** This line item subsidizes the cost to EfM participants; in 2016, there were six seminar groups with a total of 75 participants in the Diocese.
30. **Namaste (Dismantling Racism).** Provides anti-racism training and related education for clergy, postulants, and elected and appointed Diocesan lay leaders and congregations. The funds here subsidize the cost of these training events.

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 that focus on the incarcerated, our companion diocese relationship with Panama, and ecumenical and interfaith relations.





II. Proposed 2017 Council Budget— Line Item Details

32. **Staff.** Salary and benefits for the Canon to the Ordinary, the Director of Communications and Technology, and the Administrative Assistant for Diocesan Services are included here.
33. **The Episcopal Church Pledge.** Our 2017 pledge to The Episcopal Church (TEC) of \$397,782 represents the amount that TEC has assessed the Diocese for this year. Due to a change in the percentage used by TEC in making its assessment, the 2017 pledge is 8.7% lower than the 2016 pledge. The 2017 pledge approximates 13.0% of total income compared with 14.5% of projected income in 2016.
34. **Domestic Outreach Grants.** Our commitment to funding outreach as part of our operating budget includes grants to domestic (Line 34) as well as international entities (on Line 35). The 2017 budget for total domestic and international outreach grants (on Lines 34 and 35) approximates the amount in 2016, and is equal to 5.9% of total income (5.9% in 2016).
35. **International Outreach Grants.** We are committed to contribute at least 0.7% of our income to International needs, and the budget reflects that commitment.
36. **General Convention 2018.** General Convention is held every three years, and the estimated cost is accrued over a three-year period. We have estimated that the 2018 General Convention will cost approximately \$60,000; we have included one-third of that in the 2016 budget.
37. **Communications.** Includes costs for ongoing development and support of the Diocesan website as well as support provided to congregations to develop their individual websites. In addition, this line item includes the costs associated with *The VOICE Online*, *Leadership News*, and other diocesan communications, as well as support to individual congregations as needed.
38. **Province II.** The diocese is a part of Province II of The Episcopal Church. The 2017 expense represents approximately 88% of the amount requested by Province II to support its work, equal to the percentage paid in 2016.
39. **NJ Advocacy.** The budget includes an amount to provide a portion of the costs of an individual from the New Jersey Lutheran Synod who advocates for social justice issues in Trenton. The diocese is participating with the Diocese of New Jersey and the Lutheran Synod in funding this individual.
40. **Deacons.** Provides training and support to deacons of the diocese, including the cost for participation at the Directors/Archdeacon Conference and the annual National Association of Diaconate Directors conference.
41. **Liturgy & Music.** Designs liturgies for diocesan services (Diocesan Convention, confirmations, and ordinations) and provides liturgical resources for congregations throughout the year.
42. **Cathedral.** This expense reaffirms the diocese's appreciation for and commitment to our cathedral, and provides funds to offset utility and other costs incurred by the Cathedral when it is used for Diocesan events.
43. **Ecumenical and Interfaith Officer.** Represents the Bishop and the Diocese in ecumenical and interreligious relationships and dialogue. Expenses include funding for ecumenical guests at Diocesan Convention.



II. Proposed 2017 Council Budget— Line Item Details

44. **Companion Diocese.** There is no current plan to travel to Panama, our companion diocese, during 2017 and therefore the budget does not include any funding for 2017.
45. **Prison Ministry.** The diocesan budget supplements funds that are contributed directly to this commission whose ministry is to 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.
46. **Episcopal Relief and Development (ERD) Coordinator.** Coordinates the Diocese's communication about and connection with ERD. These funds pay for the costs of the ERD Coordinator to attend the 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.

48. **Staff.** Salary and benefits for the Bishop, the receptionist, the part-time sexton of Episcopal House and one-half of the compensation cost of the Administrator for Diocesan Ministries are included here.
49. **Post-Retirement Insurance.** The diocese has committed to pay for health insurance for certain retired clergy and spouses/dependents, for those retired (or eligible for retirement) as of July 1, 2009; 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 have retired from diocesan staff. The expense is based on the estimated cash outlays the diocese will incur during the year.
50. **Lay Pension.** This line item includes a provision to reduce the underfunded liability of the lay pension plan. This plan is underfunded by approximately \$772,000 as of the most recent actuarial valuation, and the budget includes payments into the pension plan assets with the goal of eliminating the net liability over the next 11-year period. The liability will be reviewed each year and the amount to be added to the plan assets may change for the 2018 and subsequent budgets.
51. **Administration.** The cost of office equipment leases and maintenance, supplies, postage, meals for committee and other meetings, and other related costs are included here. Exhibit 4 lists the principal components of this line item.
52. **Finance.** The cost of property and liability insurance, annual audits, the mortgage on Episcopal House, and other related costs are included in this line item. Exhibit 5 lists the principal components of this line item.
53. **Buildings and Grounds.** Utilities, maintenance, and other costs for Episcopal House are summarized in Exhibit 6.
54. **Information Technology.** The cost of technology at Episcopal House, including computer equipment, software, network service, and other support.





II. Proposed 2017 Council Budget— Line Item Details

55. **Bishop's Expenses.** In accordance with the letter of agreement with the Bishop, this includes travel, entertainment, and auto costs of the Bishop, and utilities, maintenance, and other costs for the Bishop's residence.
56. **Bishop's Office.** Office supplies and other costs for the office of the Bishop.
57. **Search & Call of Next Bishop.** It is estimated that the search and call of the 11th Bishop of the Diocese of Newark will cost approximately \$150,000, similar to the cost of the most recent search and call. This line item continues funding that cost over a five-year period that began in 2013.



Diocese of Newark
Expenses Funded by Outside Sources
Budget -- 2017

Funded by New Ministry Initiatives Fund

Category of Spending	New Ministry Initiatives Fund	Expense Lines
Joining God in Shaping Our Future (formerly Missional Church Initiatives)	\$ 291,696	Portion of 14 and 15
Fund Development	16,950	Portion of 17
Total	<u>\$ 308,646</u>	
Income Included in Line >>> Line 7		

Funded by Proceeds of Sales of Properties

Category of Spending	Undesignated Proceeds of Property Sales	Expense Lines
Lay Pension	\$ 75,000	50 & Compensation Lines
Search & Call of Next Bishop	19,000	57
Total	<u>\$ 94,000</u>	
Income Included in Line >>> Line 9		

Diocese of Newark
Compensation and Benefits (Lines 14, 22, 32 and 48)

Category	# Empl	Budget 2017					Total
		Wages	FICA	Pension	Medical & Dental	Other Benefits (b)	
<u>EQUIPPING CONGREGATIONS</u> Finance Department; Coordinator for Missional Church Strategy; Hispanic Missioner (a)	4.5	\$ 385,150	\$ 20,282	\$ 47,387	\$ 74,570	\$ 13,690	\$ 541,079
<u>EMPOWERING PEOPLE</u> Secretary to Convention; Director, Youth/Young Adult Ministry; Bishop's Exec Asst; portion of Admin for Diocesan Ministries	3.5	214,106	16,379	19,270	55,700	10,993	316,448
<u>ENGAGING THE WORLD</u> Canon; Director, Communications and Tech; Administrative Asst. for Diocesan Svcs.	3.0	236,530	9,122	31,843	40,176	8,091	325,762
<u>MISSION OVERSIGHT/ADMIN</u> Bishop; Sexton; Receptionist; portion of Admin for Diocesan Ministries	3.0	232,719	7,204	52,422	83,367	8,563	384,275
Total -- 2017 Budget	14.0	\$ 1,068,505	\$ 52,987	\$ 150,922	\$ 253,813	\$ 41,337	\$ 1,567,564

Category	# Empl	Projected 2016					Total
		Wages	FICA	Pension	Medical & Dental	Other Benefits (b)	
<u>EQUIPPING CONGREGATIONS</u>	4.0	\$ 339,746	\$ 19,400	\$ 43,597	\$ 51,186	\$ 11,956	\$ 465,885
<u>EMPOWERING PEOPLE</u>	3.5	245,734	18,799	20,635	52,553	10,879	348,600
<u>ENGAGING THE WORLD</u>	3.0	229,641	8,857	30,916	36,906	7,747	314,067
<u>MISSION OVERSIGHT/ADMIN</u>	3.5	238,487	7,954	56,271	79,259	8,517	390,488
Total -- 2016 Projected	14.0	\$ 1,053,608	\$ 55,010	\$ 151,419	\$ 219,904	\$ 39,099	\$ 1,519,040

(a) Excludes the property manager whose compensation is paid by Trustees.

(b) Includes costs for unemployment, workers' compensation, disability, and life insurance.

Exhibit 3

Diocese of Newark
Diocesan Convention -- 2016 and 2017 (Line 24)

Description	Budget 2016	Projected 2016	Budget 2017
Income			
Registration and Meals	\$ 84,000	\$ 82,250	\$ 84,000
Vendor Fees	4,000	4,990	4,000
Total Income	88,000	87,240	88,000
Expenses			
Hotel -- Rooms and Food	67,000	71,750	70,000
Audio/Visual Services	16,000	16,470	16,500
Election Services/Scantron	5,000	5,620	7,500
Miscellaneous	4,600	5,140	5,000
Total Expenses	92,600	98,980	99,000
Net Expense	\$ 4,600	\$ 11,740	\$ 11,000

Exhibit 4

Diocese of Newark
Administration (Line 51)

Description	Budget 2016	Projected 2016	Budget 2017
Copier lease and costs	\$ 20,130	\$ 19,780	\$ 19,500
Telephone lease and costs	18,200	20,345	19,350
Meals for committee and other meetings	13,000	12,181	13,200
Temporary staff	7,500	10,592	11,000
Printing and office supplies	10,500	10,130	10,296
Postage and shipping	10,000	8,891	8,700
Continuing education	3,000	2,162	2,100
Miscellaneous	3,500	1,562	2,000
Total	\$ 85,830	\$ 85,643	\$ 86,146

Exhibit 5

**Diocese of Newark
Finance (Line 52)**

Description	Budget 2016	Projected 2016	Budget 2017
Property and liability insurance	\$ 48,000	\$ 49,083	\$ 51,500
Audit fees	24,000	24,300	19,500
Mortgage, Episcopal House	9,050	8,989	8,800
Bank and payroll charges	3,300	2,394	2,700
Postage and office supplies	1,700	1,518	1,850
Transportation	1,500	1,726	1,700
Continuing education	2,000	1,700	1,300
Miscellaneous	1,200	1,163	1,370
Total	\$ 90,750	\$ 90,873	\$ 88,720

Exhibit 6

**Diocese of Newark
Buildings & Grounds (Line 53)**

Description	Budget 2016	Projected 2016	Budget 2017
Utilities	\$ 56,100	\$ 54,100	\$ 52,100
Repairs and maintenance	42,000	44,615	44,400
Security system	3,600	3,000	3,000
Materials and supplies	2,500	2,700	2,700
Miscellaneous	500	444	500
Total	\$ 104,700	\$ 104,859	\$ 102,700

Finance & Budget

The 2017 Budget for the Diocese of Newark

Document 143AC-R06

Joining God in Shaping Our Future



*The 143rd Annual Convention
of the Episcopal Diocese of Newark • January 27-28, 2017*



Budget & Finance Committee

The Rt. Rev. Mark Beckwith

Mr. Tom Bisdale, Chair

Mr. Dall Forsythe

Mr. Lyle Hatch

The Rev. Chuck Hatfield

Ms. Roxanne Johnson

The Rev. John Mennell

Ms. Sue Morgan

Mr. Scott Sargent

Mr. Paul Shackford, CFO

Ms. Mary Sunden

Mr. Don Taylor

Italics signifies member of Diocesan Council



Agenda

- 2016 Results—Projected vs. Budget
- 2017 Diocesan Pledges
- 2017 Proposed Budget
- Diocesan Funds for Outreach, Congregational Support, and Scholarships
- Trustees of the Episcopal Fund & Investments Managed by the Diocesan Investment Trust
- Summary

3

2016 Results— Projected vs. Budget

Joining God in Shaping Our Future



*The 143rd Annual Convention
of the Episcopal Diocese of Newark • January 27-28, 2017*



Where Were We a Year Ago?

- Final results for 2015—a positive bottom line
- Adopted a balanced budget for 2016
 - Continued funding to Join God in Shaping Our Future (formerly Missional Church Initiatives)
 - Pledge to The Episcopal Church = 100% of Assessment
 - Increase in outreach
 - Continued to set funds aside for lay pension plan and for search for next bishop

5



Projected 2016 Results

Description	Budget 2016	Projected 2016	Better (Worse) vs. Budget
INCOME			
Pledge Revenue	\$2,100,000	\$2,080,000	\$ (20,000)
Alleluia Fund	120,000	125,000	5,000
Income Provided from Funds and Grants	405,668	405,574	(94)
Bishop's Circle & Other Funds	25,000	-	(25,000)
Direct Administration Fees	39,700	39,700	-
Other Revenue	344,000	351,630	7,630
Total Income	3,034,368	3,001,904	(32,464)
EXPENSES			
Personnel Salaries & Benefits	1,554,035	1,519,040	34,995
Pledge to The Episcopal Church	435,823	435,823	-
Joining God in Shaping Our Future (formerly Missional Church Initiatives)	136,000	156,787	(20,787)
Outreach	177,000	177,000	-
Post-Retirement Insurance & Pension	140,000	140,000	-
Office & Administration	281,280	281,375	(95)
Other Expenses	310,230	288,948	21,282
Total Expenses	3,034,368	2,998,973	35,395
Surplus	\$ -	\$ 2,931	\$ 2,931

6



2016 Summary

- Met most of our financial goals
 - Pledge income down slightly
- Joining God in Shaping Our Future
 - Formerly missional church initiatives
- Reduced liability for lay pension plan
- Added to fund for search and call of next bishop

7

2017 Diocesan Pledges

Joining God in Shaping Our Future



*The 143rd Annual Convention
of the Episcopal Diocese of Newark • January 27-28, 2017*



2017 Congregational Pledge Process

- Request of Congregations for 2017 Pledge
 - If 2016 pledge was at or above 10%
 - Increase 2017 pledge by 0.5%
 - If 2016 pledge was below 10%
 - Move half-way to 10% in 2017 with plan to reach 10% in 2018

9



Status of 2017 Pledges

- 2017 Pledges submitted by 77 congregations
 - Pledge percentage – Change vs. 2016
 - 32 Increased their pledge percentage
 - 29 Maintained their pledge percentage
 - 16 Decreased their pledge percentage
 - Normal Operating Income – Change vs. 2016
 - 37 Estimate higher NOI
 - 12 Estimate the same NOI
 - 28 Estimate lower NOI
 - Pledge Dollars – Change vs. 2016
 - 43 Increased their dollar pledge
 - 10 Maintained the same dollar pledge
 - 24 Decreased their dollar pledge

10



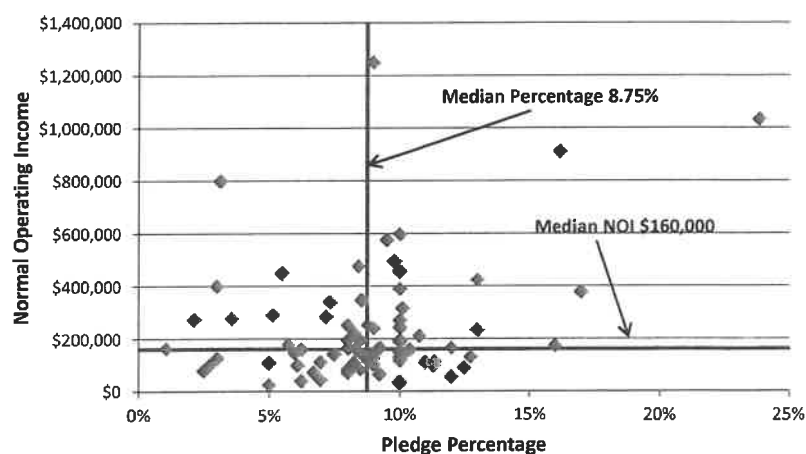
Summary of 2017 Pledges

- Of the 77 congregations that have submitted 2017 pledges:
 - Median Pledge Percentage: 8.75%
 - Median 2016 for all congregations was 9.0%
 - Median NOI: \$160,000
 - Median 2016 for all congregations was \$160,000
 - Total Dollars Pledged for 2017
 - 2017 pledge of 77 congregations reflects decrease of 1.4% compared with their 2016 pledge

11



Distribution of 77 Pledges Received for 2017



12



Distribution of 2017 Pledges Received (77 Pledges)

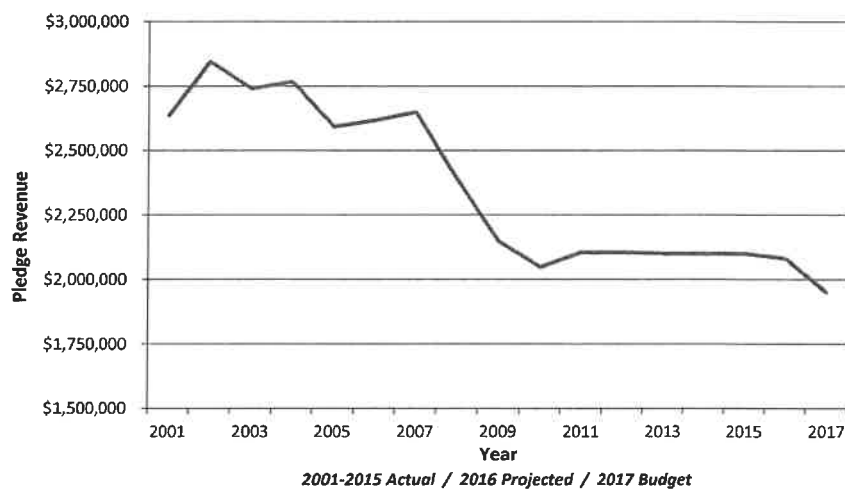
Normal Operating Income	NOI At or Above \$160,000 & Pledge Percentage Below 8.75% 19 Congregations	NOI At or Above \$160,000 & Pledge Percentage At or Above 8.75% 22 Congregations
	NOI Below \$160,000 & Pledge Percentage Below 8.75% 17 Congregations	NOI Below \$160,000 & Pledge Percentage At or Above 8.75% 19 Congregations

Pledge Percentage

13



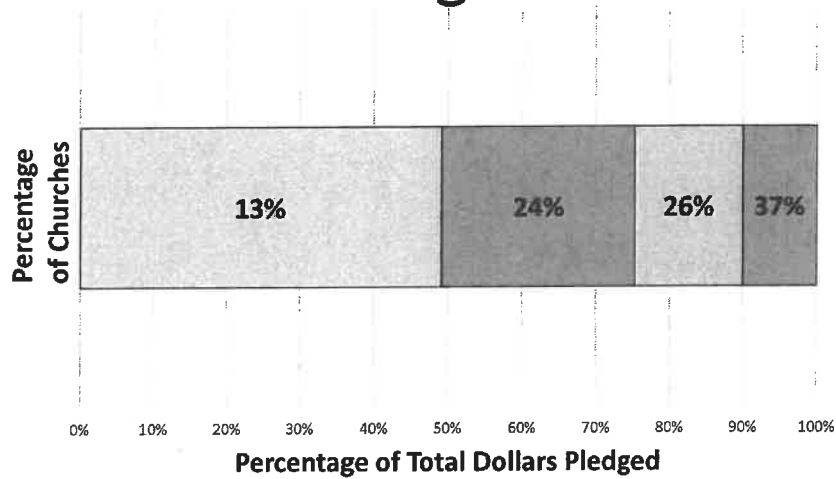
Pledge History



14



Composition of Congregational Pledges



15

2017 Proposed Budget

Joining God in Shaping Our Future



The 143rd Annual Convention
of the Episcopal Diocese of Newark • January 27-28, 2017



Goals of the 2017 Budget

- Adopt a balanced budget
- Continued support to congregations
- Increased funding of Joining God in Shaping Our Future (formerly missional church initiatives)
- Continue funding of lay pension plan and search & call of next bishop

17



Proposed 2017 Budget

Description	Budget 2016	Projected 2016	Budget 2017
INCOME			
Pledge Revenue	\$2,100,000	\$2,080,000	\$1,950,000
Alleluia Fund	120,000	120,000	125,000
Income Provided from Funds and Grants	405,668	405,574	402,646
Bishop's Circle & Other Funds	25,000	-	64,500
Direct Administration Fees	39,700	39,700	90,300
Other Revenue	344,000	356,630	372,310
Total Income	3,034,368	3,001,904	3,004,756
EXPENSES			
Personnel Salaries & Benefits	1,554,035	1,519,040	1,567,564
Pledge to The Episcopal Church	435,823	435,823	397,782
Joining God in Shaping Our Future (formerly Missional Church Initiatives)	136,000	156,787	174,915
Outreach	177,000	177,000	177,805
Post-Retirement Insurance & Pension	140,000	140,000	133,000
Office & Administration	281,280	281,375	277,586
Other Expenses	310,230	288,948	276,124
Total Expenses	3,034,368	2,998,973	3,004,756
Surplus	\$ -	\$ 2,931	\$ -

18



Income

- **Pledge Revenue**
- **Alleluia Fund**
- **Direct Administration Fees**
- **Income Provided from Funds and Grants**
- **Bishop's Circle & Other Funds**
- **Other Revenue**

19



Income

- ***Pledge Revenue***
 - Budgeted amount of \$1,950,000 is 94% of projected pledges in 2016

20



Income

- ***Alleluia Fund***
 - Record amount of donations received in 2016
 - Budgeted income will provide 70% of total domestic and international outreach
 - Balance funded by pledges and other income

21



Income

- ***Direct Administration Fees***
 - Increase due to charging Trustees for administrative costs

22



Income

- ***Income Provided from Funds and Grants***
 - New Ministry Initiatives Fund
 - Missional Church Grants
 - Proceeds from Sales of Closed Church Properties

23



Income from Other Funds

Funded by New Ministry Initiatives Fund

Category of Spending	New Ministry Initiatives Fund
Joining God in Shaping Our Future (formerly Missional Church Initiatives)	\$ 291,696
Fund Development	16,950
Total	<u>\$ 308,646</u>

Funded by Proceeds of Sales of Properties

Category of Spending	Undesignated Proceeds of Property Sales
Lay Pension	\$ 75,000
Search & Call of Next Bishop	19,000
Total	<u>\$ 94,000</u>

24



Income

- ***Bishop's Circle & Other Funds***
 - To fund Hispanic Missioner
 - Funded by
 - Funds allocated for Hispanic Missioner
 - Endowment Fund
 - Bishop's Circle

25



Income

- ***Other Revenue***
 - Investment income
 - Investment administration fees
 - Rental income of Episcopal House
 - Bishop's Discretionary Funds

26



Expenses

- **Personnel Salaries and Benefits**
- **Pledge to The Episcopal Church**
- **Joining God in Shaping Our Future**
 - Formerly Missional Church Initiatives
- **Outreach**
- **Post-Retirement Insurance & Pension**
- **Office & Administration**
- **Other Expenses**

27



Expenses

- ***Personnel Salaries and Benefits***
 - Accounts for half of total expenses
 - Number of employees stable

28



Personnel Salaries & Benefits

Category	# Empl	Budget 2017					Total
		Wages	FICA	Pension	Medical & Dental	Other Benefits (b)	
EQUIPPING CONGREGATIONS (a)	4.5	\$ 385,150	\$ 20,282	\$ 47,387	\$ 74,570	\$ 13,690	\$ 541,079
EMPOWERING PEOPLE	3.5	214,106	16,379	19,270	55,700	10,993	316,448
ENGAGING THE WORLD	3.0	236,530	9,122	31,843	40,176	8,091	325,762
MISSION OVERSIGHT/ADMIN	3.0	232,719	7,204	52,422	83,367	8,563	384,275
Total – 2017 Budget	14.0	\$1,068,505	\$ 52,987	\$ 150,922	\$ 253,813	\$ 41,337	\$1,567,564

(a) Excludes the property manager whose compensation is paid by Trustees.

(b) Includes costs for unemployment, workers' compensation, disability, and life insurance.

29



Expenses

- ***Pledge to The Episcopal Church***
 - Reduction in TEC assessment decreases pledge
 - Equals 100% of the assessment for 2017

30



Expenses

- ***Joining God in Shaping Our Future***
(formerly Missional Church Initiatives)
 - Providing support to congregations as they experiment with ways of being more involved in their communities
 - Providing assistance and training for clergy, laity, and congregations

31



Expenses

- ***Outreach***
 - Outreach spending in 2017 slightly higher than in 2016
 - Outreach is 5.9% of total income in 2017
 - Same as in 2016

32



Expenses

- ***Post-Retirement Insurance & Pension***
 - Frozen lay pension plan
 - Certain eligible retired clergy and spouses and lay employees

33



Expenses

- ***Office & Administration***
 - Maintaining and operating Episcopal House and diocesan operations

34



Expenses

- **Other Expenses**
 - Costs of providing support programs to congregations

35



Proposed 2017 Budget

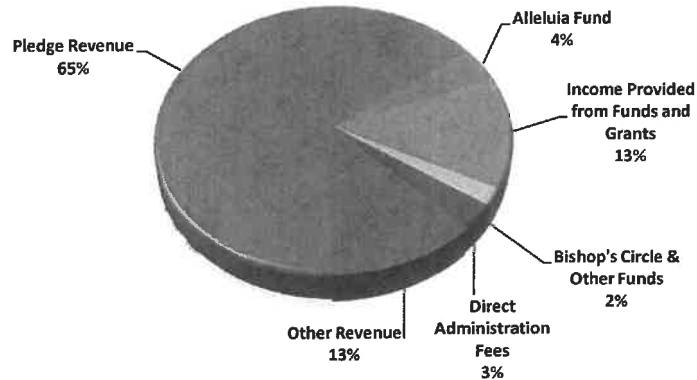
Description	Budget 2016	Projected 2016	Budget 2017
INCOME			
Pledge Revenue	\$2,100,000	\$2,080,000	\$1,950,000
Alleluia Fund	120,000	120,000	125,000
Income Provided from Funds and Grants	405,668	405,574	402,646
Bishop's Circle & Other Funds	25,000	-	64,500
Direct Administration Fees	39,700	39,700	90,300
Other Revenue	344,000	356,630	372,310
Total Income	3,034,368	3,001,904	3,004,756
EXPENSES			
Personnel Salaries & Benefits	1,554,035	1,519,040	1,567,564
Pledge to The Episcopal Church	435,823	435,823	397,782
Joining God in Shaping Our Future (formerly Missional Church Initiatives)	136,000	156,787	174,915
Outreach	177,000	177,000	177,805
Post-Retirement Insurance & Pension	140,000	140,000	133,000
Office & Administration	281,280	281,375	277,566
Other Expenses	310,230	288,948	276,124
Total Expenses	3,034,368	2,998,973	3,004,756
Surplus	\$ -	\$ 2,931	\$ -

36



2017 Budget: Income

Nearly 65% of all income comes from congregational pledges.



37



2017 Budget: Expenses

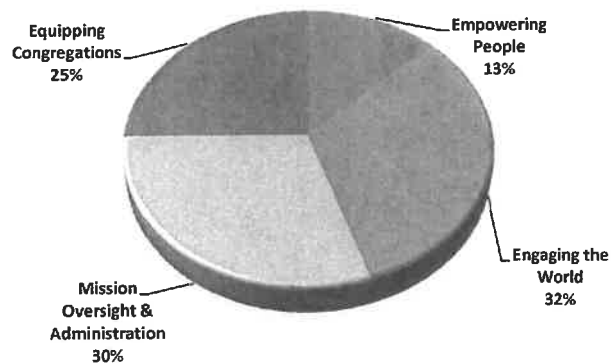
The budget reflects our Diocesan Mission Statement:

*Equipping
Congregations . . .*

*Empowering
People . . .*

*Engaging the
World . . .*

*. . . with the hope
and justice of
Jesus.*

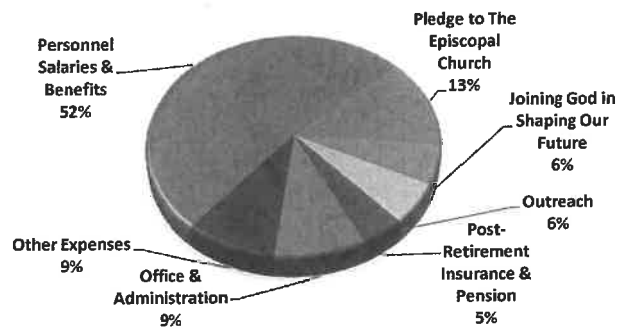


38



2017 Budget: Expenses

2017 BUDGET - EXPENSES



About 52% of budgeted expenses are for personnel salaries and benefits. Outreach and pledge payments to The Episcopal Church account for 19% of budgeted expenses.

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Summary of 2017 Proposed Budget

- Balanced Budget
- Pledges for 2017
- Funding for . . .
 - Outreach
 - Pledge to The Episcopal Church
 - Joining God in Shaping Our Future
 - Formerly Missional Church Initiatives
 - And Other Important Programs

40

Diocesan Funds for Outreach, Congregational Support, and Scholarships

Joining God in Shaping Our Future



The 143rd Annual Convention
of the Episcopal Diocese of Newark • January 27-28, 2017



Outreach, Congregational Support, & Scholarships

Description	Budget 2016	Projected 2016	Budget 2017
Outreach			
The Episcopal Church Pledge (a)	\$ 435,823	\$ 435,823	\$ 397,782
Outreach (Domestic and international grants) (a)	177,000	177,000	177,805
Total Outreach	612,823	612,823	575,587
Congregational Support			
Buildings	229,500	222,575	246,500
Programs and Mission	195,000	193,500	213,500
Total Congregational Support	424,500	416,075	460,000
Scholarships	167,000	145,500	149,500
Total Funding	\$ 1,204,323	\$ 1,174,398	\$ 1,185,087

(a) The Episcopal Church Pledge and Outreach are components of the operating budget. All other categories represent funds provided by investments and endowments and are not part of the operating budget.

***The Trustees of the Episcopal Fund
&
Investments Managed by the
Diocesan Investment Trust***

Joining God in Shaping Our Future



*The 143rd Annual Convention
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**Trustees of Episcopal Fund &
Diocesan Investment Trust**

- **Role of Trustees**
 - Oversee capital assets of Diocese
 - Manage real estate
 - Provide source of funds to support closed and mission churches, as needed
 - Provide income to support 2017 budget
- **Role of Diocesan Investment Trust**
 - Manage \$55.7 million of investments

44



Investments Managed by DIT

Name / Description of Fund	Restrictions	Balance	Balance
		Nov. 30, 2015	Nov. 30, 2016
Funds for Benefit of the Trustees			
Trustee Restricted Funds	Distributions are restricted	\$ 12,718,334	\$ 12,502,891
Trustee Unrestricted Funds	Distributions are at the discretion of Trustees	4,509,077	4,431,051
For Churches/Other Ecclesiastical Institutions	Distributions are to parishes, missions and others	6,376,443	6,398,316
Jersey City Area Ministry Funds	Distributions are restricted to ministries in Jersey City	4,352,290	4,125,617
Lay Pension & Clergy Housing Equity Funds	Restricted—lay pension plan and clergy housing equity accounts	2,894,090	2,752,717
	Total Funds for the Benefit of the Trustees	30,850,234	30,210,592
Funds for Benefit of Diocesan Council			
Ward J. Herbert Fund	Endowment—Income for diocesan building renovations	5,454,935	5,516,929
ACTS/VIM Fund	Endowment—Income for grants to ministry programs/projects	4,376,693	4,426,620
Fund for Aged & Infirm Clergy	Endowment—Income for retired clergy and dependents	985,899	1,003,239
Bishop George Rath Education Fund	Endowment—Income for scholarships to clergy children	626,901	633,609
Episcopal Capital Loan Fund	Unrestricted—Loans to congregations	430,539	441,537
	Total Funds for the Benefit of Diocesan Council	11,874,967	12,021,934
Funds for Benefit of Other Organizations			
Church Accounts	Unrestricted—income and principal available at church discretion	8,181,700	11,236,892
Gertrude Butts Fund	Endowment—Income for scholarships to diocesan youth	2,336,265	2,264,591
	Total Funds for the Benefit of Other Organizations	10,517,965	13,501,483
Total of Funds Invested in Diocesan Investment Trust		\$ 53,243,166	\$ 55,734,009

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Summary & Information for Convention

Joining God in Shaping Our Future



The 143rd Annual Convention
of the Episcopal Diocese of Newark • January 27-28, 2017



Summary

- Goals of Presentation
 - Provide projected results for 2016
 - Present the proposed 2017 budget for adoption at this Convention
 - Provide information regarding Diocesan support to congregations and others
 - Overview of role of Trustees and investments managed by Diocesan Investment Trust

47



Adoption of Budget

- Friday, January 27th
 - Budget hearing to answer questions
- Saturday, January 28th
 - Vote to adopt 2017 Budget

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IV. Proposed 2017 Council Budget—

Diocesan Funds for Outreach, Congregational Support, and Scholarships

The diocese provides significant funds for outreach, direct support of our congregations, and for scholarships – it is anticipated that nearly \$1.2 million will be paid in 2017.

A good portion of this is included in the 2017 Diocesan budget—our pledge to The Episcopal Church and our domestic and international outreach are budgeted to approximate \$575,587 in 2017.

Yet it is important to understand that an additional \$460,000 is expected to be distributed in 2017 to support congregations through grants from the Ward J. Herbert Fund, the Bishop's Church Emergency Fund, ACTS/VIM, and the Marge Christie Congregational Growth & Vitality Fund. Each of these funds is overseen by a committee that ensures that the funds are distributed in accordance with the intent and restrictions of the funds.

An additional \$149,500 of scholarships to diocesan youth and children of clergy will also be made in 2017.

Refer to Exhibit 7 for details.

Exhibit 7

Description	Budget 2016	Projected 2016	Budget 2017
<i>Outreach</i>			
The Episcopal Church Pledge (a)	\$ 435,823	\$ 435,823	\$ 397,782
Outreach (Domestic and international grants) (a)	177,000	177,000	177,805
<i>Total Outreach</i>	<u>612,823</u>	<u>612,823</u>	<u>575,587</u>
<i>Congregational Support: Buildings and Mission</i>			
Ward J. Herbert	200,000	194,475	216,500
Bishop's Church Emergency Fund	29,500	28,100	30,000
<i>Total Support—Buildings</i>	<u>229,500</u>	<u>222,575</u>	<u>246,500</u>
ACTS/VIM	155,000	155,000	167,000
Marge Christie Congregational Growth & Vitality	40,000	38,500	46,500
<i>Total Support—Programs and mission</i>	<u>195,000</u>	<u>193,500</u>	<u>213,500</u>
<i>Total Congregational Support</i>	<u>424,500</u>	<u>416,075</u>	<u>460,000</u>
<i>Scholarships</i>			
Gertrude Butts (Diocesan youth)	145,000	122,500	125,000
George Rath (Clergy children)	22,000	23,000	24,500
<i>Total Scholarships</i>	<u>167,000</u>	<u>145,500</u>	<u>149,500</u>
<i>Total Funding</i>	<u>\$ 1,204,323</u>	<u>\$ 1,174,398</u>	<u>\$ 1,185,087</u>

(a) The Episcopal Church Pledge and Outreach are components of the operating budget. All other categories represent funds provided by investments and endowments and are not part of the operating budget.



V. Proposed 2017 Council Budget—

The Trustees of the Episcopal Fund and Funds Managed by the Diocesan Investment Trust

The Trustees of the Episcopal Fund (“Trustees”) oversee the capital assets of the diocese, a part of which are endowments and investments which, at November 30, 2016, approximated \$42.2 million. Many of these funds are restricted in terms of the use of principal and income and, therefore, it is important to keep track of the use of those funds.

The Trustees are also responsible for maintaining the properties of closed churches and diocesan-owned properties, such as Episcopal House in Newark and the Bishop’s residence, and accordingly incur expenses such as insurance, property taxes, and repair and maintenance costs. In addition, the Trustees are involved in the oversight of mission church properties and buildings, principally in their maintenance and repair.

The sale of closed church properties is also the responsibility of the Trustees. Periodically, the Trustees complete the sale of property for which it is responsible. When a closed church property is sold, the diocese utilizes an asset distribution policy to determine the use of the net sales proceeds and the Diocesan Council, after consultation with the Bishop, Standing Committee, and Trustees, approves the distribution of such funds.

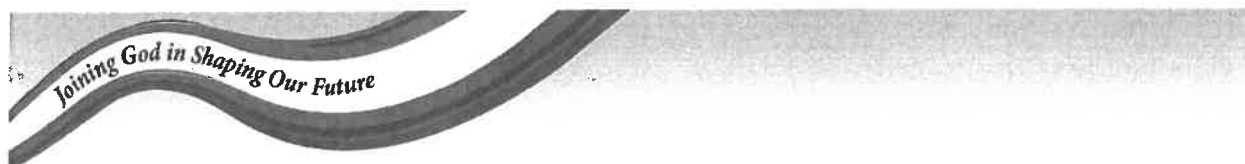
The Trustees hold certain investments, the income from which may be used by the Trustees to pay the expenses of closed churches and other expenses. The Trustees pay the compensation of the diocesan property manager who is responsible for overseeing the properties under the control of the Trustees, including Episcopal House and the Bishop’s residence, as well as assisting congregations in the diocese with respect to property needs, insurance claims, and so on. In addition, the Trustees have directed approximately \$34,000 of investment income to be used by the Council for the 2017 operating budget.

All of the funds overseen by the Trustees are invested through the Diocesan Investment Trust (DIT). In addition, there are funds totaling \$13.5 million at November 30, 2016 that are invested through the DIT; these are funds held for the benefit of Diocesan Council as well as investments by individual churches and others.

Investments in the DIT are managed by TIAA Trust Company (TIAA) which maintains a program specifically designed to address the needs of not-for-profit institutional investors. A summary of all of the funds invested in TIAA, totaling \$55.7 million at November 30, 2016, is shown in Exhibit 8.

Diocesan Investment Trust
Funds Invested in the Diocesan Investment Trust
November 30, 2016 and 2015

Name / Description of Fund	Restrictions	Balance	
		Nov. 30, 2015	Nov. 30, 2016
Funds for Benefit of the Trustees			
Trustee Restricted Funds	Distributions are restricted	\$ 12,718,334	\$ 12,502,891
Trustee Unrestricted Funds	Distributions are at the discretion of Trustees	4,509,077	4,431,051
For Churches/Other Ecclesiastical Institutions	Distributions are to parishes, missions and others	6,376,443	6,398,316
Jersey City Area Ministry Funds	Distributions are restricted to ministries in Jersey City	4,352,290	4,125,617
Lay Pension & Clergy Housing Equity Funds	Restricted--lay pension plan and clergy housing equity accounts	2,894,090	2,752,717
	Total Funds for the Benefit of the Trustees	30,850,234	30,210,592
Funds for Benefit of Diocesan Council			
Ward J. Herbert Fund	Endowment--Income for diocesan building renovations	5,454,935	5,516,929
ACTS/VIM Fund	Endowment--Income for grants to ministry programs/projects	4,376,693	4,426,620
Fund for Aged & Infirm Clergy	Endowment--Income for retired clergy and dependents	985,899	1,003,239
Bishop George Rath Education Fund	Endowment--Income for scholarships to clergy children	626,901	633,609
Episcopal Capital Loan Fund	Unrestricted--Loans to congregations	430,539	441,537
	Total Funds for the Benefit of Diocesan Council	11,874,967	12,021,934
Funds for Benefit of Other Organizations			
Church Accounts	Unrestricted--income and principal available at church discretion	8,181,700	11,236,892
Gertrude Butts Fund	Endowment--Income for scholarships to diocesan youth	2,336,265	2,264,591
	Total Funds for the Benefit of Other Organizations	10,517,965	13,501,483
	Total of Funds Invested in Diocesan Investment Trust	\$ 53,243,166	\$ 55,734,009



VI. Proposed 2017 Council Budget—

Bishop's Discretionary Funds

There are funds that have been donated to create Bishop's Discretionary Funds (BDF). The funds are restricted in that only the income can be used; some of the funds are restricted in that the income may be used in certain ways (such as providing scholarships to seminary students or those in the process of becoming vocational deacons), while the income from other funds are unrestricted and may be used at the Bishop's discretion.

A number of years ago it was determined that the BDF paid some expenses that more appropriately belonged as part of the Diocesan operating budget and, beginning in 2010, those expenses were included in the Diocesan operating budget. The income from the operating budget, however, was not sufficient to pay all of those expenses. Therefore, the BDF contributed \$45,000 to the operating budget in 2010 and this practice has continued each year – the 2017 operating budget includes \$45,000 as income from the BDF.

Refer to details of the 2015 and 2016 disbursements in Exhibit 9, below.

