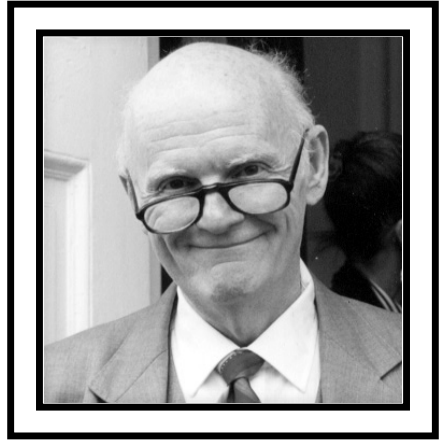


JOURNAL
of the
**ONE HUNDRED AND FORTY-SIXTH
CONVENTION**
of the
DIOCESE OF NEWARK
PROTESTANT EPISCOPAL CHURCH
JANUARY 31st & FEBRUARY 1st, 2020
**HILTON MEADOWLANDS HOTEL
EAST RUTHERFORD, NEW JERSEY**

In Memoriam and Thanksgiving



RESOLVED, that this 146th Convention of the Diocese of Newark recognize that two giants of this diocese, Marge Christie and Louie Crew Clay, in 2019 moved on from their justice work on earth to take things up directly with God; and be it further

RESOLVED, that this convention celebrate their lives and work by recommitting itself to the work of manifesting the Realm of God here on earth, proclaiming by word and deed both within the Church and in the World that God loves absolutely everybody.

Marge Christie died on April 14, 2019. Louie Crew Clay died on November 27, 2019.

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OFFICERS OF THE CONVENTION

PRESIDENT

The Right Reverend Carlye J. Hughes
31 Mulberry Street, Newark NJ 07102

SECRETARY

Mr. John A. King
31 Mulberry Street, Newark NJ 07102

TREASURER

Mr. Samuel P. Reckford
31 Mulberry Street, Newark NJ 07102

PARLIAMENTARIANS

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

CHANCELLOR

Diane Sammons, Esq.

CHANCELLOR-EMERITUS

Michael F. Rehill, Esq.

2020 Convention Committees

Arrangements Committee

Ms. Linda Aprile Soldwedel *Chair*

Mr. Phil Allen

Ms. Larysa Cohen

Ms. Natalie Elder

Mr. Dale Ellis

Mr. Godfrey Gregg

Mr. Russ Manley

Ms. Doris Pagan-Salgado

Ms. Sarah Sterling-Laldee

Mr. Richard Williams

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

Mr. Greg Luciano, *Chair*

Resolutions Committee

Thomas Bisdale, Esq. *Chair*

Sandra Bonnick, Esq.

The Rev. Kevin PJ Coffey, SCP

The Rev. Dcn. Deborah Drake

The Rev. Sylvester Ekunwe

Ms. Michelle Simon

Ms. Patricia Yankus

Rules of Order and Elections Committee

L. Allison Garde, Esq., *Chair*

John Webb, Esq., *Supervisor of Elections*

Technology Support

The Rev. Dcn. Ken Boccino

Ms. Jan Paxton

The Rev. John Rollins

Youth Pages & Youth Advisors

Ms. Ana Benjamin

Mr. Christian Campbell-Boucher

Mr. Cal Chase

Ms. Janelle Grant

Ms. Nicole Davis

Mr. AJ DeWalt

Ms. Lea Gagnon

Ms. Kathy DeWalt

Ms. Stephanie Grube

Mr. Chris Whitaker

Mr. Brandon Hamilton

Ms. Alicia Stathum

Mr. Luke McPhillips

Mr. Matt Porokowski

Mr. John O'Brien

Mr. Max Zwemmer

District Youth Deputies

D1	Ms. Millie Quelly	<i>St. James Church, Hackettstown</i>
D2	<i>vacant</i>	
D3	<i>vacant</i>	
D4	Ms. Luciana Shannon	<i>St. Andrews & Holy Communion, S. Orange</i>
D5	Ms. Willow Delp	<i>St. James' Church Upper Montclair</i>
D6	Ms. Lucy McLaughlin	<i>Grace Van Vorst Jersey City</i>
D7	Mr. Jasper Zwemmer	<i>Grace Church, Rutherford</i>
D8	Ms. Jayda Rodriguez	<i>Church of the Atonement, Fair Lawn</i>
D9	Ms. Emily O'Brien	<i>Church of the Atonement, Tenafly</i>
D10	Ms. Regan Quast	<i>St. John's Memorial Church, Ramsey</i>

COMMITTEES, COMMISSIONS & BOARDS – 2019

ACTS/VIM & ALLELUIA FUND

Class of 2020

The Rev. Debbie Brewin-Wilson
Ms. Paula Cappel
Mr. Kirk Peterson
The Rev. Ellen Kohn-Perry

Class of 2021

The Rev. Cathie Studwell
Mr. Michael Otterburn
Mr. Arnie Peinado
Mr. Sidney King

Class of 2022

The Rev. Sylvester Ekunwe
Ms. Janelle Grant
Mr. Mark Trautman
Ms. Martha Anderson

CATHEDRAL CHAPTER OF TRINITY & ST. PHILIP'S

Together with the bishop, the wardens & vestry of the Cathedral parish

Class of 2020

Mr. James Cramer
Ms. Susan Dunn

Class of 2021

Ms. Charlotte Chappel
The Rev. Dcn. Erik Soldwedel

Class of 2022

The Rev. Matthew Corkern
Ms. Rosie Grant

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
Dr. Anne Yardley, Education Chair
The Rev. Deacon Ken Boccino, Documents Chair

Class of 2020

The Rev. Mark R. Collins
The Rev. Gary Commins
The Rev. Paul Young
Ms. Jamel Shimpfky
Dr. Anne Yardley

Class of 2021

Dr. Godfrey Gregg
The Rev. Margaret Otterburn
The Rev. Gregory Perez
Mr. Larry Sunden
Ms. Patrice Maynard

Class of 2022

The Rev. Dr. J. Brent Bates
The Rev. Deacon Ken Boccino
The Rev. Victoria Geer (Vicki) McGrath
Mrs. Lorita Jackson
Mr. Jim Mollo

Class of 2023

Ms. Bayla Kallstrom
The Rev. George C. Wong
Ms. Kristan B. Louis, APN
Ms. Heidi O'Donnell
The Rev. Kathryn King

CONSTITUTION & CANONS COMMITTEE

Diane Sammons, Esq., Chancellor; Thomas Bisdale, Esq.; Mr. Richard Bollon; Mr. T. Donald Cairns; The Rev. Kevin Coffey; John C. Garde, Esq., The Rev. Joseph Harmon, Laura Russell, Esq.; John Sogliuzzo, Esq.; John G. Webb, III, Esq.

On Elected Committees, Bishop's Appointments are noted in italics

COMMITTEES, COMMISSIONS & BOARDS – 2019

DIOCESAN COUNCIL

Officers:

The Rt. Rev. Carlye J. Hughes, President;

The Rev. Diana L. Wilcox, Vice-President;

Mr. Samuel P. Reckford, Treasurer; Mr. John A. King, Secretary

Class of 2020

Mr. Robert Bogert

The Rev. Timothy Carr

Mr. Stuart Christie

Dr. Susan Godar

Ms. Carol Harrison-Arnold

Ms. Kathleen Simon

Ms. Lynn Tyler

Ms. Jewels Quelly

Class of 2021

The Rev. Michael Allen

The Rev. Anthony Puca

Ms. Debra Cook

The Rev. Dcn. Nancy Hansen

Mr. Norberto “Bert” Jones

Ms. Sue Margan

The Rev. Margaret Otterburn

Mr. Dennis Piccirillo

The Rev. Diana Wilcox

Class of 2022

Ms. Sheila Barcus

Mr. Dale Ellis

The Rev. Nathan Huddleston

The Rev. Thomas Murphy

The Rev. Juan Rosario De La Cruz

Ms. Elizabeth Rundquist

The Rev. Susan Saucedo Sica

Ms. Marguerite Smith

The Rev. Paula Toland

DIOCESAN INVESTMENT TRUST (DIT)

President: The Rt. Rev. Carlye J. Hughes, *Ex-Officio*; Vice President: Mr. Howard Mackey; Secretary: Mr. Samuel P. Reckford, 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 2020:

The Rev. Diane Rhodes; Laura Russell Esq. (President), All Saints’, Hoboken

Class of 2021:

The Rev. Kevin Coffey; Thomas Bisdale, Esq., Grace, Westwood

Class of 2022:

The Rev. Thomas Mathews; Mr. James Cramer, Grace, Newark

Class of 2023:

The Rev. Diana Wilcox; Mr. George Mackey, St. Elizabeth’s, Ridgewood

Class of 2024:

The Rev. Karen Rezach; Mr. John L Smith, Trinity & St. Philip’s Cathedral, Newark

Class of 2025:

The Rev. Willie Smith;

ECUMENICAL & INTERRELIGIOUS COMMISSION (EIC)

The Rev. Michael Allen; Dr. Terri Donati; The Rev. Willie Smith; The Rev. Dean Weber; The Rev. Lynne Bleich Weber (Chair); The Rev. Diana Wilcox

COMMITTEES, COMMISSIONS & BOARDS – 2019

FUND DEVELOPMENT COMMITTEE

The Rt. Rev. Carlye J. Hughes, Bishop of Newark; 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

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

Class of 2020

Mr. George Ackley
Ms. Mary Beth King
The Rev. Paul V. Olsson (Chair)

Class of 2022

Mr. Robert LaPene
The Rev. Thomas R. Laws
Ms. Maria Force

Class of 2021

The Rev. Dcn. Erik Soldwedel
Dr. Matthew Price
Mr. John Niles

Class of 2023

The Rev. Ruben Jurado
Ms. Lindsay McHugh

Mr. John A. King (*ex officio*), Ms. Leslie Thomas (staff liaison)

THE MARGE CHRISTIE CONGREGATIONAL GROWTH AND VITALITY FUND

The Rev. Ken Boccino (chair), The Rev. Deborah Drake, Mr. Louis Knaub, The Rev. Michael Muller, Mr. Mike Odian, Mr. Dennis Piccirillo

NAMASTE: ANTI-RACISM DIALOGUE COMMITTEE

The Rev. William Cruse, Ms. Helen Dannatt, Ms. Janelle Grant, Ms. Gladys Hughes, The Rev. Jerry A. Racioppi (co-Chair), Joan L. Slepian, The Rev. Willie J. Smith, Ms. Lauren Simon, Ms. Michelle Simon (co-Chair)

Staff Liaison:

Ms. Jane Jubilee (Administrative Assistant for Diocesan Services)

NORTH PORCH WOMEN AND INFANTS' CENTERS

The Rev. Ellen Kohn Perry, President; The Rev. Margaret Otterburn, Vice President, E.V. Janopaul, treasurer; Lindsay McHugh, Secretary; Cary Brooks, Stacy Wilde

On Elected Committees, Bishop's Appointments are noted in italics

COMMITTEES, COMMISSIONS & BOARDS – 2019

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 Verblaauw, John Vine

SENIOR MINISTRIES

Gail Barkley, Scott Bennett (chair), The Rev. Janet Broderick, Jill Eden, Marymae Henley, Lorraine Jones, Hope Lampe, Michael Otterburn, Cynthia McChesney, Patricia Moulton, Martha Reiner (vice-chair), Mary DePinto (secretary), Tricia Smythe

STANDING COMMITTEE

Class of 2020

The Rev. Mary Davis
Ms. Naomi Horsky

Class of 2021

Ms. Wendy Drake-Schneider
The Rev. John Mennell

Class of 2022

The Rev. Joseph Harmon
Mr. Bernie Milano (filled Canon 21 vacancy)

Class of 2023

The Rev. Elaine Ellis Thomas
Ms. Michele Simon

TRUSTEES OF THE EPISCOPAL FUND & DIOCESAN PROPERTIES*

Class of 2021

Mr. David Farrand
Ms. Patrice Henderson
Mr. Howard Mackey

Class of 2022

Mr. Walton Clark (filled Canon 21 vacancy)
The Rev. Dcn. Erik Soldwedel
The Rev. Dean Weber

Class of 2023

Thomas Bisdale, Esq.
Ms. Pat Yankus
The Rev. Laurie Wurm

Class of 2024

John C. Garde, Esq.
Ms. Geraldine Livengood
Ms. Rhonda Lutz

WARD J. HERBERT FUND

Class of 2020

Mr. Philip Allen
Mr. Delbert Coonce
Mr. George Hahn
Mr. Terrence Pine

Class of 2021

Mr. Michael Cullen
Mr. John C. Garde
Mr. Bert Jones
Mr. John Sogliuzzo

Class of 2022

Mr. Robert Coonce
The Rev. C. Melissa Hall
Mr. James McGlone
The Rev. Jon Richardson

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

*As per Canon 22 (rev. 2010)) There are 4 classes of Trustees, Each serving a five year term. Therefore, every fifth year there is no election held. (There is no class for 2025)

On Elected Committees, Bishop's Appointments are noted in italics

Minutes of the 146th Annual Convention

The Episcopal Diocese of Newark

THE HILTON MEADOWLANDS - January 31st & February 1st, 2020

146th CONVENTION OPENING SESSION

Call To Order

The 146th Annual Diocesan Convention of the Diocese of Newark was called to order by the President, The Rt. Rev. Carlye J. Hughes at 11:00AM on Friday January 31st, 2020 at the Meadowlands Hilton in East Rutherford, New Jersey. She invited the Rev. Shawn Carty and the Rev. Paul Yoon, Chaplains for the Convention, to offer a prayer to begin the business session.

Convention Opening Prayers

The Rev. Shawn Carty offered a short prayer for our time together.

Determination of Quorum

The Secretary of the Convention, Mr. John A. King, certified that there were sufficient parishes and missions present to constitute a quorum.

95 of 96 Congregations were recorded as present,

Voting Orders:

276 Lay Deputies

8 Youth District Deputies

102 Clergy Deputies including 1 Bishop

Appointment of the Chaplain

The President appointed The Rev. Shawn Carty and the Rev. Paul Yoon as Chaplains for the Convention. They will be seated individually at various times at the dias during the weekend business sessions.

Appointment of Parliamentarians

The President appointed the Parliamentarians for the Convention. Carol Harrison-Arnold from Church of the Incarnation, Jersey City and Diane Sammons, Diocesan Chancellor from St. George's Maplewood.

Election: Committee on The Rights of Clerical Deputies

The Chair recognized The Rev. Margaret Otterburn from Church of the Messiah, Chester for the purpose of nominating the Committee on the Rights of Clerical Deputies:

Ms. Carol Berry, All Saints' Church, Millington

The Rev. Lorna Erixson, St. Mark's Church, Mendham

The Rev. Susan Ironside, Grace Church, Madison

All were unanimously elected.

Election: Committee on The Rights of Lay Deputies

The Chair recognized Ms. Glory Persaud, member of Calvary Church in Bayonne, for the purpose of nominating the Committee on the Rights of Lay Deputies:

Mr. Tim Cross, Trinity Church, Allendale

Ms. Mary Beth King, Church of the Atonement, Fair Lawn

The Rev. Anne Kitch, St. Luke's Church, Phillipsburg

All were unanimously elected.

Voting Card Instructions

Mr. King welcomed the deputies and provided them an orientation into the voting materials including red, yellow and green voting cards as well as a request that guests seated on the floor of the Convention refrain from speaking during possible voice votes for the duration of the business sessions.

The President also instructed the Convention regarding the appropriate manner in which deputies should approach the microphones to speak before the Convention, making sure to identify both themselves and what congregation they are from.

Resolutions of Courtesy

Ms. Emily O'Brien, District Youth Deputy from Church of the Atonement in Tenafly approached the microphone for a point of personal privilege, which was granted, to read the following resolution of courtesy:

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:

- Henry C. Allen Church of Our Saviour, Secaucus
- Carol Harrison-Arnold Church of the Incarnation, Jersey City
- Charlotte Judd St. James Church, Upper Montclair
- Donald Roberts Church of Our Saviour, Secaucus
- Kerrie Sovelove St. Paul's Church, Jersey City
- Kate Stephenson Church of Our Saviour, Secaucus
- Becky Walker Church of the Redeemer, Morristown
- Genetta Mae Williams Trinity & St. Philip's Cathedral, Newark
- Asa David Coulson Grace Church, Madison
- Daniel Gross St. Peter's Church, Morristown
- Elizabeth Myers, Christ Church, Budd Lake
- Jacob P. Nanthicattu St. Paul's & Resurrection, Wood-Ridge
- Eliza Ragsdale St. Peter's Church, Morristown
- Tristan Shin Christ Church, Short Hills
- Robert G. Trache St. Peter's Church, Morristown
- Jill Williams Christ Church, Ridgewood

Chancellor Diane Sammons; Ms. 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; and Postulants and Candidates for Holy Orders, and invited guests.

Ms. O'Brien moved the Resolution, it was seconded and approved.

Adoption of Agenda (146AC R01)

The President recognized the Diocesan Chancellor, Ms. Diane Sammons for the purpose of introducing the proposed agenda 146AC-R01 which was approved.

Committee on the Rules of Order (146AC R02)

The President called upon L. Allison Garde, Esq. to present the report from the Committee on Rules of Order. Mrs. Garde reported on the changes being made to the Rules, most notably efforts to remove references that defined specific tasks to be conducted with paper only, to allow for more digital distribution of business materials as necessary.

[The adopted Rules of Order, Report 146AC-R02, can be found on page 30 of this Journal]

Committee on the Constitution & Canons (146AC R03)

The President called upon the Chancellor to present the report of the Constitution and Canons Committee (report 146AC-R03) on the proposed amendments to the Constitution & Canons of the Diocese.