		Exhibit 9	
Description	2015	2016	
Theological Education and Support of Seminarians	\$ 52,300	\$ 55,413	
Donations	40,961	53,808	
Contribution to Diocesan Operating Budget	45,000	45,000	
Clergy Continuing Education	23,267	17,575	
Joining God in Shaping Our Future (formerly Missional Church Initiatives) (a)	50,000	-	
Other	30,441	36,704	
Total	<u>\$ 241,969</u>	<u>\$ 208,500</u>	

(a) A grant was received that was restricted to be used for expenses relating to Joining God in Shaping Our Future (formerly Missional Church Initiatives). This amount was transferred to and was included as income in the Diocesan 2015 operating budget.





VII. Proposed 2017 Council Budget—

Other Information

NEWARK ACTS

NEWARK ACTS is in the middle of its seventh program year and was created to provide young adults who are five years post-high school the opportunity to live in community and work in social justice ministries in our diocese with a concentration in the urban areas of northern New Jersey. NEWARK ACTS has its own board and is intended to be a self-funded program.

NEWARK ACTS received support from the New Ministry Initiatives Fund in each of its first three years. In addition, it received a five-year grant from Trinity Wall Street. The diocese also provides office space and in-kind support for NEWARK ACTS which is a part of the Department of Youth and Young Adult Ministries. NEWARK ACTS also depends on donations from congregations and individuals who continue to support this ministry, and was an initial beneficiary of the Marge Christie Congregational Growth & Vitality Fund in 2010. Each Board member is a financial contributor to NEWARK ACTS, and the Board has hosted fundraisers to benefit this important ministry.

Exhibit 10 is a summary of the financial information regarding NEWARK ACTS.

Exhibit 10

	Actual August 2015 to July 2016	Budget August 2016 to July 2017
Income		
Worksite Income	\$ 135,970	\$ 54,500
Donations and Fundraising Income	13,180	10,000
Grant Income	-	-
Total Income	<u>149,150</u>	<u>64,500</u>
Expenses		
Intern Salaries and Benefits	44,692	29,007
Intern Expenses	25,153	12,587
Staff Expenses	81,090	30,000
Administrative Expenses	14,257	5,850
Total Expenses	<u>165,192</u>	<u>77,444</u>
Net (Loss)	<u>\$ (16,042)</u>	<u>\$ (12,944)</u>



**Diocese of Newark
Financial History**

	Actual 2011	Actual 2012	Actual 2013	Actual 2014	Actual 2015	Projected 2016	Budget 2017
INCOME							
Pledge Revenue	\$ 2,105,152	\$ 2,104,337	\$ 2,100,341	\$ 2,100,000	\$ 2,100,442	\$ 2,080,000	\$ 1,950,000
Alleluia Fund	94,325	90,000	91,024	113,000	122,370	125,000	125,000
Other Income	266,788	348,837	572,655	651,514	836,755	796,904	929,756
Total Income	2,466,265	2,543,174	2,764,020	2,864,514	3,059,567	3,001,904	3,004,756
EXPENSES							
<i>Equipping Congregations</i>							
Staff Expense	335,106	318,138	371,393	387,225	447,489	465,885	541,079
Joining God in Shaping Our Future (formerly Missional Church Initiatives)	-	-	31,628	60,328	97,054	156,787	174,915
Fund Development	-	35,721	10,491	42,678	53,663	37,628	23,900
Other	17,365	17,138	17,656	23,031	20,031	15,750	17,200
Total Equipping	352,471	370,997	431,168	513,262	618,237	676,050	757,094
<i>Empowering People</i>							
Staff Expense	313,931	330,970	341,493	331,378	340,662	348,600	316,448
Other	32,043	54,980	37,353	36,454	34,795	56,054	60,429
Total Empowering	345,974	385,950	378,846	367,832	375,457	404,654	376,877
<i>Engaging the World</i>							
Staff Expense	305,970	322,778	335,897	354,535	309,170	314,067	325,762
Pledge to The Episcopal Church (a)	424,367	422,000	438,000	446,500	574,700	435,823	397,782
Outreach (b)	139,038	145,321	153,875	165,093	171,050	177,000	177,805
Other	75,191	46,045	45,992	44,753	50,407	59,690	65,945
Total Engaging	944,566	936,144	973,764	1,010,881	1,105,327	986,580	967,294
<i>Mission Oversight/Administration</i>							
Staff Expense	337,451	355,562	369,831	379,564	385,120	390,488	384,275
Post-Retirement Pension & Ins.	143,200	121,689	183,520	165,813	166,715	140,000	133,000
Other	342,578	354,728	401,017	403,050	405,523	401,201	386,216
Total Oversight/Administration	823,229	831,979	954,368	948,427	957,358	931,689	903,491
Total Expense	2,466,240	2,525,070	2,738,146	2,840,402	3,056,379	2,998,973	3,004,756
NET INCOME	\$ 25	\$ 18,104	\$ 25,874	\$ 24,112	\$ 3,188	\$ 2,931	\$ -

Notes:

- (a) Includes: (i) annual pledge to The Episcopal Church (TEC); (ii) payments to reduce 2008 TEC Pledge Arrears of \$10,000 per year from 2011 through 2014, and \$7,500 in 2015; and (iii) payment in 2015 of \$100,000 in full and complete settlement of 2008 TEC Pledge Arrears.
- (b) Represents total of domestic and international outreach grants.

2017 Budget— Additional Information

- ***Executive Summary***
 - ***Including Updated 2017 Pledge Information***
- ***Congregational Pledges***
 - ***Pledges 2015—2017***
 - ***2016 Pledges and Payments***



Joining God in Shaping Our Future



Executive Summary and Updated Pledge Information

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2016 Pledges and Payments	18



Finance & Budget

The 2017 Budget for the Diocese of Newark EXECUTIVE SUMMARY

Document 143AC-R06 (Updated)

Joining God in Shaping Our Future



The 143rd Annual Convention
of the Episcopal Diocese of Newark • January 27-28, 2017



Budget & Finance Committee

The Rt. Rev. Mark Beckwith

Mr. Tom Bisdale, Chair

Mr. Dall Forsythe

Mr. Lyle Hatch

The Rev. Chuck Hatfield

Ms. Roxanne Johnson

The Rev. John Mennell

Ms. Sue Morgan

Mr. Scott Sargent

Mr. Paul Shackford, CFO

Ms. Mary Sunden

Mr. Don Taylor

Italics signifies member of Diocesan Council



Agenda

- ***Format of Executive Summary***
- ***2016 Results—Projected vs. Budget***
- ***2017 Proposed Budget***
- ***Summary***
- ***Where to Get More Information***

3

2016 Results— Projected vs. Budget

Joining God in Shaping Our Future



*The 143rd Annual Convention
of the Episcopal Diocese of Newark • January 27-28, 2017*



Where Were We a Year Ago?

- **Final results for 2015—a positive bottom line**
- **Adopted a balanced budget for 2016**
 - **Continued funding to Join God in Shaping Our Future**
(formerly Missional Church Initiatives)
 - **Pledge to The Episcopal Church = 100% of Assessment**
 - **Increase in outreach**
 - **Continued to set funds aside for lay pension plan and for search for next bishop**

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Projected 2016 Results

Description	Budget 2016	Projected 2016	Better (Worse) vs. Budget
INCOME			
Pledge Revenue	\$2,100,000	\$2,080,000	\$ (20,000)
Alleluia Fund	120,000	125,000	5,000
Income Provided from Funds and Grants	405,668	405,574	(94)
Bishop's Circle & Other Funds	25,000	-	(25,000)
Direct Administration Fees	39,700	39,700	-
Other Revenue	344,000	351,630	7,630
Total Income	3,034,368	3,001,904	(32,464)
EXPENSES			
Personnel Salaries & Benefits	1,554,035	1,519,040	34,995
Pledge to The Episcopal Church	435,823	435,823	-
Joining God in Shaping Our Future (formerly Missional Church Initiatives)	136,000	156,787	(20,787)
Outreach	177,000	177,000	-
Post-Retirement Insurance & Pension	140,000	140,000	-
Office & Administration	281,280	281,375	(95)
Other Expenses	310,230	288,948	21,282
Total Expenses	3,034,368	2,998,973	35,395
Surplus	\$ -	\$ 2,931	\$ 2,931

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2016 Summary

- **Met most financial goals**
 - Pledge income down slightly
- **Alleluia Fund donations up**
- **Joining God in Shaping Our Future**
- **Reduced liability for lay pension plan**
- **Added to fund for search and call of next bishop**

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Proposed 2017 Budget

Joining God in Shaping Our Future



*The 143rd Annual Convention
of the Episcopal Diocese of Newark • January 27-28, 2017*



Goals of the 2017 Budget

- **Adopt a balanced budget**
- **Continued support to congregations**
- **Increased funding of Joining God in Shaping Our Future**
- **Continue funding of lay pension plan and search & call of next bishop**

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Proposed 2017 Budget

Description	Budget 2016	Projected 2016	Budget 2017
INCOME			
Pledge Revenue	\$2,100,000	\$2,080,000	\$1,950,000
Alleluia Fund	120,000	125,000	125,000
Income Provided from Funds and Grants	405,668	405,574	402,646
Bishop's Circle & Other Funds	25,000	-	64,500
Direct Administration Fees	39,700	39,700	90,300
Other Revenue	344,000	351,630	372,310
Total Income	3,034,368	3,001,904	3,004,756
EXPENSES			
Personnel Salaries & Benefits	1,554,035	1,519,040	1,567,564
Pledge to The Episcopal Church	435,823	435,823	397,782
Joining God in Shaping Our Future (formerly Missional Church Initiatives)	136,000	156,787	174,915
Outreach	177,000	177,000	177,805
Post-Retirement Insurance & Pension	140,000	140,000	133,000
Office & Administration	281,280	281,375	277,566
Other Expenses	310,230	288,948	276,124
Total Expenses	3,034,368	2,998,973	3,004,756
Surplus	\$ -	\$ 2,931	\$ -

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Highlights of the 2017 Budget

- ***Pledge Income***
- ***Alleluia Fund***
- ***Income from Funds & Grants***
- ***Joining God in Shaping Our Future***
- ***Pledge to The Episcopal Church—2017***
- ***Outreach***
- ***Funds for Future Expenses***
- ***Other Expenses***

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2017 Congregational Pledge Process

- ***Pledge Income***
 - **Request of congregations for 2017 pledge**
 - If 2016 pledge was at or above 10%
 - Increase 2017 pledge by 0.5%
 - If 2016 pledge was below 10%
 - Move half-way to 10% in 2017 with plan to reach 10% in 2018

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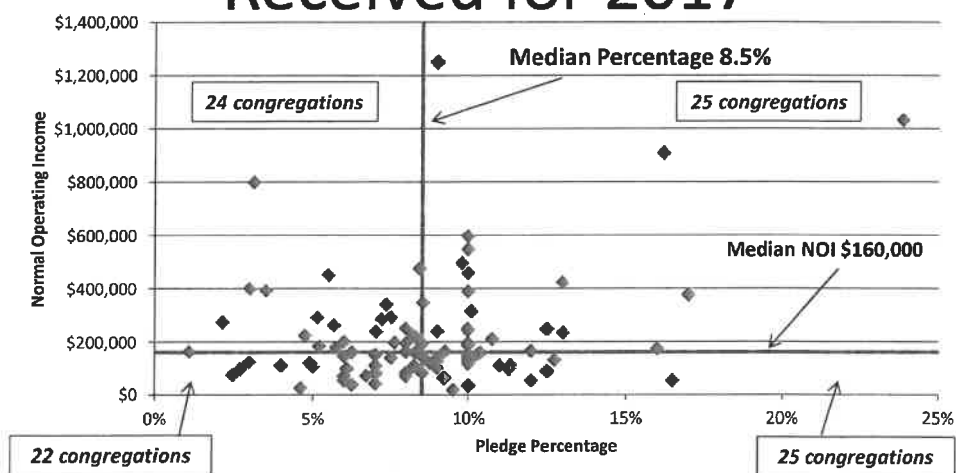
Highlights

- **Pledge Income**
 - Median pledge – 8.5%
 - 9% in 2016
 - Median income -- \$160,000
 - Same in 2016

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Distribution of 96 Pledges Received for 2017



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Status of 2017 Pledges

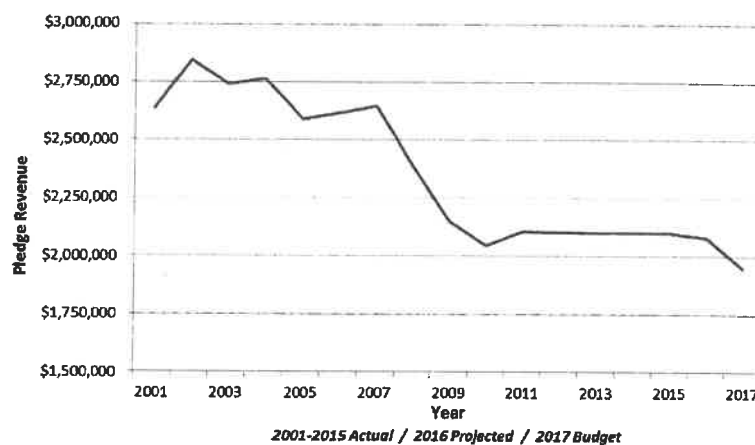
- 2017 Pledges submitted by 96 congregations
 - Pledge percentage – Change vs. 2016
 - 37 Increased their pledge percentage
 - 35 Maintained their pledge percentage
 - 24 Decreased their pledge percentage
 - Normal Operating Income – Change vs. 2016
 - 42 Estimate higher NOI
 - 15 Estimate the same NOI
 - 39 Estimate lower NOI
 - Pledge Dollars – Change vs. 2016
 - 48 Increased their dollar pledge
 - 13 Maintained the same dollar pledge
 - 35 Decreased their dollar pledge

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Highlights

- ***Pledge Income***



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Highlights

- ***Alleluia Fund***
 - Record amount received in 2016: **\$125,000**
 - Budget for 2017: **\$125,000**
 - Will provide 70% of total budgeted outreach in 2017
 - Balance funded by pledges and other income

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Highlights

- ***Income from Funds & Grants***
 - New Ministry Initiatives Fund
 - Missional church grants
 - Proceeds from sales of closed church properties

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Highlights

- ***Joining God in Shaping Our Future***
 - Providing support to congregations as they experiment with ways of being more involved in their communities
 - Providing assistance and training for clergy, laity and congregations

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Highlights

- ***Pledge to The Episcopal Church—2017***
 - Reduction in TEC assessment decreases pledge
 - Equals 100% of the assessment for 2017

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Highlights

- ***Outreach***
 - Outreach spending in 2017 slightly higher than in 2016
 - Outreach is 5.9% of total income in 2017
 - Same as in 2016

21



Highlights

- ***Funds for Future Expenses***
 - Reduce underfunded liability of frozen lay defined benefit pension plan
 - Add funds for the search and call of next bishop

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Highlights

- ***Other Expenses***
 - Hispanic Missioner
 - Social justice advocate in Trenton
 - Other programs to support congregations

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Summary of 2017 Budget

- ***Balanced Budget***
- ***Pledges and Alleluia Fund Income***
- ***Funding for . . .***
 - ***Outreach***
 - ***Pledge to The Episcopal Church***
 - ***Joining God in Shaping Our Future***
 - ***And other important programs***

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Want More Information?

- ***Budget Booklet***
- ***Executive Summary Booklet***
- ***Budget Hearing***
 - ***5:15 pm (Q&A)***

**Diocese of Newark
Congregational Pledges to the Diocese
Years 2015 to 2017**

Congregation	City	Pledge Percentage				Pledge Amount				Normal Operating Income			
		2017	2016	2015		2017	2016	2015		2017	2016	2015	
Trinity Episcopal Church	Allendale	8.25%	8.25%	8.51%		\$ 18,218	\$ 18,085	\$ 18,710		\$220,822	\$219,210	\$219,754	
Calvary Church	Bayonne	12.00%	11.50%	11.00%		6,796	5,273	5,296		56,534	45,850	48,147	
Trinity Church	Bayonne	6.09%	3.10%	2.38%		6,000	4,500	3,480		98,500	145,000	146,036	
St. Luke/St. Mary's Church	Belvidere	10.00%	9.00%	8.00%		13,000	12,106	10,526		130,000	134,500	131,618	
All Saints' Korean Church	Bergenfield	8.75%	7.50%	0.00%		10,500	10,125	-		120,000	135,000	132,669	
Christ Church	Bloomfield/Glen Ridge	7.03%	6.00%	5.51%		16,791	16,791	20,843		238,800	279,856	371,359	
St. John's Church	Boonton	9.00%	9.00%	10.25%		9,180	9,000	10,061		102,000	100,000	98,071	
Christ Church	Budd Lake	5.00%	5.00%	5.13%		5,450	6,550	6,925		103,000	131,000	135,055	
St. Paul's Church	Chatham	10.00%	10.00%	8.83%		38,870	41,000	40,000		388,870	410,000	452,767	
Church of the Messiah	Chester	12.00%	12.00%	11.90%		19,800	19,200	20,545		165,000	160,000	172,646	
Trinity Church	Cliffside Park	3.00%	3.02%	0.70%		3,755	4,000	1,123		125,156	132,546	159,445	
St. Peter's Church	Clifton	2.50%	2.00%	1.83%		1,957	1,973	2,136		78,280	98,640	116,500	
Church of The Saviour	Denville	5.15%	6.00%	6.73%		15,000	11,220	11,220		291,000	187,000	166,735	
St. John's Church	Dover	2.72%	3.12%	2.49%		2,700	3,000	2,400		99,108	96,112	96,406	
St. Agnes' & St. Paul's Church	East Orange	*	6.00%	2.23%		*	7,200	4,000		*	120,000	180,432	
St. Paul's Church	Englewood	5.51%	5.89%	4.49%		24,800	24,800	24,800		450,280	430,915	551,777	
St. Peter's Church	Essex Fells	8.42%	10.53%	12.74%		40,000	50,000	56,070		475,000	475,000	440,120	
Church of the Atonement	Fairlawn	8.00%	10.00%	6.81%		5,652	6,820	6,820		70,559	68,200	103,193	
Church of the Good Shepherd	Fort Lee	8.29%	8.50%	8.49%		13,300	13,644	15,400		160,500	160,500	181,374	
All Saints' Church	Glen Rock	10.00%	10.00%	6.42%		19,000	17,500	16,500		190,000	175,000	256,955	
Christ Church	Hackensack	7.00%	7.00%	7.01%		10,500	10,500	10,500		150,000	150,000	149,845	
St. Anthony of Padua	Hackensack	*	3.12%	2.99%		*	5,000	5,000		*	160,250	167,503	
St. Cyprian's Church	Hackensack	9.50%	9.00%	5.00%		1,831	1,647	1,600		19,280	18,300	32,017	
St. James' Church	Hackensack	8.25%	8.00%	9.26%		9,011	10,699	11,000		109,227	133,675	118,817	
St. Andrew's Church	Hackettstown	10.38%	10.75%	10.36%		16,504	14,357	13,464		159,070	133,550	129,908	
Christ Church	Harrison	16.50%	17.00%	15.06%		9,095	9,095	7,479		55,120	53,500	49,676	
St. John the Divine Church	Hasbrouck Heights	6.00%	7.06%	0.00%		4,243	6,000	-		70,720	85,000	77,920	
St. Luke's Church	Haworth	10.25%	10.25%	7.19%		15,146	14,200	10,078		147,769	138,538	139,264	
St. Clement's Church	Hawthorne	9.00%	8.75%	8.75%		12,600	13,200	12,504		140,000	150,857	142,905	
Holy Trinity Church	Hillisdale	10.00%	9.68%	9.35%		13,970	14,017	15,207		139,719	144,800	162,644	
All Saints' Parish	Hoboken	7.35%	5.00%	10.67%		25,000	20,000	39,600		340,000	400,000	371,110	
St. Bartholomew's Church	Ho-Ho-Kus	10.00%	9.00%	9.00%		15,000	18,000	19,840		150,000	200,000	220,447	
Church of the Incarnation	Jersey City	11.30%	10.82%	10.88%		11,198	11,135	8,650		99,100	102,900	79,514	
Grace Church Van Vorst	Jersey City	12.75%	12.25%	11.22%		16,703	21,912	18,818		131,000	178,880	167,749	
St. Paul's Church	Jersey City	9.00%	9.00%	9.00%		21,627	19,863	19,328		240,300	220,700	214,756	
St. David's Church	Kinnelon	8.00%	8.00%	8.00%		15,586	15,830	17,311		194,823	197,300	216,389	
All Saints Church	Leonia	8.50%	10.25%	8.41%		12,300	12,300	11,700		144,700	120,000	139,106	
St. Agnes' Church	Little Falls	9.25%	9.25%	9.55%		15,262	15,262	15,262		165,000	165,000	159,734	
St. Peter's Church	Livingston	6.25%	6.25%	6.11%		10,000	10,000	10,000		160,000	160,000	163,672	
St. Thomas' Church	Lyndhurst	7.00%	7.00%	6.33%		3,010	3,710	4,060		43,000	53,000	64,117	
Grace Church	Madison	16.20%	16.20%	16.20%		147,582	143,190	138,187		911,000	883,700	853,009	
St. George's Church	Maplewood	17.00%	18.50%	18.25%		64,000	76,385	76,681		376,500	412,900	420,166	
St. Martin's Church	Maywood	8.00%	7.50%	6.07%		6,640	6,158	4,686		83,000	82,100	77,244	
St. Mark's Church	Maywood	10.00%	9.25%	8.36%		15,000	13,690	14,515		150,000	148,000	173,622	
St. Stephen's Church	Millburn	10.00%	12.00%	7.11%		25,000	27,000	20,125		250,000	225,000	248,190	
All Saints' Church	Millington	8.50%	8.25%	7.80%		16,485	16,001	15,620		193,939	194,000	200,275	
St. Gabriel's Church	Milton/Oak Ridge	6.24%	5.45%	5.47%		2,400	2,040	2,040		38,450	37,400	37,314	
St. John's Church	Montclair	8.00%	8.00%	7.00%		20,000	18,000	15,982		250,000	225,000	228,313	
St. Luke's Church	Montclair	10.00%	10.00%	8.67%		45,756	49,550	43,000		457,560	495,500	495,995	

**Diocese of Newark
Congregational Pledges to the Diocese
Years 2015 to 2017**

Congregation	City	Pledge Percentage			Pledge Amount			Normal Operating Income		
		2017	2016	2015	2017	2016	2015	2017	2016	2015
St. Paul's Church	Montvale	16.00%	16.00%	15.00%	27,640	31,400	34,109	172,750	196,250	227,393
St. Paul's Church	Morris Plains	10.00%	10.00%	10.00%	19,500	18,500	19,297	195,000	185,000	192,969
Church of the Redeemer	Morristown	7.20%	7.00%	6.81%	20,510	20,510	24,444	284,800	292,983	358,789
St. Peter's Church	Morristown	10.00%	10.00%	11.27%	59,670	52,165	66,645	596,700	521,654	591,501
St. Peter's Church	Mountain Lakes	2.18%	4.00%	5.09%	6,000	12,000	16,008	275,000	300,000	314,428
Grace Church	Mt. Arlington	10.00%	10.00%	12.13%	3,764	3,760	5,439	37,640	37,500	44,827
House Of Prayer	Newark	3.52%	4.09%	3.31%	13,800	18,000	18,000	391,855	440,000	543,746
St. Andrew's Church	Newark	9.23%	8.57%	7.07%	6,000	6,000	5,000	65,000	70,000	70,758
Trinity & St. Philip's Cathedral	Newark	7.00%	*	0.00%	5,793	6,000	-	82,750	*	93,424
Christ Church	Newark	7.51%	7.17%	9.10%	22,000	21,000	20,000	293,004	293,004	219,748
St. Paul's Church	Newton	13.00%	12.50%	12.00%	55,000	50,000	46,851	423,000	400,000	390,428
Church of the Holy Communion	North Arlington	10.00%	9.60%	9.22%	3,485	3,716	3,450	34,850	38,717	37,411
Grace Church	Nonwood	5.75%	5.74%	5.50%	10,253	9,709	9,100	178,325	169,023	165,491
St. Alban's Church	Nutley	12.50%	12.50%	12.51%	31,000	30,796	29,283	248,000	246,400	234,147
Church of the Annunciation	Oakland	1.08%	0.98%	0.92%	1,760	1,600	1,408	162,700	162,700	152,632
Church of the Epiphany and Christ Church	Oradell	6.71%	5.45%	12.02%	4,800	3,600	9,600	71,560	68,000	79,878
St. Matthew's Church	Orange	8.53%	6.49%	4.37%	29,578	25,087	19,175	346,785	386,329	439,162
St. Gregory's Church	Paramus	8.50%	8.50%	10.17%	7,035	6,561	8,359	82,770	77,184	82,157
Parsippany	Parsippany	6.00%	5.75%	4.74%	8,700	8,000	7,000	145,000	139,200	147,671
St. John's Church	Passaic	11.35%	10.82%	9.34%	12,900	12,300	12,000	113,700	113,700	128,544
Church of the Holy Communion	Paterson	*	*	*	*	*	4,000	*	*	45,643
St. Paul's Church	Paterson	10.00%	10.00%	7.16%	18,520	21,710	21,346	185,200	217,100	298,290
St. Luke's Church	Phillipsburg	8.00%	7.00%	5.83%	13,040	11,329	9,213	163,000	161,900	158,029
Christ Church	Pompton Lakes	10.00%	10.00%	8.99%	24,270	24,520	22,950	242,700	245,200	255,228
St. John's Memorial Church	Ramsey	5.70%	1.80%	3.42%	15,000	5,000	10,000	263,158	277,777	292,345
St. James' Church	Ridgefield	10.75%	10.50%	10.50%	22,575	21,525	20,440	210,000	205,000	194,656
Christ Church	Ridgewood	10.00%	10.00%	9.98%	54,637	57,500	57,713	546,372	575,000	578,223
St. Elizabeth's Church	Ridgewood	23.85%	23.85%	23.91%	246,227	238,023	250,031	1,032,400	998,000	1,045,799
Church of the Good Shepherd	Ringwood	4.52%	5.00%	4.78%	1,200	1,300	1,100	26,000	26,000	23,013
Grace Church	Rutherford	5.20%	6.00%	5.93%	9,500	9,000	9,856	182,700	150,000	166,123
Church of Our Saviour	Secaucus	12.50%	12.50%	12.50%	11,366	9,441	11,276	90,928	75,500	90,212
Christ Church	Short Hills	9.00%	10.00%	12.32%	112,500	125,000	125,000	1,250,000	1,250,000	1,014,469
St. Andrew & Holy Communion	South Orange	3.00%	3.00%	0.00%	12,000	12,000	-	399,425	399,425	399,425
St. Mary's Church	Sparta	3.00%	3.00%	13.20%	30,514	30,600	28,006	234,722	235,367	212,170
St. Dunstan's Church	Succasunna	10.00%	10.00%	9.74%	11,713	12,583	12,068	117,129	125,830	123,851
Calvary Church	Summit	3.13%	10.00%	10.00%	25,000	81,600	90,687	800,000	816,000	906,874
Christ Church	Teaneck	7.61%	7.60%	7.06%	15,000	15,000	18,000	197,000	197,460	255,101
St. Mark's Church	Teaneck	4.75%	4.75%	4.40%	10,635	10,635	10,159	223,900	223,900	230,884
Church of the Atonement	Tenafly	10.10%	10.60%	10.53%	31,880	34,700	35,056	315,645	327,400	333,013
Good Shepherd (combined)	Towaco	6.00%	6.01%	5.03%	12,000	11,100	10,000	200,000	184,786	198,656
Grace Church	Union City	7.50%	7.50%	7.50%	10,500	9,750	9,975	140,000	130,000	133,004
St. James' Church	Upper Montclair	9.80%	9.60%	9.40%	49,400	47,000	47,000	494,000	489,600	499,921
Church of the Holy Spirit	Verona	7.00%	7.00%	6.99%	7,700	7,000	6,300	110,000	100,000	90,189
Church of the Good Shepherd	Wantage	7.00%	6.61%	6.72%	5,530	4,900	5,400	79,000	74,180	80,408
St. Peter's Church	Washington	4.92%	8.50%	8.00%	3,232	4,696	5,573	53,872	55,250	69,652
St. Michael's Church	Wayne	6.00%	6.97%	4.04%	6,000	12,000	12,150	121,830	172,250	300,470
Church of the Holy Innocents	West Orange	9.00%	8.75%	7.75%	11,311	9,634	7,700	125,680	110,100	99,334
Holy Trinity Church	West Orange	4.01%	9.50%	4.81%	4,500	3,800	4,725	112,095	40,000	98,134
Grace Church	Westwood	11.00%	10.50%	8.39%	12,320	11,760	12,000	112,000	112,000	142,945
St. Paul's & Resurrection	Wood-Ridge	10.00%	10.00%	9.70%	14,520	14,520	12,000	145,200	145,200	123,713

Note 1 The information above for 2015 represents actual amounts; all other information represents amounts pledged for 2016 and 2017.
2 Some congregations did not submit NOI or pledge percentage information; in those cases, the amounts shown above have been estimated.
* Did not submit pledge.

Diocese of Newark Congregational Pledges and Payments to the Diocese Year 2016						
Congregation	City	Pledge Percentage 2016	Pledge Amount 2016			NOI 2016
			Pledge Amount	Paid as of 1/20/17	Difference	
Trinity Episcopal Church	Allendale	8.25%	\$ 18,085	\$ 18,085	\$ -	\$219,210
Calvary Church	Bayonne	11.50%	5,273	5,273	-	45,850
Trinity Church	Bayonne	3.10%	4,500	4,125	375	145,000
St. Luke/St. Mary's Church	Belvidere	9.00%	12,106	12,106	-	134,500
All Saints' Korean Church	Bergenfield	7.50%	10,125	6,375	3,750	135,000
Christ Church	Bloomfield/Glen Ridge	6.00%	16,791	16,791	-	279,856
St. John's Church	Boonton	9.00%	9,000	9,000	-	100,000
Christ Church	Budd Lake	5.00%	6,550	6,024	526	131,000
St. Paul's Church	Chatham	10.00%	41,000	41,000	-	410,000
Church of the Messiah	Chester	12.00%	19,200	16,811	2,389	160,000
Trinity Church	Cliffside Park	3.02%	4,000	800	3,200	132,546
St. Peter's Church	Clifton	2.00%	1,973	1,973	-	98,640
Church of The Saviour	Denville	6.00%	11,220	11,220	-	187,000
St. John's Church	Dover	3.12%	3,000	3,000	-	96,112
St. Agnes' & St. Paul's Church	East Orange	6.00%	7,200	5,000	2,200	120,000
St. Paul's Church	Englewood	5.89%	24,800	24,800	-	420,915
St. Peter's Church	Essex Fells	10.53%	50,000	45,833	4,167	475,000
Church of the Atonement	Fairlawn	10.00%	6,820	6,820	-	68,200
Church of the Good Shepherd	Fort Lee	8.50%	13,644	13,644	-	160,500
All Saints' Church	Glen Rock	10.00%	17,500	17,500	-	175,000
Christ Church	Hackensack	7.00%	10,500	10,500	-	150,000
St. Anthony of Padua	Hackensack	3.12%	5,000	2,500	2,500	160,260
St. Cyprian's Church	Hackensack	9.00%	1,647	1,647	-	18,300
St. James' Church	Hackettstown	8.00%	10,699	10,699	-	133,675
St. Andrew's Church	Harrington Park	10.75%	14,357	14,357	-	133,550
Christ Church	Harrison	17.00%	9,095	7,579	1,516	53,500
St. John the Divine Church	Hasbrouck Heights	7.06%	6,000	-	6,000	85,000
St. Luke's Church	Haworth	10.25%	14,200	14,200	-	138,538
St. Clement's Church	Hawthorne	8.75%	13,200	13,200	-	150,857
Holy Trinity Church	Hillsdale	9.68%	14,017	13,000	1,017	144,800
All Saints' Parish	Hoboken	5.00%	20,000	18,333	1,667	400,000
St. Bartholomew's Church	Ho-Ho-Kus	9.00%	18,000	18,000	-	200,000
Church of the Incarnation	Jersey City	10.82%	11,135	11,135	-	102,900
Grace Church Van Vorst	Jersey City	12.25%	21,912	18,260	3,652	178,880
St. Paul's Church	Jersey City	9.00%	19,863	19,863	-	220,700
St. David's Church	Kinnelon	8.00%	15,830	15,830	-	197,900
All Saints Church	Leonia	10.25%	12,300	12,300	-	120,000
St. Agnes' Church	Little Falls	9.25%	15,262	10,175	5,087	165,000
St. Peter's Church	Livingston	6.25%	10,000	10,000	-	160,000
St. Thomas' Church	Lyndhurst	7.00%	3,710	3,710	-	53,000
Grace Church	Madison	16.20%	143,190	138,330	4,860	883,700
St. George's Church	Maplewood	18.50%	76,385	76,385	-	412,900
St. Martin's Church	Maywood	7.50%	6,158	6,158	-	82,100
St. Mark's Church	Mendham	9.25%	13,690	12,251	1,439	148,000
St. Stephen's Church	Millburn	12.00%	27,000	27,000	-	225,000
All Saints' Church	Millington	8.25%	16,001	16,001	-	194,000
St. Gabriel's Church	Milton/Oak Ridge	5.45%	2,040	2,040	-	37,400
St. John's Church	Montclair	8.00%	18,000	16,678	1,322	225,000
St. Luke's Church	Montclair	10.00%	49,550	49,550	-	495,500

Diocese of Newark Congregational Pledges and Payments to the Diocese Year 2016						
Congregation	City	Pledge Percentage 2016	Pledge Amount 2016			NOI 2016
			Pledge Amount	Paid as of 1/20/17	Difference	
St. Paul's Church	Montvale	16.00%	31,400	22,500	8,900	196,250
St. Paul's Church	Morris Plains	10.00%	18,500	18,500	-	185,000
Church of the Redeemer	Morristown	7.00%	20,510	20,510	-	292,983
St. Peter's Church	Morristown	10.00%	52,165	52,165	-	521,654
St. Peter's Church	Mountain Lakes	4.00%	12,000	12,000	-	300,000
Grace Church	Mt. Arlington	10.00%	3,750	3,750	-	37,500
House Of Prayer	Newark	4.09%	18,000	18,000	-	440,000
St. Andrew's Church	Newark	8.57%	6,000	6,000	-	70,000
Trinity & St. Philip's Cathedral	Newark	*	*	6,000	*	*
Christ Church	Newton	7.17%	21,000	19,250	1,750	293,004
St. Paul's Church	North Arlington	12.50%	50,000	45,833	4,167	400,000
Church of the Holy Communion	Norwood	9.60%	3,716	3,716	-	38,717
Grace Church	Nutley	5.74%	9,709	9,709	-	169,023
St. Alban's Church	Oakland	12.50%	30,796	30,796	-	246,400
Church of the Annunciation	Oradell	0.98%	1,600	1,600	-	162,700
Church of the Epiphany and Christ Church	Orange	5.45%	3,500	3,500	-	66,000
St. Matthew's Church	Orange	6.49%	25,087	25,087	-	386,329
St. Gregory's Church	Paramus	8.50%	6,561	6,561	-	77,184
St. John's Church	Parsippany	5.75%	8,000	8,000	-	139,200
Church of the Holy Communion	Passaic	10.82%	12,300	12,300	-	113,700
St. Paul's Church	Paterson	*	*	*	*	*
St. Luke's Church	Paterson	10.00%	21,710	14,167	7,543	217,100
Christ Church	Phillipsburg	7.00%	11,329	11,329	-	161,900
St. John's Memorial Church	Pompton Lakes	10.00%	24,520	24,520	-	245,200
St. James' Church	Ramsey	1.80%	5,000	5,000	-	277,777
Christ Church	Ridgefield	10.50%	21,525	21,525	-	205,000
St. Elizabeth's Church	Ridgewood	10.00%	57,500	52,000	5,500	575,000
Church of the Good Shepherd	Ridgewood	23.85%	238,023	238,023	-	998,000
Grace Church	Ringwood	5.00%	1,300	1,300	-	26,000
Church of Our Saviour	Rutherford	6.00%	9,000	9,000	-	150,000
Christ Church	Secaucus	12.50%	9,441	9,441	-	75,500
St. Andrew & Holy Communion	Short Hills	10.00%	125,000	125,000	-	1,250,000
St. Mary's Church	South Orange	3.00%	12,000	5,000	7,000	399,425
St. Dunstan's Church	Sparta	13.00%	30,600	30,600	-	235,367
Calvary Church	Succasunna	10.00%	12,583	12,583	-	125,830
Christ Church	Summit	10.00%	81,600	61,200	20,400	816,000
St. Mark's Church	Teaneck	7.60%	15,000	15,000	-	197,460
Church of the Atonement	Teaneck	4.75%	10,635	10,635	-	223,900
Good Shepherd (combined)	Tenafly	10.60%	34,700	34,700	-	327,400
Grace Church	Towaco	6.01%	11,100	11,100	-	184,766
St. James' Church	Union City	7.50%	9,750	25	9,725	130,000
Church of the Holy Spirit	Upper Montclair	9.60%	47,000	47,000	-	489,600
Church of the Good Shepherd	Verona	7.00%	7,000	7,000	-	100,000
St. Peter's Church	Wantage	6.61%	4,900	4,900	-	74,180
St. Michael's Church	Washington	8.50%	4,696	4,696	-	55,250
Church of the Holy Innocents	Wayne	6.97%	12,000	12,000	-	172,250
Holy Trinity Church	West Orange	8.75%	9,634	9,634	-	110,100
Grace Church	West Orange	9.50%	3,800	3,800	-	40,000
St. Paul's & Resurrection	Westwood	10.50%	11,760	8,000	3,760	112,000
* Did not submit pledge.						145,200
			14,520	14,520	-	

Our Neighborhoods

Dr. Matthew Price

Vice President for Research and Data,

Church Pension Group

Joining God in Shaping Our Future



*The 143rd Annual Convention
of the Episcopal Diocese of Newark • January 27-28, 2017*

WHO ARE MY NEIGHBORS?