There were two proposed amendments:

Canon 2 concerning the addition of mandatory Anti-Sexism Training for diocesan committee membership

Canon 5 regarding makeup of Diocesan Council

It was announced that there will be a hearing on these proposed amendments Friday afternoon in the Pimlico Conference Room beginning at 5:15.

Committee on Resolutions (146AC R04)

The President recognized the chair of the Committee on Resolutions, Thomas Bisdale, Esq. of Grace Church in Westwood to present their report (146AC-R04). M r. Bisdale reported that there were three resolutions submitted and reviewed by the Committee and subsequently brought forth, with minor revisions, to the Convention; two of which are on the Consent Calendar

2020_AC146_01 • Implementing Required Anti-Sexism Training

There was a resolution submitted but not offered by the Committee titled "Diocese of Newark to join Empower New Jersey"

One other resolution was brought forth prior to the start of the business session. The resolution was brought forward by the Revs. Cynthia Black, J. Brent Bates and Tom Mathews to honor the lives of Dr. Louie Crew Clay and Mrs. Marge Christie. The Secretary stated that the resolution met the requirements of a late submission and the Convention voted to allow the consideration of the resolution during business. The Resolution was given the ID Number 2020_AC146_02.

The Resolutions would be discussed at the Resolution Hearing during the Friday Afternoon recess, and would be brought to the floor for debate during Saturday's business session.

[The complete texts of the Resolutions can be found in 146AC_R04, which can be found on page 42 of this Journal]

Committee on Elections & Balloting (146AC R07)

John Webb, Chair of the Elections Committee and a member of the Rules of Order Committee, and John King, Secretary of Convention announced the balloting for offices elected by Convention, and indicated the write-in candidates where applicable.

There were four contested elections, ACTS?VIM Lay, Standing Committee Lay, Standing Committee Clergy, and General Convention Deputies.

Mr. King provided special guidance to the Convention regarding the use of the new Election Runner software being utilized. Each Deputy received upon registration unique Voter ID and Voter Key. Those would enable them to login into the election software. The ballot would remain open until 5pm to provide for balloting without overtaxing the wi-fi bandwidth of the hotel.

After opening the balloting window, deputies could vote from their handheld devices or, if necessary, could proceed to the Arrangements desk where they could receive assistance with logging in and voting.

Results would be announced when known.

The Secretary then read aloud the slate of uncontested elections, and the President asked for a vote to instruct the Secretary to cast one ballot for each of the uncontested elections.

Ballot for Uncontested Elections

The President instructed the Secretary to cast one ballot for the Uncontested ballots in the following elections.

The following contests were uncontested:

ACTS/VIM Board Clergy Class of 2023

The Rev. Ellen Kohn-Perry St. Paul's, Chatham (District 4)

Constitution & Canons Committee

Thomas Bisdale Grace Church, Westwood (District 9)
Patricia Arlin Bradley Holy Trinity, Hillsdale (District 9)
T Donald Cairns St. Clement's, Hawthorne (District 10)
John C. Garde Grace Church, Madison (District 4)
The Rev. Peter Jackson Holy Trinity, West Orange (District 3)
John L Smith Trinity & St. Philip's Cathedral, Newark (District 4)
John Sogliuzzo Christ Church, Short Hills (District 4)
Bernice E. Vanderpool Grace Church Van Vorst, Jersey City (District 6)
John G. Webb, III St. Luke and St. Mary, Hope and Belvidere (District 1)
The Rev. Paul Yoon St. Agnes', Little Falls (District 5)

Trustees Class of 2022 (1 vacancy)

Walton Clark Atonement, Tenafly (District 9)

Disciplinary Board

Clergy Class of 2026

The Rev. Kathryn L King St. Alban's, Oakland/Franklin Lakes (District 10)

Lay Class of 2025

Laura A. Russell, Esq. All Saints, Hoboken (District 6)

Trinity & St. Philip's Cathedral Chapter Class of 2023

Susan Dunn St. John's, Montclair (District 5)

The Rev. Victoria Geer McGrath All Saints', Millington (District 3)

Secretary of Convention

John A. King St. Andrew's, Harrington Park (District 9)

Treasurer of Convention

Samuel Reckford Christ Church, Short Hills (District 4)

Assistant Treasurer of Convention

Rhonda Lutz Saviour, Denville (District 2)

Human Resources Advisory Committee (146AC_R05)

The Chair called The Rev. Paul Olsson, Rector of St. Paul's in Morris Plains, to the podium in order to present the report from the Bishop's Advisory Committee on Human Resources (146C_R05).

Rev. Olsson recognized the members of the committee, spoke briefly about the work the committee is undertaking and then presented the resolution on Diocesan Minimums for 2021:

RESOLUTION I: Minimum Cash Salary for Clergy -PASSED-

RESOLVED, that the 146th 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, 2021; and be it further

2021 Minimum Salary Standards	Category	2020	2021	% change
	Transitional Deacon*	\$39,600	\$40,600	2.53%
	Assisting Priest	\$42,250	\$43,350	2.49%
	Rector, Vicar, or Priest-in-Charge	\$52,700	\$54,000	2.47%

* 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.

RESOLVED, that for those clergy serving parishes or missions less than full time that the compensation be pro-rated to these standards in their respective Letters of Agreement.

RESOLUTION II: Continuing Education Allowance -PASSED-

RESOLVED, that the 146th Convention of the Diocese of Newark adopts a minimum, mandated clergy Continuing Education Allowance of \$1,000 annually, effective January 1, 2021.

[The complete report of the HR Committee can be found in 146AC_R05, which can be found on page 45 of this Journal]

Mission Minutes #1

Bishop Hughes introduced the first of the Mission Minute offerings for the Convention.

Our first Mission Minute is *Stories from Our Congregations*, Part 1.

After discovering that some students in their community were struggling academically, the people of St. Mark's, Teaneck realized their parish's gifts could be stewarded into a successful after-school enrichment program.

REPORTS

Annual Report of the Diocesan Council

The Chair called upon the Rev. Diana Wilcox, Council Vice President, to share the report of the work of Diocesan Council.

The Rev. Wilcox presented a video demonstrating the work of the Council over the past year, and asked the members of Council, both past and present to stand up and be recognized.

Annual Report of the Diocesan Investment Trust

The Chair recognized Diocesan CFO Mr. Sam Reckford and members of the Diocesan Investment Trust to present their report

[The complete report of the D.I.T. can be found on page 138 of this Journal]

Annual Report of the Trustees

The Chair recognized Mr. John Garde, President of the Trustees, to present the report on the work of the Trustees of the Episcopal Fund and Diocesan Properties.

[The complete report of the Trustees can be found on page 167 of this Journal]

Annual Report of the Standing Committee

The Chair called to the stage the Standing Committee of the Diocese, led by Ms. Wendy Drake-Schneider, President of the Committee to speak about the responsibilities of the Standing Committee and the work performed by the Committee over the past year.

Recess

The Secretary introduced a new feature during lunch recess, 'Table Topics' which would be an open forum for discussions at various tables throughout the ballroom. Various Bishop's staff and other Diocesan leaders would be stationed around the room to answer questions on the various areas of expertise for anyone who would be interested to join while eating their lunches.

The Rev. Paul Yoon was called upon to say grace for lunch.

The President placed the Convention into recess until 1:30pm.

Lunch

Call Back into Order

The 146th Annual Diocesan Convention of the Diocese of Newark was called back to order by the President, The Rt. Rev. Carlye J. Hughes at 1:30 PM on Friday January 1st. 2020. She invited the Rev. Shawn Carty, Chaplain for the Convention, to offer a prayer to begin the business session.

Plenary Presentation - Anti Sexism-Task Force

The President called upon the Rev. Diana Wilcox & Laura Russell Esq. to present an update from the Anti-Sexism Task Force.

[This report can be found filed in the Reports Filed By Title on page 127 in the Journal.]

Ballot Reported

The Results of the First Ballot were announced. Elections were concluded for the ACTS/VIM Lay Class, The Standing Committee Clergy Class, and one of two seats in the Lay Order for Standing Committee.

There were no elections in the General Convention Deputation. So the second ballot would decide the vacancy in the Standing Committee Lay Order and the General Convention deputations.

The Second Ballot timeframe was 1:45 pm to 2:45 pm.

(See full results on page 94 of this Journal)

Plenary Presentation – Namaste Committee

The Rev. Jerry Racioppi reported to the Convention on the work of the Namaste Committee on the Anti-Racism Dialogues, and shared with the Convention statistics regarding participation in the program mandated by the canons.

Plenary Presentation – Senior Ministries

The Chair invited Mr. Scott Bennett of Church of the Saviour in Denville to present a report on Senior Ministries.

[This report can be found filed in the Reports Filed By Title on page 152 in the Journal.]

ORDER OF THE DAY 2018 PROPOSED BUDGET (146AC R06)

The President noted that the time was 2PM, the appointed hour for the Order of the Day, the 2020 Budget. The President called upon Mr. Samuel Reckford to present report 146AC-R06; the 2020 Proposed Budget.

After presenting the Budget Report, Deputies were invited to come to the Budget Hearing in Derby East beginning at 5:15.

[The Budget can be found on page 53 of the Journal.]

Mission Minutes #2

In the second Mission Minute, St. John's Dover was highlighted. After discovering that most local students who qualified for food assistance at school were falling through the cracks during summer vacation, the people of St. John's, Dover quickly stewarded their parish's gifts into a summer food program.

Plenary Presentation – LEAMNJ

The Chair invited the Rev. Sara Lilja, Executive Director of Lutheran Episcopal Advocacy Ministries of New Jersey, to speak about the importance of the advocacy office we have jointly established with the Lutheran Synod in Trenton, and our work in these areas in our local congregations and with Diocesan Council. She provided updates on the work of the past year, including the State's legislation on increasing the minimum wage incrementally over the next few years.

Plenary Presentation – CrossRoads

The Chair invited Mr. Anthony Briggs, the Executive Director of our Diocesan Camp and Conference center Cross Roads Camp and Retreat Center, to the podium to speak about the opportunities at, and the importance of, Camp. Mr. Briggs discussed Cross Roads 3-year participation in the *Effective Camp Research Project*. He shared a powerpoint which reflected upon the results of that survey.

Plenary Presentation – Youth Ministries

The Diocesan Youth Fellows, Ms. Janelle Grant, Ms. Alicia Stathum and Mr. Matt Porkowski presented a report on the work of Youth Ministries in the past year and to report on the activities of the Pop-Up Youth ministries, in coordination with Cross Roads Camp & Retreat Center. They invited the diocese to participate in the events scheduled throughout the year.

Plenary Presentation – Protecting our Registries

The Chair called upon the Secretary and Director of Administration of the Diocese to present an opportunity to safeguard the historic records of our congregations. By working with Ancestry.com to digitize the registries of the active churches in the Diocese.

Reading of Canonical Revisions from the 79th General Convention

The Secretary presented the Proposed Constitutional Amendments as required by the Canons of the Episcopal Church to the Diocesan Convention. The Amendments were printed in a special booklet distributed to the deputations of the Convention.

Evaluation Forms

The Secretary brought to the Convention's attention the evaluation forms to be filled out and returned to the Arrangements desk.

Reports Filed by Title

The Secretary of Convention asked that each congregation take home two copies of the reports filed by title booklets and share the information of the governance boards and the various diocesan ministries with their congregations.

Mission Minutes #3

Our third Mission Minute highlighted St. Anthony's of Padua in Hackensack. When several local young people were deployed to the 1991 Persian Gulf War, their Spanish-speaking families sought a place to pray for them. St. Anthony's of Padua started a weekly Spanish-language mass, promising to continue it as long as the community needed. Nearly 30 years later, St. Anthony's Hispanic/Latino Ministry has grown to three Spanish masses a week.

Ballot Reported

The Results of the Second Ballot were announced. Elections were concluded for the Lay Order for Standing Committee.

There were no elections in the Clergy Deputation for General Convention. Commencing with the third ballot, by Rule, the lowest vote-getters were dropped to leave two more candidates than available seats to be elected. Therefore, 7 clergy candidates were dropped from the third ballot, but would be returned to the ballot for alternate candidates.

There was one election in the General Convention Lay Deputation. Commencing with the third ballot, by Rule, the lowest vote-getters were dropped to leave two more candidates than available seats to be elected. Therefore, 2 lay candidates were dropped from the third ballot, but would be returned to the ballot for alternate candidates.

The Third Ballot timeframe was 3:30 pm to 4:30 pm.

(See full results on page 94 of this Journal)

Convention Announcements

The Secretary briefed the Convention on important information leading into the Friday afternoon recess.

The President placed Convention into recess at 3:27pm.

Recess

GOOD MORNING! Saturday, February 1st, 2020

DIOCESAN SERVICE OF HOLY EUCHARIST

After the Diocesan Service of Holy Eucharist at 9AM, including Bishop Hughes' second portion of her Address, The IX Bishop of the Diocese of Bethlehem, The Rt. Rev. Kevin D. Nichols, Convention guest, extended greetings to the Diocesan Convention.

Mission Minutes #4

The Secretary, in order to move the agenda along while the Bishop transitioned roles from the celebration of the Holy Eucharist back to the Convention session, introduced the next mission minute: **Our next Mission Minute focused on Christ Church Newton. - A community in Panama had lost their church building, and a family in New Jersey had lost their son and brother. Christ Church, Newton was in relationship with both, and found a way to shepherd their gifts to bring about healing for both.**

Ballot Reported

The President Called to Order the Convention at 11:08 AM, and called upon Mr. Webb and Mr. King to update the Convention on the progress of the elections. The Results of the Third Ballot were announced. Elections were concluded for the Lay Order for Standing Committee.

There were three elections in the Clergy Deputation for General Convention.

There was no election in the General Convention Lay Deputation.

The fourth Ballot timeframe was 11 am to 11:45 am.

(See full results on page 94 of this Journal)

Behold; Become

The Convention entered the first module of the "Unconvention" Theme Program "Behold God's Gifts, Become God's Stewards"

The program presented can be found on page 205 of this Journal.

NOON DAY PRAYERS & NECROLOGY

The Rev. Shawn Carty led Convention through noonday prayers and the reading of the Necrology.

Convention was recessed for lunch until 1 pm.

Chaplain's Prayer

The Rev. Paul Yoon offered a prayer to open the afternoon session.

Ballot Reported

The Results of the fourth Ballot were announced.

There was no election in the Clergy Deputation for General Convention.

There was no election in the General Convention Lay Deputation.

The fifth ballot timeframe was announced as 1:15 pm to 1:40 pm.

(See full results on page 94 of this Journal)

UTO Ingathering Report

Mrs. Sue Bennett reported that the UTO Ingathering amount collected was \$8032.66

Mission Minutes #5

Bishop Hughes introduced the fourth Mission Minute: St. Paul's, Englewood had a run-down sexton's apartment that for years had been used for storage. The parish had the vision to partner with Family Promise of Bergen County and transform it into a modern home for a homeless woman and her three children.

Convention Resolutions (146AC-R04)

The Chair invited Thomas Bisdale, Esq., Chair of the committee on Resolutions to the podium to present the resolution for the Convention's consideration.

The Chair advised the Convention that should there be a desire to have any vote be done as a Vote By Orders, that request should be made prior to any vote being taken. Members who would desire to call for a vote by orders should approach the microphone to request that prior to a vote be taken.

Mr. Bisdale reported that there were no changes or amendments that came out of the Resolutions hearings, and proceeded to present the resolution to the Convention.

2020_AC146_01 • Implementing Required Anti-Sexism Training

The Resolution Passed without objection.

2020_AC146_02 • Honoring Two of Newark's Giants of Justice:
Marge Christie and Louie Crew Clay

The Resolution Passed without objection.

[The text of the Resolutions as adopted are printed in report AC146_R04 on page 42 of this Journal

Constitution & Canons Resolutions (146AC R03)

The Chair called upon the Chancellor to lead the Convention through the Proposed amendments to the Canons.

The amendments presented were:

Canon 2 concerning the addition of mandatory Anti-Sexism Training for diocesan committee membership
Passed

Canon 5 regarding makeup of Diocesan Council *Passed*

Ballot Reported

The Results of the fifth ballot were announced.

There was no election in the Clergy Deputation for General Convention.

There was no election in the General Convention Lay Deputation.

The sixth ballot timeframe was announced as 2 pm to 2:25 pm.

(See full results on page 94 of this Journal)

Behold; Become

The Convention entered the second module of the "Unconvention" Theme Program "Behold God's Gifts, Become God's Stewards"

The program presented can be found on page 215 of this Journal.

Celebration of New Ministry

Canon Andrew Wright was called upon to address the Convention regarding the status of the Mission of St. Gregory's Church in Parsippany:

"Bishop Hughes, Officers, Convention Deputies and Clergy

On Christmas Eve, 1996, following the midnight service at St. Gregory's Episcopal Church, a parish of the diocese, the rector abruptly resigned. In the months that followed, financial impropriety was made clear. The congregation was left in a truly precarious state. In May 1997, St. Gregory's was made an incorporated mission of the diocese, to aid in stabilizing the congregation.

Over the many years since those difficult days, St. Gregory's has worked very hard to shore up its financial well-being and, more importantly, its commitment to ministry in its local community. Their Vicar, the Rev. Susan Sica, has been with them for more than 16 years, as they have not only become stable, but begun to look at bold new ministries in the future. To facilitate that work and in recognition of their recovery, St. Gregory's has applied to be reinstated as a parish in union with this Convention.

Therefore, I move this resolution:"

RESOLVED, that this 146th Annual Convention gives thanks to God for St. Gregory's Episcopal Church located in Parsippany, County of Morris, New Jersey. This Convention commends the effective proclamation of the gospel by words and deeds of its laity, applauds its commitment through the stewardship of its financial and physical assets and warm Christian fellowship to build a strong congregation, and is gladdened by their vision for ministry in the years to come; and, recognizing that St. Gregory's has submitted papers applying for renewed union with this Convention as a parish, having been made a mission in 1997, and that such papers have been found to comply with the Constitution and Canons of this Diocese, and that the application has the recommendation of the Standing Committee and Bishop; therefore, be it further

RESOLVED, that this Convention approves the application and welcomes St. Gregory's Episcopal Church as a member parish in union with the Diocese of Newark.

The Chair recognized the *Vicar* of St. Gregory's Church in Parsippany to second the motion, which was then approved by unanimous acclamation with a standing ovation and a procession led by the *now Rector* of St. Gregory's Church, a bagpiper, the church's banner and members of the newly minted Parish. The Rev. Susan Sica addressed the Convention and thanked the Bishop, the Bishop's Staff and Diocesan Leadership who helped St. Gregory's attain this status.

ORDER OF THE DAY: 2020 DIOCESAN BUDGET

Diocesan CFO Sam Reckford moved the 2020 Budget as presented, and the Budget was passed by the Convention.

Bishop's Appointments

The Bishop made the following appointments:

To the Ward J Herbert Board class of 2023
Mr. Phil Allen, St. Clement's Hawthorne
Mr. Don MacGowan, St. Peter's, Mountain Lakes
Mr. Terry Pine, St. Peter's Mount Arlington
The Rev. Chellie White, Christ Church, Teaneck

To The HR Advisory Board Class of 2024
Mr. George Ackley, Christ Church Budd Lake
Ms. Mary Beth King, Church of the Atonement, Fair Lawn
The Rev. Paul Olsson, St. Paul's Morris Plains

and filling a vacancy in the class of 2023,
Mr. John Sandfort, St. John's Church, Montclair

Commission on Ministry, Class of 2023 :
The Rev. Bowie Snodgrass, Christ Church, Short Hills
Mr. Peter Gordon, Calvary Church, Summit
The Rev. Mark Collins, All Saints, Glen Rock
The Rev. Paul Young Yoon St. Agnes' Little Falls
Jamel Shimpfky, St. Elizabeth's Church, Ridgewood

Committee to Certify the Minutes:
Ms. Constance Horsley, Epiphany & Christ Church, Orange
The Rev. Andy Olivo, St. Elizabeth's Church, Ridgewood

Bishop's Appointments to Elected Ministries

To the Cathedral Chapter, Class of 2023:
Mr. Stuart Christie, St. Luke's Montclair

To The ACTS/VIM Board, Class of 2023:
Mr. Pieter Voorhies, Church of the Messiah, Chester

Video Slide reminders for name badges evaluation forms recycling

Ballot Reported

The Results of the sixth ballot were announced.

There was no election in the Clergy Deputation for General Convention.

There was an election in the General Convention Lay Deputation, which was now complete.

The seventh ballot timeframe was announced as 2:40 pm to 2:55 pm.

(See full results on page 94 of this Journal)

Greetings and Thanksgivings

The Chair recognized Mr. Brandon Hamilton, son of Diocesan Employee Ms. Giorvanna Larathe for a point of Personal Privilege of to read the following resolution of Thanks & Greetings:

RESOLVED, That this 146th Annual Convention expresses its appreciation to the Chaplain: The Reverend Shawn Carty; to the Arrangements Committee and Chairperson Mrs. Linda Aprile-Soldwedel; to the Committee on Rules of Order and Chairperson L. Allison Garde, Esq.; Elections Supervisor John Webb, Esq.; to the Resolutions Committee and Chairperson The Rev. Joseph Harmon; to the Nominations Committee; to the Commission on Liturgy and Music and Chairperson The Reverend Audrey Hasselbrook; to the Flower Guild of St. Luke's Church, Montclair and Chairpersons Mr. Tim Mannion and Mr. Gordon Frey; to the Chancellor, Diane Sammons, Esq.; to the Parliamentarian, Carol Harrison-Arnold, Esq.; to the Youth Pages and Young Adults; and to The Reverend John Rollins, Ms. Jan Paxton and The Reverend Deacon Ken Boccino for their technical support. And be it further

RESOLVED; That this 146th Annual Convention of the Diocese of Newark extends warm and affectionate greetings to The Right Reverend Mark Monroe Beckwith, The Right Reverend John Palmer Croneberger, The Right Reverend John Shelby Spong, The Right Reverend Jack Marston McKelvey, The Right Reverend Carol Joy Gallegher and the Right Reverend Rufus T. Brome who faithfully served this diocese.

Ms. Kardis moved the resolution and it was seconded and approved.

Ballot Reported

The Results of the seventh ballot were announced.

There was an election in the Clergy Deputation for General Convention, the Clergy Deputation was now complete.

All remaining candidates in both orders for General Convention Deputies would now appear on the eighth ballot to determine by simple majority the Alternates 1 - 4 in both orders. Each alternate must be elected by a majority of voters.

The eighth ballot timeframe was announced as 3:10 pm to 3:25 pm.

(See full results on page 94 of this Journal)

Anointing and Sending out.

The Bishop then called the Convention to our final worship segment together, including the third portion of her Bishop's Address, and an anointing for ministry. The Convention deputies and guests gathered in groups of three and went to anointing stations to have their hands anointed with oil and then send out the deputies into the world for the work of ministry.

Ballot Reported

The Results of the eighth ballot were announced. (See full results on page 94 of this Journal)

There was a completed election in the Lay Alternates Deputation for General Convention.

Three of the necessary four Clergy Alternates were elected, the fourth runner up having failed to secure a majority. An additional ballot was required to finish the alternates slate from the Clergy Order.

However, the Convention had inadvertently been given misleading instructions during the final worship portion that after the anointing of hands that they were "*sent out to do ministry*" which was interpreted by deputies to mean free to depart from the venue, which made it impossible to execute a ninth ballot.

The President, after conferring with the Chancellor and Parliamentarian, as well as the Secretary and the Supervisor of Elections declared at 3:40 pm the Convention to be in Recess until a later date.

Due to the COVID-19 Pandemic that disrupted life for the remainder of 2020, the 146th Convention was never able to reconvene its session to have the ninth ballot. Prior to the 147th Convention, the President, after conferring with the Chancellor, Parliamentarian, the Secretary, Rules of Order Committee Chair and the Supervisor of Elections declared the 146th Annual Convention to have been in adjournment on the last day of the 146th Convention *nunc pro tunc*.

Respectfully Submitted,



John A. King
Secretary of Convention

146th ANNUAL CONVENTION - DIOCESE OF NEWARK
HILTON MEADOWLANDS - EAST RUTHERFORD, NEW JERSEY
JANUARY 31 & FEBRUARY 1, 2020

2020 Convention – 146AC-R01 Proposed Agenda

GOOD MORNING! Friday, January 31st, 2020

Arrangements Committee Gathers

8:00 AM Coat Check Open–

8:30 AM Registration Opens– *Derby East*

9:00 AM Bishop meeting with New Clergy– *Conference F&G*

9:30 AM —WORKSHOPS—

WORKSHOPS SESSION A– *Pimlico/Belmont*

WORKSHOPS SESSION A– *Monmouth*

WORKSHOPS SESSION A– *Seminar*

WORKSHOPS SESSION A– *Aqueduct/Churchill*

Engaging the Promises: Doing the Work God Has Given Us to Do

Orientation for Deputies and Alternates

Meet the Candidates

The Possibility of Offering a Senior Center at your Church

11:00 AM 146th CONVENTION OPENING SESSION– *Diamond Ballroom*

11:00 AM Call To Order– *Diamond Ballroom*

Convention Opening Prayers

Determination of Quorum

Appointment of the Chaplain

Appointment of Parliamentarians

Election: Committee on The Rights of Clerical Deputies

Election: Committee on The Rights of Lay Deputies

Voting Card Instructions

Resolutions of Courtesy

Adoption of Agenda (146AC_R01)

Committee on the Rules of Order (146AC_R02)

Committee on the Constitution & Canons (146AC_R03)

Committee on Resolutions (146AC_R04)

Committee on Elections & Balloting (146AC_R07)

Human Resources Advisory Committee (146AC_R05)

Mission Minutes #1

St. Mark's Teaneck

REPORTS

Annual Report of the Diocesan Council

Annual Report of the Trustees

Annual Report of the Standing Committee

12:30 PM Lunch–

1:30 PM Call Back into Order– *Diamond Ballroom*

Plenary Presentation - Anti Sexism-Task Force

Plenary Presentation – Namaste Committee

Plenary Presentation – Senior Ministries

Senior Ministries

Mission Minutes #2

St. John's Dover

Plenary Presentation – LEAMNJ

LEAMNJ

**146th ANNUAL CONVENTION - DIOCESE OF NEWARK
HILTON MEADOWLANDS - EAST RUTHERFORD, NEW JERSEY
JANUARY 31 & FEBRUARY 1, 2020**

2020 Convention – 146AC-R01 Proposed Agenda

2:00 PM	ORDER OF THE DAY 2018 PROPOSED BUDGET (146AC_R06) – <i>Diamond Ballroom</i>	
	• Executive Summary	
	Plenary Presentation – CrossRoads	<i>Cross Roads</i>
	Plenary Presentation – Youth Ministries	<i>PopUpYM</i>
	Annual Report of the Diocesan Investment Trust	
	Plenary Presentation – Protecting our Registries	<i>Ancestry.com</i>
	Reading of Canonical Revisions from the 78th General Convention	
	Reports Filed by Title	
	Mission Minutes #3	<i>St. Anthony of Padua</i>
	Convention Announcements	
	Episcopal Visitations	<i>A year in reView</i>
3:25 PM	Recess– <i>Diamond Ballroom</i>	
3:45 PM	—WORKSHOPS—	
	WORKSHOPS SESSION B– <i>Aqueduct/Churchill</i>	<i>Nurturing Spirituality and Meditation</i>
	WORKSHOPS SESSION B– <i>Pimlico/Belmont</i>	<i>POP-UP Youth Ministries</i>
	WORKSHOPS SESSION B– <i>Seminar</i>	<i>Stewardship - Year Round</i>
	WORKSHOPS SESSION B– <i>Monmouth</i>	<i>“YIGBY” Yes in God’s Backyard</i>
5:00 PM	—HEARINGS—	
5:00 PM	Budget Forum & Hearing– <i>Seminar</i>	<i>Budget Forum & Hearing</i>
	Constitutions & Canons Hearing	<i>Constitutions & Canons Hearing (5 – 5:30)</i>
	Resolutions Hearing	<i>Resolutions Hearing (5:30 – 6)</i>
6:00 PM	Cocktail Hour– <i>Derby East</i>	
7:00 PM	Dinner– <i>Diamond Ballroom</i>	
9:00 PM	Episcopal Late Night at Convention– <i>Derby East</i>	<i>Episco-Disco!</i>
	UBE Caucus	<i>UBE Caucus</i>
7:00 AM	GOOD MORNING! Saturday, February 1st, 2020– <i>Diamond Ballroom</i>	
	Continental Breakfast Carts Delivered	
	Choir Rehearsal in Ballroom	
	Audio/Visual Transitions	
9:00 AM	DIOCESAN SERVICE OF HOLY EUCHARIST– <i>Diamond Ballroom</i>	
	Mission Minutes #4	<i>Christ Church Newton</i>
10:45 AM	Behold; Become– <i>Diamond Ballroom</i>	<i>MODULE 1 - BEHOLD</i>
11:55 AM	NOON DAY PRAYERS & NECROLOGY–	
12:05 PM	RECESS FOR LUNCH–	
	Postulants and Candidates Lunch	<i>Postulants and Candidates Lunch</i>
	Clergy Spouse & Partners Lunch	<i>Clergy Spouse & Partners Lunch</i>
12:15 PM	—WORKSHOPS—	
	WORKSHOPS SESSION C– <i>Pimlico/Belmont</i>	<i>‘Let Everything that hath breath’: Everyone Can Sing!</i>

**146th ANNUAL CONVENTION - DIOCESE OF NEWARK
HILTON MEADOWLANDS - EAST RUTHERFORD, NEW JERSEY
JANUARY 31 & FEBRUARY 1, 2020**

2020 Convention – 146AC-R01 Proposed Agenda

WORKSHOPS SESSION C– *Seminar*

Stewardship - Panel

WORKSHOPS SESSION C– *Aqueduct/Churchill*

Prison Ministry - First Friends

WORKSHOPS SESSION C– *Monmouth*

Creatively Helping Others with Spiritual Gifts and Talents

Audio/Visual Transitions

1:00 PM AFTERNOON BUSINESS SESSION– *Diamond Ballroom*

Chaplain's Prayer

UTO Ingathering Report

Mission Minutes #5

St. Paul's Englewood

Convention Resolutions (146AC–R04)

Constitution & Canons Resolutions (146AC_R03)

1:30 PM Behold; Become– *Diamond Ballroom*

MODULE 2 - BECOME

2:40 PM Celebration of New Ministry–

St. Gregory's Parsippany

Should say 3PM 2:55 PM **ORDER OF THE DAY: 2020 DIOCESAN BUDGET**– *Diamond Ballroom*

3:00 PM Bishop's Appointments– *Diamond Ballroom*

3:02 PM Bishop's Appointments to Elected Ministries– *Diamond Ballroom*

Video Slide reminders for name badges evaluation forms recycling

Evaluation Forms

3:06 PM Greetings and Thanksgivings– *Diamond Ballroom*

Greetings and Thanks

Anointing and Sending out.

3:30 PM Adjourn– *Diamond Ballroom*

RULES OF ORDER – 146AC-R02

146th ANNUAL CONVENTION - DIOCESE OF NEWARK

REPORT OF THE COMMITTEE ON RULES OF ORDER AND ELECTIONS

The Committee on Rules of Order and Elections “met” throughout December by electronic mail to consider proposed changes to the Rules of Order. The Committee reviewed the Rules of Order as amended and adopted by the 145th Convention.

The Committee’s discussions focused on the Rules regarding three issues: 1) having the rules conform to our new practice of electronic voting; 2) requirements concerning the Call to Convention and pre-convention mailings; and 3) reporting by the Nominations Committee to the Committee. After extensive consideration, the Committee decided that no action could be taken with regard to the Rules governing Call to Convention and those governing the Nominations Committee until the work of the Committee on Constitution and Cannons concerning these issues was complete.

Accordingly, the Committee on Rules of Order and Elections recommends that NO revisions be made this year to the Rules of Order, and that the Rules of Order adopted for the 145th Convention be adopted for the 146th Diocesan Convention.

Respectfully Submitted,

The Members of the Committee on the Rules of Order and Elections

L. Allison Garde, Esq., Grace Church, Madison, Chair
John Webb, III, Esq., Episcopal Church of St. Luke & St. Mary, Hope/Belvidere
Rev. Dean Weber, All Saints, Leonia
Rev. Mary Davis, St. Paul’s, Chatham

Mr. John A. King, Secretary of Convention (Ex-Officio)
Diane Sammons, Esq. Diocesan Chancellor (Ex- Officio)

RULES OF ORDER – 146AC-R02

RULES OF ORDER
ONE HUNDRED AND FORTY SIXTH CONVENTION
January 31 & February 1, 2020

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.

RULES OF ORDER – 146AC-R02

Nominations and Elections

1
2
3
4 VI. The nomination and election procedures at the Annual Convention shall be as follows:

5
6 A. By April 30th a Nominations Committee of clergy and lay members from different
7 congregations shall be elected by the districts consisting of:

- 8
9 - one member of the clergy from each district
10 - one lay person from each district

11
12
13 Committee members will serve for two years with clergy and lay members rotating off in
14 alternate years. Odd numbered districts will elect a lay person whose term ends in an even
15 year; a clergy person whose term ends in an odd year. Even numbered districts will elect a
16 lay person whose term ends in an odd year; a clergy person whose term ends in an even
17 year.

18
19 In the event any district fails to provide its representatives, on May 1st the Bishop will make
20 the appointments to fill vacancies from within the district.

21
22 B. The Nominations Committee shall meet at least one-hundred and ten (110) days
23 prior to Annual Convention to elect its own chair, not to be the Secretary of Convention, and
24 to set up procedures for evaluating and nominating candidates. The committee will nominate
25 when possible at least one more than the number of vacancies in each category with the
26 exceptions of Secretary of Convention, Assistant Treasurer, Treasurer and Disciplinary
27 Board.

28
29 C. The Secretary of Convention shall send out in the Call to Convention the time and
30 place of the Convention, a list and job descriptions of the offices by classes to be filled by
31 election, the names of the incumbents of these offices, and an official nomination form. This
32 Call shall be sent out, including by electronic delivery, at least one hundred (100) days
33 before the date of the Convention to each clerical member of the Convention and to each lay
34 deputation whose certificate has been transmitted to the Secretary, as provided in Canon I.
35 The Call shall be published in *The Voice OnLine*.

36
37 D. Nomination of Candidates

38
39 1. There will be a notice in the June *Voice Online* asking for recommendations to be
40 sent to the Nominations Committee no later than fifty-five (55) days prior to Annual
41 Convention. Recommendations may be made in the following ways:

- 42
43 (a.) Any person eligible to run may recommend himself or herself.
44
45 (b.) Any person in the Diocese may recommend someone else who is eligible to
46 run.
47
48 (c.) Members of the Nominations Committee are strongly encouraged to present
49 names of possible candidates from their own districts particularly, as well as
50 suggestions from other areas of the Diocese.