- 2015 as compared to 2000 ...
 - More racially and ethnically diverse
 - More likely to be foreign born
 - More likely to have never been married
 - More educated

Data used:

- 2015 American Community Survey
- 2000 Decennial Census

Non-white Population by County

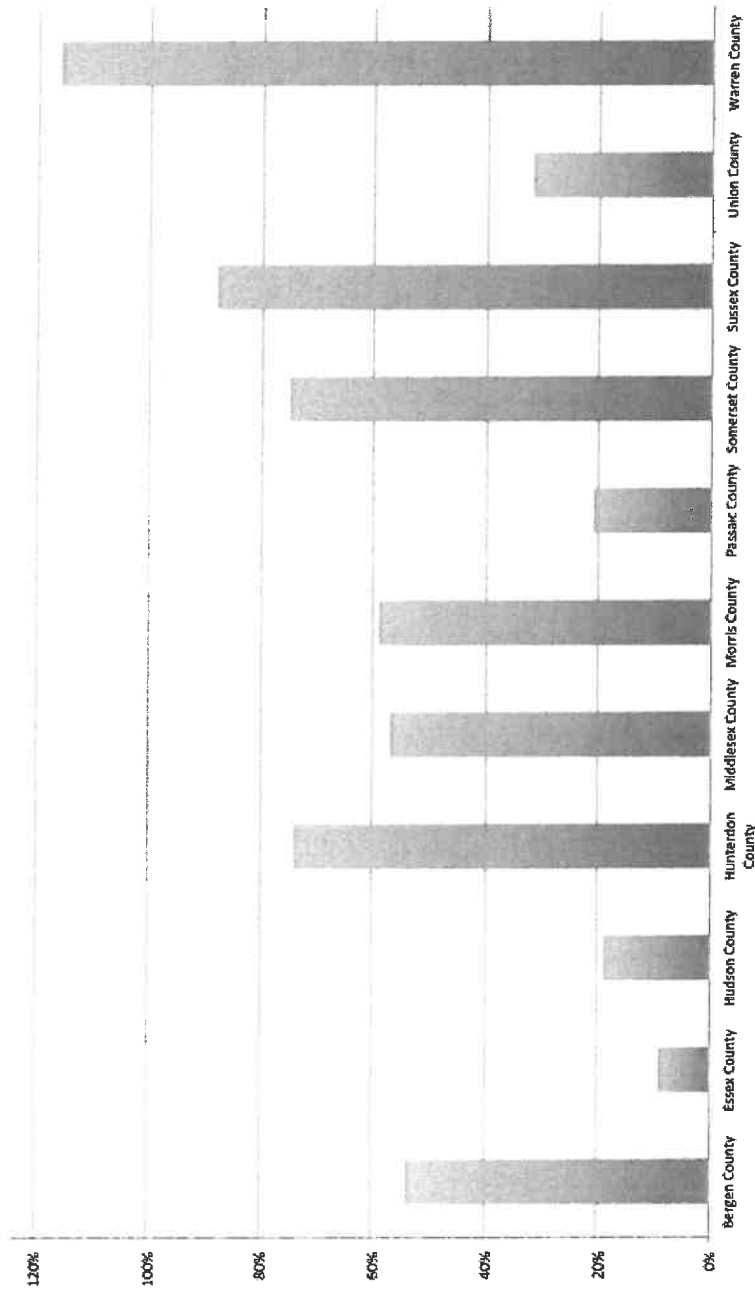
Geography	Total Non-White Population 2000	Total Non-White Population 2015	Non-White Percentage 2000	Non-White Percentage 2015	Percentage Change 00-15
Bergen County	245,165	376,502	27.7%	40.6%	54%
Essex County	494,925	538,774	62.4%	68.1%	9%
Hudson County	393,759	467,824	64.7%	70.6%	19%
Hunterdon County	9,516	16,540	7.8%	13.1%	74%
Middlesex County	285,625	447,553	38.1%	53.9%	57%
Morris County	84,630	134,982	18%	27.1%	59%
Passaic County	237,362	287,939	48.5%	56.7%	21%
Somerset County	76,906	134,349	25.9%	40.6%	75%
Sussex County	9,542	17,936	6.6%	12.3%	88%
Union County	239,196	316,342	45.8%	57.6%	32%
Warren County	8,032	17,382	7.8%	16.2%	116%

Non-White Population: Hispanic, Black, Asian, Native American, and other



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Percentage Change in Non-White Population



Foreign Born Population by County

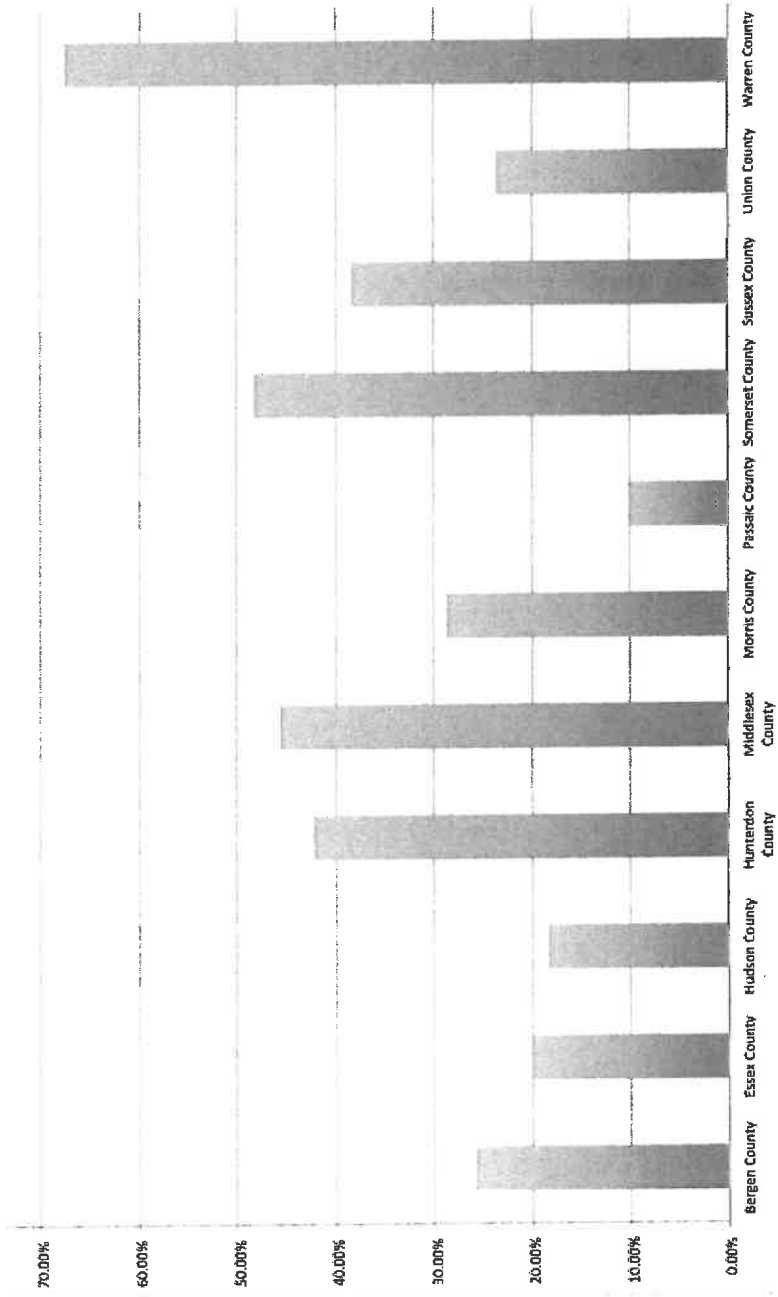
Geography	Total Foreign Born Population 2000	Total Foreign Born Population 2015	Foreign Born % 2000	Foreign Born % 2015	Percentage Change of Foreign Population 00-15
Bergen County	222,301	279,656	25.1%	30.2%	25.8%
Essex County	168,165	202,004	21.2%	25.5%	20.1%
Hudson County	234,597	277,730	38.5%	41.9%	18.4%
Hunterdon County	7,708	10,966	6.3%	8.7%	42.3%
Middlesex County	181,761	264,756	24.2%	31.9%	45.7%
Morris County	72,638	93,590	15.4%	18.8%	28.8%
Passaic County	130,291	143,616	26.6%	28.3%	10.2%
Somerset County	53,937	79,976	18.1%	24.2%	48.3%
Sussex County	8,171	11,316	5.7%	7.8%	38.5%
Union County	130,916	162,001	25.1%	29.5%	23.7%
Warren County	5,917	9,915	5.8%	9.2%	67.6%

Foreign Born includes everyone who was not a U.S. citizen at birth,
including those who became U.S. citizen through naturalization.



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Percentage Change of Foreign Born Population



Whites No Longer the Majority in Four NJ Counties, April 14, 2015

By Briana Vannozzi, Correspondent

- <http://www.njtvonline.org/news/video/whites-no-longer-the-majority-in-four-nj-counties/>

Census Shows 1 in 4 Homes in New Jersey Speak a
Language Other Than English, November 6, 2015
By David Cruz, Correspondent

- <http://www.njtvonline.org/news/video/census-shows-1-in-4-homes-in-new-jersey-speak-a-language-other-than-english/>

Never Married Population by County

Geography	Total Never Married Population 2000	Total Never Married Population 2015	Percentage of the Population Never Married 2000	Percentage of the Population Married 2015	Percentage Never Married 2015	Percentage Change of Never Married Population 00-15
Bergen County	222,798	280,678	25.2%		30.3%	26%
Essex County	285,708	338,809	36%		42.8%	18.6%
Hudson County	225,321	276,975	37%		41.8%	22.9%
Hunterdon County	26,960	34,845	22.1%		27.6%	29.2%
Middlesex County	209,295	281,472	27.9%		33.9%	34.5%
Morris County	112,381	144,476	23.9%		29%	28.6%
Passaic County	152,094	203,030	31.1%		40%	33.5%
Somerset County	71,100	95,214	23.9%		28.8%	33.9%
Sussex County	32,726	40,714	22.7%		27.9%	24.4%
Union County	152,582	203,035	29.2%		37%	33.1%
Warren County	23,356	29,594	22.8%		27.6%	26.7%

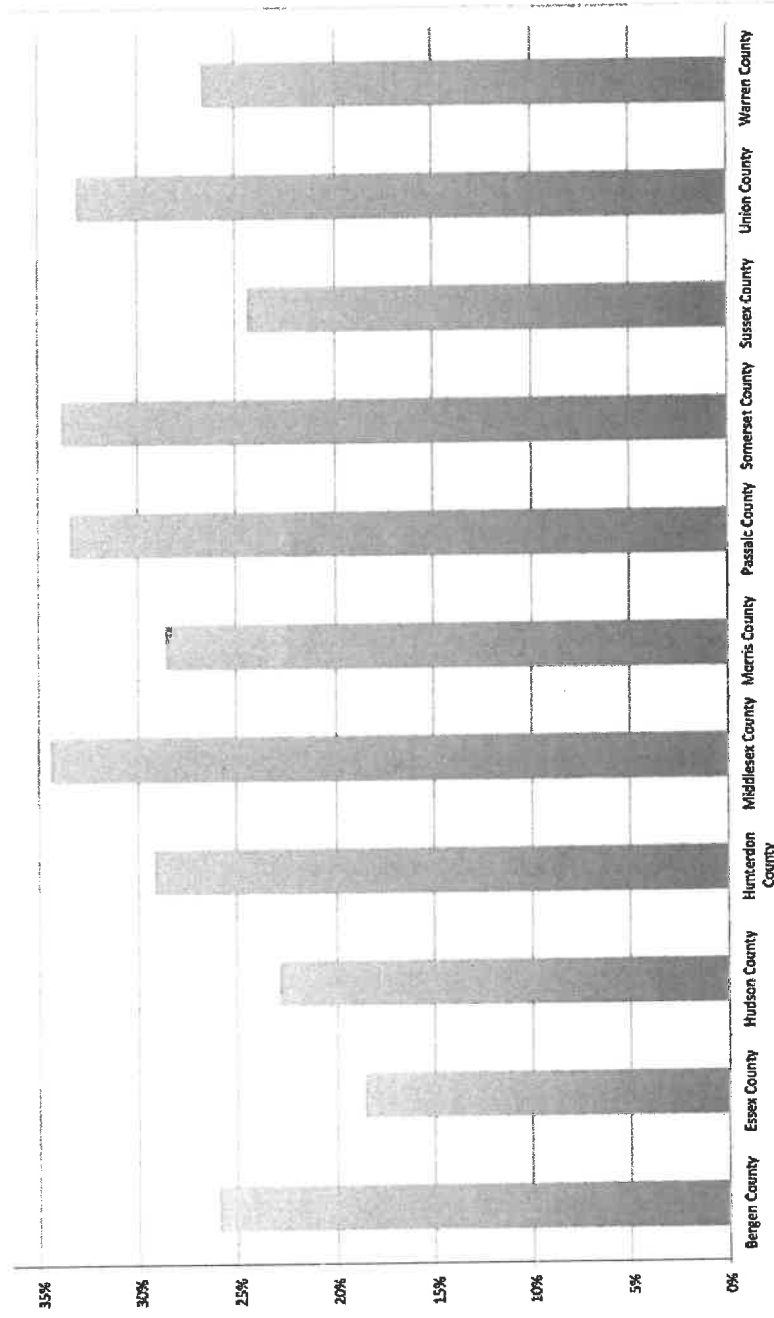
P160

Never Married: Applies to those who have never been legally married or people whose only marriage ended in an annulment. The census counts everyone who is 15 years or older.



143rd Annual Convention of the Episcopal Diocese of Newark • January 27-28, 2017

Percentage Change of Never Married Population



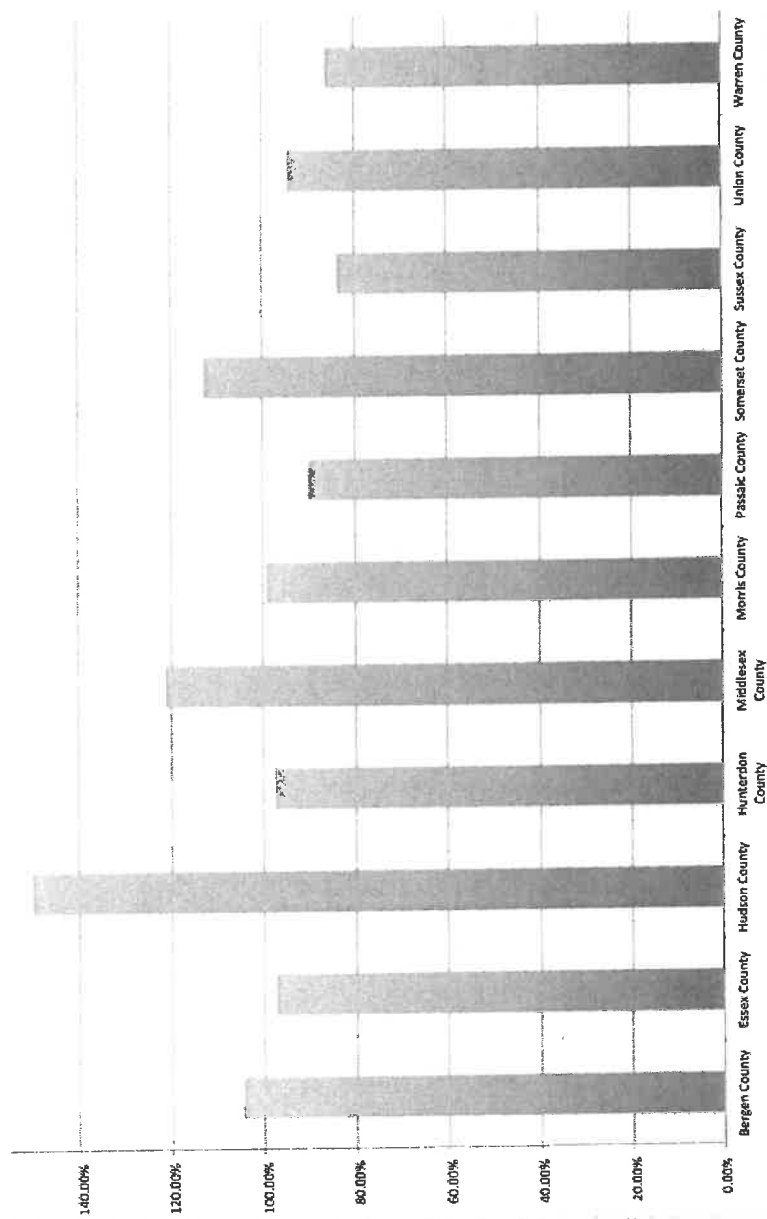
Bachelor Degree Population by County

Geography	Total of Population with Bachelor Degree 2000	Total of Population with Bachelor Degree 2015	Percentage of the Population with Bachelor Degree 2000	Percentage of the Population with Bachelor Degree 2015	Percentage Change of Bachelor Population 00-15
Bergen County	212,188	434,449	24%	46.9%	104.7%
Essex County	130,949	258,856	16.5%	32.7%	97.7%
Hudson County	99,263	248,482	16.3%	37.5%	150.3%
Hunterdon County	31,107	61,484	25.5%	48.7%	97.7%
Middlesex County	153,783	340,423	20.5%	41%	121.4%
Morris County	127,427	254,078	27.1%	51%	99.4%
Passaic County	69,445	131,969	14.2%	26%	90%
Somerset County	81,512	173,567	27.4%	52.5%	112.9%
Sussex County	26,815	49,324	18.6%	33.8%	83.9%
Union County	91,967	178,891	17.6%	32.6%	94.5%
Warren County	17,209	32,061	16.8%	29.9%	86.3%

Education Attainment – Bachelor's Degree: Everyone who is 25 years or older, with a Bachelor's degree or above.



Percentage Change of Bachelor Degree Population



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WHAT'S HAPPENING IN OUR NEIGHBORHOODS?

- **Money**
 - Data used: Housing and Transportation (H+T) index by the Center of Neighborhood Technology.
- **Time**
 - Data used: 2015 American Community Survey
- **Addiction**
- **Relationships**

Affordability Index Housing and Transportation

Geography	Housing and Transportation Cost (Moderate Income)	Monthly Median Rent	Monthly Median Home Owner Cost
Bergen County, New Jersey	76%	\$999.00	\$2809.00
Essex County, New Jersey	61%	\$905.00	\$2384.00
Hudson County, New Jersey	51%	\$1240.00	\$2442.00
Hunterdon County, New Jersey	87%	\$893.00	\$2796.00
Morris County, New Jersey	83%	\$997.00	\$2877.00
Passaic County, New Jersey	66%	\$999.00	\$2431.00
Somerset County, New Jersey	82%	\$1043.00	\$2798.00
Sussex County, New Jersey	78%	\$696.00	\$2365.00
Union County, New Jersey	69%	\$927.00	\$2628.00
Warren County, New Jersey	79%	\$917.00	\$2187.00

Finding Affordable Housing Not Easy in New Jersey, July 8, 2015

By Brenda Flanagan, Correspondent

- <http://www.njtvonline.org/news/video/finding-affordable-housing-not-easy-in-new-jersey/>

Commute Time in Minutes

Geography	Commute to Work in Minutes
Bergen County, New Jersey	76.9
Essex County, New Jersey	70.3
Hudson County, New Jersey	46.2
Hunterdon County, New Jersey	87.8
Morris County, New Jersey	86.4
Passaic County, New Jersey	82.5
Somerset County, New Jersey	86.5
Sussex County, New Jersey	90.8
Union County, New Jersey	76.8
Warren County, New Jersey	89.6



Mahwah Police Take on New Approach Against Heroin Epidemic, October 5, 2015

By Michael Hill, Correspondent

- <http://www.njtvonline.org/news/video/mahwah-police-take-on-new-approach-against-heroin-epidemic/>

Newark Police and Religious Leaders Team Up, December 1, 2016

By Michael Hill, Correspondent

- <http://www.njtvonline.org/news/video/newark-police-religious-leaders-team/>



Joining God in Shaping Our Future

Invitation to Listening to God

through Scripture, One Another, Our Neighborhoods, and Ourselves

Over the past day and a half, you have experienced a taste of what it might be like to listen deeply for God through *Dwelling in the Word*, sharing stories of God's presence, and exploring what might be happening in your neighborhood. This has been a rich time of listening and reflecting together. On behalf of diocesan staff, our Bishop and diocesan leadership, we thank you for joining in this experiment with us.

We believe that God is inviting us into a new way of living together. This involves listening and attending to what God is up to in our congregations, our neighborhoods and ourselves. As you continue on the journey of discerning what God is up to, we invite you and your congregation to say YES to a three-month period of LISTENING.

OVERVIEW

All congregations in the Diocese of Newark are invited to a three-month period of LISTENING which will begin with a Kick-Off event on Saturday, March 4, 2017 and culminate with a Reflection event on Saturday, June 3, 2017.

During this three-month period, congregations will practice LISTENING to God in Scripture, in each other, in their neighborhoods, and in themselves.

Congregations will reflect on how the Holy Spirit is nudging them as individuals and as a congregation.

Congregations are encouraged to incorporate LISTENING into their regular activities in whatever way works for them. Below are some suggestions to consider.

HOW MIGHT WE PRACTICE LISTENING IN OUR CONGREGATIONS?

LISTENING to God in Scripture: *Dwelling in the Word*

Here are a few examples of ways you can introduce the practice of *Dwelling in the Word* into the life of your congregation:

- *Dwelling* could begin Vestry meetings or other committee meetings, grounding them in Scripture.
- *Dwelling* could be used in worship in place of the sermon.
- *Dwelling* could be included in Lenten activities.
- *Dwelling* could be introduced prior to participating in an outreach opportunity. Participants reflect on the connections between the text and their experience.

LISTENING TO God Through One Another: Sharing Stories

Here are a few examples of how you can listen to the stories of God's presence in your congregation:

- Coffee Hour Question of the Week: Invite everyone to ask at least one person where they saw God at work in the last week.
- Conduct casual one-on-one interviews at coffee hour. Ask questions about the experience of being part of your congregation and God's presence in your church.

- Invite youth/older children and older members to interview each other about their lives – or their best experience of being part of your congregation and how they've seen God's presence in your church.

LISTENING to Our Neighbors

Here are a few examples of how you can listen to the stories of your neighbors and the story of your neighborhood:

- Spend coffee hour on a walk around the church's neighborhood with a series of prompts for listening: What did you see? Hear? Smell? What surprised you? What are you curious about? Have landmarks for children to find.
- Put a map on a wall and invite people to walk a neighborhood, highlight it on the map and reflect on what they experienced.
- Two or more people attend a Town Council or Board of Education meeting and simply listen, and then reflect together. Dwell in Luke 10:1-12 beforehand.
- Encourage each other to speak with one person a day/week that you don't know. Reflect on what happened and what you are learning about yourself and God over the three-month period.

HOW DO WE RESPOND?

Fill out the initial contact card and give it to your room facilitator.

Talk with and gain support of Congregational leadership (clergy, vestry or executive committee) for the following:

- A small (3-5 person) team to plan and lead for the three-month period.
- The team attends the two diocesan gatherings on March 4 and June 3.
- In consultation with congregational leadership, the team incorporates listening practices in the life of the congregation.

By February 15, a diocesan representative will check in with your designated initial contact person to answer any questions and see where the Spirit is leading your congregation. Perhaps you will be ready to say YES!

WHAT HAPPENS NEXT?

The TEAM will attend a Kick-Off Gathering on Saturday, March 4, 2017.

A CONGREGATIONAL COACH will be assigned to the team to support the development of a simple action plan based on the congregation's unique context.

The TEAM will take the action plan back to their congregation and experiment with it over the next three months. The CONGREGATIONAL COACH will check in with them periodically for support and encouragement.

The TEAM will attend the Reflection Gathering on Saturday, June 3, 2017.

Clergy are welcome and encouraged – but not required – to attend the Kick-Off and Reflection events.

WHAT CAN I DO RIGHT NOW?

At coffee hour or announcement time, SHARE one thing from your time here at Convention this weekend that gave you energy or hope.

I HAVE QUESTIONS—WHOM DO I CONTACT?

Please contact the Rev. Ginny Dinsmore, Coordinator for Missional Church Strategy, at 973-430-9912 or gdinsmore@dioceseofnewark.org.

Statement on Intent to Study the Sanctuary Church Movement and Engage in Immigrant Justice

To join this effort, please contact the Rev. J. Brent Bates directly at rector@gracechurchinnewark.org or 973-623-1733.

Statement at the 2017 Annual Convention of the Diocese of Newark on Intent to Study the Sanctuary Church Movement and Engage in Immigrant Justice

Bishop, we rise on a point of privilege.

I am Brent Bates, Rector of Grace Church in Newark and I'm gathering here with at least 24 lay and clergy deputies to this convention.

Dear Bishop Beckwith, Secretary King, Chancellor Sammons, and my dear fellow deputies to this 2017 Annual Convention of the Diocese of Newark:

In light of recent events, including recent announcements by our President regarding the curtailment of executive protective orders for non-criminal undocumented immigrants, such as under DACA (the Deferred Action for Childhood Arrivals), the end to so-called Sanctuary Cities, such as Newark, and most recently the executive order that has stranded immigrants in airports around the world, and specifically the two people as of this morning allegedly being unlawfully detained at Kennedy International Airport in New York, we appreciate your attention for a few minutes, and the privilege granted by Bishop Beckwith and John King to speak to you for a few moments regarding our intent (and our encouragement of everyone who shares these concerns) to study the Sanctuary Church Movement and engage in immigrant justice, as a diocese, as well as in our parishes and as individual Christians.

On Friday John Mennell at St. Luke's in Montclair, Joseph Harmon at Epiphany-Christ Church in Orange, Dave Sullivan at Church of the Messiah in Chester, and I joined at least 3 dozen interfaith and ecumenical clergy and laypeople from around the State of New Jersey, including at least 3 more Episcopalians from the Diocese of New Jersey, at the Faith in New Jersey meeting regarding the possibility of establishing Sanctuary Congregations in New Jersey. Faith in New Jersey is an affiliate of the national PICO community organizing network, which is engaging the Sanctuary Church Movement. We heard compelling presentations by clergy, laypeople, lawyers, and undocumented immigrants now threatened by deportation due to the current political climate we all find ourselves within.

Within our diocese, and within each of our own parishes, we have a membership of many immigrants from throughout the world. While many may be documented, we certainly do have some number of undocumented members, who are now at risk of deportation, not

because they are criminals, but because of the very complicated issue of immigration, and the reality that undocumented peoples are being treated inhumanly like a political card to be played.

Now, we know that we, the 400 deputies of this convention, are not likely unified on political views in regard to anything, including policies of immigration. My purpose is not to convince anyone of a particular political position. But this is not about a particular candidate, politician, party, or political platform. It doesn't matter who we voted for or who we support or don't support.

However, we believe that the Hebrew Scriptures tell us that we are to respect and treat with respect the "alien," because we too were once "aliens" in a foreign land. And that such teachings were echoed and endorsed by Jesus. The second greatest command of our Lord Jesus Christ, after loving God with all our being, and our commitment in our baptismal covenant, to love our neighbor as ourselves, his clear teaching that even the scorned Samaritans of his time were to be considered neighbors and not strangers, his example even to cross the Samaritan border and stay among them, and his teaching that when the "Son of Man comes in his glory" and "all nations will be gathered before him," the only thing that will then separate humankind is whether or not we fed, clothed, cared, visited, and welcomed him when he was "a stranger," when we encountered him in the "least of these" in the family of God.

Therefore, we are calling, not in an official form of a resolution for debate, but in an unofficial, but we hope an even more effectual way, for the study in this diocese of the Sanctuary Congregation movement, what TEC is and will be doing, what other dioceses have and will be doing, and what we might do as a diocese, parishes, and individual Episcopalians and Anglicans, in regard to our current national and international situation regarding immigrants and refugees. We hope to include our chancellor, the bishop, and other interested clergy and laypersons in this study, with possible recommendations for future actions as a diocese, parishes, or individuals. And we are offering our hearts, minds, and bodies to this work. Stating only our names and congregational or other affiliation, we are:

Brent Bates, Grace Church in Newark; Pam Bakal, Grace Church in Nutley; Gail Barkley, Trinity & St. Philip's Cathedral in Newark; Cynthia Black, Church of the Redeemer in Morristown; Ken Boccino, St. George's in Maplewood; Anne Bolles-Beavens, Holy Innocents in West Orange; Mark Collins, All Saints in Glen Rock; Gary Commins, Church of the Incarnation in Jersey City; Jim Cramer, Grace Church in Newark; Tracy Cummings, Grace Church in Newark; Mary Davis, St. Paul's in Chatham; Peter DeFranco, St. Peter's in Clifton; David DeSmith, St. David's in Kinnelon; Deborah Drake, St. Agnes in Little Falls; Sylvester Ekunwe, St. George's in Maplewood; Martha Gardner, St. George's in Maplewood; Keith Gentry, St. Michael's in Wayne; Melissa Hall, St. James Church in Upper Montclair; Joseph Harmon, Epiphany -

Christ Church in Orange; Rose Hassan, Church of St. Luke and St. Mary, Hope and Belvidere, NJ; Audrey Hasselbrook, St. James in Upper Montclair; Patrice Henderson, St. Andrews & Holy Communion in South Orange; Gregory Jacobs, Diocese of Newark; John A. King, St. Andrew's in Harrington Park; Chris McCloud, Archdeacon for Administration & Formation; John Mennell, St. Lukes in Montclair; Tim Mulder, Christ Church in Short Hills; Tom Murphy, St. Paul's in Jersey City; Margaret Otterburn, Church of the Messiah in Chester; Gregory Perez, Trinity Parish in Bergen Point, Bayonne; Rod Perez-Vega, St. John's in Dover; Diane Riley, Good Shepherd in Lincoln Park & Montville; Laura Russell, All Saints in Hoboken; Susan Sica, St. Gregory's in Parsippany; Willie Smith, Trinity Episcopal Church in Cliffside Park; Sonia Waters, Princeton Seminary; Chris Whitaker, Christ Church in Short Hills; Diana Wilcox, Christ Church in Bloomfield/Glen Ridge; Vanessa Wigfall, Trinity & St. Philips Cathedral in Newark; Sandye Wilson, St. Andrews & Holy Communion in South Orange; Hilary Won, All Saints Episcopal Korean in Bergenfield; Laurie Wurm, Grace Church Van Vorst in Jersey City; Young Yoon, All Saints in Leonia



143rd Annual Convention of the Episcopal Diocese of Newark

Reports Filed by Title

Includes the Reports from:

Diocesan Council

•

Commission on Ministry

•

**Trustees of the Episcopal Fund
and Diocesan Properties**

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Reports received as of January 26, 2017

The Full slate of reports that would be submitted will be made available in the Diocesan Journal later this year.

REPORT OF THE STATE OF CONGREGATIONS AND CLERGY FOR THE YEAR 2016

The year 2016 saw the Diocese of Newark take significant steps on the journey of Joining God in Shaping Our Future, embracing the paradigm of the missional church. Whether it is called the Jesus Movement (a term introduced by the Presiding Bishop), Joining God in the Neighborhood, or Emerging Church, the missional church challenge in the 21st century is to move our congregations beyond a maintenance/survival concept of the church that is rooted in institutional self-preservation. Instead, the congregation is seen as the spiritual center for deep listening and discernment, forming disciples for evangelism and engagement with the world outside the church's doors. In doing so, we learn to discern and embrace **God's Mission** in our neighborhoods-- not in our own self-prescribed and self-proclaimed mission.

So to live into being missional congregations, each community of the faithful must recognize the realities facing the 21st Century Church:

- The Collapse of the Church Culture. It can no longer be assumed that the members of the church, far less the people in our neighborhoods are biblically literate or understand the teachings of the church. We must discover our own stories within the biblical narratives and be willing to share them with our own members as well as those in our communities.
- Shifting from Church Growth to Kingdom Growth. Congregations are called by the Great Commission to make disciples in furtherance of God's Kingdom, helping them grow in their faith and equipping them to participate more fully in God's mission. Preoccupation with merely growing congregations at the expense of spiritually feeding them is not the manna that feeds missional congregations.
- Preparing All of God's People for Ministry. This requires moving beyond agendas designed to serve the needs of the institutional church (budgets, buildings, and boilers). In the missional church, all of God's baptized are seen as missionaries--those who are sent out to live and share the gospel in their local contexts.
- Spiritual Formation as Essential. Each congregation taking seriously and with intention its responsibility to nurture people in the faith and prepare them to live out their faith. This is understood as the vocation of all the church's members and not just the clergy.
- Shifting Our Focus from Program Planning to Preparation for Community Engagement. Rather than a preoccupation with planning and policy-making, missional congregations take time to listen to one another, people in their communities, and most importantly to the Holy Spirit. People are led by their passions to engage in new ministries through deep listening and discernment of what God is up to, and are willing to take risks for the sake of the gospel.
- The Necessity of Apostolic Leadership. The missional church intentionally seeks out, trains and equips visionary leaders (lay and clergy) who are faith-filled and faithful to God's mission to transform the church.

Excerpted and expanded from: A Field Guide for the Missional Congregation by Rick Rouse and Craig Van Gelder.

Congregational Challenges Of continuing concern is the rising number of congregations that can no longer afford full time clergy. Over 50% of our congregations presently fall into that category, mirroring the national church where the vast majority of our congregations have an average Sunday attendance of less than 75 and over 40% of Episcopal congregations are served by part time clergy. For now and well into the foreseeable future, achieving financial vitality will not be a viable option for these places. Aging buildings, shrinking numbers of members, dwindling pledges, as well as increased costs associated with clergy compensation and benefits are conspiring to create a new reality that embodies a theology of scarcity instead

of a theology of abundance. In addition, many of our congregations have become dependent upon rental income as a major contributor to their budgets, postponing the inevitable day of reckoning when a valued tenant moves out, creating a budget gap that cannot be closed.

And yet, many of our part time congregations exhibit a robust sense of ministry and mission and are experiencing a wonder-filled sense of God's presence in spite of financial challenges.

The Emerging Role of the Diocese. The Bishop's admonition from his 2016 Convention address that "Business as usual is no longer an option" applies to our diocese as well. The Diocese is no longer able to fulfill past expectations that it could provide the financial and people resources necessary to guarantee the vitality and viability of every congregation. Nationally, dioceses too are facing the reality of shrinking budgets due to ever-decreasing pledges of support from congregations and the inability to financially maintain diocesan staffs capable of responding to the growing demands of congregations, particularly those who are in financial crisis. Further, it is becoming clear that the one-size fits all congregational development strategies of former decades simply do not meet the challenges faced by our 21st century congregations. Church growth and stewardship programs that promised higher attendance and dramatic increases in pledges have proved to be woefully inadequate in reversing the downward spiral experienced by an ever-increasing number of congregations.

The emerging role of the diocese now appears to one of providing strategic resources and training that will make it possible for congregations to actively and constructively explore new models of ministry unique to their particular context. In some cases, we have provided neighboring congregations with resources to enable them to initiate conversations that have led to shared and collaborative ministries. Such conversations have already borne fruit as several congregations are now voluntarily exploring what sharing clergy, collaborative outreach ministry, and in some cases, consolidation of congregations might mean for them, holding the promise that these places will not only survive but thrive as well. Recent collaborative ministries in Hope/Belvidere, Jersey City, Hackensack, Lincoln Park/Towaco, and Orange/East Orange are providing us with significant learnings about how we can best address the challenges of our 21st century congregations.

Equally important is to begin focusing on specialized ministries in the diocese, utilizing trained missionaries in urban areas such as Jersey City and among ethnic populations in our Hispanic/Latino communities. In addition to modest funding from the diocesan budget, we are hoping to identify other financial resources, such as endowments and assets from the sales of closed churches to provide meaningful opportunities for new ministry and missional church initiatives.

Significant Congregation Transitions in 2016.

- **St. Thomas Church, Vernon.** On October 30, the congregation of St. Thomas, Vernon and its priest-in-charge, the Rev. Dr. Howard Whitaker held its final service. The decision to close was made following a year of discernment during which the Executive Committee and the congregation with the guidance of the diocese examined the continued vitality and viability of its ministry. Particularly difficult was facing the reality of having to let go of its unique ministry to hikers on the Appalachian Trail that had provided rest and respite for many over the years. Located in the far north-eastern part of the Diocese, St. Thomas was challenged throughout its existence financially with a congregation that rarely exceeded 50 on most Sundays. While the community grew modestly in the early 2000s, Vernon and surrounding communities have sustained continuing losses of population in recent years. The church property is currently being rented to a Christian congregation already established some miles away but seeking to plant a church in the Vernon area.
- **Church of the Epiphany & Christ Church, Orange.** Our 143rd Convention will welcome a new ministry embodied in the consolidation of Epiphany Church, Orange and Christ Church, East Orange which closed in November 2015. Facing significant challenges in attempting to maintain a church that incurred overwhelming repair and maintenance costs, the vestry of Christ Church voted to close in

2015. Nevertheless, a strong and vital congregation and ministry survived and sought to enter into a sharing/collaborative arrangement with Epiphany Church located less than a mile away on the same street. Under the skilled leadership of the Rev. Joseph Harmon who initially served as clergy in charge of the separate congregations, the respective vestries and congregations undertook a deliberate and well-conceived plan designed to explore what the Spirit might be saying about the future of these congregations under one roof.

Clergy Ministry Transitions

During the year 2016 the following clergy ministry transitions took place:

Clergy Transitions 2016

Departures

The Rev. Briggett J. Keith, Rector, Holy Trinity Church, Hillsdale	June 30
The Rev. Robert Hagler, OHC, Vicar, St. Andrew's Church, Newark	January 31
The Rev. Lauren Ackland, Rector, Grace Church, Madison	June 30
The Rev. Julian Eibin, Rector, St. John's Church, Ramsey	May 31
The Rev. Lesley Hay, Priest Associate, Grace Church, Madison	May 11
The Rev. Rosa Brown, Priest-in-Charge, St. Paul's Church, Paterson	June 24
The Rev. J. Barrington Bates, Interim Priest, St. Peter's, Essex Fells	July 31
The Rev. Deacon Erik Soldwedel, Director, NEWARK ACTS	August 31
The Rev. Marge Lindstrom, Seaman's Institute	December 21

Calls

The Rev. C. Melissa Hall, Rector, St. James, Upper Montclair	February 1
The Rev. Bowie Snodgrass, Curate, Christ Church, Short Hills	June 1
The Rev. Susanna Cates, Priest Associate, St. Pater's, Morristown	June 1
The Rev. Debra M. Brewin-Wilson, Rector, St. Mary's Church, Sparta	October 11
The Rev. Nathan Huddleston, Curate, Calvary Church, Summit	July 15
The Rev. Anthony Puca, Rector, Grace Church, Westwood	January 2, 2017
The Rev. Elizabeth Costello, Associate Rector, Christ Church, Ridgewood	December 4

Appointments

The Rev. Petero Sabune, Interim Priest, Trinity & St. Philip's Cathedral	January 17
The Rev. Gary Commins, Priest-in-Charge, Church of the Incarnation, Jersey City	February 7
The Rev. Anne Bolles-Beaven, Priest-In-Residence, Church of the Holy Innocents, West Orange	January 1
The Rev. Joy Rose, Priest-in-Charge, St. Luke's, Haworth	August 15
The Rev. Robert Morris, Interim Priest, St. Peter's, Essex Fells	August 22
The Rev. Deacon Barbara Harriman, Deacon, Christ Church, Pompton Lakes	September 1
The Rev. Richard Hogue, Vicar, Christ Church Harrison & Jersey City Missioner	September 25
The Rev. Ronnie Stout-Kopp, Interim Priest, Holy Trinity Church, Hillsdale	October 23
The Rev. Richard Maxwell, Interim Priest, Grace Church, Madison	November 7
The Rev. Lesley Hay, Priest-in-Residence, Good Shepherd Episcopal Church, Montville	November 1

Acceptance of Letters Dimissory

The Rev. Deacon Jacques Girard, Diocese of New York	January 21
The Rev. Rosa Brown, Diocese of Los Angeles	February 4
The Rev. Joy Rose, Diocese of Central Florida	September 9

The Rev. Debra Brewin-Wilson
The Rev. Nathan Huddleston

September 21
November 22

Letters Dimissory Transferred

The Rev. Martha Metzler (Diocese of Missouri)
The Rev. Beth Rauen Sciaino (Diocese of New Jersey)

January 6
March 8

Ordinations to the Vocational Diaconate

Jill Singleton
Nancy Hansen

December 17
January 7, 2017

Ordinations to the Transitional Diaconate

Sylvester Ekunwe
Cathie Studwell

December 10
December 10

Ordinations to the Priesthood

The Rev. Young Yoon
The Rev. Richard Hogue
The Rev. Bowie Snodgrass
The Rev. Nathan Huddleston

June 18
September 24
October 15
October 29

Reception to the Episcopal Church

The Rev. Michael Muller

October 15

Celebrations of New Ministry

The Rev. C. Melissa Hall, Rector, St. James, Upper Montclair
The Rev. Ellen Kohn Perry, Priest-in-Charge, Christ Church, Budd Lake
The Rev. Gary Commins, Priest-in-Charge, Church of the Incarnation, Jersey City
The Rev. Deborah Brewin-Wilson, Rector, St. Mary's Church, Sparta

April 9
April 16
May 21
December 10

Faithfully yours in Christ,

Greg +

The Rev. Canon Gregory A. Jacobs
Canon to the Ordinary & Chief of Staff

January 27, 2017

2016 ACTS/VIM FUND and ALLELUIA FUND

ACTS/VIM (A Commitment to Serve/Ventures in Mission) provides financial support for programs that

1. Connect congregational development and community outreach;
2. Promote inclusivity and welcoming of outsiders (or program beneficiaries) into the Episcopal Church;
3. Foster and broaden clergy and lay leadership in the congregation;
4. Demonstrate responsible stewardship of resources;
5. Offer creative vision for the church's witness and presence in the community;
6. Promote collaboration and cooperation; and
7. Promote initial resources for new endeavors (seed money), which might otherwise be difficult to fund.

The ALLELUIA FUND for OUTREACH supports projects in the following areas: Food, Shelter, Education, and International Programs supported by a Diocesan faith community or its member(s).

The ACTS/VIM board and ALLELUIA FUND board members currently together as one to administer both programs in two separate cycles. Except for members of the Executive Committee, board members spent approximately twenty (20) hours per cycle attending one board meeting, at least one site visit and one day of presentations/deliberations.

ACTS/VIM applications were submitted during the first quarter of the calendar year. ALLELUIA FUND applications were accepted during the last quarter. In each case, the Executive Committee first met to determine if the applications fell under the guidelines of the grant program. Accepted applications were forwarded to the full board. The board met to discuss the applications. Members agreed to act as liaisons and scheduled site visits with applicants. Liaisons submitted reports on their site visits, and the board met with applicants, or their representatives, who made presentations and answered questions from the board. After all the applicants were seen, the board met further to determine funding amounts. The board's recommendations were then submitted to Diocesan Council for approval.

In May, Diocesan Council approved a total of \$155,000 for eighteen ACTS/VIM grant programs throughout the diocese. In December, ALLELUIA FUND awards totaling \$177,000 were approved to support the work of 33 organizations. The complete lists of 2016 grant recipients are attached.

The Board continued to explore ways to make the grant application process more accessible, including changes in wording on the applications and a more cohesive budget form. In addition, we received input from the Advisor to the Bishop for Development. Also, during the site visits and presentations, we were able to recommend additional sources for possible funding and resources, and we suggested ways for applicants to work together and learn from each other.

ACTS/VIM and THE ALLELUIA FUND help to make this diocese an invaluable resource for those planning and implementing community service programs, promoting the good news of God's kingdom and spreading the love of Christ, both here and abroad. Board members routinely express feeling honored and privileged to be trusted with responsibility for this area of stewardship as well as excitement for the opportunity to serve.

2016 Executive Committee: Donna Field, The Rev. Tom Matthews, The Rev. Laurie Wurm
Board Members:

The Rev. Bernard Poppe	St. George's Church, Maplewood
Mr. Sidney King	Church of the Incarnation, Jersey City
Mr. Michael Otterburn	Church of the Messiah, Chester
Ms. Armantina Paleaz	St. Paul's Church, Paterson
Mr. Arnie Peinado	Christ Church, Short Hills
Mr. Mark Trautman	St. Paul's Church, Englewood
Ms. Martha Anderson	St. John's Memorial, Ramsey
Mr. Marc Hembree	St. Paul's Church, Montvale

Summary of Applications ACTSVIM Fund 2016 Cycle
Funds Available: \$155,000

Grant ID	Application Church	Application Project	Requested	Granted
AV-16-01	Newark School of Theology	NST Scholarship Program	\$20,000.00	\$11,000.00
AV-16-02	Newark Shared Ministry	High School Equivalency Tutoring	\$20,000.00	\$15,000.00
AV-16-03	Chester, Church of the Messiah	Senior Resource Center	\$10,000.00	\$7,500.00
AV-16-04	Teaneck, Christ Church	Faith, Hope & Love Food Pantry	\$9,000.00	\$7,750.00
AV-16-05	Newark, Grace Church	The Choristers Program of Grace Church	\$5,000.00	\$5,000.00
AV-16-06	Bergenfield, All Saints' Episcopal Korean	Korean Culture School Program	\$20,000.00	\$5,000.00
AV-16-07	Verona, Church of the Holy Spirit	Holy Spirit Food Pantry	\$5,000.00	\$5,000.00
AV-16-08	Bayonne, Trinity Church	Sponsoring EfM Program	\$3,500.00	\$2,000.00
AV-16-09	Ringwood, Church of the Good Shepherd	Bible Sunday School Summer Camp	\$3,000.00	\$3,000.00
AV-16-10	West Orange, Holy Trinity Church	Food Pantry Stipend	\$10,000.00	\$9,250.00
AV-16-11	All Saints Community Service &	Jubilee Center Childrens' Program	\$20,000.00	\$12,000.00
AV-16-12	Englewood, St. Paul's Church	St. Paul's Choir School	\$10,000.00	\$9,000.00
AV-16-13	North Porch Women's & Infants Center	diapers and food supplements	\$20,000.00	\$16,000.00
AV-16-14	Clifton, St. Peter's Church	Healthy Food Initiative	\$20,000.00	\$15,000.00
AV-16-15	Hasbrouck Heights, St. John the Divine	Care on the Corner Programs	\$10,000.00	\$7,500.00
AV-16-16	Hope, St. Luke's Church	Haven of Hope for Kids	\$5,000.00	\$5,000.00
AV-16-17	St. Paul's CDC, Paterson	CDC - Emergency Men's Shelter	\$20,000.00	\$10,000.00
AV-16-18	Jersey City, Grace Church Van Vorst	Grace Community Services	\$15,200.00	\$10,000.00

Total Requested \$225,700.00 \$155,000.00

Summary of Applications

Alleluia Fund 2016 Cycle
Funds Available: \$177000

Grant ID	Application Church	Application Project	Requested	Granted	Grant Request Type
ALF-16-01	Hope, St. Luke's Church	Haven of Hope for Kids	\$9,000.00	\$5,000.00	Pastoral Care
ALF-16-02	Hoboken, All Saints' Church	All Saints Community Service &	\$10,000.00	\$5,000.00	Education / occupation
ALF-16-03	Newark School of Theology	NST Tuition Offsets	\$5,000.00	\$2,000.00	Education / occupation
ALF-16-04	Pompton Lakes, Christ Church	Shepherd's Haven Adult Day Care Center	\$4,290.00	\$3,000.00	Social Adult Day Center
ALF-16-05	Newark, St. John's Roman Catholic	St. John's Feed The Hungry	\$10,000.00	\$5,000.00	Food/personal care items
ALF-16-06	Jersey City, Grace Church Van Vorst	Grace Community Services	\$10,000.00	\$5,000.00	Food/personal care items
ALF-16-07	Good Shepherd Sustainable Learning	Construction of Religion Classroom (with	\$15,000.00	\$8,000.00	International
ALF-16-08	Family Promise of Sussex County	Shelter Funding Support	\$6,000.00	\$4,000.00	Shelter / housing
ALF-16-09	Orange, Church of the Epiphany	Epiphany (& Christ) Food Pantry	\$10,000.00	\$5,000.00	Food/personal care items
ALF-16-10	Hasbrouck Heights, St. John the Divine	Care on the Corner Community Service	\$5,000.00	\$3,350.00	Education / occupation
ALF-16-11	Communities of Faith for Housing	The Hoboken Shelter	\$10,000.00	\$5,000.00	Food/personal care items
ALF-16-12	Chester, Church of the Messiah	Senior Resource Center	\$12,000.00	\$6,000.00	Education / occupation
ALF-16-13	Newark, North Porch	diapers and food supplements	\$10,000.00	\$5,000.00	Food/personal care items
ALF-16-14	United Community Corporation	Emergency Services	\$10,000.00	\$5,000.00	Shelter / housing
ALF-16-15	Montclair, St. Luke's Church	Toni's Kitchen - Healthy Backpack	\$10,000.00	\$5,000.00	Food/personal care items
ALF-16-16	Clifton, St. Peter's Church	St. Peter's Haven - Healthy Food Pantry	\$20,000.00	\$6,000.00	Food/personal care items
ALF-16-17	Kakaasi COU Christian Women	Purchase of Sewing Machines	\$6,850.00	\$6,850.00	International
ALF-16-18	Meeting Emergency Needs with Dignity	Healthy Pantries, Healthy Patrons	\$8,000.00	\$5,000.00	Food/personal care items
ALF-16-19	Family Promise of Bergen County	Shelter Funding Support	\$25,000.00	\$8,000.00	Shelter / housing
ALF-16-20	Englewood, St. Paul's Church	St. Paul's Choir School	\$5,000.00	\$3,000.00	Education / occupation
ALF-16-21	Global AIDS Interfaith Alliance	Rural Malawian Health & Education	\$5,000.00	\$5,000.00	International
ALF-16-22	Morristown, St. Peter's Church	The Afterschool on South	\$9,000.00	\$4,500.00	Education / occupation
ALF-16-23	Newark, Apostles' House	Furnishings for Transitional Housing	\$10,000.00	\$7,500.00	Shelter / housing
ALF-16-24	St. Paul's CDC, Paterson	CDC - Emergency Men's Shelter	\$15,000.00	\$6,000.00	Shelter / housing
ALF-16-25	Hoboken, St. Matthew Trinity Lunchtime	Food & Supply Costs	\$10,000.00	\$4,000.00	Food/personal care items
ALF-16-26	Interfaith Food Pantry of the Oranges	Purchase of Fresh Produce	\$7,000.00	\$5,000.00	Food/personal care items
ALF-16-27	Garden State Episcopal CDC	Emergency Motel Placements	\$10,000.00	\$5,000.00	Shelter / housing
ALF-16-28	Boonton, St. John's Church	Cedar Hill CDC - Community After School	\$6,000.00	\$4,000.00	Education / occupation
ALF-16-29	Greater Life Inc.	Kidstitute Education Enrichment Program	\$5,400.00	\$3,000.00	Education / occupation
ALF-16-31	Essex County LGBT RAIN Foundation	Emergency Housing for LGBT Youth	\$10,000.00	\$7,500.00	Shelter / housing
ALF-16-32	First Friends of New Jersey & New York	Immigration Custody Post Release	\$30,000.00	\$18,300.00	Shelter / housing
ALF-16-33	Belvidere, St. Mary's Church	Afghan School Project	\$4,000.00	\$2,000.00	International
ALF-16-34	Lutheran Episcopal Advocacy Ministry	Advocacy Education & Supporting	\$5,000.00	\$5,000.00	Social Justice

Total Requested \$327,540.00 \$177,000.00

The Commission on Ministry – Convention Report on 2016

The function of the Commission on Ministry is to assist individuals in the discernment of ministry. For some, this might be ordained ministry as a deacon or priest. For others, this might mean a deeper commitment to lay ministry. The Commission advises the bishop on the progress of those desiring to pursue ordination and those who have been admitted to the ordination process. It also makes recommendations to the Bishop and the Standing Committee on candidates for ordination. The Commission, comprising the Committee on the Priesthood and the Committee on the Diaconate, continued to meet monthly as a committee of the whole for prayers and a meal, following which each Committee met separately to consider issues before them. In April, the Commission held its annual Evening of Discernment, which was attended by aspirants wishing to enter the ordination process for the priesthood and the diaconate. It also organized a retreat for postulants in the ordination process for both orders. The Committee also met jointly during the year to begin discussion on issues relation to race and the ordination process.

The Committee on the Diaconate

The Committee on the Diaconate continued to assist individuals pursuing the process towards ordination to the diaconate. It organized conferences for those persons in the process, and appointed liaisons to provide guidance and advice to those persons. As part of the education requirements for ordination to the diaconate, the Committee, through its Tinning School of Deacons, organized courses on the concept of diakonia, social justice issues and practical liturgy for deacons.

During 2016, the following individual was ordained deacon:

1. The Reverend Jill Singleton (December)

Ordinands (as at 31 December 2016)

Ms. Nancy Hansen (Church of the Good Shepard, Wantage)

Postulants (as at December 31, 2016):

1. Mr. Joseph Boney (Trinity Church, Bayonne)
2. Mr. Marvin Walker (St Stephen's, Milburn)

During the year, the Committee said goodbye to the Deacon Barbara Harriman, the Reverend Diane Rhodes, Ms Francina de Shong, the Reverend Brigett Keith and Deacon Erik Soldwedel. The Committee would like to thank them wholeheartedly for their service.

Respectfully submitted,

Archdeacon Peter Jackson
Chair, Committee on the Diaconate
The Committee on the Priesthood

In 2016 the Committee on the Priesthood continued its work of guiding individuals through the priestly ordination process. As in the past, this work involves training and supporting parish discernment committees, holding several conferences through the year, and hosting the Evening of Discernment for anyone in the diocese hearing a call to ordained ministry or to a deeper commitment to lay ministry. The Committee, on an ongoing basis, works to enhance and adapt the process of educating and forming individuals for the priesthood in light of the current challenges facing the Church .

Postulants (as of December 31, 2016)

Mr. David Jones (Church of the Redeemer, Morristown)
Mr. Leonard Roberts (Christ Church, Bloomfield/Glen Ridge)
Ms. Armantina Pelaéz (St. Paul's, Paterson)

Ordained to the Transitional Diaconate in 2016:

The Rev. Sylvester Ekunwe
The Rev. Cathie Studwell

Ordained to the Priesthood in 2016:

The Rev. Richard Hogue
The Rev. Michael Muller
The Rev. Young Yoon

Respectfully submitted,
Mr. Larry Sunden
Chair, Commission on Ministry

COMMUNICATIONS REPORT

New diocesan website launched

In November 2016 the Communication Office launched an upgraded and redesigned website at dioceseofnewark.org. The site is optimized for use on mobile devices, and uses the powerful Drupal 7 content management platform, replacing the Drupal 6 site launched in 2011.

All of the same content continues to be available, with a cleaner organization that highlights content intended for the general public, as well as improved navigation and bolder images.

The new site was developed with professional assistance from BackOffice Thinking of West Chester, PA, a small website development company focusing on non-profits which was recommended by the Diocese of Olympia. The development took place over four months, August-November 2016.

Nina Nicholson, the diocesan Director of Communications and Technology, and Randy Johnson, Administrator for Diocesan Ministries, worked with designers and developers from BackOffice Thinking to create the new site. Jan Paxton and John Rollins of the diocesan Technology Committee helped with user acceptance testing before the site's launch.

Support for congregations' communications efforts

In 2016 the **Church Website Project** (dioceseofnewark.org/church-website-project) launched five new sites, bringing the total to 20. One out of every five churches in the diocese now has a versatile, attractive website, based on the Drupal 7 platform, with the technology maintenance and hosting provided free of charge by the diocese.

At the Episcopal Communicators Conference in April 2016, the **Geeks for God blog** (dioceseofnewark.org/geeks) received an Award of Merit – second place – in the category “General Excellence: Blog.”

The diocesan Technology Committee has continued to provide **free consulting services** to churches on issues around websites, e-newsletters and social media.

As always, many thanks to the members of the diocesan Technology Committee, which includes diocesan staff member Randy Johnson and volunteers Jan Paxton, John Rollins, Steven Boston, Ken Boccino and Cliff Cernek, for their invaluable work on these projects.

Diocesan e-newsletters

In spring 2016 **The VOICE Online and Leadership News e-newsletters** (dioceseofnewark.org/e-news) started a new publication schedule which allows for all the same content to be provided with less staff time required for e-newsletter production.

Instead of publishing both e-newsletters bi-weekly on a rotating schedule, *Leadership News* is now published monthly on the last Wednesday with all administrative news for the following month, for a total of 12 issues a year, or about 1/3 fewer issues per year. *The VOICE Online* is now published twice a month September-May (on the first and third Wednesdays) and once a month June-August (third Wednesdays only) for a total of 21 issues a year, a slight reduction from previous years.

Subscribers to *The VOICE Online* have held steady and currently stand at 2023; subscribers to *Leadership News* increased by just over 100 to 1526.

Diocesan social media

In 2016, followers of diocesan social media increased at a higher rate than e-newsletter subscribers. As of this writing, the **diocesan Facebook page** (facebook.com/dionewark) has 1452 followers, a 28% increase from one year ago; the **diocesan Twitter feed** (twitter.com/dionewark) has 1524 followers, a 15% increase.

TECHNOLOGY REPORT

Hardware upgrades in 2016

In 2016 a new three-year cycle of staff computer upgrades began, with one laptop and three desktop computers purchased to replace four machines purchased in 2011. (A fifth machine purchased in 2011 was replaced in late 2015 with a desktop computer.)

The sole hardware upgrade to the server was the addition of a networked storage device for dedicated storage of the diocese's thousands of digital photos and videos, which were beginning to overload the server's regular file storage drive.

Hardware upgrades planned for 2017

In 2017, four staff computers purchased in 2012 will be replaced, as well as one computer purchased in early 2013 which has had a motherboard failure.

Also to be upgraded in 2017 are Episcopal House's four Wi-Fi routers, in order to take better advantage of the faster fiber internet access installed in 2015.

Episcopal House technology audit

After five years with our current IT support company, On-Site Technology, Long Island Systems (the IT support company used by Episcopal House's tenant, the Victoria Foundation) was retained to perform a full audit of Episcopal House's technology infrastructure. Overall it was found to be appropriate for an organization of our size. Only minor issues were found which were addressed by On-Site. An estimate from Long Island Systems for IT support was comparable to what we currently pay On-Site.

Nina Nicholson

Director of Communications & Technology

DIOCESAN COUNCIL REPORT FOR 2017

***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 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 January, February, March, April, May, June, September, October, November and December in 2016. In addition to the meetings held at St. Agnes' Church in Little Falls (to which the Council is grateful for its continuing hospitality) the Council met at St. Peter's, Morristown; St. John's, Boonton; St. Peter's, Livingston; Good Shepherd, Wantage; Crossroads Camp & Retreat Center; St. Martin's, Maywood and Episcopal House.

Diocesan Council members in 2016 were:

Elected by Districts

The Rev. Michael Allen, Trinity Episcopal Church, Allendale; The Rev. William Allport, St. Paul's, Englewood; Ms. Shelia Barcus, St. Andrew's, Newark; The Rev. Sheelagh Clarke, St. Stephen's, Millburn; The Rev. Kevin PJ Coffey, Church of the Atonement, Fair Lawn; Ms. Deborah Cook, Grace Church, Nutley; The Rev. Chuck Hatfield, St. Peter's, Mountain Lakes; Dr. Roxanne Johnson, Incarnation, Jersey City; Ms. Lorraine Jones, Epiphany, Orange; Ms. Sue Morgan, All Saints', Glen Rock; The Rev. Margaret Otterburn, Messiah, Chester; Ms. Laurie Piccirillo, St. Dunstan's, Succasunna; The Rev. Juan Rosario De La Cruz, Grace Church, Union City; Ms. Mary Sunden, Grace, Westwood; The Rev. William Thiele, St. John's, Passaic; The Rev. Diana Wilcox, Christ Church, Bloomfield & Glen Ridge.

During the year, we were saddened to lose a beloved member of the Council, Elizabeth 'Liz' Rude from Good Shepherd, Wantage.

Bishop's Appointments

Mr. Bob Bogert, St. Paul's, Montvale; The Rev. Timothy Carr, St. John's, Boonton; Mr. Dale Ellis, St. Andrew's Holy Communion, South Orange; Ms. Janelle Grant, St. Paul's, Paterson; The Rev. Susan Saucedo Sica, St. Gregory's, Parsippany, Ms. Lynn Tyler, Good Shepherd, Wantage; Mr. Timothy Wong, St. Andrew's, Harrington Park.

Officers

The Rt. Rev. Mark M. Beckwith, *President*; the Rev. Diana L. Wilcox, Vice-President, Mr. Paul Shackford, *Treasurer*; Mr. John A. King, *Secretary*

Diocesan Program Staff/Liaisons to Council Action Teams

Ms. Kai Alston, The Rev. Ginny Dinsmore; The Rev. Canon Greg Jacobs; Ms. Kay Lark; Ms. Nina Nicholson; Ms. Suzanne Willian

Chancellor

Diane Sammons, Esq., *Chancellor*

We give thanks to departing members - The Rev William Charles Thiele, Mr. George Kooney, Mrs. Lorraine Jones, Ms. Janelle Grant – for their service to the diocese.

An overview of the work of Diocesan Council in 2015 is provided below. Full minutes from the monthly meetings are available on the diocesan website at:
<http://www.dioceseofnewark.org/council>

Council accomplishments and actions during the year included, but were not limited to:

- The Finance and Budget Committee of Diocesan Council met during the year and recommended a balanced budget for 2017. The full council adopted the diocesan budget for recommendation to the 143rd Annual Diocesan Convention.
- Approved a revision to the Policy for the Distribution of Proceeds from the Sale of Diocesan-Owned Property and Closed Churches
- Approved Housing Allowance Compensation exclusions for Clergy on Diocesan Staff
- Reviewed and approved the recommended 2017 health plans coming from the Bishop's Advisory Committee for Human Resources.
- Ratified grant recommendations from the ACTS/VIM Board, the Alleluia Fund Committee, the Marge Christie Congregational Growth and Vitality Fund, the Ward J. Herbert Fund Board, loans from the Episcopal Capital Loan Fund (ECLF), and Jersey City Area Ministry (JCAM) grants.
- Ratified the scholarships and grants awarded by the Oasis Commission.
- Elected trustees to the boards of Rutherford Senior Manor, Nutley Senior Manor and Hillsdale House, Episcopal Community Development Corporation, and Cross Roads Camp & Retreat Center.
- Designated Episcopal Migration Ministries and North Porch as recipients of the 2017 convention worship offering.

Council members are assigned to one of three "Action Teams" reflecting the three dimensions of the mission statement: *Equipping Congregations*, *Empowering People*, and *Engaging the World*. Their purposes are:

EQUIPPING TEAM - "To creatively develop, discover and implement ways to support our congregations by providing training, partners in mission, and financial resources necessary to *EQUIP* and advance their unique ministries and God's mission."

EMPOWERING TEAM - "To creatively develop or discover resources that will spiritually *EMPOWER* individuals and congregations to fully live out their mission and calling within and outside of the Diocese of Newark."

ENGAGING TEAM - "To creatively develop or discover resources that equip and empower individuals and congregations to *ENGAGE* the world around them and beyond with the hope and justice of Jesus."

The teams are also aligned with the three major funding sources: *Equipping* – Ward J. Herbert Fund Board; *Empowering* – Marge Christie Congregational Vitality Fund Board; and, *Engaging* – ACTS/VIM Board; and in 2015 the teams continued to review and recommend the funding for the larger council approval.

Each team had two co-conveners who were also members of the Steering Committee, which oversees the work of Council. The Steering Committee, in consultation with the Bishop's staff, prepare the agendas for Council meetings. The Steering Committee members were: The Rev. Diana Wilcox and Dr. Roxanne Johnson for Equipping; Mr. Robert Bogert and The Rev. Sheelagh Clarke for Empowering; and The Rev. Chuck Hatfield and Ms. Mary Sunden for Engaging. Members of the diocesan staff, who serve as liaisons and resources for the Council, also assisted the action teams. Council is grateful for all the great work the staff has done this past year.

A brief report of the work of each of the teams is provided below:

The Empowering Action Team worked to build relationships with ministries and organizations under their purview. They ran a summer workshop at Grace Church in Nutley. They also organized the Advent and Lenten Meditations, and developed the Chapel Space for the convention.

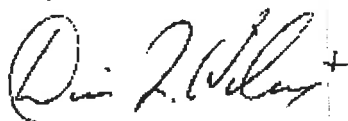
The Engaging Action Team executed the planning and organization of the highly successful River to River Pilgrimage. They worked with The Rev. Sara Lilja to develop the Advocacy Network within the Diocese to support the efforts of LEAMNJ. They also worked to educate the Diocese on Stigma Free Zones.

The Equipping Action Team worked to provide oversight of JCAM expenditures. They are planning and organizing the Vestry University Program.

Finally, while on Diocesan Council Retreat, discussions included a Joint Plenary with the Council of the Lutheran Synod of New Jersey (ECLA) on partnerships with CrossRoads, LEAMNJ and other areas of possible mutual partnership going forward.

As always, we pray that our work on Diocesan Council may be guided by the Holy Spirit, that we might help to empower, equip, and engage our congregations to continue to be the body of Christ in the world – joining in the work that God is already doing in our churches, our neighborhoods, and around the world.

Respectfully Submitted,

A handwritten signature in dark ink, appearing to read "Diana L. Wilcox", with a small cross or plus sign at the end of the signature.

The Rev. Diana L. Wilcox
Vice-President

THE DIOCESAN INVESTMENT TRUST FOR THE EPISCOPAL DIOCESE OF NEWARK
REPORT TO THE 143rd CONVENTION
JANUARY 2017

The Diocesan Investment Trust (DIT) is the investment management entity for the Diocese. The client base includes the Trustees, congregations within the Diocese, and clergy housing equity-retirement related accounts. There are approximately 175 accounts.

At the end of 2016, the DIT had assets under management (AUM) of \$57.7 million, a net increase of \$5.8 million during the year due to investment income and gains as well as a net inflow of contributions that exceeded withdrawals. The DIT manages the accounts through a sub-advisor, the TIAA Trust Company (TIAA). Due to the aggregate size of our accounts, the fees to our investors are very competitive at the rate of 57 basis points per year.

TIAA is a global asset manager with over \$915 billion in AUM. It was founded in 1918 by Andrew Carnegie as the Teachers Insurance Annuity Association. Its mission was to provide retirement investment programs for educators. Today, TIAA has a customer base of institutions as well as individuals, and provides investment management services in traditional as well as alternative asset classes.

The DIT's investment strategy is to invest in a diversified portfolio consisting of up to 13 equity and fixed income mutual funds. The DIT does not invest directly in individual stocks and bonds. As of the end of the year, 71.7% of the portfolio was invested in equity funds, 28.0% in fixed income funds, and 0.3% in cash or cash-equivalent securities.

There are five fund groupings designed to provide varying degrees of risk and reward potential to fit the investment profiles of our customer base. The DIT groups of funds offered to investors are: the Equity Fund, which invests 100% in equity mutual funds; the Growth Fund which invested 74% of its capital in equity funds and 26% in fixed income mutual funds; the Fixed Income Fund which is invested in bond mutual funds; the Income and Growth Fund which has 55% of its assets in bond funds and 45% in equity funds; and finally the Balanced Fund, which consist of 53% in equities and 47% in bonds.

The Trustees of the Diocese are the DIT's largest investors at approximately \$42 million. Congregations that have funds invested in the DIT comprise the next largest group. Each investor determines how they want their capital allocated among the various mutual funds.

Throughout the year, the DIT meets with congregations that have funds invested in the DIT or that are considering an investment.

The investment return of the composite of the entire DIT portfolio for 2016 was up 9.36% which was very close to the benchmark of 9.41%. The equity fund was up 11.0% versus an 11.11% benchmark, and the fixed income portfolio was up 4.07%, versus the benchmark of 3.55%.

The current members of the DIT are as follows:

Officers:

President:	The Rt. Rev. Mark Beckwith, <i>Ex-Officio</i>
Vice President:	Howard Mackey
Secretary:	Paul Shackford, Diocesan Chief Financial Officer

Trustees:

The Rev. Lauren Ackland
Mr. Frank Failla
Ms. Sandra Johnson
Mr. John Morris
Mr. Don Nagle

Respectfully Submitted by,
Howard Mackey
Vice President
January 2017

PREPARING CHRISTIANS AND CONGREGATIONS FOR THE ALREADY DAWNING CHURCH.

Education transformation Ministry

The transformed Church is arriving far faster than most of us expected. While, the church of full pews, of beautiful ceremony and grand building, the church that nurtured us and the church we love, has served its purpose and is passing on. But the Constantinian church was not the teleological church; it was the church of a well educated clergy and a somewhat passive laity.

The Church of the future will be leaner and heartier: all her members will need to know, understand, practice, and proclaim the Good News of God-in-Christ!

Face with this opportunity, we have two options: we can try to prolong the life of the church we love OR we can leave our nets, abandon the rich foods of Egypt, turn our backs on Ur and follow God into the unknown future. We can give heart and soul and mind and strength to create a new Church in which everyone, from the least to the greatest, knows God, practices their unique talents for the good of all Creation, and can witness to the life changing power of the Spirit.

For forty years, EfM has been providing all the Baptized a rich and thorough knowledge of the Bible, in small fellowships of trust and respect where each participant can workout their own salvation, and come to understand how God wants to use them in transforming the world into the Reign of Peace, Justice, Beauty, Abundance, and Joy.

Thanks to you, the Diocese of Newark has put this transforming program within the reach of many of our members. We budget \$1500/yr. so that folks in the Diocese of Newark can enroll in EfM at a reduced tuition (\$350 rather than \$460/yr) for over 50 current students (savings of around \$5,500); our Diocesan Payment provides for a program Coordinator, who helps congregations start and maintain their EfM seminars; the Coordinator also helps Mentors maintain their skills and certification, and supports EfM groups around our Diocese in preparing the way for the Church of the Future.

December 20, 2016

Hispanic / Latino Commission on Ministry 2016 Annual Report

This year the efforts of the Hispanic / Latino Commission on Ministry were dedicated to the recruitment and the performance of job interviews for the Diocese of Newark's Hispanic / Latino Commissioner.

Representation of various church leaders from St. Paul's Paterson, Holy Trinity West Orange, Epiphany-Christ Church in Orange, Grace Church Union City, St. Gregory in Parsippany, and leaders from the Newark Diocese participated in the job interview process.

Two candidates were selected. However, the person to whom the offer was made declined the position. Thus, we are going to restart the process again.

The number of churches offering Spanish services are St. Paul's Paterson, Holy Trinity West Orange, and Grace Church in Union City. St. John's in Dover offers a bilingual service.

The Hispanic / Latino Commission on Ministry recognizes the Rev. Rosa Brown for the faithful service that she provided during her tenure as Chairperson of the Commission (2012-2016). An election was held recently for the leadership of the Hispanic / Latino Commission on Ministry. The Rev. Juan De La Cruz will serve as the Chairperson, and the Rev. Miguel A. Hernandez will continue to serve as Co-Chair.

May God continue to put the desire in our hearts to reach our neighbors in 2017.

The Rev. Miguel A. Hernandez

On behalf of the Hispanic / Latino Commission on Ministry



The Seamen's Church Institute - Year in Mission 2016 **Report for the Diocese of Newark**

As 2017 begins, I heartily thank the Seamen's Church Institute's (SCI) trustees, donors, staff, knitters, volunteers, and the support of the many congregations who enable us to tell our story throughout the Diocese of Newark.

Although local to Newark, SCI reaches far and wide. Going forth from our International Seafarers' Center at the Port, our chaplains visit the large cargo vessels that transit the world's oceans delivering 90% of everything we consume, from t-shirts to electronics, and cooking oil to cement. SCI chaplains and volunteer ship visitors bring messages of welcome, thanks and spiritual support to these international crews. Our modern way of life depends upon the work of seafarers, and SCI conveys hospitality and practical support for this often-overlooked workforce.

Through your faithful prayers, generous financial support and volunteers in 2016 we rejoice that SCI:

- visited 1,450 vessels that called at the Port of New York and New Jersey
- provided practical, professional and spiritual services to more than 8,000 seafarers
- transported more than 13,000 seafarers to local shops and points of interest
- hosted over 18,000 individuals at our International Seafarers' Center in Port Newark
- offered advocacy, social justice, and the world's only free legal service to international mariners through our Center for Seafarers' Rights
- received and distributed more than 25,000 hand-knitted items from volunteers across the country—many from the Diocese of Newark—giving them as gifts to seafarers and river mariners via our Christmas at Sea program.

We do this concurrently with our ministry to the American Inland Waterways community at our Centers for Maritime Education based in Paducah KY and Houston TX.

We cannot thank you enough for your continued prayers and support. We love collaboration, so if your congregation wishes to learn more, please contact us at sci@seamenschurch.org.

I wish you a blessed 2017.

The Rev. David M. Rider
President and Executive Director, The Seamen's Church Institute

Report to the 143rd Convention of the Episcopal Diocese of Newark
Statement of Proceedings of the
Trustees of the Episcopal Fund and Diocesan Properties 2016

Overview of Trustee Operations in 2016

This Report is presented in accordance with the provisions of N.J.S.A 16:12-22, which mandates that an annual report of the Trustees' proceedings be presented to the Convention of the Episcopal Diocese of Newark.

The Trustees met on a quarterly basis during 2016 (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, special meetings were held to address property matters. Between regular and special meetings, the Trustees 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.

The Trustees welcomed David Farrand of Calvary, Summit, and Howard Mackey of St. Mark's, Teaneck, having been elected by the 2016 Convention to stated terms as Trustees pursuant to Canon 35. The Trustees accepted with regret the resignation of Danforth Austin of St. George's, Maplewood due to his relocation outside of the Diocese.

At the December 2016 meeting, John C. Garde, Esquire of Grace Church, Madison was re-elected President; Peter Van Brunt of Church of the Messiah, Chester was re-elected Vice President; and the Rev. Lauren Ackland, Retired Rector Grace Church, Madison was re-elected Secretary.

Endowment and Custodial Management of Funds by the Trustees

The Trustees are custodians for and manage funds which fall into three major categories:

I. The Endowment of the Diocese. The Endowment of the Diocese (restricted 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).

Trustees' Restricted Accounts: Accounts held by the Trustees as custodians for other Diocesan entities. As of November 30, 2016, the restricted accounts held by the Trustees were valued at approximately \$12,502,891. From these accounts the Trustees provided funding for a variety of institutions including:

- The Bishop's Church Emergency Fund
- The Bishop's Discretionary Funds
- Cross Roads Camp
- Theological Education
- Outreach Activities
- Maintenance and operating budget of Episcopal House
- Marge Christie Congregational Growth and Vitality Fund

- Ministry in the Oranges – to name but a few.

II. Undesignated Funds. Undesignated, unrestricted funds, the income from which can be used discretionarily by the Trustees (for example, to make repairs at Episcopal House).

Trustees Unrestricted Accounts: The Trustees provide funding for certain Diocesan projects, commitments, and responsibilities from the unrestricted funds that as of November 30, 2016, had a combined value of approximately \$4,431,051. The Trustees provide funding for the preservation of the assets under their care as well as provide support for the Diocesan operating budget. In the fiscal year 2016, the Trustees provided approximately \$160,000 in support to the Diocesan operating budget through direct contributions and the payment of the salary and benefits related to property management.

III. Designated Funds. Designated funds held for the benefit of the Diocese, congregations, or other ecclesiastical institutions for which the Trustees serve merely as custodians.

The Trustees hold funds as custodians for a number of churches (Parishes and Missions) and related organizations in the Diocese. As of November 30, 2016, these funds totaled \$6,398,316. During 2016, the Trustees considered and approved a number of requests for distributions from these funds totaling \$87,986.

The Trustees hold various funds held for ministry in Jersey City, which as of November 30, 2016, had an approximate value of \$4,125,617.

The Trustees hold Lay Pension Plan and Clergy Housing Equity Accounts which, as of November 30, 2016, totaled approximately \$2,752,717.

The total value of all Funds (endowment, undesignated and designated) held by the Trustees totaled \$30,210,592 as of November 30, 2016

As part of the Trustees' responsibility to manage various assets for the Diocese, its member churches, and organizations, the Trustees continued a number of long-term projects during the 2016 calendar year including:

Consolidation of Funds: In 2016 the Trustees assumed responsibility for the custodial management and oversight of the following funds:

- Ward J. Herbert Fund
- Episcopal Capital Loan Fund
- ACTS/VIM Fund
- Bishop George Rath Education Fund
- Fund for the Aged & Infirm Clergy

Significantly, while the Trustees will hold and manage each of these Funds, responsibility for approval of grants and distributions from these Funds will remain as it always has pursuant to various implementing resolution of Diocesan Conventions. As of November 30, 2016, the total value of these Funds amounted to \$12,021,934.

Coordination with the Diocesan Investment Trust (DIT). As the largest investor in the

DIT, the Trustees of the Diocese take an active role in coordination of investments with the DIT. The completion of substantial portions of the Endowment review has allowed the Diocesan Trustees and the Trustees of the DIT to further streamline the manner in which investments are managed with TIAA Trust Company (TIAA) as the fund manager. Further discussions and coordination between the two bodies continued in 2016. Two of the Diocesan Trustees, the Rev. Lauren Ackland and Mr. Howard Mackey, also serve as Trustees of the DIT.

In addition to the funds for which the Trustees act as custodian which total \$42,232,526 as detailed above, and which are invested in TIAA, the DIT also invests funds with TIAA totaling an additional \$13,501,483 on behalf of various congregations as direct investments and the Gertrude Butts Fund, a Diocesan related organization. The total funds invested in TIAA and overseen by the DIT totaled \$53,734,009 as of November 30, 2016.

Changes in Trustee Spending Rate

After consideration and after consultation with the DIT, the Trustees approved an increase in the spending rate applicable to Trustee accounts from 4% to 4.25 % effective January 1, 2017.

Management of Real Estate

Categories: The Trustees hold title to the following three categories of property:

- a. Real property of the Diocese (e.g., the Bishop's house in South Orange and Episcopal House at 31 Mulberry Street, Newark).
- b. Mission congregations formerly under the management of the later disbanded Department of Missions.
- c. Real property and proceeds from the sale of the property of extinct congregations (N.J.S.A. 16:12-16).

Property Management: During 2016, the Trustees continued to work closely with the Diocesan Property Manager to address concerns on properties under their oversight, including mission churches and closed church properties, Episcopal House, and the Bishop's residence. During the year 2016, the Trustees spent approximately \$630,000 on various projects related to the management and maintenance of properties under their care, including, where applicable, property taxes, repairs and maintenance, property insurance, security and other costs.

Significant property management events during the 2016 calendar year included the following:

- Repairs to the Bishop's House
- Repairs to Episcopal House, 31 Mulberry Street including additional office renovations, furniture acquisitions, carpet replacement
- Repairs to St. Barnabas', Newark including extension of fire and burglar alarm systems

- Repairs to the rectory of the former Trinity Church, Kearny and boiler replacement in the main church building
- Abatement of asbestos in the Rectory of Christ Church, Teaneck
- Repairs and structural maintenance at Christ Church, East Orange including abatement of water damage and leakage
- Replacement of a boiler at St. Paul's, North Arlington
- Repairs and abatement of issues at Christ Church, Totowa, St. John's, Jersey City and St. John's, Union City in preparation for sale

The Trustees continue to manage and oversee the use of the former St. Barnabas', Newark property by the Lighthouse Temple Church and of the All Saints, Orange property to the International Gospel Church.

The Trustees assumed legal responsibility for the properties of Christ Church, East Orange and St. Thomas Episcopal Church in Vernon upon their closure. Consideration is being given to the future disposition of these properties.

The Trustees also continue to address issues associated with the former St. John's, Jersey City property and negotiated a sale of the property for redevelopment to Garden State Episcopal Community Development for \$450,000. The sale of this property, which will occur in early 2017, will bring to and end the twenty five year saga of St. John's since its closure by the Diocese.

The Trustees continue to manage and maintain the cemetery properties of the former St. Mark's, West Orange and Christ Church, Belleville churches. The Trustees created a perpetual care and maintenance fund in the amount of \$375,000 for the ongoing care of the St. Mark's cemetery, funded from the sale proceeds of the St. Mark's church.

Sale of Properties: During the year 2016, the following properties were sold:

The Christ Church, Totowa church building was sold in December 2016 with a gross sale price of \$465,000 and a net sale price after closing costs of \$435,000. There was also \$25,000 of cash remaining and, therefore, the balance available for distribution totaled \$460,000.

The sale of the former St. John's, Union City church building occurred in November 2016 with a gross sales price of \$425,000 reduced by closing costs to \$418,000. Reimbursement of previous Trustees expenses and carrying costs of \$92,000 and a reserve of \$50,000 for future expenses of the St. John's rectory, which remains a Trustee-owned property, reduced the net amount available for distribution to \$276,000. The net proceeds from these two sales, after the \$50,000 reserve, was \$736,000.

Along with the Standing Committee and the Diocesan Council, the Trustees approved distribution requests of the \$736,000 consistent with the previously approved Asset Allocation Policy for the distribution of the net proceeds of the sale of the former Christ Church, Totowa

and St. John's, Union City church buildings. An additional \$50,000 was held in reserve for future needs.

Part of the distribution of \$736,000 included a contribution of \$75,000 to the underfunded lay pension plan and \$19,000 to further fund the future expenses relating to the search and call of the next Bishop of Newark.

Congregational Issues: The Trustees have been actively involved in several congregational initiatives undertaken in 2016, including consultation on the consolidation and merger of congregations and the sale and management of property. The Trustees continue to provide advice and assistance to various congregations on investment/endowment issues.

The Trustees express their thanks to three of our colleagues with terms expiring at the 2017 Convention: The Rev. John Mennell of St. Luke's, Montclair, The Rev. Timothy Carr of St. John's, Boonton and Ms. Bernice Mayes of Trinity & St. Phillips Cathedral, Newark. The Rev John Mennell and the Rev. Timothy Carr are eligible for reelection. Ms. Mayes completing nine years as a Trustee of this Diocese is not eligible to run for reelection.

Respectfully submitted,

John C. Garde, President

December 31, 2016

Trustees of the Episcopal Fund and Diocesan Properties of the

Episcopal Diocese of Newark 2016

The Rev. Lauren Ackland – Retired Rector, Grace Church, Madison
Danforth Austin – St. George's, Maplewood (resigned)
The Rt. Rev. Mark Beckwith, Bishop of Newark
William Carpenter, Esq. – St. John's, Montclair
The Rev. Timothy Carr – St. John's, Boonton
David Farrand – Calvary, Summit
John C. Garde, Esq. – Grace Church, Madison, President
The Rev, Audrey C. Hasselbrook – St James, Upper Montclair
Howard Mackey – St. Mark's, Teaneck
Ms. Bernice Mayes – Trinity & St. Phillip's Cathedral, Newark
The Rev. John Mennell – St. Luke's, Montclair
Mr. Bernard J. Milano, CPA – Trinity, Allendale
Mr. Peter Van Brunt – Church of the Messiah, Chester, Vice President

REPORT OF STANDING COMMITTEE ACTIONS FOR THE YEAR 2016

JANUARY:

- Approved the renewal of the rectory lease at St. John's, Ramsey
- Approved the consolidation of St. Luke's, Hope and Sat. Mary's , Belvidere

FEBRUARY:

- No official actions taken

MARCH:

- Consented the election of a Bishop Co-Adjutor for the Diocese of Los Angeles
- Consented to the election of the Rev. Patrick W. Bell as Bishop Diocesan of the Diocese of Eastern Oregon
- Consented to the priestly ordination of the Rev. Young Paul Yoon
- Approved the lease of the rectory at St. Mark's, Teaneck
- Approved the lease of the rectory at St. Luke's, Montclair
- Approved the lease of the sanctuary for Trinity, Cliffside Park

APRIL

- Consented to the election of a Bishop Suffragan for the Diocese of West Texas
- Consented to the election of the Rev. Dr. Douglas E. Sparks as Bishop Diocesan of the Diocese of Northern Indiana
- Consented to the Asset Distribution Policy
- Consented to the lease modification of Grace Church, Rutherford

MAY:

- Consented to the election of the Rev. Canon Daniel G. P. Gutierrez as Bishop Diocesan of the Diocese of Pennsylvania
- Approved the revised Asset Distribution Policy
- Approved the lease between Epiphany, Orange and Alpha Day Care
- Approved the usage agreement between Epiphany, Orange and Beezer
- Approved the usage agreement between Epiphany, Orange and Last Chapter
- Approved the lease of the rectory at Christ Church, Budd Lake

JUNE:

- Consented to the priestly ordination of Richard Hogue
- Approved the sale of the rectory at Atonement, Tenaflly , to be ratified by an electronic vote
- Approved the lease of the rectory at St. Paul's, Chatham
- Approved the lease of the rectory at Church of the Epiphany, Orange

JULY: No meeting

AUGUST: No meeting

SEPTEMBER:

- Consented to the reception of priestly orders for Michael Muller
- Consented to the election of Santosh Marray as Bishop Diocesan of the Diocese of Easton
- Consented to the election of Jose A. McLoughlin as Bishop Diocesan of the Diocese of Western North Carolina
- Consented to the election of DeDe Duncan-Probe as Bishop Diocesan of the Diocese of Central New York
- Approved the sale of St. John's, Union City
- Approved the consolidation of Christ Church, East Orange and Church of the Epiphany, Orange

OCTOBER:

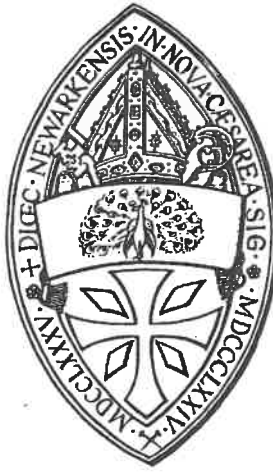
- Consented to the Ordination to the Diaconate for Cathie Studwell
- Consented to the Ordination to the Diaconate for Sylvester Ekunwe
- Consented to the Ordination to the Vocational Diaconate for Jill Singleton
- Approved the sale of Christ Church, Totowa
- Approved the lease of the rectory of Holy Innocents, West Orange

NOVEMBER:

- Consented to the election of Carl Walter Wright as Bishop Suffragan for Armed Forces and Federal Ministries
- Consented to the ordination to the vocational diaconate for Nancy Hansen
- Approved the lease of the rectory at Holy Trinity, Hillsdale
- Approved the lease of the rectory at St. Stephen's, Millburn

DECEMBER:

- Voted to NOT CONSENT to the election of a Bishop Coadjutor for the Diocese of Haiti, along with an explanatory statement
- Approved the sale of the rectory of St. John's, Jersey City
- Consented to the allocation of proceeds from the sale of properties: St. John's, Union City and Christ Church, Totowa
- Consented to the movement of allocation of proceeds from the sale of properties: St. John's, Union City and Christ Church, Totowa of undesignated funds to New Ministry Initiatives



CONSTITUTION & CANONS OF THE EPISCOPAL DIOCESE OF NEWARK 2017

January 2017

***There were no revisions made to the Constitution or Canons at the 2017 Convention.
(There have been no revisions made to the document since the 2013 Convention.)***

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CONSTITUTION

ARTICLE I ACCEDING TO THE GENERAL CONSTITUTION

The Church in the Diocese of Newark, as a constituent part of the Protestant Episcopal Church in the United States of America, accedes to the Constitution and Canons of that Church, and acknowledges their authority.