51
52 The Nominations Committee will evaluate recommendations and present a report to
53 the Secretary of Convention and Committee on Rules of Order and Elections fifty-five

Page 2 of 9

RULES OF ORDER – 146AC-R02

1 (55) days prior to Convention. Any nominees not accepted by the Nominations
2 Committee shall be informed in writing or by electronic means fifty-five (55) days
3 prior to Convention. Nominees not accepted by the Nominations Committee may be
4 nominated as set forth in Paragraph D.2 below.
5

6 2. In addition to the slate presented by the Nominations Committee, a person may
7 be nominated by any five (5) Deputies to the Convention. Such nomination shall be
8 sent in writing or by electronic means to the Secretary of Convention. Nominations
9 made in this manner will continue to be accepted until noon on the day that is seven
10 days prior to the start of the Annual Convention. In addition to the nominations made
11 by the Nominations Committee, nominations made in accordance with this
12 Paragraph D.2 that are received by the Secretary not later than forty-two (42) days
13 prior to Annual Convention will be included in the pre-convention mailing and
14 publicized in the *Voice OnLine*. Nominations received in accordance with this
15 Paragraph D.2 after that date will be announced prior to the commencement of
16 balloting at Convention.
17

18
19 E. The Nominations Committee shall report the names of nominees to the Annual
20 Convention in the form of an official ballot, with the nominees listed by office. The order in
21 which the names of nominees for an office appear on the ballot shall be determined as
22 follows: 1) the names of candidates who are nominated by the Nominations Committee or by
23 Convention Deputies and whose nominations are received at least forty-two (42) days prior
24 to Convention shall be determined by lot, by Order; and 2) the names of candidates received
25 through late nominations made less than forty-two (42) days prior to the start of Convention
26 shall be added in order of receipt. For those contests in which candidates will be elected to
27 terms of various lengths, candidates will be listed on the ballot as set forth in these Rules;
28 the length of term to be served by elected candidates will be determined as set forth in
29 Paragraph G of this Section.
30

31 F. Only official ballots may be used in elections, except when otherwise ordered by the
32 Convention. The number of vacancies to be filled shall be included on each ballot. Only
33 valid ballots shall be counted in the whole number of votes cast. An invalid ballot as to one
34 election shall not invalidate an otherwise valid ballot in any other election.
35

36 G. For all elections the vote shall be by ballot, each deputy having one vote for each
37 vacancy to be filled. Those candidates receiving a majority of the valid ballots cast shall be
38 elected. If no candidate receives a majority of the valid ballots cast, subsequent ballots shall
39 be taken until elected candidates shall have filled all vacant positions. When several terms
40 are to be filled, the candidate receiving the highest number of votes will fill the term of the
41 longest duration and the other candidates will fill terms in descending order based on the
42 number of votes received. For General Convention Deputies only, election requires a
43 concurrent majority in both Orders. All candidates who were not elected as General
44 Convention Deputies shall be eligible for consideration as alternate Deputies. An election of
45 alternate Deputies to General Convention shall be by simple majority of valid ballots cast.
46

47 H. For all elections beginning with the third ballot, and for all succeeding ballots, the
48 name of the candidate (or candidates) with the lowest number of total votes cast on the
49 previous ballot will be withdrawn from consideration, such that the number of candidates
50 remaining shall be equal to the number of vacancies plus two. (For example, if on the third
51 ballot, seven candidates are standing for election and there are three vacancies to be filled,
52 then the names of the two candidates with the lowest number of votes on the second ballot
53 will be withdrawn from consideration by the Convention, leaving five candidates remaining

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1 for consideration on the third ballot.)

Resolutions

2
3
4 VII. The Committee on Resolutions shall be responsible for receiving all Resolutions except
5 those provided by standing committees and bodies required to report to this Convention.
6

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

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

17
18 B. All Resolutions to be considered for action by the Annual Convention shall be
19 submitted to the Secretary of Convention in writing and signed by a Deputy not less than
20 seventy-five (75) days before the date of the Annual Convention. Resolutions shall be
21 double-spaced and typed or in electronic format. Each should contain two sections: 1) the
22 RESOLVED naming the desired action, and a further RESOLVED, as appropriate, providing
23 for the implementation of the Resolution, if adopted; and 2) a brief statement or information
24 in support of the Resolution. Resolutions submitted by more than one Deputy must designate
25 one deputy as capable of agreeing to any amendments by the Committee or offered on the
26 floor of Convention. After the expiration of the seventy-five (75) day deadline, the Secretary
27 shall transmit to the Committee on Resolutions all Resolutions that are not 1) submitted by
28 Standing Committees, 2) submitted by bodies required to report to this Convention and 3)
29 Resolutions concerning the budget of this Diocese.
30

31 C. The Committee on Resolutions shall hold hearing(s) prior to the Annual Convention
32 on all Resolutions submitted timely. The Committee on Resolutions shall publicize at least
33 eighty-five (85) days prior to the Annual Convention dates, place and time of its hearings,
34 inviting submitters of all Resolutions to attend. The Committee shall collate all Resolutions
35 dealing with obviously similar subjects and shall discuss such collation with the submitters.
36

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

46 E. The Committee on Resolutions shall have the power to revise or modify any
47 proposed Resolution, and shall have the power, by a two-thirds vote of all committee
48 members present and voting, to determine not to offer any proposed Resolution on the floor

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1 of Convention.

2
3 F. The Committee on Resolutions shall submit its report to the Secretary sixty (60) days
4 before the date of Convention with its recommendations for action upon each Resolution as
5 proposed or as amended or collated by the Committee. This report shall be **distributed** by
6 the Secretary to each deputation prior to pre-convention meetings. All Resolutions
7 considered by the Committee will be included in the report, unless withdrawn by consent of
8 the sponsoring deputy. If a Resolution to be offered to Convention has been amended by
9 the Committee without the consent of the sponsoring deputy, such amendment(s) will be
10 clearly shown.

11
12 G. Any Resolution that the Committee on Resolutions determines not to offer on the
13 floor of Convention shall be permitted on the floor of Convention only by a majority vote of all
14 Convention deputies at the start of the first business session of Convention.

15
16 H. Where exigent circumstances exist, and a Resolution was not submitted to the
17 Committee on Resolutions in accordance with the above Rules, a Resolution will be
18 permitted from the floor upon a two-thirds vote only at the start of the first business session
19 of Convention and only when it carries a clear statement in writing of the circumstances that
20 led to the request for its consideration. Such Resolutions should be duplicated in advance
21 by the presenter(s) with sufficient copies available for distribution to all convention Deputies
22 (550 copies are needed). Mere failure to meet the deadlines set forth in these Rules is not an
23 exigent circumstance.

24
25 I. Consent Calendar. It is recognized that certain Resolutions may not require full
26 debate prior to action by Convention. Accordingly, the Committee on Resolutions may
27 propose that certain Resolutions be included on a "Consent Calendar". Exclusion of any
28 Resolution on the Consent Calendar requires agreement of any three congregations to
29 remove it, and the Secretary of Convention must receive exclusion requests before the start
30 of the first business session in writing, signed by at least two lay Deputies from each of three
31 congregations and at least three clergy listed on the roll of clergy entitled to vote in the
32 Convention. Any Resolution included on the "Consent Calendar" shall not be subject to
33 amendment or debate, except that the sponsoring deputy or his/her designee may speak to
34 the Resolution for a period not to exceed one minute.

Computing Time

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36
37
38 VIII. A. In computing any period of time fixed by these Rules, the day of the act or event from or
39 to which the designated period begins to run is not to be included. The beginning (or ending,
40 as the case may be) day of the period so computed is to be included, unless it is a Saturday,
41 Sunday or legal holiday, in which event the period will be increased so as to include previous (or
42 next, as the case may be) day which is neither a Saturday, Sunday nor legal holiday. For
43 example, if the Rules provide that a deadline is "thirteen (13) days prior to the Annual
44 Convention," the first day of Convention is not counted. If the thirteenth day is a Saturday, then
45 the end of the previous day (Friday, which is actually the 14th day before the first day of the
46 Annual Convention), will be the specified deadline date. Or, if the Rules provide that a deadline
47 is "fifty (50) days after the Annual Convention," then the last day of Convention is not counted,
48 the fiftieth day is the deadline. If that fiftieth day is a legal holiday, then the next day (that is not
49 a Saturday, Sunday or legal holiday) will be the specified deadline date.

50
51 B. Should extraordinary circumstances arise, the Committee on Rules of Order and
52 Elections may, in its sole discretion, temporarily revise scheduling deadlines set forth in these

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1 Rules, such revised scheduling deadlines to remain in force only until the next Annual
2 Convention.

To Certify Minutes

6 IX. At the close of Convention a Committee shall be appointed to review and certify the
7 correctness of the minutes.

On Decorum and Debate

11 X. Except when in conflict with the Constitution or Canons or any Rule herein contained, the
12 latest edition of "Robert's Rules of Order" shall govern the interpretation of these rules and
13 procedures to follow. A required majority of the Deputies voting individually shall determine all
14 measures, unless the chair rules, consistent with the requirements of the Constitution (Article 2,
15 section 7), that the vote on the question shall be by Orders. If a vote is by Orders then a concurrent
16 majority in both Orders shall be necessary to carry any measure.

19 Constitution – Article II, Section 7:

20 "On the demand of five (5) **Clergy** entitled to vote, or of five (5) Lay Deputies each from a
21 different Parish, Aided Parish, Incorporated Mission, or Mission, the vote upon any question
22 shall be by orders, each Clerical and each Lay Deputy voting individually; and, when a vote
23 is thus taken, a concurrent majority in both orders shall be necessary to carry any measure."
24 (Constitution Article II, Section 7)

26 XI. No motion shall be considered as before Convention unless seconded, and, when required
27 by the President, reduced to writing and signed by the mover, whose name shall be entered on the
28 journal. Each proposed amendment to a Resolution made during floor debate must be submitted in
29 writing (on paper or by electronic device) to the Secretary of Convention immediately after
30 being moved, so that it can be projected onto the screen for floor consideration.

32 XII. Any member about to speak shall, with due respect address the President, and in speaking
33 confine comments to the point in debate.

35 XIII. No member shall speak more than once and for no more than two minutes in the same
36 debate without leave of the Convention (except the mover who is entitled to reply).

38 XIV. If any member by speech or action transgresses the rules of the Convention, the President
39 shall call the member to Order, and the member shall immediately take his/her seat, unless
40 permitted by the Convention to explain or proceed in order.

42 XV. The motions below have priority in order listed.

44 The mover - cannot interrupt a member who has the floor,
45 - must be recognized, and
46 - the motion must be seconded.

48 A. To Adjourn or to Recess
49 - not debatable - majority vote

50 B. To Lay on Table or to Table
51 - not debatable - majority vote

52 C. To move the Previous Question or Limit or Extend Debate

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- 1 - not debatable - amendable as to time if specified, two-thirds vote
2 D. To Postpone to a Certain Time
3 - debatable - amendable - majority vote
4 E. To Commit or Recommit to any Committee
5 - debatable - amendable - majority vote
6 F. To Amend or to Substitute
7 - debatable - amendable - majority vote
8 G. To Postpone Indefinitely
9 - debatable - not amendable - majority vote
10 H. To Suspend the Rules or Take Up Business Out of Order
11 - not debatable - two-thirds vote
12 I. To Divide the Question
13 - not debatable - majority vote
14 J. To Reconsider (must be made on day that the vote is taken)
15 - 1. must be moved and seconded by ones who voted in majority;
16 - 2. debatable - two-thirds vote

On the Budget

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18
19
20 XVI. The following procedures shall govern the presentation and adoption of the budget:

21
22 A. A recommended budget shall be adopted by the Diocesan Council. Every effort shall
23 be made to encourage interested individuals and/or groups to submit funding requests to
24 Council, and for Council to give such individuals and groups the opportunity to present
25 information in support of such funding requests. On or before the date which is one week
26 after the date that Diocesan Council adopts its recommended budget it shall publish the
27 recommended budget. (Posting of the recommended budget on the Diocesan website shall
28 be sufficient publication.) In addition, on or before such date, the individuals or groups who
29 submitted funding requests shall be notified by Council of its decision with regard to their
30 requests.

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

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

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

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

5 (6) No motion to lay on the table (or other motion that has the effect of terminating
6 debate on a Resolution) shall be in order during the allotted time period.

7 (7) After the consideration of all Resolutions and the termination of debate, TEN
8 MINUTES shall be allotted for the budget Resolutions as finally perfected by the Convention
9 to be considered and adopted as a unit.

Committee of the Whole

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11
12
13 XVII. On motion duly moved and adopted, the Convention may go into Committee of the Whole for
14 the consideration of any matter. The President shall designate some member of the Convention to
15 act as Chair of the Committee, which, when in session, shall be governed by these rules.

16
17 A. A motion to rise and to report to the Convention, with or without leave to sit again,
18 may be made at any time, and shall take precedence of all other motions, and shall be
19 decided without further debate. No such motion once made shall be renewed until further
20 proceeding shall have taken place in the Committee.

21
22 B. A motion that a vote be taken at some designated time may be made and be
23 disposed of without debate at any time, but as before provided a motion to report to the
24 Convention shall take precedence.

25
26 C. No motion to lay on the table shall be entertained.

Reports

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

32
33 XIX. All reports to Convention, and where appropriate, a synopsis of the report, shall be submitted
34 in writing (including by electronic means) to the Secretary of Convention forty-five (45) days prior to
35 the first day of Convention and when submitted shall become the property of the Diocese. Each
36 report (and its synopsis, where appropriate) shall be distributed to all deputies prior to Convention.
37 All reports recommending Convention action shall be accompanied by a Resolution or Resolutions
38 to that effect. No motion is required for the Convention to consider the recommendations of a report.
39 Reports to Convention that do not recommend Convention action shall be accepted by the President
40 of Convention and shall be incorporated by the Secretary of Convention in the minutes of
41 Convention, but need not be read aloud during the Convention.

CONSTITUTION & CANONS – 146AC-R03

146th ANNUAL CONVENTION OF THE EPISCOPAL DIOCESE OF NEWARK REPORT OF THE COMMITTEE ON CONSTITUTION AND CANONS

Diane Sammons, Esq. Chancellor
Thomas Bisdale Esq.
Mr. Richard Bollon
Mr. T. Donald Cairns
The Rev. Kevin PJ Coffey, SCP
John C. Garde, Esq.
Laura Russell, Esq.
John Sogliuzzo, Esq.
John G. Webb, III, Esq.

The Committee on Constitutions and Canons makes the following report to the 146th Convention of the Episcopal Diocese of Newark.

The Committee met via Conference Call on December 18th, 2019 to discuss two proposals submitted by the publicized deadline. Both proposals are included in this report.

Proposed Amendment to Canon 2:

1 RESOLVED, Canon 2, Article 6 (Voting and Elections) of the Diocese of Newark Canons is amended as
2 follows:
3

4 Canon 2: (Voting and Elections)

5
6 6. No person shall be eligible for election to any office at Convention, nor shall any person elected by
7 Districts, or appointed to serve on Diocesan Council or other Diocesan Standing Committees,
8 Commissions or Boards accede to that office, unless that person shall have first completed or arranged
9 for the completion of anti-racism dialogues *and anti-sexism training* as approved by the Bishop after
10 consultation with the Diocesan *bodies* responsible for each training. *The anti-sexism training provisions*
11 *of this Article shall be a requirement after February 1, 2023.*
12

Supporting information:

13
14 At the 144th Diocesan Convention, resolution 144AC-R04 was passed, requiring that the Anti-Sexism
15 Task Force, created by that same resolution, be required develop a training program that will be
16 required for all clergy, all lay persons elected to leadership in the Diocese, diocesan search committees,
17 and that will be encouraged for use by all congregational search committees. The training program has
18 been developed. As we move towards implementation, the Canon has to be amended to create this
19 requirement.

20 This proposed amendment brings the Canon current with the resolution that was passed at the 144th
21 Diocesan Convention.
22

pre-existing text is not formatted,
proposed revisions are italicized; committee alternative revisions in bold (with strike thru text as appropriate);

CONSTITUTION & CANONS – 146AC-R03

1 **Proposed Amendment to Canon 5:**

2 RESOLVED, Canon 5 (The Diocesan Council) of the Diocese of Newark Canons is amended as follows:

3
4 CANON 5 (The Diocesan Council)

5 1. COMPOSITION

6 There shall be a Diocesan Council consisting of the Bishop(s); The Secretary of the Convention, who shall
7 also be a Secretary of the Diocesan Council; The Treasurer of the Convention, who shall also be
8 Treasurer of the Diocesan Council; and up to *twenty-seven (27)* additional members. The Chancellor as
9 legal advisor to the Council shall be afforded seat and voice at all meetings of the Council.

10 Of the additional members, *eighteen (18) Council members shall be elected at Diocesan Convention, who*
11 *shall take office upon adjournment of the Annual Convention. Nine (9) of these members shall be from*
12 *the clergy order, and nine (9) from the lay order. The remaining nine (9) shall be appointed by the Bishop*
13 *to ensure broad representation across the diocese, with appointments named and approved at Diocesan*
14 *Convention.*

15
16 ~~*The term of any member elected or appointed shall be three (3) years, and no person shall be reelected*~~
17 ~~*or reappointed without an intervening year after the expiration of two (2) consecutive complete terms,*~~
18 ~~*except as provided below.*~~

19 **Members shall be elected or appointed to serve for a term of three (3) years, provided that no person**
20 **shall be elected to serve more than two (2) full terms in succession.**

21
22 *Diocesan Council shall have the authority to establish classes, and to fill vacancies between Annual*
23 *Conventions.*

24
25 *At the 147th Diocesan Convention in 2021, up to six people shall be elected, three lay and three clergy.*
26 *The Bishop shall appoint 3 people from either order to the class of 2024 and an additional individual from*
27 *either order, for a two year term to the class of 2023.*

28
29 *At each of the next two subsequent Conventions, there shall be elections for up to three lay and up to*
30 *three clergy, and the Bishop shall appoint up to three additional members each year. In all three*
31 *conventions referenced, all incumbent members of Council as of January 2020 shall have their current*
32 *terms observed, and if they are eligible for a second term as defined, they may run in their respective*
33 *elections.*

34
35 **Supporting Information**

36
37 Canon 5 previously provided for the majority of Diocesan Council members to be elected out of Districts.
38 Over the years, it has become difficult to keep positions filled as many of our Districts are not meeting
39 regularly. Members of Council represent the entire Diocese in their work, and as the "Convention
40 between Conventions" the Deputies to Diocesan Convention should elect this body. This also brings
41 Diocesan Council in alignment with the other two governing bodies in the way in which they are elected.
42 The bishop's appointments would be used, at her/his discretion, to ensure a diverse representation on
43 Council from across the diocese. In any given year, there would be six (6) elected, and three (3)
44 appointed. The enacting paragraphs (lines 23-30) allow for a smooth transition to the new election
45 process.