ARTICLE II THE DIOCESAN CONVENTION

1. There shall be a Convention of the Church in this Diocese, on the second Saturday in May in each year, or on such other day as may be specially appointed by the Ecclesiastical Authority. The Convention shall be held at the Cathedral unless the Ecclesiastical Authority appoints otherwise.

2. SPECIAL CONVENTIONS

The Bishop, or if the Episcopate be vacant or the Bishop be incapacitated from acting, the Standing Committee shall have the power when it appears requisite for the good of the Church in this Diocese to call a Special Convention. No business shall be transacted at any such meeting other than that stated in the notice.

3. NOTICE OF CONVENTION

Written notice of every Convention shall be given by the Secretary of the Convention by mail at least four (4) weeks previous to the date of the Convention, stating the time and place. Such notice shall be given to all Clergy entitled to seat in the Convention, every Parish and Aided Parish in union with the Convention, and every Incorporated Mission and Mission. In the case of a Special Convention the notice shall specify the purpose for which the Convention is called.

4. MEMBERS OF THE CONVENTION

The Convention shall be composed of:

- (i) The Bishops:
- (ii) Every Presbyter and Deacon canonically resident in the Diocese fourteen (14) days immediately preceding the meeting of the Convention, except that a vote shall not be accorded to retired priests whose service in the Diocese was fewer than five years prior to retirement; and
- (iii) Three (3) Lay Deputies from each Parish and Aided Parish in union with the Convention and from each Incorporated Mission and Mission.

(iv) One (1) Youth Deputy and one (1) Alternate Youth Deputy elected by each District Convocation. Each shall be at least 14 years of age and under the age of 20, and none shall serve at more than two consecutive Diocesan Conventions.

5. EXCLUSION OF LAY DEPUTIES FROM VOTING IN CERTAIN CASES

Lay Deputies shall not be entitled to seat, voice or vote at any session of the Convention of this Diocese in any of the following circumstances:

(i) In case the Parish, Aided Parish, Incorporated Mission, or Mission sending such Deputies shall for the year immediately preceding have failed to report to the Bishop as required by Canon.

(ii) In case the Parish, Aided Parish, Incorporated Mission or Mission sending such Deputies, having been for the two (2) years immediately preceding without a Minister, and not having provided for regular services, shall have failed to notify the Bishop thereof, and to request that a Minister be assigned to it.

(iii) In case the Parish, Aided Parish, Incorporated Mission, or Mission sending such Deputies shall for one year immediately preceding willfully refuse to comply with any provision of this Constitution or the Canons after having been duly notified by the Ecclesiastical Authority of its failure to comply.

6. PRESIDENT OF CONVENTION

The President of the Convention shall be such one of the following as shall be present, and in the order named: the Bishop; the Bishop Coadjutor; the Suffragan Bishop; and the President of the Standing Committee.

7. QUORUM AND MANNER OF VOTING

Subject to the provisions of this Constitution pertaining to election of a Bishop, the Presbyters entitled to vote who may be present at the time of meeting, with the Deputies from ten (10) Parishes, Aided Parishes, Incorporated Missions, and Missions shall constitute a quorum.

On the demand of five (5) Clergy entitled to vote, or of five (5) Lay Deputies each from a different Parish, Aided Parish, Incorporated Mission, or Mission, the vote upon any question shall be by orders, each Clerical and each Lay Deputy voting individually; and, when a vote is thus taken, a concurrent majority in both orders shall be necessary to carry any measure.

8. SECRETARY OF THE CONVENTION

At each annual Convention a Secretary shall be elected. The person elected shall be a communicant of the Diocese in good standing. The Secretary shall give notice of all Conventions as required by the Constitution, take Minutes of the proceedings, preserve the journals and records, attest the public acts of the Convention, and perform such other services as

may from time to time be prescribed by the Canons or by the Convention. At the commencement of the term of office of a successor, the outgoing Secretary shall deliver to his/her successor all books and papers relating to the concerns of the Convention and to the office of Secretary.

The term of Secretary shall commence at the adjournment of the Convention at which the Secretary was elected and shall continue until the adjournment of the next Annual Convention.

9. ASSISTANT SECRETARIES

The Secretary shall appoint a sufficient number of Assistant Secretaries, not exceeding three, to assist in performing the duties of the office. In the event of a vacancy in the office of Secretary, the senior Assistant Secretary in point of service shall be acting Secretary. If no one of the Assistant Secretaries is able or willing to act as Secretary, the Secretary of the Standing Committee shall act until a Secretary is elected.

10. SECRETARY TO PREPARE REPORT

The Secretary shall prepare, immediately after the adjournment of the Diocesan Convention next preceding the regular meeting of every General Convention, and forward forthwith to the Secretary of the House of Deputies of the General Convention, a report in the form and containing the information required by the Canons of the General Convention.

11. TREASURER AND ASSISTANT TREASURER OF THE CONVENTION

At each Annual Convention a Treasurer and Assistant Treasurer shall be elected to serve until the next Annual Convention. Each shall give satisfactory security for the faithful performance of his/her duties. The Treasurer shall be entitled to a seat in the Convention and shall submit a statement of the accounts to each Annual Convention. The Assistant Treasurer shall perform such duties as may be assigned by the Treasurer of the Convention.

In case the Treasurer should die, resign, move from the Diocese or otherwise be incapable of acting, the Assistant Treasurer shall on certification of the Ecclesiastical Authority, assume all of the duties and powers of the Treasurer, until such time as the Treasurer shall resume his/her duties or a successor be elected or appointed. The Ecclesiastical Authority may fill a vacancy in the office of Treasurer or Assistant Treasurer.

ARTICLE III CHANCELLOR

There shall be a Chancellor appointed by the Bishop for a term of three (3) years. The Chancellor shall be a communicant of the Diocese in good standing and learned in the law. He/she shall be the legal advisor of the Ecclesiastical Authority and the Convention and shall be entitled to a seat in the Convention.

ARTICLE IV THE STANDING COMMITTEE

The Standing Committee shall consist of four (4) Presbyters entitled to vote in the Convention and four (4) Lay Communicants of the Diocese who shall be elected by the Convention for a term of four (4) years, provided that no person shall be elected to serve more than two (2) full terms in succession. As soon as convenient after each election, the Standing Committee shall organize and choose a President from among its members and a Secretary. During the intervals when the Convention is not in session, the Standing Committee may fill vacancies in its membership.

ARTICLE V DEPUTIES TO THE GENERAL CONVENTION

1. At the Annual Convention in the calendar year next before the year in which the triennial General Convention is held, four (4) Clerical and four (4) Lay Deputies from the Diocese shall be elected. The voting shall be by ballot, the Clergy and Laity voting by orders, and a majority in both orders shall be necessary to constitute an election. Deputies so chosen shall hold office for three years. A corresponding number of supplementary Deputies in each order shall be elected in like manner, except that a majority of the total vote cast shall be necessary to constitute an election.

2. The Deputies-elect shall signify to the Bishop at least thirty (30) days before the meeting of General Convention their intention to perform their duties as such: in default of which the Bishop shall designate so many of the supplementary Deputies, in the order of their election, as may be necessary to insure a full representation of the Diocese. If such representation cannot be obtained from among the Deputies and supplementary Deputies, the Bishop shall appoint, with consent of the Standing Committee, sufficient individuals to achieve such representation. Supplementary Deputies so designated and other individuals so appointed shall have the same power and authority as Deputies elected by Convention. In case of a vacancy in the Episcopate, the power conferred in this section upon the Bishop, shall be exercised by the Standing Committee.

ARTICLE VI DEPUTIES TO THE PROVINCIAL SYNOD

Those persons elected as Deputies to General Convention pursuant to the provisions of Article V hereof shall by virtue of such election be Deputies to the Provincial Synod. Those persons elected as supplementary or alternate Deputies to General Convention pursuant to the provisions of Article V hereof shall by virtue of such election be supplementary or alternate Deputies to the Provincial Synod.

ARTICLE VII ELECTION OF A BISHOP

1. Election of a Bishop shall be made at an Annual Convention or at a Special Convention duly summoned as provided in this Constitution.
2. The voting shall be by ballot, the Clergy and Laity voting by orders and a concurrent majority of both orders shall be necessary to constitute an election. A quorum for the election of a Bishop shall be at least a majority of the Presbyters entitled to vote and Lay Deputies from a majority of Parishes, Aided Parishes, Incorporated Missions and Missions.

ARTICLE VIII ADMISSION OF NEW PARISHES

A new Parish may be admitted into union with this Convention by a majority of votes provided it shall have submitted:

- (i) Satisfactory evidence of the consent of the Bishop upon advice of the Standing Committee, or if the Episcopate is vacant, of the consent of the Standing Committee;
- (ii) Authenticated copies of the proceedings of its organization;
- (iii) A copy of its Certificate of Incorporation; and
- (iv) An authenticated copy of a resolution of its incorporators, Wardens, and Vestry promising conformity and obedience to the Doctrine, Discipline and Worship of the Protestant Episcopal Church in the United States of America and to the Constitution and Canons of that Church and of this Diocese.

ARTICLE IX AMENDMENTS

This Constitution may be amended in the following manner only:

The proposed amendment or amendments having been submitted to the Convention and approved by a majority of the members voting by orders shall lie over until the next Convention; and then if approved by a majority of the members voting by orders shall thereupon stand adopted. The second Convention at which such amendment or amendments are voted shall not be held less than four (4) months later than the prior Convention.

ARTICLE X INCLUSIVE LANGUAGE

The language of this constitution shall be inclusive.

CANONS

CANON 1 THE CONVENTION

1. THE ROLL OF CLERGY

The Bishop, or in the case of a vacancy in the Episcopate, the Standing Committee, shall no later than one (1) week before the day of meeting of a Convention or Special Convention, cause to be delivered to the Secretary of the Convention a certified list of all Clergy canonically resident in the Diocese and eligible for votes or seats at the Convention pursuant to Article II, section 4(ii) of the Constitution, together with the names of their respective cures or other stations or assignments. In the case of Clergy who have been ordained or received into the Diocese within the year immediately preceding, the date of their ordination or reception shall also be given. From the list so furnished, the Secretary shall prepare the roll of Clergy entitled to votes or seats in the Convention. The roll thus prepared shall be prima facie evidence of the rights of clerical members. Should any dispute arise, it shall be referred to a committee of two Presbyters and one Layperson appointed by the Convention, who shall decide and report on each case as early as may be; and the decisions thus made, if accepted by the Convention, shall not be called in question again during the same session.

2. THE TESTIMONIAL OF LAY DEPUTIES

Lay Deputies to the Convention shall present certificates of their election in the following form:

(Name of the Church, the Place, and Date)

This certifies that at a meeting of the Congregation of this Church, held for the purpose of electing Church Officers and Deputies and Alternate Deputies to the Diocesan Convention (or, for the purpose of electing Deputies and Alternate Deputies to the Diocesan Convention, if the meeting be for that object alone), A.B., C.D., and E.F., being Communicants of the Church in good standing, and qualified voters in this Parish (Aided Parish, Incorporated Mission, or Mission), were chosen as Deputies; and B.C., D.E., and F.G., also being Communicants in good standing, and qualified voters in this Parish (Aided Parish, Incorporated Mission, or Mission), were duly chosen as Alternate Deputies to represent the Parish (Aided Parish, Incorporated Mission or Mission), in that body for the year ensuing.

In testimony of which I have hereunto set my hand (or if two Wardens subscribe, we have set our hands), the day or year above written.

This certificate in the case of a Parish or Aided Parish shall be signed by the Rector, or the Secretary or Clerk of the Vestry, or by the Wardens; and in the case of an Incorporated Mission or Mission by the Minister in charge, or by the Clerk, or by the Wardens, and transmitted to the Secretary of the Convention, within thirty (30) days after the election.

3. If any of the Deputies elected be unable to attend the Convention, the Rector, or the Minister in charge of an Incorporated Mission or Mission, or if there be no Rector, then the Wardens, or if

it be an Incorporated Mission or Mission, the Wardens, may designate so many of the Alternate Deputies, in order of their election, as may be necessary to insure a full representation of the Parish, Aided Parish, Incorporated Mission or Mission.

4. THE ROLL OF LAY DEPUTIES

From the said certificate of Lay Deputies, the Secretary of the Convention shall prepare a roll of the Lay Deputies entitled to seats and vote in the Convention.

The roll thus prepared shall be prima facie evidence of the rights of the Lay Deputies. But should any dispute arise, it shall be referred to a committee of one (1) Presbyter and two (2) Lay persons appointed by the Convention, who shall decide and report on each case as early as may be; and the decisions thus made, if accepted by the Convention, shall not be called in question again during the same session.

5. ATTENDANCE OF MEMBERS OF CONVENTION

It shall be the duty of every Clergyperson and Layperson having a seat in the Convention, to attend every meeting thereof.

6. OPENING OF CONVENTION

Every Convention shall be opened with the celebration of the Holy Communion. The Bishop's Address and Episcopal Charge, if any, shall be published in the journal.

7. CONVENTION RESOLUTIONS

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

- 1.A description of the purpose or mission of the entity to be created;
- 2.A mechanism for creating members of the entity, either through appointment or election, also including a definition of the terms of membership;
- 3.A statement of accountability identifying with particularity whether the entity to be created is responsible to the Bishop, the Convention or the Council;
- 4.A statement detailing whether the entity to be created will require funding and where that funding will come from;
- 5.A statement outlining the anticipated costs of the entity and the benefits to be gained from that expenditure; and

6. A statement of whether the entity to be created has a limited life span is permanent in nature or needs to be re-authorized by the Convention after a specific period of time.

CANON 2 VOTING AND ELECTIONS

1. Upon any question for which provision is not otherwise specifically made in the Constitution or Canons, a voice vote shall be taken by "ayes" and "nays", all members present being entitled to vote. The President shall forthwith announce the result. But, if the President is in doubt or for other good cause or upon appeal from his/her announcement of the result, the vote shall be taken either by a standing vote or by a show of hands in which case each member shall have one vote.
2. If any of the Deputies elected be unable to attend the Convention, the Rector, or the Minister in charge of a Parish or Aided Parish, or if there be no Rector, then the Wardens, or if it be an Incorporated Mission or Mission, the Wardens, may designate so many of the Alternate Deputies, in order of their election, as may be necessary to insure a full representation of the Parish, Aided Parish, Incorporated Mission, or Mission.
3. In all elections in which provision is not otherwise specifically made in the Constitution or Canons, the vote shall be by ballot; 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.
- l. 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 PENSION BENEFITS

All congregations and other entities subject to the authority of the Church shall provide pension benefits to all qualified clergy and lay employees as shall be mandated by the canons of The Episcopal Church, and resolutions of the General Convention or the diocesan convention.

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.

INTERNATIONAL PEACE

Peace and Militarism

- Nuclear Proliferation (2004, p. 52)
- A Resolution Concerning the War on Terrorism (2003, p. 56)
- Study of the Theology of Just War (2003, p. 58)
- September 11 (2002, p. 75)

International Human Rights, Trade and Debt

- The Evil of Human Trafficking (2010, p. 61)
- Condemnation of Torture (2009, p. 64)
- Human Trafficking (2009, p. 66)
- International Debt (1999, p. 58)

Refugees/Immigration Policy

- Protection for Immigrants and Their Families (2008, p. 67)
- Immigration and Undocumented Aliens (2007, p. 49)
- Task Force on Refugee and Immigration Policy (2001, p. 79)
- Refugee Status and Female Genital Mutilation (1997, p.38)
- Immigrants and Refugees (1997, p. 41)
- Immigrant Advocacy (1995, p. 35)
- Equitable Refugee Policies (1996, p. 36)
- Forced Repatriation of Vietnamese Refugees from Hong Kong (1992, p. 160)

Central America, South America and Caribbean

- Haiti (1994, p.161)
- Haiti (1993, p. 179)

Middle East

- A Resolution Concerning the War on Terrorism (2003, p. 56)
- Middle East War (1991, p. H-2)
- Iraqi Invasion of Kuwait (1991, p. H-2)

Asia and Pacific

- Hong Kong (1997, p. 47)
- Human Rights Commitment for Hong Kong (1993, p. 176)

Africa

- Civil War in Liberia (1993, p. 181)

HEALTH AND HUMAN NEED

Family and Society

- Declaration of the Diocese of Newark as a Mental Illness Stigma-Free Organization (2016)
- State Health Exchanges (2014)
- Developmental Centers in Northern New Jersey (2014)
- Engaging Poverty and the Work of Economic Justice (2013, p 67.)
- A Call to Understand Wealth Disparity and the Future of the Diocese of Newark (2013, p 67.)
- Elimination of Hunger (2006, p. 57)
- Organized Sports Activities and Religious Observances (2001, p. 59)
- Pledge of Nonviolence and the Birmingham Pledge (2001, p. 61)
- Task Force to Study Violence (2000, p. 48)
- Opposition to Video Lottery Machines (1995, p. 37)
- Adequate Feeding and Nutrition of Children (1991, p. H-1)

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Medical Ethics

- Assisted Suicide (1997, p.35)
- Euthanasia (1995, p.39)
- Life-Sustaining Treatment (1992, p. 168)

Human Sexuality

- Human Sexuality Education for Diocesan Youth and Young Adults (2002, p. 68)
- Human Sexuality Statement (2001, p. 64)
- Sexual Morality, Justice and Healing (2000, p. 56)
- Affirming Catholicism Conference 1998 (1999, p. 66)
- A Resolution Concerning Deeper Understanding of Scripture, Tradition and Reason in Relationship to Human Sexuality (1999, p. 67)
- Support of the Koinonia Statement (1996, p. 36)
- Human Sexuality (1992, p. 159)

HIV/AIDS

- HIV/AIDS Medications (2001, p. 69)
- Syringe Exchange (2000, p. 50)
- Ten Principles for the Workplace (1991, p. H-7)

Health Care

- State Health Exchanges (2014)
- Developmental Centers in Northern New Jersey (2014)
- Suspend Deadlines and Reconsider Mandates Imposed by General Convention Resolution A177 (2012, p. 64)
- Recognition and Care of School Age Children with Diabetes (2007, p. 48)
- Blood Donation Guidelines (2004, p. 46)
- Food Allergens (2003, p. 47)
- Health Care Policy (1995, p. 36)
- Blood Donations (1993, p. 177)
- Equal Access to Health Care (1992, p. 160)

Inclusivity and Accessibility

- Inclusive Language in all Communications (2008, p. 63)
- Provision of Interpreters for the Deaf at Diocesan Programs & Events (2008, p. 70)
- Making the Church Inclusive Of and Fully Accessible to All Youth and Young Adults (2006, p. 62)
- Access to Diocesan-Sponsored Gatherings (Accessibility) (2005, p. 64)
- Bethsaida Team Project Compliance with ADA (2002, p. 66)
- Deaf Ministry Task Force (1998, p.56)

JUSTICE FOR WOMEN AND FAMILIES

General

- Developmental Centers in Northern New Jersey (2014)
- Studying the Stained Glass Ceiling (2010, p. 62)
- Honoring Thurgood Marshall as a Saint (2009, p. 61)
- Sexism, A Concern in the world, our communities and in the pew (2002, p.60)

Abortion and Birth Control

- Abortion (1998, p. 70) (1991, p. H-8)

Violence and Physical Abuse

- Addressing Violence in Our Communities (2013, p 72.)
- Advertising Which Is Abusive Of Women (2005, p. 60)
- Response to the Murder of Sakia Gunn (2004, p. 50)

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Domestic Violence Awareness Month in the Diocese of Newark (2003, p. 50)
DNA Rape Kit (2003, p. 51)
Domestic Violence Prevention Training (2002, p. 66)
Sexual Misconduct Prevention & Child Abuse Awareness Training (2001, p. 71)
“Stop Domestic Violence” Stickers (2000, p. 52)
Domestic Violence (1997, p. 40)
Violence Against Women (1996, p.38)
Violence Against the Women of Bosnia-Herzegovina (1994, p. 154)

Economics and Poverty

Poverty and the Need for a Living Wage (2015)
A Call for Economic Reconciliation Through Socially Responsible Banking (2013, p 71.)
Engaging Poverty and the Work of Economic Justice (2013, p 67.)
A Call to Understand Wealth Disparity and the Future of the Diocese of Newark (2013, p 67.)
Social Responsibility in Proxy Voting (2009, p. 73)
World Mission Sunday (2006, p. 56)
Resolution in Support of United States Ratification of International Labor Organization Convention 185, Seafarers’ Identify Documents Convention (Revised), 2003 (2004, p.49)
Mobilization Against Poverty (2002, p. 70)
Welfare Reform (1998, p.57)

Women in the Church

Studying the Stained Glass Ceiling (2010, p. 62)
Feast of Sts. Andronicus and Junia (2009, p. 67)
Add The Rev. Pauli Murray to *Lesser Feasts and Fasts* (2008, p. 64)
Name Change for the Commemoration of “The Martyrs of Lyons” in the Calendar of Lesser Feasts and Fasts (2005, p.59)
Celebrating Thirty Years of Women’s Ordained Ministry in ECUSA (2005, p. 61)
A045 Task Force Report (2003, p. 59)
Episcopal Women’s Caucus and the Angel Project (2003, p. 49)
Compliance with National Church Canons (2001, p. 65)
Women’s Ordination (1997, p.36)
Congratulations to the Church of England, the Church of Australia & the Church of the Province of Southern Africa (1993, p.188)

Children’s Advocacy

Developmental Centers in Northern New Jersey (2014)
Focusing on the Needs of Children (2012, p. 62)
Justice Needs for Children (2011, p. 68)
Recognition and Care of School Age Children with Diabetes (2007, p. 48)
In Support of the Children’s Sabbath (2003, p. 52)
Children’s Charter (1998, p. 52)
Companion Diocese Committee (1998, p. 58)
Boarder Babies (1997, p.37)

ENVIRONMENT

Fossil Fuel Divestment and Clean Energy Reinvestment (2015)
Responding to Super Storm Sandy and Climate Change (2013, p 68.)

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Celebrating the Creation Season (2009, defeated, p. 59)
The Earth Charter (2009, p. 65)
Integrated Pest Management (2003, p. 53)
Energy Conservation for Diocesan Headquarters and National Church Headquarters
and Global Warming (2003, p. 54)
Covenant of Sustainability (2002, p. 77)
Electric Deregulation (1999, p. 64)
Environmental Justice Covenant Congregations (1998, p.55)
Global Warming (1998, p.69)
Environmental Health (1997, p.41)
Sustainable Development in New Jersey (1995, p. 37)
Celebration of a Creation Cycle in the Pentecost Season (1994, p.152)
National Conference on Environmental Stewardship (1994, p. 152)
Working Group on Faith, Science, and Technology for the National Church (1994, p.
160)
Environmental Education (1993, p. 175)
Eco-Justice (1993, p. 178)
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ECONOMIC AND SOCIAL JUSTICE

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Dignity at Work (2014)
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71.)
Engaging Poverty and the Work of Economic Justice (2013, p. 67)
Honoring Thurgood Marshall as a Saint (2009, p. 61)
Marriage Canons to Reflect Civil Law (2009, p. 62)
"Defense of Marriage" Statutes (2009, p. 71)
Social Responsibility in Proxy Voting (2009, p. 73)
Protection for Immigrants and Their Families (2008, p. 67)
Adding Gender Identity to TEC Canons (2007, p. 50)
Immigration and Undocumented Aliens (2007, p. 49)
The Right of Workers to Organize (2006, p. 59)
Economic Justice Education (2006, p. 67)
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Support of Justice Issues Through Judicial Nominations (2006, p. 70)
International Relief and Development (Contribution of .7%) (2004, p. 54)
General Support for the Seafaring Community & The Organizations That Assist
Mariners (2004, p. 48)
Engagement and Celebration of Multi-Culturalism (2003, p. 55)
Fundamentalism (2003, p. 50)
Urban Mission (2002, p. 65)
Supporting "Justice for Janitors" Organizing Campaign (2002, p. 73)
Resolution to Help Implement Lambeth Conference Resolution 11.7-Urbanization

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Living Wage (1998, p. 61) (2003, p. 62)

UFW Strawberry Workers Campaign (1997, p.38)

Pay Equity (1992, p. 170)

Tax Policy (1991, p. H-10)

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Public School Education (2002, p. 71)

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Welfare System

Well Being of Children (2003, p. 41)

Welfare Reform (1997, p. 44)

Community Investment

Valdez Principles (1992, p. 169)

Criminal Justice and Firearms

Restorative Justice Sunday (2009, p. 69)

Death Penalty Abolition (2009, p. 70)

Capital Punishment (Opposition to the Death Penalty) (2005, p. 63)

In Support of Prisoners and Their Families (2003, p. 53)

In Support of a Death Penalty Moratorium in New Jersey (2002, p. 72)

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Death Penalty Moratorium (2001, p. 68)

Capital Punishment (1998, p.63)

Prison Ministry (1998, p.67)

Appropriate Access to Prisons (1998, p. 69)

Prison Ministry (1997, p. 42)

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Justice Peace and Integrity of Creation (1998, p.60)

Jubilee 2000 (1998, p. 60)

Commending the Work of JPIC New Jersey (1998, p. 62)

Commending the Work of Episcopal Public Policy Officer (1998, p. 63)

Activating the Church's Voice: Visions for Justice and Creation (1997, p.39)

RACISM AND DISCRIMINATION

General

Responding to the Legacy of Slavery: What We Can Do (2016)

Hate Crime Resolution (2008, p. 66)

Racial Profiling Legislation (2002, p. 62)

The Equal Protection Voting Rights Act of 2001 (2002, p. 63)

Racial Profiling (2001, p. 70)

Hate Crimes (1999, p. 59)

Making the Connection (1999, p. 61)

Interconnectedness of Prejudice and Intolerance (1998, p. 66)

Racial Justice in the Church

Recommend Book Study: "The New Jim Crow: Mass Incarceration in the Age of Colorblindness" by Michelle Alexander (2016)

Anti-Racism Dialogues Re-certification (2011, p. 62)

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- Church Responsibility in Reparations (2006, p. 65)
- Task Force on Discussion of Reparations (2004, p. 51)
- Ethnic Desk at the National Church Offices (2003, p. 47)
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- Anti-Racism Training (2001, p.79)
- Anti-Racism Training (2000, p.57)
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- The Work of Anti-Racism (1998, p.62)
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- Change the Site of General Convention (1991, p. H-11)
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 - Christian Mission and the Grace of God (1997, p. 46)
 - Episcopal and Lutheran Dialogue (1992, p. 171)
- Equal Employment and Affirmative Action
 - Non-Discrimination in Employment (2009, defeated, p. 63)
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 - Sexual Harassment Policy (1993, p. 180)
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 - Affirm the Full Participation of the LGBTI Community in TEC (2008, p. 72)
 - Dissenting from General Convention’s B033 (2007, p. 46)
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 - Role of the Clergy—Ceremony of Marriage or Blessing of a Civil Union? (2007, p. 52)
 - Future General Conventions Not To Be Held In States That Prohibit Domestic Partnership Benefits (2006, p. 64)
 - Response of the Diocese of Newark to the Windsor Report (2005, p. 66)
 - Opposition to the Proposed Federal Marriage Amendment (2004, p. 63)
 - Lesbian, Gay, Bisexual and Transgender Civil Rights (2004, p. 55)
 - Response to the Murder of Sakia Gunn (2004, p. 50)
 - Ceremonies for Blessing Relationships (2003, p. 60)
 - Support for Same Gender Couples (2003, p. 60)
 - Boy Scouts of America (2001, p. 66)
 - Opposition to “Reparative/Conversion Therapy” for Gay and Lesbian Persons (2001, p78)
 - The Cambridge Accord (2000, p. 47)
 - Blessing Committed, Monogamous Relationships (1999, p. 60)
 - Celebrating the 10th Anniversary of the OASIS and the 25th Anniversary of Integrity (1999, p.61)

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General Convention Resolution on Lesbian and Gay Youth (1994, p. 153)
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Anglican Consultative Council Appropriation (2006, p. 69)

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On Unity of the Church in the Spirit of the Gospel (2004, p. 56)

Separation of Powers (2003, p. 63)

Episcopal Relief and Development (2001, p. 59) (2003, p. 49)

Memorial to General Convention on the Reapportionment of the House of Deputies (1994, p. 157)

Shared Vulnerability (Portland Statement) (1996, p. 39)

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Delaware River Flooding (1996, p. 42)

Amendment of the Constitution of the Episcopal Church of the Issue of Votes by Orders (1994, p.158)

Metropolitan Community Church (1993, p. 183)

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PAROCHIAL STATISTICS
(2016)

CANONICAL LIST OF
CLERGY BY SENIORITY

CHURCHES IN THE
DIOCESE

City	Name	Report Year	Mbrs on Jan. 1	Incr.	Decr.	Mbrs on Dec. 31	Communi- cants Adult
Allendale	Trinity Epis. Ch. of Bergen County	2016	114	12	10	116	72
Bayonne	Calvary Episcopal Church	2016	37	2	2	37	37
Bayonne	Trinity Parish in Bergen Point	2016	152	12	3	161	98
Belvidere	Episcopal Ch. of St Luke & St Mary	2016	0	93	0	93	72
Belvidere	St Marys Church Belvidere	2016	47	0	0	47	0
Bergenfield	All Saints' Episcopal Korean	2016	49	5	0	54	51
Boonton	St Johns Episcopal Church	2016	208	14	7	215	153
Budd Lake	Christ Episcopal Church	2016	85	0	5	80	57
Chatham	St Pauls Episcopal Church	2016	369	23	11	381	306
Chester	Church of the Messiah	2016	193	11	11	193	150
Cliffside Park	Trinity Church	2016	44	6	5	45	44
Clifton	St Peters Episcopal Church	2016	103	4	6	101	67
Denville	The Church of the Saviour	2016	762	4	5	761	366
Dover	St Johns Episcopal Church	2016	105	6	1	110	102
East Orange	St Agnes & St Pauls Church	2016	69	10	0	79	75
Englewood	St Pauls Episcopal Church	2016	426	6	12	420	238
Essex Fells	St Peters Episcopal Church	2016	549	8	6	551	512
Fair Lawn	Church of the Atonement	2016	54	6	5	55	49
Fort Lee	Church of the Good Shepherd	2016	103	0	0	103	68
Glen Ridge	Christ Episcopal Church	2016	251	26	2	275	227
Glen Rock	All Saints Episcopal Church	2016	281	14	2	293	233
Hackensack	Christ Episcopal Church	2016	219	2	6	215	53
Hackensack	Church of St Anthony Padua	2016	700	22	5	717	260
Hackensack	St Cyprians Church	2016	35	1	6	30	17
Hackettstown	St James Episcopal Church	2016	167	9	22	154	132
Harrington Park	St Andrews Episcopal Church	2016	112	6	1	117	92
Harrison	Christ Church	2016	58			58	
Hasbrouck Heights	Church of St John the Divine	2016	105			105	

City	Name	Report Year	Mbrs on Jan. 1	Incr.	Decr.	Mbrs on Dec. 31	Communi- cants Adult
Haworth	St Lukes Episcopal Church	2016	64	3	5	62	53
Hawthorne	St Clements Episcopal Church	2016	176	4	2	178	86
Hillsdale	Holy Trinity Episcopal Church	2016	118	1	0	119	72
Ho Ho Kus	St Bartholomews Episcopal Church	2016	190	1	6	185	141
Hoboken	All Saints Episcopal Parish	2016	493	68	38	523	392
Hope	St Lukes Church	2016	45			45	
Jersey City	Church of the Incarnation	2016	101	7	52	56	51
Jersey City	Grace Van Vorst Church	2016	372	18	4	386	127
Jersey City	St Pauls Episcopal Church	2016	195	34	20	209	159
Kinnelon	St Davids Episcopal Church	2016	103	10	14	99	84
Leonia	All Saints Episcopal Church	2016	94	4	1	97	64
Lincoln Park	Good Shepherd Episcopal Church	2016	103	1	4	100	81
Lincoln Park	St Andrews Episcopal Church	2016	0			0	
Little Falls	St Agnes Episcopal Church	2016	85	2	6	81	50
Livingston	St Peters Episcopal Church	2016	108	1	0	109	65
Lyndhurst	St Thomas Episcopal Church	2016	50	0	2	48	20
Madison	Grace Church	2016	1092	18	254	856	460
Maplewood	St Georges Episcopal Church	2016	413	38	15	436	305
Maywood	St Martins Episcopal Church	2016	54	1	8	47	42
Mendham	St John Baptist Convent	2016	0			0	
Mendham	St Marks Church	2016	160	1	0	161	131
Millburn	St Stephens Church	2016	275	17	12	280	215
Millington	All Saints Church	2016	249	16	6	259	144
Montclair	St Johns Episcopal Church	2016	306	19	24	301	253
Montclair	St Lukes Episcopal Church	2016	674	67	54	687	497
Montvale	St Pauls Episcopal Church	2016	380	6	8	378	245
Morris Plains	St Pauls Episcopal Church	2016	212	9	0	221	126
Morristown	Church of the Redeemer	2016	328	15	45	298	170

City	Name	Report Year	Mbrs on Jan. 1	Incr.	Decr.	Mbrs on Dec. 31	Communi-cants Adult
Morristown	St Peters Church	2016	1066	43	15	1094	766
Mount Arlington	St Peters Episcopal Church	2016	71	9	20	60	48
Mountain Lakes	St Peters Episcopal Church	2016	382	26	35	373	180
Newark	Grace Episcopal Church	2016	173	21	21	173	126
Newark	House of Prayer Episcopal Church	2016	93	0	18	75	66
Newark	St Andrews Episcopal Church	2016	107	3	3	107	37
Newark	Trinity & St Philips Cathedral	2016	201	10	7	204	85
Newton	Christ Episcopal Church	2016	621	9	15	615	550
North Arlington	St Pauls Church	2016	7	1	0	8	8
Norwood	Church of the Holy Communion	2016	92	5	3	94	70
Nutley	Grace Episcopal Church	2016	583	50	19	614	303
Oak Ridge	St Gabriels Episcopal Church	2016	30	2	6	26	24
Oakland	St Albans Episcopal Church	2016	172	4	5	171	105
Oradell	The Church of the Annunciation	2016	85	2	6	81	46
Orange	Christ Episcopal Church	2016	180	3	63	120	68
Orange	Church of the Epiphany	2016	144	7	76	75	35
Paramus	St Matthews Episcopal Church	2016	123	6	5	124	111
Parsippany	St Gregorys Episcopal Church	2016	85	0	2	83	58
Passaic	St Johns Episcopal Church	2016	143	3	5	141	93
Paterson	Church of the Holy Communion	2016	10			10	
Paterson	St Pauls Episcopal Church	2016	436	0	24	412	138
Phillipsburg	St Luke Episcopal Church	2016	222	9	14	217	175
Pompton Lakes	Christ Episcopal Church	2016	435	37	11	461	193
Ramsey	St Johns Memorial Episcopal Church	2016	613	10	4	619	421
Ridgefield	St James Episcopal Church	2016	248	0	1	247	196
Ridgewood	Christ Church	2016	435	27	5	457	205
Ridgewood	St Elizabeths Church	2016	912	33	38	907	572
Ringwood	Church of the Good Shepherd	2016	75	3	4	74	30

City	Name	Report Year	Mbrs on Jan. 1	Incr.	Decr.	Mbrs on Dec. 31	Communi- cants Adult
Rutherford	Grace Episcopal Church	2016	145	8	2	151	135
Secaucus	Church of Our Saviour	2016	164	2	2	164	80
Short Hills	Christ Episcopal Church	2016	545	24	20	549	375
South Orange	St Andrew & Holy Communion	2016	679	15	42	652	482
Sparta	St Marys Episcopal Church	2016	275	3	91	187	168
Succasunna	St Dunstons Church	2016	98	7	7	98	79
Summit	Calvary Church	2016	1474	93	7	1560	804
Teaneck	Christ Church	2016	95	0	15	80	55
Teaneck	St Marks Episcopal Church	2016	510	11	5	516	210
Tenafly	Church of the Atonement	2016	209	7	2	214	121
Towaco	Church of the Transfiguration	2016	0			0	
Union City	Grace Episcopal Church	2016	110	15	4	121	53
Upper Montclair	St James Episcopal Church	2016	504	60	18	546	476
Vernon	St Thomas Church	2016	0	0	0	0	0
Verona	The Church of the Holy Spirit	2016	132	4	0	136	50
Wantage	Church of the Good Shepherd	2016	113	11	3	121	109
Washington	St Peters Episcopal Church	2016	173	1	1	173	165
Wayne	St Michaels Episcopal Church	2016	212	16	21	207	202
West Orange	Church of the Holy Innocents	2016	80	14	11	83	71
West Orange	Church of the Holy Trinity	2016	28	0	0	28	20
Westwood	Grace Episcopal Church	2016	60	0	0	60	60
Wood Ridge	Church of St Paul & Resurrection	2016	112	5	3	114	98

City	Name	Report Year	Comm. Under 16	Total Comm.	Others In Cong.	Sunday Attend.	Weekday Attend.
Allendale	Trinity Epis. Ch. of Bergen County	2016	19	91	0	62	0
Bayonne	Calvary Episcopal Church	2016	0	37	4	15	0
Bayonne	Trinity Parish in Bergen Point	2016	13	111	8	60	0
Belvidere	Episcopal Ch. of St Luke & St Mary	2016	4	76	5	41	0
Belvidere	St Marys Church Belvidere	2016	0	0	0	0	0
Bergenfield	All Saints' Episcopal Korean	2016	3	54	0	27	0
Boonton	St Johns Episcopal Church	2016	16	169	15	64	0
Budd Lake	Christ Episcopal Church	2016	23	80	15	40	0
Chatham	St Pauls Episcopal Church	2016	70	376	0	129	0
Chester	Church of the Messiah	2016	43	193	0	61	0
Cliffside Park	Trinity Church	2016	1	45	0	25	0
Clifton	St Peters Episcopal Church	2016	6	73	18	47	0
Denville	The Church of the Saviour	2016	0	366	0	87	0
Dover	St Johns Episcopal Church	2016	8	110	10	45	0
East Orange	St Agnes & St Pauls Church	2016	2	77	10	54	0
Englewood	St Pauls Episcopal Church	2016	40	278	31	152	0
Essex Fells	St Peters Episcopal Church	2016	39	551	0	135	0
Fair Lawn	Church of the Atonement	2016	6	55	0	33	0
Fort Lee	Church of the Good Shepherd	2016	6	74	0	43	0
Glen Ridge	Christ Episcopal Church	2016	15	242	16	98	0
Glen Rock	All Saints Episcopal Church	2016	48	281	0	72	0
Hackensack	Christ Episcopal Church	2016	2	55	30	36	0
Hackensack	Church of St Anthony Padua	2016	46	306	68	188	0
Hackensack	St Cyprians Church	2016	0	17	13	15	0
Hackettstown	St James Episcopal Church	2016	22	154	0	48	0
Harrington Park	St Andrews Episcopal Church	2016	21	113	2	51	0
Harrison	Christ Church	2016					
Hasbrouck Heights	Church of St John the Divine	2016					

City	Name	Report Year	Comm. Under 16	Total Comm.	Others In Cong.	Sunday Attend.	Weekday Attend.
Haworth	St Lukes Episcopal Church	2016	9	62	5	45	0
Hawthorne	St Clements Episcopal Church	2016	6	92	2	53	0
Hillsdale	Holy Trinity Episcopal Church	2016	26	98	0	40	0
Ho Ho Kus	St Bartholomews Episcopal Church	2016	43	184	12	42	0
Hoboken	All Saints Episcopal Parish	2016	131	523	0	90	0
Hope	St Lukes Church	2016					
Jersey City	Church of the Incarnation	2016	5	56	6	44	0
Jersey City	Grace Van Vorst Church	2016	35	162	77	98	0
Jersey City	St Pauls Episcopal Church	2016	50	209	77	119	0
Kinnelon	St Davids Episcopal Church	2016	8	92	0	46	0
Leonia	All Saints Episcopal Church	2016	17	81	25	37	0
Lincoln Park	Good Shepherd Episcopal Church	2016	9	90	4	41	0
Lincoln Park	St Andrews Episcopal Church	2016					
Little Falls	St Agnes Episcopal Church	2016	1	51	3	26	0
Livingston	St Peters Episcopal Church	2016	19	84	0	25	0
Lyndhurst	St Thomas Episcopal Church	2016	5	25	2	10	0
Madison	Grace Church	2016	184	644	27	270	0
Maplewood	St Georges Episcopal Church	2016	131	436	0	145	0
Maywood	St Martins Episcopal Church	2016	5	47	5	18	0
Mendham	St John Baptist Convent	2016					
Mendham	St Marks Church	2016	14	145	12	43	0
Millburn	St Stephens Church	2016	18	233	30	65	0
Millington	All Saints Church	2016	24	168	4	80	0
Montclair	St Johns Episcopal Church	2016	38	291	10	74	0
Montclair	St Lukes Episcopal Church	2016	136	633	0	206	0
Montvale	St Pauls Episcopal Church	2016	95	340	55	82	0
Morris Plains	St Pauls Episcopal Church	2016	37	163	3	73	0
Morristown	Church of the Redeemer	2016	14	184	50	72	0

City	Name	Report Year	Comm. Under 16	Total Comm.	Others In Cong.	Sunday Attend.	Weekday Attend.
Morristown	St Peters Church	2016	220	986	108	402	0
Mount Arlington	St Peters Episcopal Church	2016	12	60	10	30	0
Mountain Lakes	St Peters Episcopal Church	2016	62	242	0	96	0
Newark	Grace Episcopal Church	2016	18	144	1	78	0
Newark	House of Prayer Episcopal Church	2016	9	75	2	31	0
Newark	St Andrews Episcopal Church	2016	0	37	0	38	0
Newark	Trinity & St Philips Cathedral	2016	20	105	0	106	0
Newton	Christ Episcopal Church	2016	65	615	62	211	0
North Arlington	St Pauls Church	2016	0	8	6	10	0
Norwood	Church of the Holy Communion	2016	11	81	7	38	17
Nutley	Grace Episcopal Church	2016	40	343	0	113	0
Oak Ridge	St Gabriels Episcopal Church	2016	0	24	5	20	0
Oakland	St Albans Episcopal Church	2016	25	130	38	61	0
Oradell	The Church of the Annunciation	2016	5	51	2	20	0
Orange	Christ Episcopal Church	2016	17	85	0	84	0
Orange	Church of the Epiphany	2016	12	47	0	30	0
Paramus	St Matthews Episcopal Church	2016	13	124	0	36	0
Parsippany	St Gregorys Episcopal Church	2016	13	71	10	35	0
Passaic	St Johns Episcopal Church	2016	5	98	16	49	0
Paterson	Church of the Holy Communion	2016					
Paterson	St Pauls Episcopal Church	2016	20	158	5	69	0
Phillipsburg	St Luke Episcopal Church	2016	42	217	13	90	0
Pompton Lakes	Christ Episcopal Church	2016	36	229	0	120	0
Ramsey	St Johns Memorial Episcopal Church	2016	85	506	5	92	0
Ridgefield	St James Episcopal Church	2016	23	219	0	49	0
Ridgewood	Christ Church	2016	105	310	0	190	0
Ridgewood	St-Elizabeths Church	2016	150	722	25	176	0
Ringwood	Church of the Good Shepherd	2016	10	40	20	25	0

City	Name	Report Year	Comm. Under 16	Total Comm.	Others In Cong.	Sunday Attend.	Weekday Attend.
Rutherford	Grace Episcopal Church	2016	16	151	2	54	0
Secaucus	Church of Our Saviour	2016	4	84	0	31	0
Short Hills	Christ Episcopal Church	2016	120	495	47	115	0
South Orange	St Andrew & Holy Communion	2016	42	524	45	162	0
Sparta	St Marys Episcopal Church	2016	16	184	0	82	0
Succasunna	St Dunstons Church	2016	14	93	0	41	0
Summit	Calvary Church	2016	321	1125	50	426	0
Teaneck	Christ Church	2016	10	65	5	40	0
Teaneck	St Marks Episcopal Church	2016	25	235	0	93	0
Tenafly	Church of the Atonement	2016	27	148	23	90	0
Towaco	Church of the Transfiguration	2016					
Union City	Grace Episcopal Church	2016	20	73	48	71	71
Upper Montclair	St James Episcopal Church	2016	70	546	0	176	0
Vernon	St Thomas Church	2016	0	0	0	0	0
Verona	The Church of the Holy Spirit	2016	25	75	8	38	0
Wantage	Church of the Good Shepherd	2016	10	119	2	39	0
Washington	St Peters Episcopal Church	2016	8	173	0	32	0
Wayne	St Michaels Episcopal Church	2016	5	207	0	68	0
West Orange	Church of the Holy Innocents	2016	12	83	1	46	0
West Orange	Church of the Holy Trinity	2016	8	28	22	50	0
Westwood	Grace Episcopal Church	2016	0	60	0	48	0
Wood Ridge	Church of St Paul & Resurrection	2016	2	100	0	45	0

City	Name	Report Year	Easter Attend.	Sat/Sun Euch.	Weekday Euch.	Private Euch.	Sunday Offices	Weekday Offices
Allendale	Trinity Epis. Ch. of Bergen County	2016	123	155	37	191	57	322
Bayonne	Calvary Episcopal Church	2016	17	48	3	0	3	1
Bayonne	Trinity Parish in Bergen Point	2016	88	52	0	4	4	4
Belvidere	Episcopal Ch. of St Luke & St Mary	2016	61	50	9	3	3	0
Belvidere	St Marys Church Belvidere	2016	0	0	0	0	0	0
Bergenfield	All Saints' Episcopal Korean	2016	39	55	0	10	0	40
Boonton	St Johns Episcopal Church	2016	249	102	42	13	6	176
Budd Lake	Christ Episcopal Church	2016	102	0	8	0	0	0
Chatham	St Pauls Episcopal Church	2016	290	103	48	35	0	3
Chester	Church of the Messiah	2016	166	106	38	35	3	281
Cliffside Park	Trinity Church	2016	35	52	2	2	14	0
Clifton	St Peters Episcopal Church	2016	104	111	18	5	4	3
Denville	The Church of the Saviour	2016	221	101	0	9	0	0
Dover	St Johns Episcopal Church	2016	138	51	4	0	1	6
East Orange	St Agnes & St Pauls Church	2016	94	5	3	0	0	0
Englewood	St Pauls Episcopal Church	2016	636	130	47	28	11	7
Essex Fells	St Peters Episcopal Church	2016	378	162	40	84	5	73
Fair Lawn	Church of the Atonement	2016	101	97	28	90	35	6
Fort Lee	Church of the Good Shepherd	2016	73	106	48	0	0	0
Glen Ridge	Christ Episcopal Church	2016	216	134	36	2	0	68
Glen Rock	All Saints Episcopal Church	2016	215	104	7	0	0	6
Hackensack	Christ Episcopal Church	2016	94	54	5	0	4	0
Hackensack	Church of St Anthony Padua	2016	380	252	296	284	51	260
Hackensack	St Cyprians Church	2016	26	43	0	0	0	0
Hackettstown	St James Episcopal Church	2016	123	102	0	29	0	0
Harrington Park	St Andrews Episcopal Church	2016	125	91	6	10	3	1
Harrison	Christ Church	2016						
Hasbrouck Heights	Church of St John the Divine	2016						

City	Name	Report Year	Easter Attend.	Sat/Sun Euch.	Weekday Euch.	Private Euch.	Sunday Offices	Weekday Offices
Haworth	St Lukes Episcopal Church	2016	62	49	20	5	3	1
Hawthorne	St Clements Episcopal Church	2016	107	110	14	33	18	1
Hillsdale	Holy Trinity Episcopal Church	2016	120	80	6	3	1	0
Ho Ho Kus	St Bartholomews Episcopal Church	2016	92	100	63	35	0	0
Hoboken	All Saints Episcopal Parish	2016	227	148	0	1	8	34
Hope	St Lukes Church	2016						
Jersey City	Church of the Incarnation	2016	71	51	2	6	0	30
Jersey City	Grace Van Vorst Church	2016	178	5	3	35	2	0
Jersey City	St Pauls Episcopal Church	2016	290	153	70	101	0	102
Kinnelon	St Davids Episcopal Church	2016	83	92	58	45	6	0
Leonia	All Saints Episcopal Church	2016	72	79	8	12	3	2
Lincoln Park	Good Shepherd Episcopal Church	2016	90	83	5	28	5	0
Lincoln Park	St Andrews Episcopal Church	2016						
Little Falls	St Agnes Episcopal Church	2016	60	47	0	12	4	0
Livingston	St Peters Episcopal Church	2016	50	45	2	9	7	0
Lyndhurst	St Thomas Episcopal Church	2016	25	40	4	1	10	6
Madison	Grace Church	2016	911	198	148	22	36	279
Maplewood	St Georges Episcopal Church	2016	618	119	9	18	0	1
Maywood	St Martins Episcopal Church	2016	40	49	4	8	3	3
Mendham	St John Baptist Convent	2016						
Mendham	St Marks Church	2016	113	51	2	1	0	38
Millburn	St Stephens Church	2016	181	52	5	46	2	78
Millington	All Saints Church	2016	194	100	43	3	8	15
Montclair	St Johns Episcopal Church	2016	176	93	7	0	0	27
Montclair	St Lukes Episcopal Church	2016	572	149	44	18	1	14
Montvale	St Pauls Episcopal Church	2016	234	97	48	59	9	0
Morris Plains	St Pauls Episcopal Church	2016	202	99	8	0	2	2
Morristown	Church of the Redeemer	2016	140	106	3	17	6	4

City	Name	Report Year	Easter Attend.	Sat/Sun Euch.	Weekday Euch.	Private Euch.	Sunday Offices	Weekday Offices
Morristown	St Peters Church	2016	806	169	59	116	1	36
Mount Arlington	St Peters Episcopal Church	2016	66	50	2	0	1	48
Mountain Lakes	St Peters Episcopal Church	2016	235	220	3	15	0	0
Newark	Grace Episcopal Church	2016	210	99	132	0	1	7
Newark	House of Prayer Episcopal Church	2016	68	51	2	1	2	0
Newark	St Andrews Episcopal Church	2016	75	0	43	0	0	0
Newark	Trinity & St Philips Cathedral	2016	231	114	94	0	0	0
Newton	Christ Episcopal Church	2016	442	112	16	14	5	92
North Arlington	St Pauls Church	2016	6	3	0	0	0	0
Norwood	Church of the Holy Communion	2016	82	93	8	0	2	4
Nutley	Grace Episcopal Church	2016	308	104	45	30	40	493
Oak Ridge	St Gabriels Episcopal Church	2016	25	50	3	0	3	1
Oakland	St Albans Episcopal Church	2016	108	117	8	27	5	7
Oradell	The Church of the Annunciation	2016	57	50	32	12	3	0
Orange	Christ Episcopal Church	2016	168	102	46	0	0	0
Orange	Church of the Epiphany	2016	59	102	46	3	0	0
Paramus	St Matthews Episcopal Church	2016	78	0	0	0	2	0
Parsippany	St Gregorys Episcopal Church	2016	81	50	9	18	3	2
Passaic	St Johns Episcopal Church	2016	109	106	11	31	2	3
Paterson	Church of the Holy Communion	2016						
Paterson	St Pauls Episcopal Church	2016	190	117	8	22	0	12
Phillipsburg	St Luke Episcopal Church	2016	180	98	15	21	2	99
Pompton Lakes	Christ Episcopal Church	2016	324	0	51	57	4	0
Ramsey	St Johns Memorial Episcopal Church	2016	200	0	48	0	0	0
Ridgefield	St James Episcopal Church	2016	83	51	50	51	0	0
Ridgewood	Christ Church	2016	505	168	76	0	0	45
Ridgewood	St Elizabeths Church	2016	519	98	49	36	44	260
Ringwood	Church of the Good Shepherd	2016	46	52	1	20	0	1

City	Name	Report Year	Easter Attend.	Sat/Sun Euch.	Weekday Euch.	Private Euch.	Sunday Offices	Weekday Offices
Rutherford	Grace Episcopal Church	2016	156	54	51	0	1	6
Secaucus	Church of Our Saviour	2016	68	52	4	1	0	0
Short Hills	Christ Episcopal Church	2016	425	95	29	1	9	28
South Orange	St Andrew & Holy Communion	2016	436	0	21	325	6	0
Sparta	St Marys Episcopal Church	2016	190	90	3	32	1	2
Succasunna	St Dunstons Church	2016	80	51	3	23	1	2
Summit	Calvary Church	2016	1169	187	44	42	9	37
Teaneck	Christ Church	2016	105	5	115	0	0	0
Teaneck	St Marks Episcopal Church	2016	219	13	8	5	0	45
Tenafly	Church of the Atonement	2016	188	95	13	12	13	4
Towaco	Church of the Transfiguration	2016						
Union City	Grace Episcopal Church	2016	105	48	6	0	4	0
Upper Montclair	St James Episcopal Church	2016	459	101	13	34	0	48
Vernon	St Thomas Church	2016	0	0	0	0	0	0
Verona	The Church of the Holy Spirit	2016	102	93	4	5	3	8
Wantage	Church of the Good Shepherd	2016	86	84	21	4	6	0
Washington	St Peters Episcopal Church	2016	63	52	5	10	0	0
Wayne	St Michaels Episcopal Church	2016	125	86	29	132	4	1
West Orange	Church of the Holy Innocents	2016	118	52	3	16	0	0
West Orange	Church of the Holy Trinity	2016	79	50	0	0	0	0
Westwood	Grace Episcopal Church	2016	87	90	57	32	49	219
Wood Ridge	Church of St Paul & Resurrection	2016	85	0	0	2	0	0

City	Name	Report Year	Marriages	Burials	Baptisms Adult	Baptisms Under 16	Confirm. Adults
Allendale	Trinity Epis. Ch. of Bergen County	2016	1	8	0	0	0
Bayonne	Calvary Episcopal Church	2016	0	2	0	3	0
Bayonne	Trinity Parish in Bergen Point	2016	0	3	1	4	0
Belvidere	Episcopal Ch. of St Luke & St Mary	2016	2	2	1	0	1
Belvidere	St Marys Church Belvidere	2016	0	0	0	0	0
Bergenfield	All Saints' Episcopal Korean	2016	1	2	0	0	0
Boonton	St Johns Episcopal Church	2016	3	2	2	12	3
Budd Lake	Christ Episcopal Church	2016	0	0	1	1	0
Chatham	St Pauls Episcopal Church	2016	0	5	3	2	5
Chester	Church of the Messiah	2016	1	3	0	5	1
Cliffside Park	Trinity Church	2016	2	2	0	3	0
Clifton	St Peters Episcopal Church	2016	0	6	0	1	0
Denville	The Church of the Saviour	2016	0	5	0	4	0
Dover	St Johns Episcopal Church	2016	1	2	0	2	0
East Orange	St Agnes & St Pauls Church	2016	0	0	0	0	0
Englewood	St Pauls Episcopal Church	2016	5	11	0	3	3
Essex Fells	St Peters Episcopal Church	2016	3	6	0	11	0
Fair Lawn	Church of the Atonement	2016	0	9	2	1	0
Fort Lee	Church of the Good Shepherd	2016	0	0	1	1	0
Glen Ridge	Christ Episcopal Church	2016	0	4	2	4	0
Glen Rock	All Saints Episcopal Church	2016	2	1	0	1	0
Hackensack	Christ Episcopal Church	2016	0	2	0	2	0
Hackensack	Church of St Anthony Padua	2016	1	11	0	10	0
Hackensack	St Cyprians Church	2016	0	1	0	0	0
Hackettstown	St James Episcopal Church	2016	2	1	0	3	0
Harrington Park	St Andrews Episcopal Church	2016	1	1	0	4	0
Harrison	Christ Church	2016					
Hasbrouck Heights	Church of St John the Divine	2016					

City	Name	Report Year	Marriages	Burials	Baptisms Adult	Baptisms Under 16	Confirm. Adults
Haworth	St Lukes Episcopal Church	2016	0	2	0	2	0
Hawthorne	St Clements Episcopal Church	2016	2	4	0	0	1
Hillsdale	Holy Trinity Episcopal Church	2016	0	0	0	0	4
Ho Ho Kus	St Bartholomews Episcopal Church	2016	2	6	0	1	0
Hoboken	All Saints Episcopal Parish	2016	1	0	0	30	0
Hope	St Lukes Church	2016					
Jersey City	Church of the Incarnation	2016	1	4	0	0	1
Jersey City	Grace Van Vorst Church	2016	3	0	0	5	0
Jersey City	St Pauls Episcopal Church	2016	3	3	2	15	3
Kinnelon	St Davids Episcopal Church	2016	1	3	0	1	3
Leonia	All Saints Episcopal Church	2016	2	4	0	4	0
Lincoln Park	Good Shepherd Episcopal Church	2016	0	4	0	4	0
Lincoln Park	St Andrews Episcopal Church	2016					
Little Falls	St Agnes Episcopal Church	2016	2	2	0	2	0
Livingston	St Peters Episcopal Church	2016	0	2	1	0	3
Lyndhurst	St Thomas Episcopal Church	2016	0	0	0	0	0
Madison	Grace Church	2016	3	17	0	10	2
Maplewood	St Georges Episcopal Church	2016	2	2	1	9	0
Maywood	St Martins Episcopal Church	2016	0	1	0	1	0
Mendham	St John Baptist Convent	2016					
Mendham	St Marks Church	2016	0	2	0	1	0
Millburn	St Stephens Church	2016	2	2	1	5	0
Millington	All Saints Church	2016	0	5	0	5	1
Montclair	St Johns Episcopal Church	2016	3	4	3	1	0
Montclair	St Lukes Episcopal Church	2016	3	11	1	10	3
Montvale	St Pauls Episcopal Church	2016	6	6	1	6	0
Morris Plains	St Pauls Episcopal Church	2016	2	3	0	3	0
Morristown	Church of the Redeemer	2016	4	2	0	1	0

City	Name	Report Year	Marriages	Burials	Baptisms Adult	Baptisms Under 16	Confirm. Adults
Morristown	St Peters Church	2016	2	12	1	24	1
Mount Arlington	St Peters Episcopal Church	2016	0	0	0	1	0
Mountain Lakes	St Peters Episcopal Church	2016	5	7	0	6	1
Newark	Grace Episcopal Church	2016	0	2	0	3	0
Newark	House of Prayer Episcopal Church	2016	0	2	0	0	0
Newark	St Andrews Episcopal Church	2016	0	1	0	1	0
Newark	Trinity & St Philips Cathedral	2016	3	7	0	10	0
Newton	Christ Episcopal Church	2016	3	5	0	9	0
North Arlington	St Pauls Church	2016	0	0	1	0	0
Norwood	Church of the Holy Communion	2016	0	4	0	2	1
Nutley	Grace Episcopal Church	2016	6	10	1	18	2
Oak Ridge	St Gabriels Episcopal Church	2016	0	0	0	1	0
Oakland	St Albans Episcopal Church	2016	1	0	0	4	0
Oradell	The Church of the Annunciation	2016	0	4	0	1	0
Orange	Christ Episcopal Church	2016	0	0	1	2	1
Orange	Church of the Epiphany	2016	0	2	0	1	2
Paramus	St Matthews Episcopal Church	2016	0	1	0	3	1
Parsippany	St Gregorys Episcopal Church	2016	0	2	0	0	0
Passaic	St Johns Episcopal Church	2016	0	3	1	2	0
Paterson	Church of the Holy Communion	2016					
Paterson	St Pauls Episcopal Church	2016	0	2	0	2	2
Phillipsburg	St Luke Episcopal Church	2016	0	3	0	3	0
Pompton Lakes	Christ Episcopal Church	2016	7	9	0	9	1
Ramsey	St Johns Memorial Episcopal Church	2016	0	3	0	3	5
Ridgefield	St James Episcopal Church	2016	2	2	0	4	0
Ridgewood	Christ Church	2016	3	5	0	27	0
Ridgewood	St Elizabeths Church	2016	1	6	0	8	0
Ringwood	Church of the Good Shepherd	2016	0	4	1	2	0

City	Name	Report Year	Marriages	Burials	Baptisms Adult	Baptisms Under 16	Confirm. Adults
Rutherford	Grace Episcopal Church	2016	1	2	0	7	0
Secaucus	Church of Our Saviour	2016	0	1	0	0	0
Short Hills	Christ Episcopal Church	2016	4	10	0	6	0
South Orange	St Andrew & Holy Communion	2016	6	8	5	14	0
Sparta	St Marys Episcopal Church	2016	0	3	0	2	1
Succasunna	St Dunstons Church	2016	0	3	0	2	0
Summit	Calvary Church	2016	4	9	0	20	2
Teaneck	Christ Church	2016	0	3	0	3	0
Teaneck	St Marks Episcopal Church	2016	1	5	1	2	0
Tenafly	Church of the Atonement	2016	1	7	0	4	0
Towaco	Church of the Transfiguration	2016					
Union City	Grace Episcopal Church	2016	0	2	1	0	0
Upper Montclair	St James Episcopal Church	2016	4	5	0	18	0
Vernon	St Thomas Church	2016	0	0	0	0	0
Verona	The Church of the Holy Spirit	2016	2	10	0	1	0
Wantage	Church of the Good Shepherd	2016	1	4	0	2	0
Washington	St Peters Episcopal Church	2016	1	1	0	6	0
Wayne	St Michaels Episcopal Church	2016	0	8	0	1	1
West Orange	Church of the Holy Innocents	2016	0	2	0	1	0
West Orange	Church of the Holy Trinity	2016	1	2	0	3	0
Westwood	Grace Episcopal Church	2016	0	4	0	0	1
Wood Ridge	Church of St Paul & Resurrection	2016	0	0	0	1	0

City	Name	Report Year	Confirm. Under 16	Rec'd	Church School Students	Adult Education	Spiritual Formation
Allendale	Trinity Epis. Ch. of Bergen County	2016	0	0	12	1	28
Bayonne	Calvary Episcopal Church	2016	0	0	4	0	2
Bayonne	Trinity Parish in Bergen Point	2016	0	0	8	1	13
Belvidere	Episcopal Ch. of St Luke & St Mary	2016	0	1	4	1	21
Belvidere	St Marys Church Belvidere	2016	0	0	0	0	0
Bergenfield	All Saints' Episcopal Korean	2016	0	0	3	1	11
Boonton	St Johns Episcopal Church	2016	0	9	8	0	14
Budd Lake	Christ Episcopal Church	2016	4	0	10	1	15
Chatham	St Pauls Episcopal Church	2016	0	0	60	1	60
Chester	Church of the Messiah	2016	0	4	24	1	36
Cliffside Park	Trinity Church	2016	0	0	0	0	0
Clifton	St Peters Episcopal Church	2016	0	0	5	1	5
Denville	The Church of the Saviour	2016	0	0	37	0	0
Dover	St Johns Episcopal Church	2016	0	0	8	0	6
East Orange	St Agnes & St Pauls Church	2016	0	0	30	1	35
Englewood	St Pauls Episcopal Church	2016	0	2	40	1	47
Essex Fells	St Peters Episcopal Church	2016	0	0	89	1	25
Fair Lawn	Church of the Atonement	2016	0	3	5	1	21
Fort Lee	Church of the Good Shepherd	2016	0	6	0	0	0
Glen Ridge	Christ Episcopal Church	2016	0	0	15	1	22
Glen Rock	All Saints Episcopal Church	2016	0	4	37	1	25
Hackensack	Christ Episcopal Church	2016	0	0	0	0	14
Hackensack	Church of St Anthony Padua	2016	4	8	24	1	40
Hackensack	St Cyprians Church	2016	0	0	0	0	0
Hackettstown	St James Episcopal Church	2016	0	0	8	0	0
Harrington Park	St Andrews Episcopal Church	2016	2	0	9	1	12
Harrison	Christ Church	2016					
Hasbrouck Heights	Church of St John the Divine	2016					

City	Name	Report Year	Confirm. Under 16	Rec'd	Church School Students	Adult Education	Spiritual Formation
Haworth	St Lukes Episcopal Church	2016	0	0	6	1	18
Hawthorne	St Clements Episcopal Church	2016	0	1	5	0	6
Hillsdale	Holy Trinity Episcopal Church	2016	0	26	0	0	3
Ho Ho Kus	St Bartholomews Episcopal Church	2016	3	0	26	1	20
Hoboken	All Saints Episcopal Parish	2016	0	0	22	1	15
Hope	St Lukes Church	2016					
Jersey City	Church of the Incarnation	2016	0	0	4	1	25
Jersey City	Grace Van Vorst Church	2016	1	0	28	0	56
Jersey City	St Pauls Episcopal Church	2016	4	0	17	1	40
Kinnelon	St Davids Episcopal Church	2016	0	0	0	1	6
Leonia	All Saints Episcopal Church	2016	0	0	11	1	18
Lincoln Park	Good Shepherd Episcopal Church	2016	0	0	2	0	8
Lincoln Park	St Andrews Episcopal Church	2016					
Little Falls	St Agnes Episcopal Church	2016	0	0	0	1	12
Livingston	St Peters Episcopal Church	2016	3	1	21	1	35
Lyndhurst	St Thomas Episcopal Church	2016	0	0	0	1	30
Madison	Grace Church	2016	16	0	167	1	45
Maplewood	St Georges Episcopal Church	2016	0	0	43	0	0
Maywood	St Martins Episcopal Church	2016	2	1	0	0	2
Mendham	St John Baptist Convent	2016					
Mendham	St Marks Church	2016	0	0	14	1	15
Millburn	St Stephens Church	2016	0	1	12	1	12
Millington	All Saints Church	2016	4	0	11	1	17
Montclair	St Johns Episcopal Church	2016	0	0	23	1	49
Montclair	St Lukes Episcopal Church	2016	0	0	116	1	45
Montvale	St Pauls Episcopal Church	2016	0	0	40	1	15
Morris Plains	St Pauls Episcopal Church	2016	4	0	34	1	12
Morristown	Church of the Redeemer	2016	0	0	22	1	30

City	Name	Report Year	Confirm. Under 16	Rec'd	Church School Students	Adult Education	Spiritual Formation
Morristown	St Peters Church	2016	2	0	30	1	60
Mount Arlington	St Peters Episcopal Church	2016	0	0	4	0	0
Mountain Lakes	St Peters Episcopal Church	2016	0	1	35	0	8
Newark	Grace Episcopal Church	2016	0	0	15	1	25
Newark	House of Prayer Episcopal Church	2016	0	0	6	1	25
Newark	St Andrews Episcopal Church	2016	0	0	4	0	0
Newark	Trinity & St Phillips Cathedral	2016	0	0	11	0	0
Newton	Christ Episcopal Church	2016	0	0	30	1	62
North Arlington	St Pauls Church	2016	0	0	0	0	0
Norwood	Church of the Holy Communion	2016	0	0	0	1	20
Nutley	Grace Episcopal Church	2016	3	1	57	1	10
Oak Ridge	St Gabriels Episcopal Church	2016	0	0	0	1	0
Oakland	St Albans Episcopal Church	2016	6	0	20	1	10
Oradell	The Church of the Annunciation	2016	0	0	3	1	6
Orange	Christ Episcopal Church	2016	4	0	12	1	10
Orange	Church of the Epiphany	2016	1	1	12	1	10
Paramus	St Matthews Episcopal Church	2016	4	0	4	0	0
Parsippany	St Gregorys Episcopal Church	2016	0	0	9	1	16
Passaic	St Johns Episcopal Church	2016	0	0	7	0	0
Paterson	Church of the Holy Communion	2016					
Paterson	St Pauls Episcopal Church	2016	0	0	0	0	36
Phillipsburg	St Luke Episcopal Church	2016	0	0	22	1	12
Pompton Lakes	Christ Episcopal Church	2016	9	2	23	0	2
Ramsey	St Johns Memorial Episcopal Church	2016	0	0	59	0	0
Ridgefield	St James Episcopal Church	2016	0	0	14	1	12
Ridgewood	Christ Church	2016	0	0	105	1	50
Ridgewood	St Elizabeths Church	2016	12	0	207	1	115
Ringwood	Church of the Good Shepherd	2016	0	0	0	0	0

City	Name	Report Year	Confirm. Under 16	Rec'd	Church School Students	Adult Education	Spiritual Formation
Rutherford	Grace Episcopal Church	2016	3	0	11	0	6
Secaucus	Church of Our Saviour	2016	0	0	0	0	0
Short Hills	Christ Episcopal Church	2016	2	0	75	1	117
South Orange	St Andrew & Holy Communion	2016	0	0	38	1	48
Sparta	St Marys Episcopal Church	2016	0	0	13	1	20
Succasunna	St Dunstons Church	2016	0	0	8	1	17
Summit	Calvary Church	2016	0	4	185	1	804
Teaneck	Christ Church	2016	0	0	80	0	0
Teaneck	St Marks Episcopal Church	2016	0	12	0	0	5
Tenafly	Church of the Atonement	2016	2	0	18	1	21
Towaco	Church of the Transfiguration	2016					
Union City	Grace Episcopal Church	2016	0	0	20	1	30
Upper Montclair	St James Episcopal Church	2016	2	1	44	1	22
Vernon	St Thomas Church	2016	0	0	0	0	0
Verona	The Church of the Holy Spirit	2016	2	0	25	1	15
Wantage	Church of the Good Shepherd	2016	0	0	7	1	12
Washington	St Peters Episcopal Church	2016	0	0	0	0	0
Wayne	St Michaels Episcopal Church	2016	0	0	2	0	50
West Orange	Church of the Holy Innocents	2016	1	0	12	1	6
West Orange	Church of the Holy Trinity	2016	0	5	9	0	0
Westwood	Grace Episcopal Church	2016	0	0	0	1	30
Wood Ridge	Church of St Paul & Resurrection	2016	0	0	0	0	1

City	Name	Report Year	Pledge Units	Amount Pledged	Plate & Pledge	From Investments	Other Income
Allendale	Trinity Epis. Ch. of Bergen County	2016	42	133,790.00	145,643.00	53,387.00	10,830.00
Bayonne	Calvary Episcopal Church	2016	16	30,584.00	28,785.00	4,457.00	26,850.00
Bayonne	Trinity Parish in Bergen Point	2016	31	47,939.00	57,656.00	7,403.00	70,216.00
Belvidere	Episcopal Ch. of St Luke & St Mary	2016	34	87,364.00	88,106.00	18,811.00	25,098.00
Belvidere	St Marys Church Belvidere	2016					
Bergenfield	All Saints' Episcopal Korean	2016	17	43,592.00	64,099.00		71,400.00
Boonton	St Johns Episcopal Church	2016	45	54,010.00	65,900.00	3,000.00	
Budd Lake	Christ Episcopal Church	2016	24	97,664.00	90,637.00		29,716.00
Chatham	St Pauls Episcopal Church	2016	92	275,000.00	278,568.00	5,686.00	137,830.00
Chester	Church of the Messiah	2016	45	118,694.00	134,846.00		33,562.00
Cliffside Park	Trinity Church	2016	12	15,264.00	26,932.00	15,106.00	68,432.00
Clifton	St Peters Episcopal Church	2016	42	89,236.00	97,036.00		16,509.00
Denville	The Church of the Saviour	2016	66	123,592.00	129,400.00		38,826.00
Dover	St Johns Episcopal Church	2016	43	53,855.00	57,856.00	2,032.00	53,295.00
East Orange	St Agnes & St Pauls Church	2016	72	115,424.00	149,156.00	30,240.00	
Englewood	St Pauls Episcopal Church	2016	80	151,608.00	198,797.00	84,000.00	209,213.00
Essex Fells	St Peters Episcopal Church	2016			308,882.00	143,342.00	91,047.00
Fair Lawn	Church of the Atonement	2016	16	40,428.00	69,050.00	15,000.00	17,038.00
Fort Lee	Church of the Good Shepherd	2016	26	46,000.00	76,893.00	2,468.00	90,406.00
Glen Ridge	Christ Episcopal Church	2016	59	92,840.00	132,380.00	132,902.00	80,895.00
Glen Rock	All Saints Episcopal Church	2016	51	175,000.00	202,260.00		52,935.00
Hackensack	Christ Episcopal Church	2016	38	60,000.00	148,581.00		
Hackensack	Church of St Anthony Padua	2016			150,684.00		
Hackensack	St Cyprians Church	2016	10	8,939.00	17,378.00	3,000.00	5,253.00
Hackettstown	St James Episcopal Church	2016	45	97,722.00	99,254.00	29,059.00	11,515.00
Harrington Park	St Andrews Episcopal Church	2016	35	100,078.00	116,734.00	8,800.00	14,242.00
Harrison	Christ Church	2016					
Hasbrouck Heights	Church of St John the Divine	2016					

City	Name	Report Year	Pledge Units	Amount Pledged	Plate & Pledge	From Investments	Other Income
Haworth	St Lukes Episcopal Church	2016	36	98,785.00	98,244.00	24,777.00	19,154.00
Hawthorne	St Clements Episcopal Church	2016	58	86,054.00	111,748.00	5,454.00	24,829.00
Hillsdale	Holy Trinity Episcopal Church	2016		95,573.00	104,229.00	1,786.00	40,295.00
Ho Ho Kus	St Bartholomews Episcopal Church	2016	53	128,310.00	188,242.00	7,869.00	9,154.00
Hoboken	All Saints Episcopal Parish	2016	52	146,880.00	148,374.00	450	169,665.00
Hope	St Lukes Church	2016					
Jersey City	Church of the Incarnation	2016	17	39,292.00	59,968.00	25,669.00	38,142.00
Jersey City	Grace Van Vorst Church	2016	73	158,880.00	170,132.00	293	198,924.00
Jersey City	St Pauls Episcopal Church	2016	95	71,644.00	81,088.00	127,813.00	6,508.00
Kinnelon	St Davids Episcopal Church	2016	46	121,784.00	132,028.00		66,152.00
Leonia	All Saints Episcopal Church	2016	32	57,744.00	77,547.00		52,922.00
Lincoln Park	Good Shepherd Episcopal Church	2016	47	97,776.00	114,307.00		78,518.00
Lincoln Park	St Andrews Episcopal Church	2016					
Little Falls	St Agnes Episcopal Church	2016	42	66,440.00	84,874.00	9,867.00	100,166.00
Livingston	St Peters Episcopal Church	2016	21	37,780.00	43,495.00	10,112.00	134,008.00
Lyndhurst	St Thomas Episcopal Church	2016	8	10,000.00	14,714.00	12,291.00	32,267.00
Madison	Grace Church	2016	213	552,251.00	584,026.00	137,878.00	131,648.00
Maplewood	St Georges Episcopal Church	2016	97	320,000.00	361,065.00	4,745.00	68,026.00
Maywood	St Martins Episcopal Church	2016	10	16,380.00	19,866.00		65,631.00
Mendham	St John Baptist Convent	2016					
Mendham	St Marks Church	2016	31	118,153.00	127,936.00	3,338.00	15,000.00
Millburn	St Stephens Church	2016	45	143,612.00	162,997.00	664	55,986.00
Millington	All Saints Church	2016	72	131,167.00	171,549.00		46,504.00
Montclair	St Johns Episcopal Church	2016	70	217,438.00	227,355.00		17,555.00
Montclair	St Lukes Episcopal Church	2016	146	353,813.00	361,620.00	34,798.00	113,134.00
Montvale	St Pauls Episcopal Church	2016	53	138,000.00	200,168.00	200	15,477.00
Morris Plains	St Pauls Episcopal Church	2016	71	159,613.00	165,888.00	8,380.00	22,843.00
Morristown	Church of the Redeemer	2016	60	164,093.00	183,974.00	67,562.00	89,388.00

City	Name	Report Year	Pledge Units	Amount Pledged	Plate & Pledge	From Investments	Other Income
Morristown	St Peters Church	2016	185	460,422.00	510,796.00	36,127.00	
Mount Arlington	St Peters Episcopal Church	2016	24	27,913.00	34,092.00	12,985.00	5,597.00
Mountain Lakes	St Peters Episcopal Church	2016	88	179,550.00	221,025.00	39,825.00	64,589.00
Newark	Grace Episcopal Church	2016	66	137,500.00	181,513.00	212,510.00	
Newark	House of Prayer Episcopal Church	2016	26	39,960.00	43,194.00	11,000.00	14,000.00
Newark	St Andrews Episcopal Church	2016	37	66,075.00	60,287.00	10,439.00	8,986.00
Newark	Trinity & St Philips Cathedral	2016	85	138,000.00	161,637.00	48,055.00	49,339.00
Newton	Christ Episcopal Church	2016	114	323,165.00	349,194.00	98,501.00	9,616.00
North Arlington	St Pauls Church	2016			5,861.00	68	28,993.00
Norwood	Church of the Holy Communion	2016	25	57,283.00	69,528.00	214	106,823.00
Nutley	Grace Episcopal Church	2016	82	133,802.00	160,825.00	71,440.00	49,802.00
Oak Ridge	St Gabriels Episcopal Church	2016	12	17,670.00	20,873.00		16,022.00
Oakland	St Albans Episcopal Church	2016	39	114,700.00	121,841.00		61,357.00
Oradell	The Church of the Annunciation	2016	22	53,729.00	65,073.00		13,091.00
Orange	Christ Episcopal Church	2016	73	118,936.00	124,234.00	8,274.00	62,047.00
Orange	Church of the Epiphany	2016	39	84,400.00	106,718.00	23,623.00	177,445.00
Paramus	St Matthews Episcopal Church	2016	33	47,496.00	51,710.00		52,952.00
Parsippany	St Gregorys Episcopal Church	2016	25	52,000.00	55,390.00	13,567.00	98,044.00
Passaic	St Johns Episcopal Church	2016	36	83,232.00	96,914.00		21,761.00
Paterson	Church of the Holy Communion	2016					
Paterson	St Pauls Episcopal Church	2016	75	155,042.00	115,456.00	131,842.00	85,243.00
Phillipsburg	St Luke Episcopal Church	2016	66	125,996.00	139,652.00	1,500.00	23,130.00
Pompton Lakes	Christ Episcopal Church	2016	84	174,380.00	223,557.00		26,406.00
Ramsey	St Johns Memorial Episcopal Church	2016	73	208,460.00	207,944.00		68,426.00
Ridgefield	St James Episcopal Church	2016	43	41,681.00	55,223.00	146,605.00	2,846.00
Ridgewood	Christ Church	2016	106	315,000.00	363,367.00	12,169.00	188,427.00
Ridgewood	St Elizabeths Church	2016	227	967,230.00	1,033,726.00	1,196.00	1,267.00
Ringwood	Church of the Good Shepherd	2016		8,016.00	21,325.00		1,020.00