RESOLUTIONS FOR THE 146th ANNUAL CONVENTION OF THE EPISCOPAL DIOCESE OF NEWARK

The Resolutions Committee met on December 19th, 2019 via conference call to review and consider the resolutions submitted by the deadline of November 15, 2019. The texts of the resolutions are enclosed.

There will be hearings on all resolutions at the Convention on Friday, January 31, 2020 beginning at 5:15pm. Location will be announced in the Convention Registration Day Packets. The Resolutions are tentatively scheduled for debate during the afternoon business session on Saturday, February 1st, 2020.

Members of the Resolutions Committee are:

Thomas Bisdale Esq., Grace Church, Westwood [Chair]
The Rev. Kevin PJ Coffey, SCP, Church of the Atonement, Fair Lawn
Sandra Bonnick, Esq., St. Paul's Church, Englewood
The Rev. Deacon Deborah Drake, Deacon
The Rev. Sylvester Ekunwe, St. Andrew's Church, Newark
Ms. Michele Simon, St. Paul's Church, Englewood
Ms. Patricia Yankus, St. Paul's Church, Paterson

Diane Sammons, Chancellor [Ex-officio]
John A. King, Secretary of Convention [Ex-officio]

Resolutions for the 146th Convention:

2020_AC146_01 • Implementing Required Anti-Sexism Training

Resolutions submitted, but not offered on the floor by Committee:

2020_AC146_02 • Diocese of Newark to join Empower New Jersey

2020_AC146_01

RESOLUTION IMPLEMENTING REQUIRED ANTI-SEXISM TRAINING

Resolved, that the 146th Convention of the Diocese of Newark implement a three year window for all those required to take the Anti-Sexism Training. Extensions may be granted by the Bishop's office for extenuating circumstances on an individual basis. Those entering the diocese during this three year window will also have to complete the training in this period, or within two years, whichever is longer.

During this phase-in period, completion of this training will not be considered with regard to eligibility for diocesan and church positions, but will be so once this window is closed. The three year period will begin immediately following this 146th Convention, and conclude at the opening of the 149th Diocesan Convention in 2023.

The Anti-Sexism Task Force will offer the training twice each year during this implementation timeframe.

Supporting Information

At the 144th Diocesan Convention, resolution 144AC-R04 was passed, requiring that the Anti-Sexism Task Force, created by that same resolution, be required develop a training program that will be required for all clergy, all lay persons elected to leadership in the Diocese, diocesan search committees, and that will be encouraged for use by all congregational search committees. That training program has been developed and tested, and is now ready for implementation. As it will be required, a phase-in period was needed to allow everyone time to complete the training. Training registration, certification, and tracking will be done by the diocesan staff, in coordination with the Anti-Sexism Task Force, in the same way it is done now for the Anti-Racism Training and Namaste. Additionally, the original resolution (144AC-R04) did not add the changed requirement to the diocesan canons, so this resolution addresses that omission.

The training includes thoughtful discussion, interactive exercises, videos, and presentations. The format is a single day, with a small amount of pre-work in the form of readings and surveys, and will be offered twice/year initially to allow all to complete the requirement within the timeframe proposed by this resolution. One of the two yearly offerings will be at Episcopal House, with the other being at a satellite location, to allow for easy access by those further away from Newark.

Subsequent trainings for those who have completed this initial requirement are being planned, and it is hoped that to produce them as modular courses that can be done online, or in short interactive and easy to access sessions.

Submitted By:

The Anti-Sexism Task Force

Contact: The Rev. Diana Wilcox or Ms. Laura Russell, Co-Chairs

Resolution Submitted; Not Offered

Diocese of Newark to join Empower New Jersey

RESOLVED, That this 146th Annual Convention of the Episcopal Diocese of Newark approve the Episcopal Diocese of Newark joining the coalition Empower New Jersey by the end of February 2020 as one of the partner members to support the call to place an immediate moratorium on fossil fuel projects in the state of New Jersey; and, be it further

RESOLVED, That all congregations and other faith communities of the Diocese reexamine their stewardship practices on the climate and our environment, and consider joining the coalition Empower New Jersey.

Sponsors:

- Molly Williams, St. Luke’s, Montclair, NJ
 - Kayode Oyegbite, St. Luke’s, Montclair, NJ
 - The Rev. John Mennell, St. Luke’s, Montclair, NJ
- On behalf of*
The Climate Committee of St. Luke’s, Montclair, NJ

Supporting Information:

Impacts of global climate change are already affecting the US, as clearly evidenced by the growing number of intense wildfire seasons, droughts, heatwaves, polar vortexes, and floods that the country has been experiencing, and that these impacts will only get worse in the future unless urgent action is taken to curb greenhouse gas emissions.

New Jersey’s average temperature has climbed by close to 2 degrees Celsius since 1895 — double the average for the Lower 48 states. Other impacts include sea level rise, increased storm runoff, dangerous algal blooms in lakes, saltwater incursion into fresh water supplies, more frequent and more severe storms, and worse air pollution, including ground-level ozone.

The Resolution Committee voted unanimously to not offer this resolution on the floor of Convention. (Section VII.E of the Rules of Order)

Rationale:

While the committee did agree that environmental issues are serious and worthy of the attention and of participation of the Diocese in the conversation, the resolution was deemed vague as to what was expected of the Diocese by joining Empower New Jersey and the specifics of positions it proposes to endorse. For instance, would a “moratorium on fossil fuel projects” include projects to lessen the environmental impact of existing facilities? The Resolution as written would appear to offer a blank check endorsement by the Diocese of all initiatives of this independent coalition whether or not a particular initiative aligns with our values as a Diocese.

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HUMAN RESOURCES 146AC-R05

Report to 2020 Diocesan Convention on Clergy and Lay Employee Compensation

RESOLUTION I: Minimum Cash Salary for Clergy

RESOLVED, that the 146th 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, 2021; and be it further

2021 Minimum Salary Standards			
Category	2020	2021	% change
Transitional Deacon*	\$39,600	\$40,600	2.53%
Assisting Priest	\$42,250	\$43,350	2.49%
Rector, Vicar, or Priest-in-Charge	\$52,700	\$54,000	2.47%

- * 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.

RESOLVED, that for those clergy serving parishes or missions less than full time that the compensation be pro-rated to these standards in their respective Letters of Agreement.

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. A history of the last ten years follows:

Effective Year	Transitional Deacon	Assisting Priest	Rector, Vicar, or Priest-in-Charge
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	\$38,100	\$40,600	\$50,700
2019	\$38,600	\$41,200	\$51,400
2020	\$39,600	\$42,250	\$52,700
2021 (proposed)	\$40,600	\$43,350	\$54,000

The Church Pension Fund publishes an annual report on clergy compensation which can be found at <https://www.cpg.org/global/research/reports-statistics>. Recent comparisons between the Diocese of Newark and the surrounding dioceses 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 median compensation within this diocese and surrounding dioceses.

HUMAN RESOURCES 146AC-R05

RESOLUTION II: Continuing Education Allowance

RESOLVED, that the 146th Convention of the Diocese of Newark adopts a minimum, mandated clergy Continuing Education Allowance of \$1,000 annually, effective January 1, 2021.

Supporting Information

The current mandated allowance of \$750 dates to 2020. The proposed increase reflects a desire to support continuing education for clergy as the cost of those opportunities continues to rise. Even with the increase, the full cost for some programs, including travel costs, can well exceed the mandated allowance. Congregations are encouraged to provide additional support to the extent possible.

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 cleric's cash stipend may be designated by a Vestry or Executive Committee as a "housing allowance" in accordance with the Internal Revenue Code. The designation must be voted upon prior to payment and explicitly noted in the minutes of the meeting. The cleric 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 cleric'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 [Clergy Compensation Calculator](#) on the diocesan website can be used to calculate the offset amount as well as the other elements of clergy compensation.

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Total Assessable Compensation

Effective January 1, 2018, the Church Pension Fund redefined Total Assessable Compensation (TAC) which is the basis for the 18% pension assessment. This redefinition was done to address inconsistencies in how employer-provided housing had been incorporated into the calculation of Total Assessable Compensation. Total Assessable Compensation (TAC)* is now defined as the annual sum of the following:

1. Base salary (excluding housing) and scheduled taxable cash payments;
2. Cash housing allowance and/or utilities;
3. Employer contributions to a qualified or non-qualified plan;
4. One-time payments; and
5. Value of employer-provided housing, which equals 30% of the sum of #1 through #4 above (or, if higher, 30% of the Hypothetical Minimum Compensation (HMC), which is expected to be \$1,500 per month (\$18,000 per year) beginning on the effective date of the revised plan).

* Any form of severance (including pay continuation following a termination of employment) should be excluded in all cases.

In addition:

- Clergy whose only compensation is employer-provided housing will now be able to participate in the Clergy Pension Plan if they otherwise meet the eligibility requirements. Their TAC will be 30% of the HMC. Employers must pay assessments on this amount.
- Certain key changes to note are as follows:
 1. Cash housing allowance will be assessable in all situations.
 2. Severance payments will not be included in TAC.
 3. Employer-paid tuition for dependents that is not taxable income will no longer be assessable.
 4. The assessable value of housing will be the same whether clergy receive only employer-provided housing or both room and board.
 5. If clergy have multiple employers, assessments for employer-provided housing will no longer be allocated between employers but only to the employer providing housing

More information on the [Clergy Pension Plan Revisions](#) can be found on the Church Pension Group website.

HUMAN RESOURCES 146AC-R05

Pension Assessment for Church Pension Fund

A. Base Salary & Scheduled Taxable Compensation	
a. Base Salary (previously known as cash stipend)	a. _____
b. Social Security tax reimbursements	b. _____
c. Employer-paid tuition for dependents (if taxable)	c. _____
d. Other scheduled taxable income	d. _____
Total (a + b + c + d)	A. <input style="width: 100px;" type="text"/>
B. Cash housing allowance and/or utilities	
a. Cash housing allowance	a. _____
b. Utilities	b. _____
Total (a + b)	B. <input style="width: 100px;" type="text"/>
C. Employer contributions to qualified or non-qualified plan	
a. 403(b) and 401(k) contributions	a. _____
b. Non-qualified deferred compensation (may have been previously known as housing equity allowance)	b. _____
Total (a + b)	C. <input style="width: 100px;" type="text"/>
D. One-time payments (e.g., bonus and overtime)	
<i>Note: one-time payments are included in TAC when reported</i>	
	D. <input style="width: 100px;" type="text"/>
E. Total to calculate EPH (A + B + C + D)	
	E. <input style="width: 100px;" type="text"/>
F. Value of EPH (even if no compensation is paid)	
a. 30% of E	a. _____
b. \$5,400 (which is 30% of the Hypothetical Minimum Compensation of \$18,000 for 2018)	b. _____
<i>Note: calculation remains at 30% even if meals are provided</i>	
(Greater of a. or b.)	F. <input style="width: 100px;" type="text"/>
G. TAC = E + F	
	G. <input style="width: 100px;" type="text"/>
H. Annual Assessment = G x 18%	
	H. <input style="width: 100px;" type="text"/>

² Any form of severance commencing on or after January 1, 2018 (including pay continuation following a termination of employment) should be excluded in all cases. Housing assessments will no longer be allocated between employers. Only the employer providing the housing will be assessed.

Source: [Total Assessable Compensation \(TAC\) Worksheet for clerics who receive Employer Provided Housing \(EPH\)](#)

Clergy Compensation Calculator

An additional resource to assist in budget planning of total clergy compensation cost is available on the Diocesan Website at:

<https://dioceseofnewark.org/hr-policies/clergy-compensation-calculator>

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Median Total Assessable Compensation by Church Size – All Clergy

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program/Resource (226+)
Newark	2016 - \$75,285	2016 - \$88,988	2016 - \$91,445	2016 - \$106,800
	2017 - \$75,243	2017 - \$84,224	2017 - \$109,549	2017 - \$96,440
	2018 - \$76,116	2018 - \$87,655	2018 - \$102,859	2018 - \$109,412
New Jersey	2016 - \$69,777	2016 - \$82,816	2016 - \$83,211	2016 - \$130,446
	2017 - \$70,685	2017 - \$83,360	2017 - \$89,788	2017 - \$130,446
	2018 - \$71,375	2018 - \$85,648	2018 - \$96,943	2018 - \$72,972
New York	2016 - \$77,160	2016 - \$86,792	2016 - \$88,044	2016 - \$117,599
	2017 - \$80,962	2017 - \$83,714	2017 - \$90,732	2017 - \$138,820
	2018 - \$85,528	2018 - \$93,224	2018 - \$101,792	2018 - \$141,205
Long Island	2016 - \$77,865	2016 - \$86,526	2016 - \$103,359	2016 - \$120,332
	2017 - \$78,216	2017 - \$95,672	2017 - \$90,821	2017 - \$107,957
	2018 - \$79,368	2018 - \$98,658	2018 - \$99,735	2018 - \$105,732

Median Total Assessable 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	2016 - \$75,285	2016 - \$90,460	2016 - \$110,120	2016 - \$128,279
	2017 - \$75,243	2017 - \$90,098	2017 - \$112,937	2017 - \$123,633
	2018 - \$76,116	2018 - \$90,917	2018 - \$109,732	2018 - Insufficient Data*
New Jersey	2016 - \$68,412	2016 - \$82,816	2016 - \$86,838	2016 - Insufficient Data*
	2017 - \$68,813	2017 - \$83,360	2017 - \$93,234	2017 - Insufficient Data*
	2018 - \$71,375	2018 - \$85,648	2018 - \$103,600	2018 - Insufficient Data*
New York	2016 - \$77,160	2016 - \$91,130	2016 - \$108,976	2016 - \$220,815
	2017 - \$80,216	2017 - \$92,680	2017 - \$112,092	2017 - \$224,313
	2018 - \$82,528	2018 - \$93,612	2018 - \$116,237	2018 - \$266,119
Long Island	2016 - \$77,892	2016 - \$86,749	2016 - \$104,664	2016 - \$128,695
	2017 - \$78,335	2017 - \$96,885	2017 - \$102,079	2017 - \$113,197
	2018 - \$80,532	2018 - \$99,121	2018 - \$105,162	2018 - \$141,734

Sources: The Church Pension Group, December 2019

The 2017 Church Compensation Report, The Church Pension Group, August 2018

The 2016 Church Compensation Report, The Church Pension Group, August 2017

* fewer than five observations in this category

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Summary of Clergy Compensation Policies (2020)

Category	Details
Minimum Cash Salary	<p><u>Mandated by Canon 9.8 and passed at the 145th 2019 Diocesan Convention (2020 minimums)</u></p> <ul style="list-style-type: none"> • Rector, Vicar, or Priest-in-charge: \$52,700 • Assisting Priest: \$42,250 • Transitional Deacon: \$39,600
Supply Clergy Stipend	<p><u>Mandated by Diocesan Convention Resolution</u></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.
Housing & Utilities	<p><u>Mandated by Diocesan Convention Resolution (1960 and 1970)</u></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 Understanding Clergy Compensation document on the diocesan website.
Social Security Offset	<p><u>Mandated by Diocesan Convention Resolution</u></p> <ul style="list-style-type: none"> • 50% of estimated Self-Employment (SECA) tax. • Refer to example for calculation.
Housing Equity Allowance	<p><u>Mandated by Diocesan Convention Resolution</u></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><u>Mandated by National Canon/Church Pension Fund</u></p> <p>Pension</p> <ul style="list-style-type: none"> • Assessment of 18% of Total Assessable Compensation. • Paid monthly to Church Pension Fund. • Participation in the plan is mandatory if a cleric is (1) compensated, (2) regularly employed, and (3) working five or more consecutive months for the same Episcopal employer. • Clergy will be considered to be "regularly employed" if they meet at least one of the following criteria: (1) a letter of agreement or contract of employment; (2) being duly called by a bishop, vestry, or rector; (3) a formal title indicating a substantial ongoing relationship; (4) issuance of Form W-2; or (5) scheduled to work 20+ hours per week. • Participation in the plan will be optional if a cleric who is working for less than five months has a letter of agreement directing that assessments be paid for his or her services. <p>Life Insurance</p> <ul style="list-style-type: none"> • The amount is two (2) times Total Compensation, with a maximum of \$150,000. <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_clerypensions.pdf

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Category	Details
Health and Dental Insurance	<p><u>Mandated by Diocesan Canon</u></p> <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	<p><u>Mandated by Diocesan Convention Resolution</u></p> <ul style="list-style-type: none"> • Paid leave available to new parent. • Eight (8) weeks with pay if parent is primary care-giver. • Two (2) weeks with pay for non-primary care-giver; additional leave negotiable.
Business Expenses	<p><u>Mandated by Diocesan Convention Resolution</u></p> <ul style="list-style-type: none"> • \$4,000 minimum for reimbursement of allowable business expenses, including business use of personal car, administered through an accountable plan.
Continuing Education	<p><u>Mandated by Diocesan Convention Resolution</u></p> <ul style="list-style-type: none"> • Minimum \$750 annually.
Vacation	<p><u>Recommendation</u></p> <ul style="list-style-type: none"> • Negotiable. Amount should be agreed upon in advance. • Most clergy have four (4) or more weeks of vacation.
Sabbatical	<p><u>Recommended by Diocesan Convention Resolution</u></p> <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	<p><u>Recommended by Diocesan Convention Resolution</u></p> <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.

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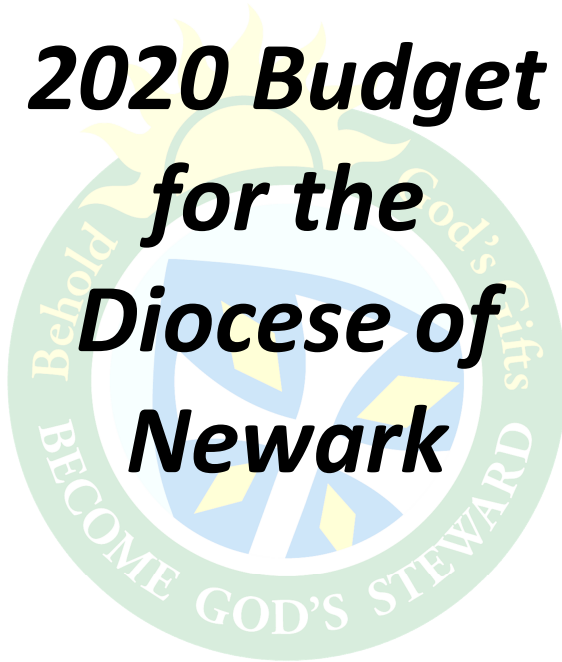
Summary of Lay Employee Compensation Policies (2020)

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

Category	Details												
Denominational Health Plan	<p>Mandated by the 76th General Convention, 2009 (Resolution A177) and the 138th Diocesan Convention, 2012</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. 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. The Annual Health Insurance & Pension Report is due December 1st of each year and can be found at this link: https://dioceseofnewark.org/form/2020-annual-health-insurance-pension-report. 												
Lay Pension Plan	<p>Mandated by the 76th General Convention, 2009 (Resolution A138 and Canon 8 as amended) and the 138th Diocesan Convention, 2012</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>Adopted by the 134th Diocesan Convention, 2008</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>Adopted by the 133rd Diocesan Convention, 2007</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>Mandated by the 133rd Diocesan Convention, 2007</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>Adopted by the 133rd Diocesan Convention, 2007</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>Commended by the 75th General Convention, 2006, Resolution A125</p> <ul style="list-style-type: none"> Seeks to promote professional employment environments that offer opportunity for development and advancement. (A copy of the Workplace Values was provided in the deputy convention packet.) 												
Other Federal and State Regulations of which all church employers should be aware:													
New Jersey Paid Sick Leave	<p>Effective October 28, 2018, all New Jersey employers must comply with the New Jersey Earned Sick Leave Law which allows employees to accrue one (1) hour of earned sick leave for every 30 hours worked, up to 40 hours each year. The law permits employers to create policies that provide additional leave time. More detailed information may be found at https://nj.gov/labor/wagehour/lawregs/wage_and_hour_laws.html.</p>												
NJ Minimum Wage Increases	<table border="1" style="width: 100%; text-align: center;"> <tr> <td>July 1, 2019</td> <td>January 1, 2020</td> <td>January 1, 2021</td> <td>January 1, 2022</td> <td>January 1, 2023</td> <td>January 1, 2024</td> </tr> <tr> <td>\$10</td> <td>\$11</td> <td>\$12</td> <td>\$13</td> <td>\$14</td> <td>\$15</td> </tr> </table>	July 1, 2019	January 1, 2020	January 1, 2021	January 1, 2022	January 1, 2023	January 1, 2024	\$10	\$11	\$12	\$13	\$14	\$15
July 1, 2019	January 1, 2020	January 1, 2021	January 1, 2022	January 1, 2023	January 1, 2024								
\$10	\$11	\$12	\$13	\$14	\$15								

Submitted by the Bishop's Advisory Committee on Human Resources and Benefits: Mr. George Ackley, Ms. Maria Force, The Rev. Ruben Jurado, Ms. Mary Beth King, Mr. Robert LaPene, The Rev. Thomas Laws, Ms. Lindsay McHugh, Mr. John Niles, The Rev. Paul V. Olsson (*Chair*), Dr. Matthew Price, The Rev. Dcn. Erik Soldwedel, Mr. John A. King (*ex officio*) & Ms. Leslie Thomas (*Staff Liaison*)

***2020 Budget
for the
Diocese of
Newark***



Proposed 2020 Council Budget

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I. Proposed 2020 Council Budget—Executive Summary

One of the many important actions taken at 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.

The size of the budget hasn't changed much, but the composition of income and expenses is quite different.

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.

We received no new funding requests this year, but there are some significant changes to our sources of income and use of funds.

Budget Highlights:

- Council is expected to have generated a **2019 surplus** in excess of \$120,000 due to pledges exceeding expectations and costs below budget. As we've done the last two years, we are going to recycle most of that surplus in 2020 to help fund our mission priorities.
- **Pledge income** is budgeted at \$2,017,500, almost \$50,000 less than 2019's budget. A majority of our congregations increased their pledge percentage and/or dollar pledge this year, but unfortunately those were offset by significant decreases from a few of our highest-pledging congregations.
- **The Trustees** agreed to contribute an additional \$50,000 beyond their traditional contributions in order to help ensure that critical diocesan services not be sacrificed. The contribution will be used to fund the diocese's post-retirement medical benefit obligations for the year.
- Continuing a trend that started two years ago, our **new ministries activity**—recently, *Joining God in Shaping our Future*—is declining as we concentrate our resources on staffing that directly supports all of our congregations in fulfilling their ministry.
- **The Bishop's Advisor for Leadership Giving**, who has been a consultant paid out of the Bishop's Discretionary Fund, will become an employee on the bishop's staff and focus her efforts on enhancing stewardship efforts across the diocese. To help cover the increased cost, the bishop has agreed to increase her annual contribution to the Council budget by \$60,000.
- Due to an expected reduction in contributions to the Alleluia fund, we are making a corresponding reduction to the budget for **Domestic and international outreach** to \$150,000. Outside of the budget, the diocese will make additional grants of approximately \$814,000 from investments and endowment income to support churches, provide scholarships to diocesan youth and supplement the retirement income of retired clergy (see Exhibit 4).
- Our **2020 pledge payment to The Episcopal Church (TEC)** will again be equal to 100% of the amount assessed by TEC. Our 2020 pledge will increase from \$370,621 to \$377,296, which is 14.5% of unrestricted income.
- We will continue to make cash contributions toward future obligations: \$101,000 to the **lay pension plan** and \$30,000 to largely eliminate the remaining \$40,000 deficit from the recent **search and call of our bishop**.

We expect to end 2020 with income essentially equal to total expenses.

While Convention is responsible for adopting a balanced operating budget for the diocese, it is important that Convention also 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 2020 Operating Budget, with details on a line-by-line basis, plus additional information about the other financial assets of the diocese.

II. Proposed 2020 Council Budget--Overview

The Budget Process

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

The process begins in August when the CFO announces the budget process and invites everyone in the diocese to submit requests for funding. This year, there were no requests to fund new initiatives.

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 2020

The budget process allowed members of all congregations to participate in the development of the 2020 budget.

budget. 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. In January, Council approved the proposed 2020 budget for presentation to Convention.

OVERVIEW OF THE 2020 DIOCESAN OPERATING BUDGET

Income

Our budget is funded by our call to live into God's abundant future with about 64% of income coming from pledges from the congregations in the diocese.

After a nine year period of declining pledge income from 2002 through 2010, it leveled off at about \$2.1M and has been relatively constant since then.

The 2020 budget for pledge income is based on the 2020 pledges received so far and an estimate of pledges from churches that have not yet submitted a pledge based upon their 2019 pledge payments. Based on this, we are budgeting our 2020 pledge income at \$2,017,500, about \$83,000 less than the projected collections for 2019, and a \$47,500 budget decrease from 2019. The cause for the drop was significant reductions in pledges from four congregations, only partly offset by dozens of others that increased their pledge.

Other revenue comes from donations to the Alleluia Fund, which directly supports our 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 \$1,625,000 to 80 organizations.

In addition, we receive income from investments (a 4.25% distribution from the funds that may be used to support the Council budget—see Exhibit 1), fees, and leasing portions of Episcopal House. Other income – from the sale of closed church properties and from the Bishop's Discretionary Funds – provide the remaining 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.*

THE OPERATING BUDGET EXPENSE CATEGORIES

Staffing and Compensation

The most important resource that the budget supports is enabling the diocese to live into Christ's mission through the work of the staff at Episcopal House. The 8.5% aggregate increase in compensation is attributable to the following causes:

- The Bishop's Advisor for Leadership Giving has been switched from a consultant (paid by the bishop) to full-time employee status, to reflect her change in focus from fundraising to stewardship education.
- In 2019, the Canon for Congregational Life started mid-year, so in 2020 we must absorb her full-year's compensation.

II. Proposed 2020 Council Budget--Overview

- In 2020 we are not budgeting funds for part-time pastoral care and youth coordinator positions because the funding isn't available at this time. The need for both positions still exists.
- We are recommending 2% COLA salary increases for the staff.

Equipping Congregations

New Ministries Funding: After seven years of significant funding, we are largely eliminating funding for missional initiatives while we concentrate our resources on staffing that is needed to ensure that all of our congregations get the assistance that they need from the Bishop's staff. Nonetheless, we have made some funds available to continue the work of Joining God in Shaping our Future, or begin new initiatives.

Stewardship: Beginning in 2020 we will have a full-time staff member available to advance stewardship education throughout the diocese. We will also continue to make The Episcopal Network for Stewardship (TENS) available 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.

Empowering People

Beginning in the fall of 2019, Cross Roads Camp, with funding from a donor's three-year activation grant, began staffing the Pop-Up Youth Ministry initiative for our youth activities at the diocesan level.

The Empowering budget also includes funding for a number of programs that help nurture the talents of all of our people, including Clergy conferences, EIM, Namaste Anti-Racism Dialogues and the Anti-Sexism Task Force.

Engaging the World

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 2020. The outreach component of the budget reflects 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 outreach grants represent 4.8% of our 2020 budget, and the total of TEC pledge and outreach equals 16.8% of our budget.

We are eager to communicate our commitment to God's call to us, and we do this in many ways. We constantly update 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.

We publish two e-newsletters: *The VOICE Online* provides general interest information and the monthly *Leadership News* provides information that is relevant to church leaders. In 2019 we also began producing a condensed, quarterly, printable pdf version of *The VOICE* for distribution by our congregations.

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.

Mission Oversight and Administration

The costs of maintaining our office and the bishop's residence entail significant expense, which is grouped into Administration (e.g. phones, copiers, food), Finance (insurance, accounting), B&G (gas, electricity, maintenance), I.T. (hardware, consulting, support), Bishop's Expenses (rectory, travel) and the annual contribution toward past or future Bishop Search and Call expenses.

THE BOTTOM LINE

The net result is that a balanced budget was created where income is equal to expenses. The proposed 2020 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 2020 Budget

Description	Proposed 2020 Budget	Adjusted Budget 2019	Projected 2019 Actual	Comment
Income				
Unrestricted Income				
1 Pledge Revenue	\$2,017,500	\$2,065,000	\$2,100,217	
2 Investment Income	154,000	148,000	151,565	DIT distribution on Council-benefit assets
3 Investment Administration Fee	152,000	150,000	152,636	25 basis points fee on most DIT assets
4 Rental Income-Episcopal House	79,760	79,760	79,760	
5 Bishop's Discretionary Fund	105,000	45,000	45,000	
6 Diocesan Surplus	100,000	75,000	75,000	
Total Unrestricted Income	\$2,608,260	\$2,562,760	\$2,604,178	
Restricted Income				
7 Alleluia Fund	80,000	110,000	95,000	Funds a portion of line 30
8 Direct Administration Fees	239,038	236,345	235,608	Reimbursements of Council compensation
9 New Ministry Initiatives	24,000	85,850	18,371	funds line 18
10 Trustees support to Council	188,500	122,000	122,000	Funds lines 16, 17, 43 and part of line 12
Total Restricted Income	\$531,538	\$554,195	\$470,979	
Total Income	\$3,139,798	\$3,116,955	\$3,075,157	
Expenses				
Compensation				
11 Salaries	1,276,829	1,164,847	1,141,508	
12 Pension	180,653	169,554	161,859	
13 Medical/Dental	299,858	281,644	279,499	
14 SECA/FICA	98,191	89,512	84,808	
15 Life/Disability/WC/SUI	36,359	41,445	33,341	
16 Post-Retirement medical Insurance	50,160	53,900	54,216	Funded by the Trustees
17 Lay Pension	101,000	83,200	83,200	Pension plan liability; funded by Trustees
Total Compensation	\$2,043,050	\$1,884,102	\$1,838,431	
Equipping Congregations				
18 New Ministry Programs	24,000	66,550	14,041	Funded by New Ministry Funds
19 Stewardship/Fund Development	15,000	28,300	11,068	
20 Congregation/Clergy/Min. Development	6,450	8,250	10,768	
Total Equipping Congregations	\$45,450	\$103,100	\$35,877	
Empowering People				
21 Youth & Young Adult Ministry	20,900	37,150	20,547	
22 Diocesan Convention	15,000	14,150	15,160	
23 Clergy Conference	5,500	7,500	6,421	
24 Commission on Ministry	1,000	2,840	2,964	
25 Hispanic/Latino Ministry	1,000	2,150	771	
26 Education for Ministry	1,750	1,750	1,850	
27 Anti-Sexism Task Force	3,244	5,000	2,076	
28 Namaste (Dismantling Racism)	1,000	2,875	0	Have \$3k in reserve
Total Empowering People	\$49,394	\$73,415	\$49,789	
Engaging the World				
29 Pledge to The Episcopal Church (TEC)	377,296	370,621	370,621	Equals TEC "ask" for 2020 (15% of adj inc.)
30 Outreach Grants	150,000	180,000	195,876	
31 General Convention 2021	17,000	17,000	17,000	Estimate of 2021 costs (over three years)
32 Communications	23,740	23,190	21,536	
33 NJ Advocacy	10,000	10,000	10,000	
34 Deacons	500	500	320	Have \$3k in reserve
35 Liturgy & Music	3,500	4,350	3,221	
36 Ecumenical & Interfaith Officer	2,920	2,600	2,140	
37 Prison Ministry	250	500	500	
Total Engaging the World	\$585,206	\$608,761	\$621,214	
Mission Oversight/Admin				
38 Administration	89,000	94,650	84,515	
39 Finance	91,450	92,450	87,166	
40 Buildings & Grounds	115,500	125,150	115,739	
41 Information Technology	39,266	46,500	36,960	
42 Bishop's Expenses	50,050	59,000	49,246	
43 Search & Call of Next Bishop	30,000	30,000	30,000	Funded by the Trustees
Total Mission Oversight/Admin	\$415,266	\$447,750	\$403,626	
Total Expense	\$3,138,366	\$3,117,128	\$2,948,937	
Surplus / (Deficit)	\$1,432	(\$173)	\$126,220	

Proposed 2020 Council Budget—Line Item Details

The following pages provide line-by-line detail of the proposed 2020 operating budget for the Diocese of Newark.

INCOME

1. **Pledge Revenue.** 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. As of January 10th, we have received 80 pledges totaling \$2.045M, with a 2% average increase among those pledging. An updated and detailed schedule of all pledges will be provided in the 2020 Budget to be provided at Convention.
2. **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 quarters. The 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 \$65,000 from the Trustees' discretionary income provided to support this operating budget. Refer to Exhibit 1 for further details.
3. **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 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 0.52% (52 basis points).
4. **Rental Income—Episcopal House.** In June 2012, the diocese leased the fifth floor of Episcopal House (31 Mulberry St., Newark) to the Victoria Foundation, a not-for-profit organization that provides grants principally to programs that impact the cycle of poverty in Newark. The lease has an initial term of ten years. The Sadie Nash Leadership Project—an empowerment program for teenage girls—leases approximately half of the ground floor.
5. **Bishop's Discretionary Fund.** Since 2011, the Bishop has been allocating a portion of income from his/her discretionary funds to the Council to cover certain expenses that were paid directly from the BDF up until that point. Refer to Section IV for more information about the BDF. For 2020, the bishop has decided to increase her contribution by \$60,000 to help fund the Bishop's Advisor for Stewardship.
6. **Diocesan Surplus.** Council generated a substantial surplus in 2019 due to pledges being higher than anticipated and expenses lower. We will recycle these unused funds in 2020.
7. **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. Budgeted income in 2020 of \$80,000 will provide 53% of the outreach grants that are reflected in line 52; the \$70,000 balance of outreach will be funded out of pledge revenues.
8. **Direct Administration Fees.** The diocesan staff performs property management, accounting and other services for the trustees and a number of diocesan entities for which there is a direct administrative charge. The amounts are based on the proportion of time that staff spends performing such services for each entity. See Exhibit 3.

Proposed 2020 Council Budget—Line Item Details

9. **New Ministry Initiatives Fund.** This fund is available to support new ministries of congregations and the diocese. The reduced level of funding in 2020 reflects reduced demand for the funds as the Joining God in Shaping our Future initiative has reached the end of its investment cycle.
10. **Trustee Support to Council.** In 2020, the trustees are providing financial support to the Council budget by allocating funds from Closed church properties to reduce the underfunded lay pension plan (Line 27 and a portion of line 22) and to add to the fund for the search and call of the next diocesan bishop (Line 76). In addition, they are providing \$50,000 from the Amalgamed Fund, which will fully post-retirement medical benefits. Refer to Exhibit 2 for further information.