City	Name	Report Year	Pledge Units	Amount Pledged	Plate & Pledge	From Investments	Other Income
Rutherford	Grace Episcopal Church	2016	44	62,709.00	80,038.00	32,916.00	58,388.00
Secaucus	Church of Our Saviour	2016	22	44,242.00	43,461.00		39,480.00
Short Hills	Christ Episcopal Church	2016	159	412,744.00	465,924.00	234,000.00	361,042.00
South Orange	St Andrew & Holy Communion	2016	91	239,293.00	317,224.00		40,666.00
Sparta	St Marys Episcopal Church	2016	65	228,867.00	230,524.00		1,848.00
Succasunna	St Dunstons Church	2016	41	97,801.00	97,172.00		24,197.00
Summit	Calvary Church	2016	234	684,867.00	756,054.00	61,285.00	18,051.00
Teaneck	Christ Church	2016	36	115,924.00	135,271.00	5,827.00	56,362.00
Teaneck	St Marks Episcopal Church	2016	70	184,368.00	224,450.00	120	27,206.00
Tenafly	Church of the Atonement	2016	64	149,596.00	161,190.00	61,590.00	108,110.00
Towaco	Church of the Transfiguration	2016					
Union City	Grace Episcopal Church	2016	29	67,815.00	69,057.00	65,000.00	4,428.00
Upper Montclair	St James Episcopal Church	2016	131	358,015.00	389,232.00	66,596.00	36,483.00
Vernon	St Thomas Church	2016					
Verona	The Church of the Holy Spirit	2016	24	71,000.00	72,079.00	10,000.00	29,993.00
Wantage	Church of the Good Shepherd	2016	46	57,250.00	62,967.00	7,752.00	13,429.00
Washington	St Peters Episcopal Church	2016	24	54,402.00	60,057.00		1,625.00
Wayne	St Michaels Episcopal Church	2016	50	135,730.00	174,539.00		55,480.00
West Orange	Church of the Holy Innocents	2016	34	69,196.00	78,569.00		42,297.00
West Orange	Church of the Holy Trinity	2016	28	48,000.00	56,135.00	509	45,088.00
Westwood	Grace Episcopal Church	2016	50	117,000.00	108,756.00	7,090.00	12,957.00
Wood Ridge	Church of St Paul & Resurrection	2016	21	72,400.00	79,917.00		24,336.00

City	Name	Report Year	Bequests	Operating Income	Assistance From Diocese	Operating Revenues
Allendale	Trinity Epis. Ch. of Bergen County	2016		209,860.00		209,860.00
Bayonne	Calvary Episcopal Church	2016		60,092.00		60,092.00
Bayonne	Trinity Parish in Bergen Point	2016		135,275.00		135,275.00
Belvidere	Episcopal Ch. of St Luke & St Mary	2016		132,015.00		132,015.00
Belvidere	St Marys Church Belvidere	2016		0		0
Bergenfield	All Saints' Episcopal Korean	2016		135,499.00	5,000.00	140,499.00
Boonton	St Johns Episcopal Church	2016		68,900.00		68,900.00
Budd Lake	Christ Episcopal Church	2016		120,353.00		120,353.00
Chatham	St Pauls Episcopal Church	2016		422,084.00	4,500.00	426,584.00
Chester	Church of the Messiah	2016		168,408.00		168,408.00
Cliffside Park	Trinity Church	2016		110,470.00		110,470.00
Clifton	St Peters Episcopal Church	2016		113,545.00		113,545.00
Denville	The Church of the Saviour	2016		168,226.00		168,226.00
Dover	St Johns Episcopal Church	2016		113,183.00		113,183.00
East Orange	St Agnes & St Pauls Church	2016		179,396.00		179,396.00
Englewood	St Pauls Episcopal Church	2016		492,010.00		492,010.00
Essex Fells	St Peters Episcopal Church	2016		543,271.00		543,271.00
Fair Lawn	Church of the Atonement	2016		101,088.00		101,088.00
Fort Lee	Church of the Good Shepherd	2016		169,767.00		169,767.00
Glen Ridge	Christ Episcopal Church	2016		346,177.00		346,177.00
Glen Rock	All Saints Episcopal Church	2016		255,195.00		255,195.00
Hackensack	Christ Episcopal Church	2016		148,581.00		148,581.00
Hackensack	Church of St Anthony Padua	2016		150,684.00		150,684.00
Hackensack	St Cyprians Church	2016		25,631.00		25,631.00
Hackettstown	St James Episcopal Church	2016		139,828.00		139,828.00
Harrington Park	St Andrews Episcopal Church	2016		139,776.00		139,776.00
Harrison	Christ Church	2016		0		0
Hasbrouck Heights	Church of St John the Divine	2016		0		0

City	Name	Report Year	Bequests	Operating Income	Assistance From Diocese	Operating Revenues
Haworth	St Lukes Episcopal Church	2016	2,500.00	144,675.00		144,675.00
Hawthorne	St Clements Episcopal Church	2016		142,031.00		142,031.00
Hillsdale	Holy Trinity Episcopal Church	2016	11,622.00	157,932.00		157,932.00
Ho Ho Kus	St Bartholomews Episcopal Church	2016		205,265.00		205,265.00
Hoboken	All Saints Episcopal Parish	2016		318,489.00		318,489.00
Hope	St Lukes Church	2016		0		0
Jersey City	Church of the Incarnation	2016		123,779.00	155,832.00	279,611.00
Jersey City	Grace Van Vorst Church	2016		369,349.00	40,562.00	409,911.00
Jersey City	St Pauls Episcopal Church	2016		215,409.00	17,361.00	232,770.00
Kinnelon	St Davids Episcopal Church	2016		198,180.00		198,180.00
Leonia	All Saints Episcopal Church	2016		130,469.00		130,469.00
Lincoln Park	Good Shepherd Episcopal Church	2016		192,825.00		192,825.00
Lincoln Park	St Andrews Episcopal Church	2016		0		0
Little Falls	St Agnes Episcopal Church	2016		194,907.00		194,907.00
Livingston	St Peters Episcopal Church	2016	5,000.00	192,615.00		192,615.00
Lyndhurst	St Thomas Episcopal Church	2016		59,272.00		59,272.00
Madison	Grace Church	2016		853,552.00		853,552.00
Maplewood	St Georges Episcopal Church	2016	5,626.00	439,462.00		439,462.00
Maywood	St Martins Episcopal Church	2016		85,497.00		85,497.00
Mendham	St John Baptist Convent	2016		0		0
Mendham	St Marks Church	2016		146,274.00		146,274.00
Millburn	St Stephens Church	2016		219,647.00	1,000.00	220,647.00
Millington	All Saints Church	2016		218,053.00		218,053.00
Montclair	St Johns Episcopal Church	2016		244,910.00		244,910.00
Montclair	St Lukes Episcopal Church	2016		509,552.00		509,552.00
Montvale	St Pauls Episcopal Church	2016		215,845.00		215,845.00
Morris Plains	St Pauls Episcopal Church	2016		197,111.00		197,111.00
Morristown	Church of the Redeemer	2016		340,924.00		340,924.00

City	Name	Report Year	Bequests	Operating Income	Assistance From Diocese	Operating Revenues
Morristown	St Peters Church	2016		546,923.00		546,923.00
Mount Arlington	St Peters Episcopal Church	2016		52,674.00		52,674.00
Mountain Lakes	St Peters Episcopal Church	2016		325,439.00		325,439.00
Newark	Grace Episcopal Church	2016		394,023.00		394,023.00
Newark	House of Prayer Episcopal Church	2016		68,194.00		68,194.00
Newark	St Andrews Episcopal Church	2016		79,712.00	347	80,059.00
Newark	Trinity & St Phillips Cathedral	2016		259,031.00	3,000.00	262,031.00
Newton	Christ Episcopal Church	2016		457,311.00		457,311.00
North Arlington	St Pauls Church	2016		34,922.00		34,922.00
Norwood	Church of the Holy Communion	2016	2,000.00	178,565.00		178,565.00
Nutley	Grace Episcopal Church	2016		282,067.00		282,067.00
Oak Ridge	St Gabriels Episcopal Church	2016		36,895.00		36,895.00
Oakland	St Albans Episcopal Church	2016		183,198.00		183,198.00
Oradell	The Church of the Annunciation	2016		78,164.00		78,164.00
Orange	Christ Episcopal Church	2016		194,555.00		194,555.00
Orange	Church of the Epiphany	2016		307,786.00		307,786.00
Paramus	St Matthews Episcopal Church	2016		104,662.00		104,662.00
Parsippany	St Gregorys Episcopal Church	2016		167,001.00		167,001.00
Passaic	St Johns Episcopal Church	2016		118,675.00		118,675.00
Paterson	Church of the Holy Communion	2016		0		0
Paterson	St Pauls Episcopal Church	2016		332,541.00		332,541.00
Phillipsburg	St Luke Episcopal Church	2016		164,282.00		164,282.00
Pompton Lakes	Christ Episcopal Church	2016	5,736.00	255,699.00		255,699.00
Ramsey	St Johns Memorial Episcopal Church	2016		276,370.00		276,370.00
Ridgefield	St James Episcopal Church	2016		204,674.00		204,674.00
Ridgewood	Christ Church	2016		563,963.00		563,963.00
Ridgewood	St Elizabeths Church	2016		1,036,189.00		1,036,189.00
Ringwood	Church of the Good Shepherd	2016		22,345.00		22,345.00

City	Name	Report Year	Bequests	Operating Income	Assistance From Diocese	Operating Revenues
Rutherford	Grace Episcopal Church	2016		171,342.00		171,342.00
Secaucus	Church of Our Saviour	2016		82,941.00		82,941.00
Short Hills	Christ Episcopal Church	2016	5,017.00	1,065,983.00		1,065,983.00
South Orange	St Andrew & Holy Communion	2016		357,890.00		357,890.00
Sparta	St Marys Episcopal Church	2016		232,372.00		232,372.00
Succasunna	St Dunstons Church	2016	3,500.00	124,869.00		124,869.00
Summit	Calvary Church	2016		835,390.00		835,390.00
Teaneck	Christ Church	2016		197,460.00		197,460.00
Teaneck	St Marks Episcopal Church	2016		251,776.00		251,776.00
Tenafly	Church of the Atonement	2016		330,890.00		330,890.00
Towaco	Church of the Transfiguration	2016		0		0
Union City	Grace Episcopal Church	2016		138,485.00		138,485.00
Upper Montclair	St James Episcopal Church	2016		492,311.00		492,311.00
Vernon	St Thomas Church	2016		0		0
Verona	The Church of the Holy Spirit	2016	14,000.00	126,072.00		126,072.00
Wantage	Church of the Good Shepherd	2016		84,148.00		84,148.00
Washington	St Peters Episcopal Church	2016		61,682.00		61,682.00
Wayne	St Michaels Episcopal Church	2016	53,000.00	283,019.00		283,019.00
West Orange	Church of the Holy Innocents	2016		120,866.00		120,866.00
West Orange	Church of the Holy Trinity	2016		101,732.00		101,732.00
Westwood	Grace Episcopal Church	2016		128,803.00		128,803.00
Wood Ridge	Church of St Paul & Resurrection	2016		104,253.00		104,253.00

City	Name	Report Year	Capital Funds	Additions To Endowment	Outreach Mission Revenue	Transmittal Revenue
Allendale	Trinity Epis. Ch. of Bergen County	2016				
Bayonne	Calvary Episcopal Church	2016				
Bayonne	Trinity Parish in Bergen Point	2016	31,960.00	12,643.00		
Belvidere	Episcopal Ch. of St Luke & St Mary	2016	13,153.00		8,603.00	1,456.00
Belvidere	St Marys Church Belvidere	2016				
Bergenfield	All Saints' Episcopal Korean	2016				
Boonton	St Johns Episcopal Church	2016	47,000.00	7,840.00	2,000.00	1,100.00
Budd Lake	Christ Episcopal Church	2016				
Chatham	St Pauls Episcopal Church	2016	220,527.00	136	18,332.00	328
Chester	Church of the Messiah	2016	16,380.00	100	6,392.00	
Cliffside Park	Trinity Church	2016				
Clifton	St Peters Episcopal Church	2016	58,005.00		72,807.00	22,545.00
Denville	The Church of the Saviour	2016	200	1,269,689.00	2,642.00	4,937.00
Dover	St Johns Episcopal Church	2016				
East Orange	St Agnes & St Pauls Church	2016				
Englewood	St Pauls Episcopal Church	2016	24,453.00		41,019.00	
Essex Fells	St Peters Episcopal Church	2016				
Fair Lawn	Church of the Atonement	2016				
Fort Lee	Church of the Good Shepherd	2016			3,322.00	
Glen Ridge	Christ Episcopal Church	2016				
Glen Rock	All Saints Episcopal Church	2016				
Hackensack	Christ Episcopal Church	2016				
Hackensack	Church of St Anthony Padua	2016		22,972.00		1,500.00
Hackensack	St Cyprians Church	2016	1,200.00			
Hackettstown	St James Episcopal Church	2016				
Harrington Park	St Andrews Episcopal Church	2016				1,260.00
Harrison	Christ Church	2016				
Hasbrouck Heights	Church of St John the Divine	2016				

City	Name	Report Year	Capital Funds	Additions To Endowment	Outreach Mission Revenue	Transmittal Revenue
Haworth	St Lukes Episcopal Church	2016			2,000.00	
Hawthorne	St Clements Episcopal Church	2016	22,146.00	24,549.00	8,535.00	
Hillsdale	Holy Trinity Episcopal Church	2016	32,765.00			
Ho Ho Kus	St Bartholomews Episcopal Church	2016	65,552.00	471	1,846.00	
Hoboken	All Saints Episcopal Parish	2016	7,004.00			
Hope	St Lukes Church	2016				
Jersey City	Church of the Incarnation	2016	50,615.00		17,643.00	
Jersey City	Grace Van Vorst Church	2016	45,695.00		2,339.00	
Jersey City	St Pauls Episcopal Church	2016	10,100.00		18,757.00	5,392.00
Kinnelon	St Davids Episcopal Church	2016	15,000.00	14,950.00		2,597.00
Leonia	All Saints Episcopal Church	2016	26,643.00			
Lincoln Park	Good Shepherd Episcopal Church	2016				
Lincoln Park	St Andrews Episcopal Church	2016				
Little Falls	St Agnes Episcopal Church	2016				
Livingston	St Peters Episcopal Church	2016	10,000.00			
Lyndhurst	St Thomas Episcopal Church	2016	7,500.00	10,000.00		
Madison	Grace Church	2016	107,236.00		17,454.00	16,178.00
Maplewood	St Georges Episcopal Church	2016		25,021.00	21,227.00	
Maywood	St Martins Episcopal Church	2016		4,329.00		
Mendham	St John Baptist Convent	2016				
Mendham	St Marks Church	2016	6,600.00			
Millburn	St Stephens Church	2016	20,167.00	9,538.00	8,789.00	610
Millington	All Saints Church	2016	1,838.00		3,802.00	
Montclair	St Johns Episcopal Church	2016	44,555.00			219
Montclair	St Lukes Episcopal Church	2016	345,089.00	21,982.00	369,398.00	6,536.00
Montvale	St Pauls Episcopal Church	2016	59,122.00	21,779.00		650
Morris Plains	St Pauls Episcopal Church	2016	73,124.00	3,732.00		1,228.00
Morristown	Church of the Redeemer	2016	34,350.00	125,000.00	28,825.00	2,235.00

City	Name	Report Year	Capital Funds	Additions To Endowment	Outreach Mission Revenue	Transmittal Revenue
Morristown	St Peters Church	2016	199,134.00		244,357.00	
Mount Arlington	St Peters Episcopal Church	2016	5,466.00		210	
Mountain Lakes	St Peters Episcopal Church	2016			2,522.00	
Newark	Grace Episcopal Church	2016				
Newark	House of Prayer Episcopal Church	2016	7,500.00		570	200
Newark	St Andrews Episcopal Church	2016			110	400
Newark	Trinity & St Philips Cathedral	2016	6,779.00			
Newton	Christ Episcopal Church	2016	71,528.00	33,475.00	9,209.00	7,355.00
North Arlington	St Pauls Church	2016	5,850.00			
Norwood	Church of the Holy Communion	2016	14,684.00		2,875.00	
Nutley	Grace Episcopal Church	2016	95,950.00	42,600.00	8,250.00	1,627.00
Oak Ridge	St Gabriels Episcopal Church	2016	599			442
Oakland	St Albans Episcopal Church	2016			2,699.00	20,000.00
Oradell	The Church of the Annunciation	2016	420	560		4,484.00
Orange	Christ Episcopal Church	2016				5,051.00
Orange	Church of the Epiphany	2016			8,000.00	
Paramus	St Matthews Episcopal Church	2016			264	2,059.00
Parsippany	St Gregorys Episcopal Church	2016			2,957.00	
Passaic	St Johns Episcopal Church	2016				
Paterson	Church of the Holy Communion	2016				
Paterson	St Pauls Episcopal Church	2016	4,135.00	377	10,600.00	
Phillipsburg	St Luke Episcopal Church	2016	7,310.00		1,161.00	
Pompton Lakes	Christ Episcopal Church	2016	2,330.00	59,300.00		3,235.00
Ramsey	St Johns Memorial Episcopal Church	2016	92,300.00			5,703.00
Ridgefield	St James Episcopal Church	2016				125
Ridgewood	Christ Church	2016		35,204.00		
Ridgewood	St Elizabeths Church	2016		40,090.00		46,687.00
Ringwood	Church of the Good Shepherd	2016			3,600.00	

City	Name	Report Year	Capital Funds	Additions To Endowment	Outreach Mission Revenue	Transmittal Revenue
Rutherford	Grace Episcopal Church	2016	3,363.00	5,000.00		5,429.00
Secaucus	Church of Our Saviour	2016	52,196.00		5	606
Short Hills	Christ Episcopal Church	2016	16,125.00	57,900.00	12,460.00	
South Orange	St Andrew & Holy Communion	2016	1,370.00	7,609.00		311
Sparta	St Marys Episcopal Church	2016				
Succasunna	St Dunstons Church	2016		5,100.00	903	3,756.00
Summit	Calvary Church	2016	540,915.00	4,730.00	2,412.00	33,485.00
Teaneck	Christ Church	2016			22,750.00	3,084.00
Teaneck	St Marks Episcopal Church	2016	26,150.00	5,262.00	4,257.00	
Tenafly	Church of the Atonement	2016	59,119.00		10,304.00	1,092.00
Towaco	Church of the Transfiguration	2016				
Union City	Grace Episcopal Church	2016				
Upper Montclair	St James Episcopal Church	2016	798,622.00	1,880.00	9,441.00	1,075.00
Vernon	St Thomas Church	2016				
Verona	The Church of the Holy Spirit	2016			8,900.00	405
Wantage	Church of the Good Shepherd	2016			5,325.00	
Washington	St Peters Episcopal Church	2016				
Wayne	St Michaels Episcopal Church	2016	10,763.00		2,269.00	
West Orange	Church of the Holy Innocents	2016	3,000.00		715	
West Orange	Church of the Holy Trinity	2016				
Westwood	Grace Episcopal Church	2016			187	
Wood Ridge	Church of St Paul & Resurrection	2016				3,815.00

City	Name	Report Year	Non-Operating Revenues	Total Revenues	Diocesan Pledge	Outreach
Allendale	Trinity Epis. Ch. of Bergen County	2016	0	209,860.00	18,085.00	8,998.00
Bayonne	Calvary Episcopal Church	2016	0	60,092.00	5,272.00	
Bayonne	Trinity Parish in Bergen Point	2016	44,603.00	179,878.00	4,625.00	6,177.00
Belvidere	Episcopal Ch. of St Luke & St Mary	2016	23,212.00	155,227.00	12,632.00	1,450.00
Belvidere	St Marys Church Belvidere	2016	0	0		
Bergenfield	All Saints' Episcopal Korean	2016	0	140,499.00	6,850.00	1,272.00
Boonton	St Johns Episcopal Church	2016	57,940.00	126,840.00	9,000.00	1,600.00
Budd Lake	Christ Episcopal Church	2016	0	120,353.00	6,024.00	379
Chatham	St Pauls Episcopal Church	2016	239,323.00	665,907.00	41,000.00	10,000.00
Chester	Church of the Messiah	2016	22,872.00	191,280.00	20,209.00	1,550.00
Cliffside Park	Trinity Church	2016	0	110,470.00	800	1,000.00
Clifton	St Peters Episcopal Church	2016	153,357.00	266,902.00	2,021.00	1,005.00
Denville	The Church of the Saviour	2016	1,277,468.00	1,445,694.00	11,220.00	6,079.00
Dover	St Johns Episcopal Church	2016	0	113,183.00	4,674.00	100
East Orange	St Agnes & St Pauls Church	2016	0	179,396.00	6,000.00	1,835.00
Englewood	St Pauls Episcopal Church	2016	65,472.00	557,482.00	24,800.00	
Essex Fells	St Peters Episcopal Church	2016	0	543,271.00	45,833.00	1,466.00
Fair Lawn	Church of the Atonement	2016	0	101,088.00	6,820.00	
Fort Lee	Church of the Good Shepherd	2016	3,322.00	173,089.00	13,644.00	
Glen Ridge	Christ Episcopal Church	2016	0	346,177.00	16,791.00	11,961.00
Glen Rock	All Saints Episcopal Church	2016	0	255,195.00	17,554.00	6,499.00
Hackensack	Christ Episcopal Church	2016	0	148,581.00	10,500.00	1,310.00
Hackensack	Church of St Anthony Padua	2016	24,472.00	175,156.00	5,000.00	
Hackensack	St Cyprians Church	2016	1,200.00	26,831.00	1,223.00	
Hackettstown	St James Episcopal Church	2016	0	139,828.00	10,699.00	814
Harrington Park	St Andrews Episcopal Church	2016	1,260.00	141,036.00	14,357.00	858
Harrison	Christ Church	2016	0	0		
Hasbrouck Heights	Church of St John the Divine	2016	0	0		

City	Name	Report Year	Non-Operating Revenues	Total Revenues	Diocesan Pledge	Outreach
Haworth	St Lukes Episcopal Church	2016	2,000.00	146,675.00	16,926.00	1,742.00
Hawthorne	St Clements Episcopal Church	2016	55,230.00	197,261.00	13,200.00	
Hillsdale	Holy Trinity Episcopal Church	2016	32,765.00	190,697.00	14,018.00	447
Ho Ho Kus	St Bartholomews Episcopal Church	2016	67,869.00	273,134.00	18,471.00	
Hoboken	All Saints Episcopal Parish	2016	7,004.00	325,493.00	18,333.00	10,990.00
Hope	St Lukes Church	2016	0	0		
Jersey City	Church of the Incarnation	2016	68,258.00	347,869.00	9,283.00	16,659.00
Jersey City	Grace Van Vorst Church	2016	48,034.00	457,945.00	19,708.00	6,688.00
Jersey City	St Pauls Episcopal Church	2016	34,249.00	267,019.00	20,003.00	2,771.00
Kinnelon	St Davids Episcopal Church	2016	32,547.00	230,727.00	15,827.00	5,444.00
Leonia	All Saints Episcopal Church	2016	26,643.00	157,112.00	12,300.00	6,957.00
Lincoln Park	Good Shepherd Episcopal Church	2016	0	192,825.00	11,933.00	475
Lincoln Park	St Andrews Episcopal Church	2016	0	0		
Little Falls	St Agnes Episcopal Church	2016	0	194,907.00	11,447.00	9,467.00
Livingston	St Peters Episcopal Church	2016	10,000.00	202,615.00	10,000.00	300
Lyndhurst	St Thomas Episcopal Church	2016	17,500.00	76,772.00	1,885.00	
Madison	Grace Church	2016	140,868.00	994,420.00	138,974.00	26,000.00
Maplewood	St Georges Episcopal Church	2016	46,248.00	485,710.00	79,883.00	19,855.00
Maywood	St Martins Episcopal Church	2016	4,329.00	89,826.00	6,158.00	63
Mendham	St John Baptist Convent	2016	0	0		
Mendham	St Marks Church	2016	6,600.00	152,874.00	12,252.00	1,500.00
Millburn	St Stephens Church	2016	39,104.00	259,751.00	29,083.00	1,901.00
Millington	All Saints Church	2016	5,640.00	223,693.00	16,001.00	
Montclair	St Johns Episcopal Church	2016	44,774.00	289,684.00	19,540.00	478
Montclair	St Lukes Episcopal Church	2016	743,005.00	1,252,557.00	49,550.00	10,008.00
Montvale	St Pauls Episcopal Church	2016	81,551.00	297,396.00	34,535.00	6,479.00
Morris Plains	St Pauls Episcopal Church	2016	78,084.00	275,195.00	19,641.00	600
Morristown	Church of the Redeemer	2016	190,410.00	531,334.00	22,507.00	1,417.00

City	Name	Report Year	Non-Operating Revenues	Total Revenues	Diocesan Pledge	Outreach
Morristown	St Peters Church	2016	443,491.00	990,414.00	52,165.00	
Mount Arlington	St Peters Episcopal Church	2016	5,676.00	58,350.00	3,750.00	226
Mountain Lakes	St Peters Episcopal Church	2016	2,522.00	327,961.00	12,000.00	1,268.00
Newark	Grace Episcopal Church	2016	0	394,023.00	18,000.00	1,109.00
Newark	House of Prayer Episcopal Church	2016	8,270.00	76,464.00	6,000.00	375
Newark	St Andrews Episcopal Church	2016	510	80,569.00	4,000.00	
Newark	Trinity & St Philips Cathedral	2016	6,779.00	268,810.00	19,405.00	4,308.00
Newton	Christ Episcopal Church	2016	121,567.00	578,878.00	52,326.00	7,544.00
North Arlington	St Pauls Church	2016	5,850.00	40,772.00	3,649.00	272
Norwood	Church of the Holy Communion	2016	17,559.00	196,124.00	9,708.00	395
Nutley	Grace Episcopal Church	2016	148,427.00	430,494.00	30,800.00	4,170.00
Oak Ridge	St Gabriels Episcopal Church	2016	1,041.00	37,936.00	2,040.00	150
Oakland	St Albans Episcopal Church	2016	22,699.00	205,897.00	1,600.00	455
Oradell	The Church of the Annunciation	2016	5,464.00	83,628.00	5,200.00	
Orange	Christ Episcopal Church	2016	5,051.00	199,606.00	16,087.00	1,325.00
Orange	Church of the Epiphany	2016	8,000.00	315,786.00	15,000.00	
Paramus	St Matthews Episcopal Church	2016	2,323.00	106,985.00	5,864.00	1,237.00
Parsippany	St Gregorys Episcopal Church	2016	2,957.00	169,958.00	8,000.00	885
Passaic	St Johns Episcopal Church	2016	0	118,675.00	12,900.00	9,922.00
Paterson	Church of the Holy Communion	2016	0	0		
Paterson	St Pauls Episcopal Church	2016	15,112.00	347,653.00	14,167.00	100
Phillipsburg	St Luke Episcopal Church	2016	8,471.00	172,753.00	11,329.00	337
Pompton Lakes	Christ Episcopal Church	2016	64,865.00	320,564.00	24,520.00	
Ramsey	St Johns Memorial Episcopal Church	2016	98,003.00	374,373.00	7,500.00	1,200.00
Ridgefield	St James Episcopal Church	2016	125	204,799.00	21,525.00	7,200.00
Ridgewood	Christ Church	2016	35,204.00	599,167.00	57,500.00	8,629.00
Ridgewood	St Elizabeths Church	2016	86,777.00	1,122,966.00	238,631.00	90,715.00
Ringwood	Church of the Good Shepherd	2016	3,600.00	25,945.00	1,600.00	

City	Name	Report Year	Non-Operating Revenues	Total Revenues	Diocesan Pledge	Outreach
Rutherford	Grace Episcopal Church	2016	13,792.00	185,134.00	9,000.00	
Secaucus	Church of Our Saviour	2016	52,807.00	135,748.00	12,002.00	803
Short Hills	Christ Episcopal Church	2016	86,485.00	1,152,468.00	124,985.00	71,513.00
South Orange	St Andrew & Holy Communion	2016	9,290.00	367,180.00	500	6,752.00
Sparta	St Marys Episcopal Church	2016	0	232,372.00	30,919.00	9,500.00
Succasunna	St Dunstons Church	2016	9,759.00	134,628.00	12,583.00	887
Summit	Calvary Church	2016	581,542.00	1,416,932.00	71,487.00	15,240.00
Teaneck	Christ Church	2016	25,834.00	223,294.00	15,000.00	7,239.00
Teaneck	St Marks Episcopal Church	2016	35,669.00	287,445.00	10,674.00	505
Tenafly	Church of the Atonement	2016	70,515.00	401,405.00	34,700.00	11,500.00
Towaco	Church of the Transfiguration	2016	0	0		
Union City	Grace Episcopal Church	2016	0	138,485.00	7,500.00	
Upper Montclair	St James Episcopal Church	2016	811,018.00	1,303,329.00	47,000.00	10,500.00
Vernon	St Thomas Church	2016	0	0		
Verona	The Church of the Holy Spirit	2016	9,305.00	135,377.00	7,000.00	680
Wantage	Church of the Good Shepherd	2016	5,325.00	89,473.00	4,125.00	306
Washington	St Peters Episcopal Church	2016	0	61,682.00	5,694.00	1,000.00
Wayne	St Michaels Episcopal Church	2016	13,032.00	296,051.00	12,000.00	242
West Orange	Church of the Holy Innocents	2016	3,715.00	124,581.00	10,276.00	1,618.00
West Orange	Church of the Holy Trinity	2016	0	101,732.00	3,800.00	
Westwood	Grace Episcopal Church	2016	187	128,990.00	8,000.00	852
Wood Ridge	Church of St Paul & Resurrection	2016	3,815.00	108,068.00	15,390.00	7,000.00

City	Name	Report Year	Other Expenses	Operating Expenses	Improvements	Mission Outreach Expense
Allendale	Trinity Epis. Ch. of Bergen County	2016	215,786.00	242,869.00	99,260.00	
Bayonne	Calvary Episcopal Church	2016	39,147.00	44,419.00	4,406.00	
Bayonne	Trinity Parish in Bergen Point	2016	128,379.00	139,181.00	55,160.00	3,000.00
Belvidere	Episcopal Ch. of St Luke & St Mary	2016	117,933.00	132,015.00	13,153.00	8,603.00
Belvidere	St Marys Church Belvidere	2016		0		
Bergenfield	All Saints' Episcopal Korean	2016	124,615.00	132,737.00		
Boonton	St Johns Episcopal Church	2016	79,684.00	90,284.00	47,000.00	2,000.00
Budd Lake	Christ Episcopal Church	2016	121,871.00	128,274.00		
Chatham	St Pauls Episcopal Church	2016	368,308.00	419,308.00	422,275.00	9,174.00
Chester	Church of the Messiah	2016	143,339.00	165,098.00	396	6,392.00
Cliffside Park	Trinity Church	2016	84,069.00	85,869.00		
Clifton	St Peters Episcopal Church	2016	96,843.00	99,869.00	76,450.00	89,717.00
Denville	The Church of the Saviour	2016	160,072.00	177,371.00		2,814.00
Dover	St Johns Episcopal Church	2016	105,322.00	110,096.00	13,264.00	2,841.00
East Orange	St Agnes & St Pauls Church	2016	172,227.00	180,062.00		
Englewood	St Pauls Episcopal Church	2016	500,437.00	525,237.00	27,139.00	30,170.00
Essex Fells	St Peters Episcopal Church	2016	431,910.00	479,209.00	21,065.00	
Fair Lawn	Church of the Atonement	2016	102,195.00	109,015.00	2,968.00	
Fort Lee	Church of the Good Shepherd	2016	158,275.00	171,919.00		1,422.00
Glen Ridge	Christ Episcopal Church	2016	311,394.00	340,146.00	386,951.00	
Glen Rock	All Saints Episcopal Church	2016	236,443.00	260,496.00		
Hackensack	Christ Episcopal Church	2016	132,210.00	144,020.00		
Hackensack	Church of St Anthony Padua	2016	143,251.00	148,251.00		
Hackensack	St Cyprians Church	2016	18,951.00	20,174.00	100	
Hackettstown	St James Episcopal Church	2016	130,213.00	141,726.00	2,133.00	
Harrington Park	St Andrews Episcopal Church	2016	120,175.00	135,390.00	202	
Harrison	Christ Church	2016		0		
Hasbrouck Heights	Church of St John the Divine	2016		0		

City	Name	Report Year	Other Expenses	Operating Expenses	Improvements	Mission Outreach Expense
Haworth	St Lukes Episcopal Church	2016	126,079.00	144,747.00		
Hawthorne	St Clements Episcopal Church	2016	123,236.00	136,436.00	22,146.00	8,535.00
Hillsdale	Holy Trinity Episcopal Church	2016	130,192.00	144,657.00	74,603.00	
Ho Ho Kus	St Bartholomews Episcopal Church	2016	184,400.00	202,871.00	15,478.00	2,418.00
Hoboken	All Saints Episcopal Parish	2016	291,563.00	320,886.00		
Hope	St Lukes Church	2016		0		
Jersey City	Church of the Incarnation	2016	248,870.00	274,812.00	53,154.00	4,750.00
Jersey City	Grace Van Vorst Church	2016	313,476.00	339,872.00	94,937.00	37,331.00
Jersey City	St Pauls Episcopal Church	2016	212,712.00	235,486.00	23,212.00	19,983.00
Kinnelon	St Davids Episcopal Church	2016	177,812.00	199,083.00	15,000.00	
Leonia	All Saints Episcopal Church	2016	104,512.00	123,769.00	25,122.00	
Lincoln Park	Good Shepherd Episcopal Church	2016	156,827.00	169,235.00		
Lincoln Park	St Andrews Episcopal Church	2016		0		
Little Falls	St Agnes Episcopal Church	2016	181,927.00	202,841.00	4,950.00	7,617.00
Livingston	St Peters Episcopal Church	2016	182,755.00	193,055.00	20,000.00	
Lyndhurst	St Thomas Episcopal Church	2016	68,336.00	70,221.00		3,689.00
Madison	Grace Church	2016	679,687.00	844,661.00	122,004.00	26,971.00
Maplewood	St Georges Episcopal Church	2016	319,719.00	419,457.00	20,926.00	20,440.00
Maywood	St Martins Episcopal Church	2016	80,011.00	86,232.00	12,506.00	
Mendham	St John Baptist Convent	2016		0		
Mendham	St Marks Church	2016	133,712.00	147,464.00	6,600.00	
Millburn	St Stephens Church	2016	228,767.00	259,751.00		
Millington	All Saints Church	2016	203,625.00	219,626.00	6,600.00	2,296.00
Montclair	St Johns Episcopal Church	2016	226,676.00	246,694.00	59,406.00	
Montclair	St Lukes Episcopal Church	2016	543,188.00	602,746.00	100,888.00	261,817.00
Montvale	St Pauls Episcopal Church	2016	174,831.00	215,845.00	70,323.00	
Morris Plains	St Pauls Episcopal Church	2016	186,863.00	207,104.00	77,667.00	5,060.00
Morristown	Church of the Redeemer	2016	317,000.00	340,924.00	2,500.00	20,815.00

City	Name	Report Year	Other Expenses	Operating Expenses	Improvements	Mission Outreach Expense
Morristown	St Peters Church	2016	611,812.00	663,977.00	196,103.00	247,968.00
Mount Arlington	St Peters Episcopal Church	2016	45,983.00	49,959.00	36,124.00	210
Mountain Lakes	St Peters Episcopal Church	2016	307,461.00	320,729.00	6,800.00	
Newark	Grace Episcopal Church	2016	356,711.00	375,820.00	19,028.00	
Newark	House of Prayer Episcopal Church	2016	69,825.00	76,200.00		
Newark	St Andrews Episcopal Church	2016	60,036.00	64,036.00	359	3,114.00
Newark	Trinity & St Philips Cathedral	2016	243,112.00	266,825.00		
Newton	Christ Episcopal Church	2016	358,737.00	418,607.00	75,482.00	10,021.00
North Arlington	St Pauls Church	2016	42,327.00	46,248.00	6,500.00	
Norwood	Church of the Holy Communion	2016	157,431.00	167,534.00	23,391.00	3,425.00
Nutley	Grace Episcopal Church	2016	246,679.00	281,649.00	23,200.00	5,047.00
Oak Ridge	St Gabriels Episcopal Church	2016	27,321.00	29,511.00	11,020.00	150
Oakland	St Albans Episcopal Church	2016	189,545.00	191,600.00	2,060.00	
Oradell	The Church of the Annunciation	2016	67,437.00	72,637.00	464	
Orange	Christ Episcopal Church	2016	187,509.00	204,921.00		
Orange	Church of the Epiphany	2016	270,463.00	285,463.00	100,614.00	
Paramus	St Matthews Episcopal Church	2016	67,740.00	74,841.00		
Parsippany	St Gregorys Episcopal Church	2016	149,267.00	158,152.00		2,245.00
Passaic	St Johns Episcopal Church	2016	94,352.00	117,174.00		
Paterson	Church of the Holy Communion	2016		0		
Paterson	St Pauls Episcopal Church	2016	328,200.00	342,467.00	15,097.00	7,715.00
Phillipsburg	St Luke Episcopal Church	2016	158,756.00	170,422.00	359	2,138.00
Pompton Lakes	Christ Episcopal Church	2016	218,749.00	243,269.00		
Ramsey	St Johns Memorial Episcopal Church	2016	266,109.00	274,809.00	99,350.00	
Ridgefield	St James Episcopal Church	2016	167,322.00	196,047.00		
Ridgewood	Christ Church	2016	491,982.00	558,111.00		
Ridgewood	St Elizabeths Church	2016	698,344.00	1,027,690.00	3,818.00	
Ringwood	Church of the Good Shepherd	2016	19,218.00	20,818.00		3,589.00

City	Name	Report Year	Other Expenses	Operating Expenses	Improvements	Mission Outreach Expense
Rutherford	Grace Episcopal Church	2016	160,184.00	169,184.00	3,820.00	
Secaucus	Church of Our Saviour	2016	71,933.00	84,738.00	62,316.00	
Short Hills	Christ Episcopal Church	2016	866,485.00	1,062,983.00	13,157.00	9,415.00
South Orange	St Andrew & Holy Communion	2016	367,664.00	374,916.00	11,036.00	
Sparta	St Marys Episcopal Church	2016	125,278.00	165,697.00		
Succasunna	St Dunstons Church	2016	104,997.00	118,467.00		876
Summit	Calvary Church	2016	748,663.00	835,390.00	513,205.00	56
Teaneck	Christ Church	2016	160,546.00	182,785.00	40,173.00	
Teaneck	St Marks Episcopal Church	2016	216,522.00	227,701.00	67,758.00	2,853.00
Tenafly	Church of the Atonement	2016	292,690.00	338,890.00	60,240.00	3,322.00
Towaco	Church of the Transfiguration	2016		0		
Union City	Grace Episcopal Church	2016	124,423.00	131,923.00	2,512.00	
Upper Montclair	St James Episcopal Church	2016	438,104.00	495,604.00	680,898.00	
Vernon	St Thomas Church	2016		0		
Verona	The Church of the Holy Spirit	2016	118,797.00	126,477.00	3,100.00	1,900.00
Wantage	Church of the Good Shepherd	2016	86,175.00	90,606.00		
Washington	St Peters Episcopal Church	2016	53,400.00	60,094.00		
Wayne	St Michaels Episcopal Church	2016	270,477.00	282,719.00	18,848.00	2,110.00
West Orange	Church of the Holy Innocents	2016	106,668.00	118,562.00	5,286.00	
West Orange	Church of the Holy Trinity	2016	102,353.00	106,153.00	12,300.00	
Westwood	Grace Episcopal Church	2016	129,967.00	138,819.00	1,005.00	799
Wood Ridge	Church of St Paul & Resurrection	2016	93,379.00	115,769.00	22,000.00	1,960.00

City	Name	Report Year	Transmittal Expense	Non-Operating Expenses	Total Expenses	Total Cash
Allendale	Trinity Epis. Ch. of Bergen County	2016		99,260.00	342,129.00	64,057.00
Bayonne	Calvary Episcopal Church	2016		4,406.00	48,825.00	27,573.00
Bayonne	Trinity Parish in Bergen Point	2016		58,160.00	197,341.00	23,218.00
Belvidere	Episcopal Ch. of St Luke & St Mary	2016	1,456.00	23,212.00	155,227.00	105,326.00
Belvidere	St Marys Church Belvidere	2016		0	0	
Bergenfield	All Saints' Episcopal Korean	2016	5,000.00	5,000.00	137,737.00	2,762.00
Boonton	St Johns Episcopal Church	2016		49,000.00	139,284.00	2,916.00
Budd Lake	Christ Episcopal Church	2016		0	128,274.00	63,189.00
Chatham	St Pauls Episcopal Church	2016	328	431,777.00	851,085.00	251,025.00
Chester	Church of the Messiah	2016		6,788.00	171,886.00	133,468.00
Cliffside Park	Trinity Church	2016		0	85,869.00	36,344.00
Clifton	St Peters Episcopal Church	2016	21,291.00	187,458.00	287,327.00	1,896.00
Denville	The Church of the Saviour	2016	5,913.00	8,727.00	186,098.00	214,962.00
Dover	St Johns Episcopal Church	2016		16,105.00	126,201.00	18,621.00
East Orange	St Agnes & St Pauls Church	2016		0	180,062.00	666
Englewood	St Pauls Episcopal Church	2016		57,309.00	582,546.00	10,777.00
Essex Fells	St Peters Episcopal Church	2016		21,065.00	500,274.00	45,799.00
Fair Lawn	Church of the Atonement	2016		2,968.00	111,983.00	44,798.00
Fort Lee	Church of the Good Shepherd	2016		1,422.00	173,341.00	21,383.00
Glen Ridge	Christ Episcopal Church	2016		386,951.00	727,097.00	11,983.00
Glen Rock	All Saints Episcopal Church	2016		0	260,496.00	319,161.00
Hackensack	Christ Episcopal Church	2016		0	144,020.00	45,993.00
Hackensack	Church of St Anthony Padua	2016	1,500.00	1,500.00	149,751.00	35,829.00
Hackensack	St Cyprians Church	2016	400	500	20,674.00	6,157.00
Hackettstown	St James Episcopal Church	2016		2,133.00	143,859.00	53,584.00
Harrington Park	St Andrews Episcopal Church	2016	1,260.00	1,462.00	136,852.00	10,670.00
Harrison	Christ Church	2016		0	0	
Hasbrouck Heights	Church of St John the Divine	2016		0	0	

City	Name	Report Year	Transmittal Expense	Non-Operating Expenses	Total Expenses	Total Cash
Haworth	St Lukes Episcopal Church	2016		0	144,747.00	57,973.00
Hawthorne	St Clements Episcopal Church	2016		30,681.00	167,117.00	25,989.00
Hillsdale	Holy Trinity Episcopal Church	2016		74,603.00	219,260.00	16,368.00
Ho Ho Kus	St Bartholomews Episcopal Church	2016		17,896.00	220,767.00	14,183.00
Hoboken	All Saints Episcopal Parish	2016		0	320,886.00	332,582.00
Hope	St Lukes Church	2016		0	0	
Jersey City	Church of the Incarnation	2016		57,904.00	332,716.00	19,042.00
Jersey City	Grace Van Vorst Church	2016		132,268.00	472,140.00	359,679.00
Jersey City	St Pauls Episcopal Church	2016	5,386.00	48,581.00	284,067.00	27,326.00
Kinnelon	St Davids Episcopal Church	2016	2,597.00	17,597.00	216,680.00	29,837.00
Leonia	All Saints Episcopal Church	2016		25,122.00	148,891.00	16,329.00
Lincoln Park	Good Shepherd Episcopal Church	2016		0	169,235.00	224,385.00
Lincoln Park	St Andrews Episcopal Church	2016		0	0	
Little Falls	St Agnes Episcopal Church	2016		12,567.00	215,408.00	12,153.00
Livingston	St Peters Episcopal Church	2016	150	20,150.00	213,205.00	94,250.00
Lyndhurst	St Thomas Episcopal Church	2016		3,689.00	73,910.00	10,249.00
Madison	Grace Church	2016	11,451.00	164,426.00	1,009,087.00	250,706.00
Maplewood	St Georges Episcopal Church	2016	16,374.00	57,740.00	477,197.00	137,049.00
Maywood	St Martins Episcopal Church	2016	450	12,956.00	99,188.00	41,179.00
Mendham	St John Baptist Convent	2016		0	0	
Mendham	St Marks Church	2016		6,600.00	154,064.00	47,573.00
Millburn	St Stephens Church	2016		0	259,751.00	66,787.00
Millington	All Saints Church	2016		8,896.00	228,522.00	75,531.00
Montclair	St Johns Episcopal Church	2016		59,406.00	306,100.00	6,418.00
Montclair	St Lukes Episcopal Church	2016	20,922.00	383,627.00	986,373.00	402,954.00
Montvale	St Pauls Episcopal Church	2016	650	70,973.00	286,818.00	45,003.00
Morris Plains	St Pauls Episcopal Church	2016	1,228.00	83,955.00	291,059.00	41,529.00
Morristown	Church of the Redeemer	2016	1,295.00	24,610.00	365,534.00	57,139.00

City	Name	Report Year	Transmittal Expense	Non-Operating Expenses	Total Expenses	Total Cash
Morristown	St Peters Church	2016		444,071.00	1,108,048.00	212,590.00
Mount Arlington	St Peters Episcopal Church	2016		36,334.00	86,293.00	90,475.00
Mountain Lakes	St Peters Episcopal Church	2016		6,800.00	327,529.00	34,781.00
Newark	Grace Episcopal Church	2016		19,028.00	394,848.00	
Newark	House of Prayer Episcopal Church	2016	200	200	76,400.00	6,637.00
Newark	St Andrews Episcopal Church	2016		3,473.00	67,509.00	25,176.00
Newark	Trinity & St Philips Cathedral	2016		0	266,825.00	71,161.00
Newton	Christ Episcopal Church	2016	7,034.00	92,537.00	511,144.00	23,061.00
North Arlington	St Pauls Church	2016		6,500.00	52,748.00	26,030.00
Norwood	Church of the Holy Communion	2016		26,816.00	194,350.00	44,598.00
Nutley	Grace Episcopal Church	2016	1,627.00	29,874.00	311,523.00	122,533.00
Oak Ridge	St Gabriels Episcopal Church	2016	442	11,612.00	41,123.00	42,878.00
Oakland	St Albans Episcopal Church	2016	20,810.00	22,870.00	214,470.00	23,661.00
Oradell	The Church of the Annunciation	2016	5,044.00	5,508.00	78,145.00	57,050.00
Orange	Christ Episcopal Church	2016	3,772.00	3,772.00	208,693.00	8,161.00
Orange	Church of the Epiphany	2016		100,614.00	386,077.00	81,790.00
Paramus	St Matthews Episcopal Church	2016	2,059.00	2,059.00	76,900.00	87,137.00
Parsippany	St Gregorys Episcopal Church	2016	712	2,957.00	161,109.00	12,833.00
Passaic	St Johns Episcopal Church	2016		1,500.00	118,674.00	48,548.00
Paterson	Church of the Holy Communion	2016		0	0	
Paterson	St Pauls Episcopal Church	2016		22,812.00	365,279.00	64,435.00
Phillipsburg	St Luke Episcopal Church	2016	6,146.00	8,643.00	179,065.00	29,774.00
Pompton Lakes	Christ Episcopal Church	2016	3,235.00	3,235.00	246,504.00	68,684.00
Ramsey	St Johns Memorial Episcopal Church	2016	5,703.00	105,053.00	379,862.00	88,345.00
Ridgefield	St James Episcopal Church	2016		0	196,047.00	93,214.00
Ridgewood	Christ Church	2016		0	558,111.00	176,425.00
Ridgewood	St Elizabeths Church	2016	50,796.00	54,614.00	1,082,304.00	2,736,260.00
Ringwood	Church of the Good Shepherd	2016		3,589.00	24,407.00	6,681.00

City	Name	Report Year	Transmittal Expense	Non-Operating Expenses	Total Expenses	Total Cash
Rutherford	Grace Episcopal Church	2016	5,756.00	9,576.00	178,760.00	27,610.00
Secaucus	Church of Our Saviour	2016	1,406.00	63,722.00	148,460.00	58,235.00
Short Hills	Christ Episcopal Church	2016		22,572.00	1,085,555.00	368,332.00
South Orange	St Andrew & Holy Communion	2016		11,036.00	385,952.00	23,408.00
Sparta	St Marys Episcopal Church	2016		0	165,697.00	32,269.00
Succasunna	St Dunstons Church	2016	3,586.00	4,462.00	122,929.00	13,726.00
Summit	Calvary Church	2016	4,052.00	517,313.00	1,352,703.00	790,679.00
Teaneck	Christ Church	2016		40,173.00	222,958.00	24,482.00
Teaneck	St Marks Episcopal Church	2016		70,611.00	298,312.00	64,450.00
Tenafly	Church of the Atonement	2016	1,092.00	64,654.00	403,544.00	72,232.00
Towaco	Church of the Transfiguration	2016		0	0	
Union City	Grace Episcopal Church	2016		2,512.00	134,435.00	8,788.00
Upper Montclair	St James Episcopal Church	2016		680,898.00	1,176,502.00	518,253.00
Vernon	St Thomas Church	2016		0	0	
Verona	The Church of the Holy Spirit	2016	905	5,905.00	132,382.00	17,000.00
Wantage	Church of the Good Shepherd	2016		0	90,606.00	10,422.00
Washington	St Peters Episcopal Church	2016		0	60,094.00	77,527.00
Wayne	St Michaels Episcopal Church	2016		20,958.00	303,677.00	25,576.00
West Orange	Church of the Holy Innocents	2016		5,286.00	123,848.00	15,788.00
West Orange	Church of the Holy Trinity	2016		12,300.00	118,453.00	69,846.00
Westwood	Grace Episcopal Church	2016		1,804.00	140,623.00	46,489.00
Wood Ridge	Church of St Paul & Resurrection	2016	3,325.00	27,285.00	143,054.00	122,850.00

City	Name	Report Year	Total Investment	Established
Allendale	Trinity Epis. Ch. of Bergen County	2016	782,379.00	1872
Bayonne	Calvary Episcopal Church	2016	110,834.00	1859
Bayonne	Trinity Parish in Bergen Point	2016	254,516.00	1859
Belvidere	Episcopal Ch. of St Luke & St Mary	2016	50,909.00	2016
Belvidere	St Marys Church Belvidere	2016		1833
Bergenfield	All Saints' Episcopal Korean	2016		1981
Boonton	St Johns Episcopal Church	2016	41,639.00	1859
Budd Lake	Christ Episcopal Church	2016	52,728.00	1865
Chatham	St Pauls Episcopal Church	2016	355,338.00	1909
Chester	Church of the Messiah	2016		1980
Cliffside Park	Trinity Church	2016	931,539.00	1908
Clifton	St Peters Episcopal Church	2016	361,970.00	1896
Denville	The Church of the Saviour	2016	1,427,055.00	1955
Dover	St Johns Episcopal Church	2016	41,000.00	1849
East Orange	St Agnes & St Pauls Church	2016		1991
Englewood	St Pauls Episcopal Church	2016	879,790.00	1864
Essex Fells	St Peters Episcopal Church	2016	1,466,019.00	1893
Fair Lawn	Church of the Atonement	2016	5,647.00	1942
Fort Lee	Church of the Good Shepherd	2016	48,494.00	1858
Glen Ridge	Christ Episcopal Church	2016	1,430,338.00	1858
Glen Rock	All Saints Episcopal Church	2016		1914
Hackensack	Christ Episcopal Church	2016		1863
Hackensack	Church of St Anthony Padua	2016		1925
Hackensack	St Cyprians Church	2016	8,368.00	1926
Hackettstown	St James Episcopal Church	2016	156,790.00	1859
Harrington Park	St Andrews Episcopal Church	2016	133,857.00	1925
Harrison	Christ Church	2016		1852
Hasbrouck Heights	Church of St John the Divine	2016		1859

City	Name	Report Year	Total Investment	Established
Haworth	St Lukes Episcopal Church	2016	528,449.00	1921
Hawthorne	St Clements Episcopal Church	2016	301,339.00	1896
Hillsdale	Holy Trinity Episcopal Church	2016	49,659.00	1889
Ho Ho Kus	St Bartholomews Episcopal Church	2016	312,287.00	1904
Hoboken	All Saints Episcopal Parish	2016	162,791.00	1983
Hope	St Lukes Church	2016		1832
Jersey City	Church of the Incarnation	2016	54,597.00	1910
Jersey City	Grace Van Vorst Church	2016	67,064.00	1847
Jersey City	St Pauls Episcopal Church	2016	1,678,527.00	1861
Kinnelon	St Davids Episcopal Church	2016	70,853.00	1960
Leonia	All Saints Episcopal Church	2016	253,501.00	1893
Lincoln Park	Good Shepherd Episcopal Church	2016	44,166.00	2014
Lincoln Park	St Andrews Episcopal Church	2016		1917
Little Falls	St Agnes Episcopal Church	2016	54,525.00	1896
Livingston	St Peters Episcopal Church	2016	260,142.00	1916
Lyndhurst	St Thomas Episcopal Church	2016	57,350.00	1888
Madison	Grace Church	2016	3,810,681.00	1854
Maplewood	St Georges Episcopal Church	2016	765,373.00	1894
Maywood	St Martins Episcopal Church	2016	104,347.00	1926
Mendham	St John Baptist Convent	2016		1915
Mendham	St Marks Church	2016	75,000.00	1873
Millburn	St Stephens Church	2016	151,085.00	1851
Millington	All Saints Church	2016	83,581.00	1904
Montclair	St Johns Episcopal Church	2016	81,376.00	1899
Montclair	St Lukes Episcopal Church	2016	666,765.00	1846
Montvale	St Pauls Episcopal Church	2016	237,985.00	1895
Morris Plains	St Pauls Episcopal Church	2016	74,766.00	1920
Morristown	Church of the Redeemer	2016	1,035,500.00	1852

City	Name	Report Year	Total Investment	Established
Morristown	St Peters Church	2016	8,343,044.00	1827
Mount Arlington	St Peters Episcopal Church	2016	34,005.00	1894
Mountain Lakes	St Peters Episcopal Church	2016	411,532.00	1923
Newark	Grace Episcopal Church	2016	1,179,024.00	1837
Newark	House of Prayer Episcopal Church	2016	190,000.00	1847
Newark	St Andrews Episcopal Church	2016		1902
Newark	Trinity & St Philips Cathedral	2016	406,306.00	1732
Newton	Christ Episcopal Church	2016	2,411,533.00	1769
North Arlington	St Pauls Church	2016		1914
Norwood	Church of the Holy Communion	2016	45,702.00	1876
Nutley	Grace Episcopal Church	2016	1,288,690.00	1873
Oak Ridge	St Gabriels Episcopal Church	2016		1968
Oakland	St Albans Episcopal Church	2016	92,807.00	1959
Oradell	The Church of the Annunciation	2016	17,127.00	1901
Orange	Christ Episcopal Church	2016		1868
Orange	Church of the Epiphany	2016	478,627.00	1901
Paramus	St Matthews Episcopal Church	2016	46,947.00	1950
Parsippany	St Gregorys Episcopal Church	2016	344,820.00	1964
Passaic	St Johns Episcopal Church	2016	501,261.00	1859
Paterson	Church of the Holy Communion	2016		1856
Paterson	St Pauls Episcopal Church	2016	813,550.00	1817
Phillipsburg	St Luke Episcopal Church	2016	56,588.00	1856
Pompton Lakes	Christ Episcopal Church	2016	775,300.00	1798
Ramsey	St Johns Memorial Episcopal Church	2016	76,383.00	1906
Ridgefield	St James Episcopal Church	2016	3,841,866.00	1872
Ridgewood	Christ Church	2016	870,858.00	1864
Ridgewood	St Elizabeths Church	2016	73,732.00	1923
Ringwood	Church of the Good Shepherd	2016		1901

City	Name	Report Year	Total Investment	Established
Rutherford	Grace Episcopal Church	2016	799,927.00	1869
Secaucus	Church of Our Saviour	2016	137,981.00	1924
Short Hills	Christ Episcopal Church	2016	6,069,848.00	1882
South Orange	St Andrew & Holy Communion	2016	186,405.00	1859
Sparta	St Marys Episcopal Church	2016	156,429.00	1919
Succasunna	St Dunstons Church	2016	210,626.00	1963
Summit	Calvary Church	2016	1,233,945.00	1854
Teaneck	Christ Church	2016	145,541.00	1914
Teaneck	St Marks Episcopal Church	2016	78,262.00	1925
Tenafly	Church of the Atonement	2016	1,239,328.00	1868
Towaco	Church of the Transfiguration	2016		1921
Union City	Grace Episcopal Church	2016	5,282.00	1884
Upper Montclair	St James Episcopal Church	2016	2,775,918.00	1887
Vernon	St Thomas Church	2016		1981
Verona	The Church of the Holy Spirit	2016	275,000.00	1929
Wantage	Church of the Good Shepherd	2016	37,791.00	1871
Washington	St Peters Episcopal Church	2016	10,149.00	1881
Wayne	St Michaels Episcopal Church	2016		1957
West Orange	Church of the Holy Innocents	2016	286,955.00	1871
West Orange	Church of the Holy Trinity	2016		1907
Westwood	Grace Episcopal Church	2016	221,854.00	1906
Wood Ridge	Church of St Paul & Resurrection	2016	574,112.00	1913

Canonical Clergy by Seniority - 2016				
Title	First Middle Name	Last Name	Canonical Year	
The Rev.	Clarence W.	Sickles	1948	
The Rev.	Trevor E.G.	Thomas	1951	
The Rev. Dr.	C. Wesley	Shike	1952	
The Rev.	Addison K.	Groff	1953	
The Rev.	Ivan H.	Partridge	1953	
The Rev.	Hedley P.	Jenkins	1954	
The Rev.	Frederic A.	Alling	1955	
The Rev.	George Henry	Brant	1956	
The Rev.	Mary Frances	Schjonberg	1956	
The Rev.	A. Wayne	Schwab	1956	
The Rev. Canon	George	Bowen	1957	
The Rev.	Donald W.	Kimmick	1957	
The Rev.	William H.	Strain	1957	Died 11/9/2016
The Rev. Dr.	David	St. George	1958	
The Rev.	C. Edward	Keller	1959	
The Rev.	Kenneth A.	Polglase	1960	
The Rev.	Robert K.	Dixon	1961	
The Rev.	John F.	Stanton	1962	
The Rev.	David K.	Taylor	1962	
The Rev.	R. Dudley	Bennett	1963	
The Rev.	Frederick C.	Fox	1963	
The Rev.	James M.	Warrington	1963	
The Rev. Canon	Wade A.	Renn	1964	
The Rev.	Oscar	Mockridge	1965	
The Rev.	John F.	Salmon	1965	
The Rev.	Thomas C.	Lincoln	1966	
The Rev.	Gerard A.	Pisani	1966	
The Rev.	Richard B.	Andersen	1967	
The Rev.	Walter D.	Carlson	1967	Died 11/6/2016
The Rev.	William L.	Rawson	1967	
The Rev. Deacon	Robert E.	Steele	1968	
The Rev.	Robert C.V.	Morris	1969	
The Rev.	John A.	Rollins	1969	
The Rev.	Walter W.	Witte	1969	Died 12/12/2016
The Rev.	L. Paul	Woodrum	1969	
The Rev. Canon Dr.	David H.	Hamilton	1970	
The Rev.	Allen A.	Hinman	1970	
The Rev.	Richard M.	Louis	1971	
The Very Rev.	Edmund B.	Partridge	1971	
The Rev. Dr.	Walter E.	Lewis	1972	
The Rev.	Alfred L.	Salt	1972	

Title	First Middle Name	Last Name	Canonical Year	
The Rev.	David R.	Thomas	1972	
The Rev.	Abigail W.	Hamilton	1974	
The Rev.	Geoffrey	Curtiss	1975	
The Rev. Deacon	James W.	Delaney	1975	Died 2/12/2016
The Rev.	Donald R.	Shearer	1975	
The Rt. Rev.	John S.	Spong	1976	
The Rev.	J. Carr	Holland	1977	
The Rev.	George G.	Swanson	1977	
The Rev.	James H.	Gambrill	1978	
The Rt. Rev.	John Palmer	Croneberger	1980	
The Rev.	David P.	Kern	1980	
The Rev.	Alexander	MacDonell	1980	
The Rev.	Dwight L.	Neglia	1981	
The Rev.	Stephen C.	Galleher	1982	
The Rev.	Beverly J.	Huck	1984	
The Rev.	Daniel W.	Kreller	1984	
The Rev.	Hosea Mun-Yong	Lee	1985	
The Rev.	Mark W.	Waldon	1985	
The Rev.	Louis	Braxton	1986	
The Rev.	Joseph S.	Pickard	1986	
The Rev. Dr.	Mark C.M.	Chang	1987	
The Rev.	Phillip D.	Wilson	1987	
The Rev.	Lauren	Ackland	1988	
The Rev.	Diana	Clark	1988	
The Rev.	William R.	Coats	1988	
The Rev. Dr.	Charles L.	Rice	1988	
The Rev.	Orion W.	Davis	1989	
The Rev.	Edward M.	Hasse	1989	
The Rev.	Esar	Budhu	1990	
The Rev.	Susan P.	Chrystal	1990	
The Rev.	Brian H.	Laffler	1990	
The Rev.	David Young Sam	Oh	1990	
The Rev.	Barry L.	Stopfel	1990	
The Rev.	Theresa A.	Wajnert	1990	
The Rev.	Jacob T.	David	1991	
The Rev.	F. Ellen A.	Donnelly	1991	
The Rev.	William S.	Gannon	1991	
The Rev. Dr.	Elizabeth	Kaeton	1991	
The Rev.	Mark A.	Lewis	1991	
The Rev.	Stanley E.	Morgan-Higgins	1991	
The Rev. Dr.	Franklin E.	Vilas	1991	
The Rev.	William A.	Guthrie	1992	
The Rev.	Cornelius C.	Tarplee	1992	

Title	First Middle Name	Last Name	Canonical Year	
The Rev.	Judy	Baldwin	1993	
The Rev.	Fletcher	Harper	1993	
The Rev. Canon	John G.	Hartnett	1993	
The Very Rev.	Katherine H.	Ragsdale	1993	
The Rev.	Lynne Bleich	Weber	1993	
The Rev.	Stephanie	Wethered	1993	
The Rev. Dr.	Emory	Byrum	1994	
The Rev.	Margaret A.	Gat	1994	
The Rev.	Victoria Geer	McGrath	1994	
The Rev.	R. Douglas	Bendall	1995	
The Rev.	Christopher	Brdlik	1995	
The Rev.	Rosemarie	Hassan	1995	
The Rev.	Kathryn L.	King	1995	
The Rev.	Margaret Smithers	Koeniger	1995	
The Rev.	Margaret	Reinfeld-Karda	1995	
The Rev. Dr.	Jane	Tomaine	1995	
The Rev. Dr.	Diana	Beach	1996	
The Rev.	Scott	Hoogerhyde	1996	
The Rev.	Briggett J.	Keith	1996	
The Rev.	Thomas R.	Laws	1996	
The Rev. Dr.	Allison	Moore	1996	
The Rev.	James	Warnke	1996	
The Rev.	Charles	Arlin	1997	
The Rev.	Dorothy	Austin	1997	
The Rev.	Pamela	Bakal	1997	
The Rev. Dr.	Ellen Marie	Barrett	1997	
The Rev.	Kevin	Coffey	1997	
The Rev.	Michael Joseph	Gerhardt	1997	
The Rev.	F. William	Lantz	1997	
The Rev.	William	Riker	1997	
The Rev.	Fain	Webb	1997	
The Rev.	Lucy Ann	Dure	1998	
The Rev.	Lois J.	Schembs	1998	
The Rev. Dr.	Maylin	Biggadike	1999	
The Rev. Sr.	Barbara Jean	Packer	2000	
The Rev.	Archie M.	Palmer	2000	
The Very Rev.	C. David	Williams	2000	
The Rev.	Jonathan S.H.	Won	2000	
The Rev.	Mariano	Gargiulo	2001	
The Rev.	Kimberly	Holtman	2001	
The Rev.	Timothy	Barrett	2002	
The Rev.	Anne	Bolles-Beaven	2002	
The Rev.	Janet	Broderick	2002	

Title	First Middle Name	Last Name	Canonical Year	
The Rev.	David L.	Gable	2002	
The Rev.	Beth Faulk	Glover	2002	
The Rev.	Laura Rice	Matarazzo	2002	
The Rev.	James V.	Petroccione	2002	
The Rev.	Bernard	Poppe	2002	
The Rev.	Margarita	Swetman	2002	
The Rev.	Margaret	Tuttle	2002	
The Rev.	Dean A.	Weber	2002	
The Rev. Dr.	David W.	Cabush	2003	
The Rev.	Peter	DeFranco	2003	
The Rev.	David J.	DeSmith	2003	
The Rev.	Elizabeth K.	Golub	2003	
The Rev.	C. Melissa	Hall	2003	
The Rev.	Anne E.	Koehler	2003	
The Rev.	Thomas E.	Mathews	2003	
The Rev.	Paul V.	Olsson	2003	
The Rev.	Susan A.	Schink	2003	
The Rev.	Susan Saucedo	Sica	2003	
The Rev.	Stuart H.	Smith	2003	
The Rev.	Lorraine	Dughi	2004	
The Rev.	Kathleen	Locke	2004	
The Rev. Deacon	Elizabeth	Ostuni	2004	
The Rev.	Fairbairn	Powers	2004	
The Rev. Deacon	Nancy	Read	2004	
The Rev.	Willie James	Smith	2004	
The Rev. Dr.	Ronnie T.	Stout-Kopp	2004	
The Rev. Dr.	Darlene	Tittle	2004	
The Rev. Canon Dr.	Sandy	Wilson	2004	
The Rev.	Laurie Jean	Wurm	2004	
The Rev. Deacon	Kathleen	Ballard	2005	
The Rev.	Virginia	Dinsmore	2005	
The Rev.	Robert T.	Griner	2005	
The Rev. Deacon	Barbara	Harriman	2005	
The Rev.	Audrey	Hasselbrook	2005	
The Rev.	Marjorie D.	Lindstrom	2005	
The Rev.	Gregory	Perez	2005	
The Rev.	Diane L.	Rhodes	2005	
The Venerable	Diane	Riley	2005	
The Rev. Deacon	Lizabeth P.	Smith	2005	
The Rev.	Elizabeth	Wigg-Maxwell	2005	
The Rev. Deacon	Karen	Eberhardt	2006	
The Rev.	Joseph A.	Harmon	2006	
The Rev. Deacon	Jeanette T.	Hile	2006	

Title	First Middle Name	Last Name	Canonical Year	
The Venerable	Peter	Jackson	2006	
The Rev.	Rubén D.	Jurado	2006	
The Venerable	Christine	McCloud	2006	
The Rev.	John	Mennell	2006	
The Rev. Dr.	Gary	Nicolosi	2006	
The Rev. Deacon	Joanne	O'Neill	2006	
The Rev. Deacon	Linda	Phillips	2006	
The Rev.	S. Elizabeth	Searle	2006	
The Rev. Deacon	Sheila	Shuford	2006	
The Rev.	Hilary	Won	2006	
The Rev. Dr.	J. Barrington	Bates	2007	
The Rt. Rev.	Mark	Beckwith	2007	
The Rev.	Christian	Carroll	2007	
The Rev. Deacon	Deborah Rucki	Drake	2007	
The Rev.	Alexei	Khamin	2007	
The Rev.	Kendra L.	McIntosh	2007	
The Rev.	Thomas M.	Murphy	2007	
The Rev. Dr.	Karen	Rezach	2007	
The Rev. Deacon	Erik	Soldwedel	2007	
The Rev. Canon	Gregory	Jacobs	2008	
The Rev.	Margaret	Otterburn	2008	
The Rev. Sr.	Eleanor Francis	Reynolds	2008	
The Rev.	J. Brent	Bates	2009	
The Rev. Deacon	Lloyd Samuel	Batson	2009	
The Rev.	Julian	Eibin	2009	
The Rev.	John Christian	Habecker	2009	
The Rev.	Adele	Hatfield	2009	
The Rev.	Charles	Hatfield	2009	
The Rev.	Nicholas	Lannon	2009	
The Rev. Dr.	Shane	Phelan	2009	
The Rev.	William Charles	Thiele	2009	
The Rev.	Joan	Conley	2010	
The Rev.	Mary Elizabeth	Davis	2010	
The Rev.	John	Marcantonio	2010	
The Rev.	Cathy Alyce Rafferty	Quinn	2010	
The Rev. Dr.	Sonia	Waters	2010	
The Rev.	Michelle	White	2010	
The Rev.	Valerie	Bailey Fischer	2011	
The Rev.	Cynthia	Black	2011	
The Rev.	Sheelagh A.	Clarke	2011	
The Rev.	Matthew	Corkern	2011	
The Rev.	Martha	Metzler	2011	
The Rev. Dr.	Timothy	Mulder	2011	

Title	First Middle Name	Last Name	Canonical Year	
The Rev.	Stephen M.	Rozzelle	2011	
The Rev.	Beth Rauen	Sciaino	2011	
The Rev.	Robert L.	Shearer	2011	
The Rev.	E. Michael	Allen	2012	
The Rev.	Robert	Browning	2012	
The Rev. Dr.	Christine	Pae	2012	
The Rev.	Rodrigo	Perez-Vega	2012	
The Rev.	Diana	Wilcox	2012	
The Rev.	Peter	Boyle	2013	
The Rev.	Allyson	Brundige	2013	
The Rev.	Timothy P.	Carr	2013	
The Rev.	Elizabeth	Edman	2013	
The Rev.	Miguel	Hernandez	2013	
The Rev.	Ellen	Kohn-Perry	2013	
The Rev.	David	Rude	2013	
The Rev. Dr.	Howard W.	Whitaker	2013	
The Rev. Dr.	William	Allport	2014	
The Rev.	Shawn	Carty	2014	
The Rev.	Daniel Duncan	Lennox	2014	
The Rev.	Joyce	McGirr	2014	
The Rev.	Gerard	Racioppi	2014	
The Rev.	Juan Antonio	Rosario De La Cruz	2014	
The Rev.	Candace	Sandfort	2014	
The Rev. Deacon	Kenneth	Boccino	2015	
The Rev.	Keith A.	Gentry	2015	
The Rev. Deacon	Jacques	Girard	2015	
The Rev.	Richard	Hogue	2015	
The Rev. Deacon	John	Van Dine	2015	
The Rev.	Paul Young	Yoon	2015	
The Rev.	Debra M.	Brewin-Wilson	2016	
The Rev.	Rosa	Brown	2016	
The Rev.	Sylvester	Ekunwe	2016	
The Rev.	Nathan G.	Huddleston	2016	
The Rev.	Michael Anthony	Muller	2016	
The Rev. Dr.	Joy A.	Rose	2016	
The Rev. Deacon	Jill	Singleton	2016	
The Rev.	Cathie	Studwell	2016	

Church Directory - 2017

ALLENDALE: Trinity Episcopal Church, 55 George Street, 07401; The Rev. E. Michael Allen

BAYONNE: Calvary Church, 956 Avenue C, 07002

BAYONNE: Trinity Parish in Bergen Point, 141 Broadway, 07002; The Rev. Gregory Perez

BERGENFIELD: All Saints' Episcopal Korean Church, 12 West Central Avenue, 07621; The Rev. Hilary Won

BLOOMFIELD/GLEN RIDGE: Christ Church, 74 Park Avenue, 07028; The Rev. Diana Wilcox

BOONTON: St. John's Episcopal Church, 226 Cornelia Street, 07005; The Rev. Timothy P. Carr

BUDD LAKE: Christ Church, 369 Sandshore Road, 07828; The Rev. Ellen Kohn-Perry

CHATHAM: St. Paul's Church, 200 Main Street, 07928; The Rev. Mary Elizabeth Davis

CHESTER: Church of the Messiah, 50 Route 24, 07930; The Rev. Margaret Otterburn

CLIFFSIDE PARK: Trinity Church, 555 Palisade Avenue, 07010; The Rev. Willie James Smith

CLIFTON: St. Peter's Church, 380 Clifton Avenue, 07011; The Rev. Peter DeFranco, Jr.

DENVILLE: Church of The Saviour, 155 Morris Avenue, 07834; The Rev. George Christopher Wong

DOVER: St. John's Church, 11 South Bergen Street, 07801; The Rev. Rodrigo Perez-Vega

EAST ORANGE: St. Agnes' & St. Paul's Church, 206 Renshaw Avenue, 07017; The Rev. Esar Budhu

ENGLEWOOD: St. Paul's Church, 113 Engle Street, 07631; The Rev. Dr. William Allport, II

ESSEX FIELDS: St. Peter's Church, 271 Roseland Avenue, 07021; The Rev. Robert C.V. Morris

FAIR LAWN: Church of the Atonement, 1-36 30th Street, 07410; The Rev. Kevin Coffey

FORT LEE: Church of the Good Shepherd, 1576 Palisade Avenue, 07024

Church Directory - 2017

GLEN ROCK: All Saints' Church, 40 Central Avenue, 07452; The Rev. Mark R. Collins

HACKENSACK: Christ Church, PO Box 1097, 07602; The Rev. Michael Joseph Gerhardt

HACKENSACK: St. Anthony of Padua, 72 Lodi Street, 07601; The Rev. Brian H. Laffler

HACKENSACK: St. Cyprian's Church, 269 First Street, 07601

HACKETTSTOWN: St. James' Church, 214 Washington Street, 07840

HARRINGTON PARK: St. Andrew's Church, 31 Lynn Street, 07640; The Rev. Diane L. Rhodes

HARRISON: Christ Church, 100 Frank E. Rodgers Blvd N, 07029

HASBROUCK HEIGHTS: St. John the Divine Church, 229 Terrace Avenue, 07604; The Rev. Alexei Khamin

HAWORTH: St. Luke's Church, 43 Massachusetts Avenue, 07641; The Rev. Dr. Joy A. Rose

HAWTHORNE: St. Clement's Church, 271 Lafayette Avenue, 07506; The Rev. Susan A. Schink

HILLSDALE: Holy Trinity Church, 326 Hillsdale Avenue, 07642; The Rev. Dr. Ronnie T. Stout-Kopp

HO-HO-KUS: St. Bartholomew's Church, 70 Sheridan Avenue, 07423

HOBOKEN: All Saints' Parish, 707 Washington Street, 07030; The Rev. J. Gregory Morgan

HOPE: Episcopal Church of St. Luke & St. Mary, P.O. Box 292, 07844; The Rev. Rosemarie Hassan

JERSEY CITY: Church of the Incarnation, 68 Storms Avenue, 07306; The Rev. Canon Gary L. Commins, D.D

JERSEY CITY: Grace Church Van Vorst, 39 Erie Street, 07302; The Rev. Laurie Jean Wurm

JERSEY CITY: St. Paul's Church in Bergen, 38 Duncan Avenue, 07304; The Rev. Thomas M. Murphy

KINNELON: St. David's Church, 91 Kinnelon Road, 07405

Church Directory - 2017

LEONIA: All Saints' Church, 150 Park Avenue, 07605; The Rev. Dean A. Weber

LITTLE FALLS: St. Agnes' Church, 65 Union Avenue, 07424

LIVINGSTON: St. Peter's Church, 94 East Mt. Pleasant Avenue, 07039; The Rev. Elizabeth Wigg-Maxwell

LYNDHURST: St. Thomas' Church, P.O. Box 207, 07071; The Rev. Dr. Karen Rezach

MADISON: Grace Church, Four Madison Avenue, 07940; The Rev. Richard Maxwell

MAPLEWOOD: St. George's Church, 550 Ridgewood Road, 07040; The Rev. Bernard Poppe

MAYWOOD: St. Martin's Church, 29 Parkway, 07607; The Rev. Rubén D. Jurado

MENDHAM: St. Mark's Church, 9 East Main Street, 07945; The Rev. Shawn Carty

MILLBURN: St. Stephen's Church, 119 Main Street, 07041; The Rev. Sheelagh Clarke

MILLINGTON: All Saints' Church, 15 Basking Ridge Road, 07946; The Rev. Victoria Geer McGrath

MILTON/OAK RIDGE: St. Gabriel's Church, 153 Milton Road, 07438; The Rev. Mark W. Waldon

MONTCLAIR: St. John's Church, 55 Montclair Avenue, 07042; The Rev. Candace Sandfort

MONTCLAIR: St. Luke's Church, 73 South Fullerton Avenue, 07042; The Rev. John Mennell

MONTVALE: St. Paul's Church, 4 Woodland Road, 07645; The Rev. Edward M. Hasse, III

MORRIS PLAINS: St. Paul's Church, 29 Hillview Avenue, 07950; The Rev. Paul V. Olsson

MORRISTOWN: Church of the Redeemer, 36 South Street, 07960; The Rev. Cynthia Black

MORRISTOWN: St. Peter's Church, 70 Maple Avenue, 07960; The Rev. Janet Broderick

MOUNTAIN LAKES: St. Peter's Church, 215 Boulevard, 07046; The Rev. Adele Hatfield, The Rev. Charles Hatfield

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MT. ARLINGTON: St. Peter's Church, 50 Edgemere Avenue, 07856; The Rev. Wayne C. Sherrer

NEWARK: Grace Church, 950 Broad Street, 07102; The Rev. J. Brent Bates

NEWARK: House Of Prayer, 407 Broad Street, 07104; The Rev. Joyce McGirr

NEWARK: St. Andrew's Church, 933 South 17th Street, 07108; The Rev. Sylvester Ekunwe

NEWARK: Trinity & St. Philip's Cathedral, 24 Rector Street, 07102

NEWTON: Christ Church, 62 Main Street, 07860; The Rev. Robert T. Griner

NORTH ARLINGTON: St. Paul's Church, 11 York Road, 07031

NORWOOD: Church of the Holy Communion, 66 Summit Street, 07648; The Rev. James V. Petroccione

NUTLEY: Grace Church, 200 Highfield Lane, 07110; The Rev. Pamela Bakal

OAKLAND/FRANKLIN LAKES: St. Alban's Episcopal Church, 1 Church Lane, 07436; The Rev. Kathryn L. King

ORADELL: Church of the Annunciation, 343 Kinderkamack Road, 07649; The Rev. Archie M. Palmer, Jr.

ORANGE: Church of the Epiphany and Christ Church, 105 Main Street, 07050; The Rev. Joseph A. Harmon

PARAMUS: St. Matthew's Church, 167 Spring Valley Road, 07652; The Rev. Marjorie D. Lindstrom

PARSIPPANY: St. Gregory's Church, 480 South Beverwyck Road, 07054; The Rev. Susan Saucedo Sica

PASSAIC: St. John's Church, 215 Lafayette Avenue, 07055; The Rev. William Charles Thiele

PATERSON: Church of the Holy Communion, 219 Carroll Street, 07501; The Rev. Gary Blumer

PATERSON: St. Paul's Church, 451 Van Houten Street, 07501; The Rev. Deacon Erik Soldwedel

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PHILLIPSBURG: St. Luke's Church, 500 Hillcrest Boulevard, 08865; The Rev. Laura Rice Matarazzo

POMPTON LAKES: Christ Church, 400 Ramapo Avenue, 07442; The Rev. Stephen M. Rozzelle

RAMSEY: St. John's Memorial Church, 301 East Main Street, 07446; The Rev. Richard B. Andersen

RIDGEFIELD: St. James' Church, 514 Abbott Avenue, 07657; The Rev. Mariano Gargiulo

RIDGEWOOD: Christ Church, 105 Cottage Place, 07450; The Rev. Thomas E. Mathews, Jr.

RIDGEWOOD: St. Elizabeth's Church, 169 Fairmount Road, 07450; The Rev. Canon John G. Hartnett

RINGWOOD: Church of the Good Shepherd, PO Box 727, 07456; The Rev. Stephen M. Rozzelle

RUTHERFORD: Grace Church, 128 West Passaic Avenue, 07070; The Rev. Robert Browning, Jr.

SECAUCUS: Church of Our Saviour, 191 Flanagan Way, 07094; The Rev. S. Elizabeth Searle

SHORT HILLS: Christ Church, 66 Highland Avenue, 07078; The Rev. Dr. Timothy Mulder

SOUTH ORANGE: St. Andrew & Holy Communion, 160 West South Orange Avenue, 07079; The Rev. Canon Dr. Sandye Wilson

SPARTA: St. Mary's Church, 85 Conestoga Trail, 07871; The Rev. Debra M. Brewin-Wilson

SUCCASUNNA: St. Dunstan's Church, 179 South Hillside Avenue, 07876; The Rev. Fain Webb

SUMMIT: Calvary Church, 31 Woodland Avenue, 07901; The Rev. Matthew Corkern

TEANECK: Christ Church, 480 Warwick Avenue, 07666; The Rev. Michelle White

TEANECK: St. Mark's Church, 118 Chadwick Road, 07666; The Rev. Robert L. Shearer

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TENAFLY: Church of the Atonement, 97 Highwood Avenue, 07670; The Rev. Lynne Bleich Weber

TOWACO: Good Shepherd Episcopal Church, 9 Two Bridges Road, 07082; The Rev. Canon Lesley Hay

UNION CITY: Grace Church, 3901 Park Avenue, 07087; The Rev. Juan Antonio Rosario De La Cruz

UPPER MONTCLAIR: St. James Church, 581 Valley Road, 07043; The Rev. C. Melissa Hall

VERNON: St. Thomas' Church, 307 Route 94, 07462 (closed 2016)

VERONA: Church of the Holy Spirit, 36 Gould Street, 07044; The Rev. Gerard Racioppi

WANTAGE: Church of the Good Shepherd, 200 Route 23, 07461; The Rev. David Rude

WASHINGTON: St. Peter's Church, 127 Broad Street, 07882; The Rev. Edward Murphy

WAYNE: St. Michael's Church, 1219 Ratzer Road, 07470; The Rev. Keith A. Gentry

WEST ORANGE: Church of the Holy Innocents, 681 Prospect Avenue, 07052; The Venerable Christine McCloud

WEST ORANGE: Holy Trinity Church, 315 Main Street, 07052; The Rev. Miguel Hernandez

WESTWOOD: Grace Church, 9 Harrington Avenue, 07675; The Rev. Anthony Puca

WOOD-RIDGE: St. Paul's & Resurrection, 483 Center Street, 07075; The Rev. Jacob P. Nanthicattu