EXPENSES

Compensation (lines 11-17)

Staff expenses constitute the largest share of the expenses of the diocese, accounting for 65% of total expenses in the 2020 budget. The 2020 budget assumes 14.5 full-time-equivalent employees. We are proposing a 2% increase in the compensation of the staff, though medical costs will be up about 7%. The staff contributes 10% to the cost of their medical insurance through payroll deductions.

16. **Post-Retirement Insurance.** The diocese provides supplemental health insurance for eligible retired lay employees. The expense is based on the estimated cash outlays the diocese will incur during the year. This line also includes the cost of the actuarial report used to estimate the liability for future expenses reported in our audited financial statements, though the Audit Committee made a decision recently to save money by only re-calculating the liability every three years (to be incurred in 2022, 2025, etc.)
17. **Lay Pension.** This line item is a provision to reduce the underfunded liability of the lay pension plan. This plan was underfunded by approximately \$868,000 at 12/31/18 and the budget includes a contribution to the pension plan assets with the goal of eliminating the net liability over the next 6 years. An actuarial review has been performed each year, at which point the underfunded amount is recalculated and the amount to be added to the plan assets the following year is revised. As with the post-retirement insurance plan, going forward, actuarial calculations will be performed every three years, with estimated contributions in interim years. We expect to eliminate the unfunded liability by the end of 2025.
18. **New Ministry Programs.** While the Joining God in Shaping our Future initiative may not incur any costs in 2020, we are nonetheless budgeting for some new ministry expenses this year. It is funded by income from the New Ministry Initiatives Fund in Line 13.
19. **Stewardship/Fund Development.** This line includes the program costs of our development and stewardship efforts other than compensation; and the annual fee for membership in The Episcopal Network for Stewardship (TENS).
20. **Congregation/Clergy/Ministry Development.** These are expenses of the offices of the Canon to the Ordinary and Canon for Congregational Life that provide consultants and training resources to congregations and clergy during periods of ministry transition. In addition, this budget item 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.
21. **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, as well as a \$10,000 contribution to Cross Roads Camp and a reserve for the triennial General Convention.

Proposed 2020 Council Budget—Line Item Details

22. **Diocesan Convention.** The approximate \$103k cost of the annual diocesan convention is substantially offset by registration fees and fees paid by vendors, resulting in a net expense of \$15,000 for the 2020 convention. Refer to Exhibit 5 for details.
41. **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.
24. **Commission on Ministry.** Expenses include the administrative costs of the commission and its subcommittees.
25. **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.
26. **Education for Ministry.** This line item funds the annual fee for diocesan participation in the EfM program; in 2019-20, there are six seminar groups with about 60 participants in the diocese.
27. **Anti-Sexism Task Force.** The task force was created by resolution at the 144th Convention and initially funded in 2019 by Council. Over three years it will develop Anti-Sexism Training and report on equity in compensation and role.
28. **Namaste (Dismantling Racism).** Provides anti-racism training and related education for clergy, postulants, and elected and appointed diocesan lay leaders and congregations. These funds subsidize the cost of these training events. The funding request for 2020 is low because there are some funds held in reserve.
29. **The Episcopal Church Pledge.** Our 2020 pledge to The Episcopal Church (TEC) of \$377,296 represents 100% of the amount that TEC has assessed the diocese for the year. The 2020 pledge approximates 12.0% of total income and 14.5% of unrestricted income. It was calculated based upon 15% of unrestricted 2018 revenues.
30. **Outreach Grants.** Our commitment to funding outreach as part of our operating budget includes grants to domestic and international entities. The 2020 budget of \$150,000 for outreach grants may be supplemented by up to \$11,123 in undistributed funds from prior years held in reserve.
31. **General Convention 2021.** General Convention is held every three years and the estimated cost is accrued over a three-year period. We have estimated that the 2021 General Convention will cost approximately \$51,000; we have included one-third of that in the 2020 budget.
32. **Communications.** Includes costs for ongoing development and support of the diocesan website and assistance provided to congregations to host their individual websites. It also includes the costs associated with *The VOICE Online*, *Leadership News*, and other diocesan communications.
33. **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 cost is shared with the Diocese of New Jersey and the Lutheran Synod.
34. **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. Additional funding will come from prior-year reserves.
35. **Liturgy & Music.** Designs liturgies for diocesan services (Diocesan Convention, confirmations, and ordinations) and provides liturgical resources for congregations throughout the year.

Proposed 2020 Council Budget—Line Item Details

36. **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.
37. **Prison Ministry.** This program is almost entirely self-funded, but the diocesan budget contributes a little 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.
38. **Administration.** The cost of office equipment leases and maintenance, supplies, postage, meals for committee and other meetings, and other related costs are included here. Refer to Exhibit 6 for details.
39. **Finance.** The cost of property and liability insurance, annual audits and other related costs are included in this line item. Refer to Exhibit 7 for details.
40. **Buildings and Grounds.** Utilities, maintenance, and other costs for Episcopal House. Refer to Exhibit 8 for details.
41. **Information Technology.** The cost of technology at Episcopal House, including equipment, software, network service, and a consultant to oversee the infrastructure and assist us with the conversion in 2020 to a new diocesan database and accounting system (ACS/RELM) and I.T. architecture.
42. **Bishop's Expenses.** In accordance with the letter of agreement with the Bishop, this includes travel and entertainment costs of the Bishop; utilities, maintenance, and other costs for the Bishop's residence; and office supplies and other costs for the office of the Bishop
43. **Search & Call of Next Bishop.** Each year we set aside funds to cover the search and transition expenses relating to the call of the next bishop. The allocation of \$30,000 represents our best estimate of the ongoing annual contribution that will we will need to sustain in order to fully fund these periodic calls. The 2020 contribution will be used to pay down most of the remaining deficit from the 2018 search.

**Dioocese of Newark
Budget 2020**

Exhibit 1: Investment Income

The 4.25% income distribution from the \$28.8M of endowment funds held by the trustees for either discretionary purposes or the benefit of Council and diocesan programs (see Exhibit 9) generates approximately \$1.2M annually. Of that amount, only about 12% is available to support the Council budget. The balance funds important non-budget programs such as Ward Herbert and ACTS/VIM grants and Jersey City Ministries. Below is a detail of the income distributions available to the Council budget.

Description	Budget 2020	Budget 2019	Projected 2019
Trustee Discretionary Funds			
Amalgamated Fund	\$ 40,000	\$ 38,000	\$ 38,000
Barber's Trust -- Council Allocation --see note (a)	24,747	23,700	23,930
<i>Total Income from Trustee Discretionary Funds</i>	<u>\$ 64,747</u>	<u>\$ 61,700</u>	<u>\$ 61,930</u>
DIT Funds Held by Trustees for benefit of Council			
Outreach Endowment	\$ 36,885	\$ 35,500	\$ 35,669
Bishop Lines Memorial Endowment	35,889	34,700	34,705
Diocesan House Endowment	5,130	4,950	4,960
West Trust (20% Council, 80% St. George's Maplewood)	267	250	258
Christine Spong Fund for Youth	2,225	2,100	2,151
<i>Total Income from Funds held fbo Council</i>	<u>\$ 80,396</u>	<u>\$ 77,500</u>	<u>\$ 77,743</u>
Other Investment Income			
Cross Roads Camp endowment	4,361	4,200	4,216
Interest income on bank accounts (net of fees)	3,296	3,400	6,476
Panther Valley Donation	1,200	1,200	1,200
<i>Total other investment income</i>	<u>\$ 8,857</u>	<u>\$ 8,800</u>	<u>\$ 11,892</u>
<i>Total Funding</i>	<u>\$ 154,000</u>	<u>\$ 148,000</u>	<u>\$ 151,565</u>

(a) By longstanding Trustee policy, income from the Barber's Trust is divided as follows: 48% to the Cathedral, 28% to Council and 24% to BDF. The amounts above are Council's share.

Exhibit 2: Trustees Support to Council

Sources

Amalgamated Funds	\$ 50,000	
Undesignated Proceeds from Sales of Properties	<u>138,500</u>	
Total	<u>\$ 188,500</u>	Line 10

Uses:

Lay Pension	\$ 108,500	Line 17 & parts of line 12
Search & Call of Next Bishop	30,000	Line 43
Post-retirement medical benefits	50,000	
Total Uses of Trustees Support to Council	<u>\$ 188,500</u>	

**Diocese of Newark
Budget 2020**

Exhibit 3: Direct Administration Fees

<u>Entity</u>	<u>Charge</u>
Trustees	\$ 198,138
ACTS/VIM Fund	7,500
Ward J. Herbert Fund	8,000
Bishop's Church Emergency Fund	7,000
Episcopal Capital Loan Fund	7,000
Gertrude Butts Fund	5,000
Other	6,400
Total:	<u>\$ 239,038</u>

Exhibit 4: Funds for Outreach, Congregational Support, and Scholarships

<u>Description</u>	<u>Budget 2020</u>	<u>Budget 2019</u>	<u>Projected 2019</u>
<i>Outreach</i>			
The Episcopal Church Pledge (a)	\$ 377,296	\$ 370,621	\$ 370,621
Outreach (Domestic and international grants) (a)	150,000	180,000	195,876
<i>Total Outreach</i>	<u>527,296</u>	<u>550,621</u>	<u>566,497</u>
<i>Congregational Support: Buildings and Mission</i>			
Ward J. Herbert	287,000	284,500	260,712
Bishop's Church Emergency Fund	32,000	34,000	34,000
<i>Total Support--Buildings</i>	<u>319,000</u>	<u>318,500</u>	<u>294,712</u>
ACTS/VIM	198,000	186,000	186,000
Marge Christie Congregational Growth & Vitality	76,000	63,500	45,500
<i>Total Support--Programs and mission</i>	<u>274,000</u>	<u>249,500</u>	<u>231,500</u>
<i>Total Congregational Support</i>	<u>593,000</u>	<u>568,000</u>	<u>526,212</u>
<i>Scholarships</i>			
Gertrude Butts (Diocesan youth)	145,000	125,000	147,500
George Rath (Clergy children)	27,000	24,500	26,000
<i>Total Scholarships</i>	<u>172,000</u>	<u>149,500</u>	<u>173,500</u>
<i>Clergy Support</i>			
Fund for the Aged & Infirm	46,000	44,000	38,000
Gladys Duffy Fund	2,800	2,700	2,500
<i>Total Clergy Support</i>	<u>48,800</u>	<u>46,700</u>	<u>40,500</u>
 <i>Total Funding</i>	 <u>\$ 1,341,096</u>	 <u>\$ 1,314,821</u>	 <u>\$ 1,306,709</u>

(a) The Episcopal Church Pledge and Outreach are components of the operating budget. All other items represent funds provided by investments and endowments and are included in the operating budget.

**Diocese of Newark
Budget 2020**

Description	Budget 2020	Budget 2019	Projected 2019
Exhibit 5: Diocesan Convention (Line 22) Details			
Income			
Registration and Meals	\$ 83,000	\$ 80,000	\$ 85,022
Vendor Fees	5,000	4,000	5,630
Total Income	<u>88,000</u>	<u>84,000</u>	<u>90,652</u>
Expenses			
Hotel -- Rooms and Food	74,000	70,000	75,060
Audio/Visual Services	25,000	20,000	29,290
Miscellaneous	4,000	7,150	1,462
Total Expenses	<u>103,000</u>	<u>98,150</u>	<u>105,812</u>
Net Expense	<u>\$ 15,000</u>	<u>\$ 14,150</u>	<u>\$ 15,160</u>

Exhibit 6: Administration (Line 38) Details

Telephone lease and costs	\$ 20,300	\$ 23,800	\$ 20,202
Copier lease and costs	21,000	22,000	21,019
Meals for committee and other meetings	16,000	16,000	13,914
Temporary staff	8,000	9,000	7,612
Printing and office supplies	7,000	8,500	9,292
Postage and shipping	6,300	7,300	6,550
Continuing education	5,700	3,700	2,464
Miscellaneous	4,700	4,350	3,462
Total	<u>\$ 89,000</u>	<u>\$ 94,650</u>	<u>\$ 84,515</u>

**Diocese of Newark
Budget 2020**

Description	Budget 2020	Budget 2019	Projected 2019
Exhibit 7: Finance (Line 39) Details			
Property and liability insurance	\$ 58,800	\$ 59,700	\$ 56,203
Audit fees	25,000	24,000	24,000
Bank and payroll charges	2,500	2,500	3,286
Transportation	1,600	2,100	1,136
Postage and office supplies	1,600	1,600	1,593
Continuing education	1,350	1,350	800
Miscellaneous	600	1,200	148
Total	<u>\$ 91,450</u>	<u>\$ 92,450</u>	<u>\$ 87,166</u>

Exhibit 8: Buildings & Grounds (Line 40) Details			
Utilities	\$ 47,400	\$ 52,100	\$ 51,051
Repairs and maintenance	40,500	42,450	44,166
Cleaning Services (a)	23,200	23,500	15,403
Security system	3,000	3,300	2,919
Materials and supplies	1,100	3,350	1,891
Miscellaneous	300	450	309
Total	<u>\$ 115,500</u>	<u>\$ 125,150</u>	<u>\$ 115,739</u>

Note (a): in 2019 Cleaning Svcs was included in Administration.

III. Proposed 2020 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, 2019, approximated \$49.2 million. Most 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 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 \$64,747 of investment income to be used by the Council for the 2020 operating budget (Exhibit 1).

All of the funds overseen by the Trustees are invested through the Diocesan Investment Trust (DIT). In addition, there are funds totaling \$16.5 million at November 30, 2019 that are invested through the DIT; these are funds held for the benefit of individual churches and the Gertrude Butts Foundation.

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 \$65.6 million at November 30, 2019, is shown in Exhibit 9.

Diocesan Investment Trust

Owner and Beneficiary	Fund Name/Description	Restrictions	Balance 30-Nov-19	Balance 31-Dec-18
Trustees' Discretionary Funds				
Trustee Unrestricted Funds		Distributions at the discretion of the trustees	5,192,844	4,492,185
Trustee Donor Restricted (Barber)		Endowment--Income is unrestricted	2,196,734	1,927,570
			<u>7,389,577</u>	<u>6,419,755</u>
Trustee Funds For Benefit of Council (In-Budget)				
Outreach Endowment		Distributions are restricted	916,792	804,460
Bishop Lines Memorial Endowment		Distributions are restricted	892,031	782,732
Diocesan House Endowment		Distributions are restricted	127,501	111,878
			<u>1,936,324</u>	<u>1,699,070</u>
Trustee Funds For Benefit of Diocesan Programs				
Ward J. Herbert Fund		Endowment--Income for diocesan building renovations	6,343,932	5,567,410
ACTS/VM		Endowment--Income for grants to ministry programs/projects	5,183,599	4,539,964
Jersey City Area Ministry Funds		Distributions are limited to ministries in Jersey City	5,031,649	4,415,174
Marge Christie Fund		Endowment--Income for congregational development	1,545,963	1,341,272
Bishop George Rath Education Fund		Endowment--Income to scholarships for clergy children	738,066	649,396
Episcopal Capital Loan Fund		Unrestricted--Loans to congregations	512,045	568,086
Other Council accounts		Distributions are restricted	121,467	104,253
			<u>19,476,722</u>	<u>17,185,554</u>
Trustee Funds for Benefit of Others				
Churches/Ecclesiastical Org's (a)		Distributions at discretion of trustees	8,353,459	7,119,648
Bishop's Discretionary Fund		Endowment--Income paid to BDF	6,627,051	5,811,448
Lay Pension Plan		Restricted--lay pension plan	2,345,058	2,022,862
Funds for retired clergy		Endowment--Income for retired clergy and dependents	1,321,008	1,107,666
Clergy Housing Equity		Restricted--Funds paid out at retirement	771,412	732,306
Bishop's Church Ext. Fund		Trustee Restricted Endowment	526,099	461,488
Misc. other		Distributions are restricted	435,793	365,262
			<u>20,379,881</u>	<u>17,620,681</u>
Funds Held for Others				
Church Accounts (b)		Unrestricted--income and principal available at church discretion	14,011,130	11,560,469
Gertrude Butts Fund		Endowment--Income for scholarships for diocesan youth	2,458,350	2,238,748
			<u>16,469,480</u>	<u>13,799,217</u>
		Total Funds Invested in the Diocesan Trust	<u>\$ 65,651,985</u>	<u>\$ 56,724,277</u>

(a) Includes 58 churches, cemeteries and other ecclesiastical organizations

(b) Includes 42 churches and ecclesiastical organizations

Proposed 2020 Council Budget IV. Bishop's Discretionary Funds

A number of distinct funds make up the Bishop's Discretionary Funds (BDF). The funds are restricted in that only the income can be used; some of the funds are further restricted in that the income may only be used as directed (e.g. 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 since then. For 2020 the bishop is increasing her contribution to \$105,000 as a way of sharing the proceeds of the Bishop's Circle fundraising with Council.

Following is a summary of the uses of BDF income in 2019 and 2018

Description	2019	2018
Theological Education and Support of Seminarians	\$ 58,016	\$ 69,968
Donations	10,500	46,500
Contribution to Diocesan Operating Budget	45,000	45,000
Clergy Continuing Education	16,702	20,360
Fund Development	96,000	96,000
Other	58,837	72,648
Total:	\$ 285,055	\$ 350,476

**Diocese of Newark
Financial History**

	Budget 2020	Projected 2019	Actual 2018	Actual 2017	Actual 2016	Actual 2015	Actual 2014
INCOME							
Unrestricted Income							
Pledge Revenue	\$ 2,017,500	\$ 2,100,217	\$ 2,064,973	\$ 2,063,755	\$ 2,080,468	\$ 2,100,442	\$ 2,100,000
Investments & rental income	385,760	383,961	357,199	337,636	306,422	292,760	283,260
Trustees support to Council	188,500	122,000	113,000	94,000	106,000	203,000	131,000
Other Income	344,038	280,608	144,123	135,500	84,945	85,043	76,300
Diocesan Surplus	100,000	75,000	85,000	-	-	-	-
Restricted Income							
Alleluia Fund	80,000	95,000	125,876	111,037	125,569	122,370	113,365
New Ministry Initiatives	24,000	18,371	107,510	241,582	301,366	252,603	157,610
Total Income	3,139,798	3,075,157	2,997,881	2,983,910	3,004,770	3,056,218	2,861,635
EXPENSES							
Compensation							
Salaries	1,276,829	1,141,508	1,118,858	1,024,313	1,055,737	1,033,526	941,389
Benefits	766,221	696,923	637,697	629,125	597,105	615,630	677,126
Total Compensation	2,043,050	1,838,431	1,756,555	1,653,438	1,652,842	1,649,156	1,618,515
Equipping Congregations							
Joining God in Shaping Our Future	24,000	14,041	76,847	110,790	157,710	97,054	60,328
Other	21,450	21,836	25,882	32,072	45,638	65,306	65,709
Total Equipping	45,450	35,877	102,729	142,862	203,348	162,360	126,037
Empowering People	49,394	49,789	51,647	32,726	53,927	31,446	33,475
Engaging the World							
Pledge to The Episcopal Church (a)	377,296	370,621	361,108	397,776	435,823	574,700	446,500
Outreach	150,000	195,876	180,000	177,845	177,000	171,050	165,093
Other	57,910	54,717	49,507	64,546	67,673	58,795	44,753
Total Engaging	585,206	621,214	590,615	640,167	680,496	804,545	656,346
Mission Oversight/Administration	415,266	403,626	407,948	398,739	410,843	405,523	403,050
Total Expense	3,138,366	2,948,937	2,909,494	2,867,932	3,001,456	3,053,030	2,837,423
NET INCOME	\$ 1,432	\$ 126,220	\$ 88,187	\$ 115,578	\$ 3,314	\$ 3,188	\$ 24,112

(a) Includes: (i) annual pledge to The Episcopal Church (TEC); (ii) payments to reduce 2008 TEC Pledge Arrears of \$10,000 per year from 2012 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.

2020 Budget Supplement

- **2019 Council Financial Results**
- **Congregations that Stepped Up**
- **2020 Pledge Details**
- **2019 Pledges and Payments**
- **Pledge Statistics**

DIOCESE OF NEWARK					
2019 Financial Statement					
Description	Dec YTD Actual	Dec YTD Budget	Better/ (Worse)	<u>Comments</u>	
Income					
Unrestricted Income					
1	Pledge Revenue	\$2,100,217	\$2,065,000	\$35,217	
3	Investment Income	151,565	148,000	3,565	DIT distribution on Council-benefit assets
4	Investment Administration Fee	152,636	150,000	2,636	25 basis points fee on most DIT assets
5	Rental Income-Episcopal House	79,760	79,760	0	
6	Bishop's Discretionary Fund	45,000	45,000	0	helps fund line 50
7	Diocesan Surplus	75,000	75,000	0	
8	Total Unrestricted Income	\$2,604,178	\$2,562,760	\$41,418	
Restricted Income					
9	Alleluia Fund	93,731	110,000	(16,269)	Funds a portion of line 37
10	Direct Administration Fees	95,300	95,300	0	Reimbursements of Council staff expense
11	New Ministry Initiatives	18,371	85,850	(67,479)	funds line 23 and part of 24
12	Proceeds from Sale of Properties	122,000	122,000	0	Funds lines 21, 51 and a portion of line 16
13	Total Restricted Income	\$329,402	\$413,150	(\$83,748)	
14	Total Income	\$2,933,580	\$2,975,910	(\$42,330)	
Expenses					
Compensation					
15	Salaries	\$1,046,155	\$1,069,494	23,339	
16	Pension	148,622	156,317	7,695	
17	Medical/Dental	257,853	259,998	2,145	
18	SECA/FICA	77,513	82,217	4,704	
19	Life/Disability/WC/SUI	30,564	37,931	7,367	
20	Post-Retirement medical Insurance	54,216	53,900	(316)	
21	Lay Pension	83,200	83,200	0	Pension plan liability; funded by line 12
22	Total Compensation	\$1,698,123	\$1,743,057	\$44,934	
Equipping Congregations					
23	Joining God in Shaping Our Future	14,041	66,550	52,509	Funded by line 11
24	Fund Development	11,068	28,300	17,232	Portions funded by line 11
25	Congregation/Clergy/Min. Development	10,768	8,250	(2,518)	
26	Total Equipping Congregations	\$35,877	\$103,100	\$67,223	
Empowering People					
27	Youth & Young Adult Ministry	20,547	37,150	16,603	
28	Diocesan Convention	15,160	14,150	(1,010)	
29	Clergy Conference	6,421	7,500	1,079	
30	Commission on Ministry	2,964	2,840	(124)	
31	Hispanic/Latino Ministry	771	2,150	1,379	
32	Education for Ministry	1,850	1,750	(100)	
33	Anti-Sexism Task Force	2,076	5,000	2,924	
34	Namaste (Dismantling Racism)	0	2,875	2,875	
35	Total Empowering People	\$49,789	\$73,415	\$23,626	
Engaging the World					
36	Pledge to The Episcopal Church (TEC)	370,621	370,621	0	Equals TEC "ask" for 2019 (15% of adj inc.)
37	Outreach Grants	195,876	180,000	(15,876)	
38	General Convention 2021	17,000	17,000	0	Estimate of 2021 costs (over three years)
39	Communications	21,536	23,190	1,654	
40	NJ Advocacy	10,000	10,000	0	
41	Deacons	320	500	180	Have \$3k in reserve
42	Liturgy & Music	3,221	4,350	1,129	
43	Ecumenical & Interfaith Officer	2,140	2,600	460	
44	Prison Ministry	500	500	0	
45	Total Engaging the World	\$621,214	\$608,761	(\$12,453)	
Mission Oversight/Admin					
46	Administration	99,918	118,150	18,232	
47	Finance	87,166	92,450	5,284	
48	Buildings & Grounds	100,336	101,650	1,314	
49	Information Technology	36,960	46,500	9,540	
50	Bishop's Expenses	49,246	59,000	9,754	
51	Search & Call of Next Bishop	30,000	30,000	0	Funded by line 12
52	Total Mission Oversight/Admin	\$403,626	\$447,750	\$44,124	
53	Total Expense	\$2,808,629	\$2,976,083	\$167,454	
54	Surplus / (Deficit)	\$124,951	(\$173)	\$125,124	

Congregations that Stepped Up

When we sent out the 2020 pledge request in November, we made three requests:

- For those pledging 16% or more, please maintain the pledge.
- For those pledging 9.5% to 15%, please increase pledge by .5%.
- For those pledging less than 9.5%, please reduce the gap between your pledge and 10% by 50%.

With much gratitude, we recognize the 19 congregations that met our request:

<u>Congregation</u>	<u>2020 Pledge</u>	<u>2019 Pledge</u>
St. George's, Maplewood	17.50%	17.50%
Christ, Harrison	16.50%	16.50%
St. Paul's, Montvale	16.00%	16.00%
St. Peter's, Morristown	11.00%	10.50%
Trinity Church, Bayonne	10.50%	10.00%
St. James' Church, Upper Montclair	10.75%	10.25%
St. Luke's, Phillipsburg	10.00%	8.00%
St. John's, Ramsey	10.00%	7.52%
St. James', Hackettstown	10.00%	7.00%
St. Andrew's, Harrington Park	10.00%	5.00%
St. Martin's, Maywood	9.50%	9.00%
Christ, Hackensack	9.50%	9.00%
Atonement, Fair Lawn	9.50%	9.00%
Grace, Rutherford	9.40%	8.80%
St. Agnes, Little Falls	9.30%	8.60%
All Saints, Hoboken	9.00%	8.00%
St. Peter's, Mountain Lakes	6.80%	3.58%
St. Peter's, Clifton	7.25%	4.63%
Good Shepherd, Wantage	5.00%	0.00%

**Diocese of Newark
Congregational Pledges to the Diocese
2018 to 2020**

Congregation	City	Pledge Percentage			Pledge Amount			Normal Operating Income		
		2020	2019	2018	2020	2019	2018	2020	2019	2018
Trinity Episcopal Church	Allendale	9.01%	8.50%	7.90%	\$ 20,016	\$ 18,545	\$ 17,700	\$22,120	\$218,176	\$224,163
Galvany Church	Bayonne	12.00%	12.00%	12.00%	5,982	7,412	6,982	49,850	61,769	56,278
Trinity Church	Bayonne	10.00%	10.00%	8.00%	14,721	11,380	11,328	140,200	113,900	141,595
St. Luke/St. Mary's Church	Belvidere	10.50%	10.25%	10.08%	12,527	12,117	13,000	119,300	118,210	128,980
All Saints' Korean Church	Bergenfield	4.00%	3.00%	3.00%	4,800	3,600	3,600	120,000	120,000	122,472
Christ Church	Bloomfield/Glen Ridge	7.3%	6.00%	3.09%	16,933	13,794	9,850	229,900	229,900	318,805
St. John's Church	Bloomfield	4.41%	9.00%	7.93%	3,236	10,800	9,900	73,350	120,000	124,916
Christ Church	Budd Lake	7.00%	6.00%	5.00%	8,050	6,660	6,156	115,000	111,000	123,082
St. Paul's Church	Chatham	10.00%	10.00%	7.97%	48,000	46,000	39,000	480,000	460,000	489,448
Church of the Messiah	Chester	12.00%	12.00%	12.07%	20,672	20,040	20,233	172,262	167,000	167,569
Trinity Church	Cliffside Park	3.50%	3.50%	2.24%	3,020	2,582	2,582	66,261	73,755	115,454
St. Peter's Church	Clifton	7.25%	4.63%	2.25%	3,358	2,167	1,365	46,320	46,764	60,667
Church of the Saviour	Denville	8.00%	7.25%	6.00%	24,000	21,500	16,274	300,000	296,500	271,234
St. John's Church	Dover	3.00%	3.48%	2.77%	3,300	3,250	3,000	100,000	93,220	108,343
St. Anne's & St. Paul's Church	East Orange	3.00%	3.00%	2.63%	3,300	3,300	3,500	100,000	110,000	194,451
St. Paul's Church	Englewood	0.61%	6.33%	4.11%	2,400	24,800	24,800	392,000	392,000	603,104
St. Peter's Church	Essex Falls	9.20%	9.21%	9.82%	40,900	40,986	40,900	444,500	445,012	407,384
Church of the Atonement	Fairfax	10.00%	9.00%	8.00%	6,650	6,300	5,742	70,000	70,000	71,779
Church of the Good Shepherd	Fort Lee	8.00%	10.00%	9.13%	20,168	20,160	19,986	201,650	201,600	214,696
All Saints' Church	Glen Rock	9.50%	8.00%	8.03%	23,800	23,800	22,600	297,500	297,500	281,394
Christ Church	Hickensack	2.33%	9.00%	8.45%	13,300	14,400	13,175	140,000	160,000	155,951
St. Anthony of Padua	Hickensack	2.33%	2.33%	-	5,000	5,000,000	5,000	214,977	214,977	214,977
Hickensack	Hickensack	6.67%	6.67%	5.16%	2,000	2,000	1,750	30,000	30,000	33,931
St. Cyriac's Church	Hickensack	10.00%	7.00%	6.99%	11,000	10,500	10,000	110,035	100,000	143,025
St. Andrew's Church	Harrison Park	16.50%	5.00%	10.40%	16,932	7,212	15,757	169,325	144,240	151,506
Christ Church	Harrison	16.50%	16.50%	14.12%	8,415	8,415	8,065	51,000	51,000	57,263
St. John the Divine Church	Hastrop	6.00%	6.00%	6.92%	3,329	3,600	4,206	55,490	60,000	61,627
Hastrop Heights	Hastrop	10.25%	10.25%	10.80%	16,032	14,482	16,333	156,414	141,285	151,250
St. Luke's Church	Haworth	7.16%	7.16%	8.17%	10,020	10,020	12,120	140,000	140,000	148,309
St. Clement's Church	Hawthorne	6.43%	10.50%	10.36%	9,000	16,023	14,000	140,000	152,600	135,103
Holy Trinity Church	Hilldale	9.00%	8.00%	9.00%	43,000	37,200	31,367	476,000	464,998	348,523
All Saints' Parish	Hoboken	10.00%	10.00%	10.00%	12,000	12,000	19,058	120,000	120,000	190,582
St. Bartholomew's Church	Ho-Ho-Kus	10.00%	10.00%	6.29%	1,650	3,300	4,533	16,500	33,000	72,011
Church of the Incarnation	Jersey City	6.35%	6.08%	4.68%	24,000	22,964	17,689	377,798	377,798	377,798
Grace Church Van Vorst	Jersey City	9.50%	9.25%	7.00%	26,211	27,408	22,540	275,900	296,300	250,440
St. Paul's Church	Jersey City	5.00%	7.00%	9.00%	9,520	13,013	13,575	190,400	195,876	195,876
St. David's Church	Leonia	9.33%	9.33%	9.84%	13,500	12,300	13,500	144,700	144,700	124,957
All Saints Church	Little Falls	9.30%	8.60%	8.00%	13,000	12,900	10,000	139,800	150,000	125,058
St. Agnes' Church	Livingston	6.25%	6.25%	6.33%	10,000	10,000	10,000	160,000	160,000	158,025
St. Peter's Church	Lyndhurst	6.00%	5.20%	3.444	4,020	3,010	3,010	57,400	67,000	57,930
Grace Church	Madison	12.00%	16.20%	16.20%	108,960	148,820	138,916	908,000	918,645	857,540
St. George's Church	Maplewood	17.50%	17.50%	17.50%	83,950	83,950	85,260	437,000	479,700	487,199
St. Martin's Church	Maywood	9.50%	9.00%	8.50%	6,540	6,209	6,639	68,842	68,989	78,094
St. Mark's Church	Menham	10.00%	10.00%	10.00%	12,825	12,500	13,871	128,250	125,000	138,689
St. Stephen's Church	Millburn	10.00%	10.00%	10.00%	20,276	20,000	19,893	202,760	200,000	198,926
All Saints' Church	Millington	9.50%	9.17%	6.37%	19,095	18,448	17,496	201,113	274,539	274,539
St. Gabriel's Church	Milsons/Oak Ridge	6.40%	6.39%	6.20%	2,400	2,400	2,400	37,500	37,545	36,731
St. John's Church	Montclair	8.75%	8.50%	8.00%	19,250	22,500	20,158	220,000	264,700	251,965
St. Luke's Church	Montclair	10.00%	10.00%	10.49%	53,587	51,294	48,064	535,870	512,940	458,270

Congregation	City	Pledge Percentage			Pledge Amount			Normal Operating Income		
		2020	2019	2018	2020	2019	2018	2020	2019	2018
St. Paul's Church	Montvale	16.00%	16.00%	16.01%	20,688	26,611	35,200	129,300	186,320	219,884
St. Paul's Church	Morris Plains	10.00%	10.00%	9.47%	17,000	17,000	18,400	170,000	170,000	194,196
Church of the Redeemer	Morristown	5.76%	5.66%	5.65%	20,000	19,620	19,620	347,000	346,930	347,056
St. Peter's Church	Morristown	11.00%	10.50%	10.50%	83,134	76,744	75,671	750,900	730,900	720,654
St. Peter's Church	Mountain Lakes	6.80%	3.58%	2.28%	20,000	9,333	6,000	294,100	260,920	262,839
St. Peter's Church	Mt. Arlington	10.00%	10.00%	8.78%	3,878	4,124	3,772	38,786	41,231	42,580
Grace Church	Newark	3.23%	3.06%	3.78%	12,000	12,000	12,000	371,599	391,855	317,517
House Of Prayer	Newark	8.00%	10.00%	8.97%	6,000	6,000	6,000	75,000	60,000	66,920
St. Andrew's Church	Newark	8.00%	8.00%	7.85%	5,120	5,145	7,523	64,000	64,308	95,889
Trinity & St. Philip's Cathedral	Newark	6.67%	5.45%	12.06%	12,000	12,000	22,000	180,000	220,000	182,370
Christ Church	Newton	13.00%	13.00%	12.98%	65,000	61,000	57,828	500,000	469,231	445,411
Church of the Holy Communion	Nonwood	5.00%	5.79%	5.46%	8,844	10,015	9,908	176,867	173,000	181,351
Grace Church	Nulley	12.75%	13.00%	11.66%	32,130	34,000	32,000	252,000	261,538	274,300
St. Alban's Church	Oakland	1.08%	1.08%	1.23%	1,760	1,760	2,000	182,700	162,700	154,961
Church of the Annunciation	Oradell	5.50%	5.50%	4.24%	2,700	2,700	2,700	49,061	49,061	63,748
Church of the Epiphany and Christ Church	Orange	8.00%	8.00%	9.02%	26,880	24,000	30,255	336,000	300,000	335,142
St. Matthew's Church	Paramus	8.50%	8.50%	8.75%	7,387	7,035	7,387	82,770	82,770	84,572
St. Gregory's Church	Passaic	7.25%	6.90%	6.18%	11,000	10,000	9,000	151,700	145,000	145,557
St. John's Church	Paterson	11.61%	11.61%	11.61%	13,200	13,200	13,200	113,700	113,700	113,700
St. Paul's Church	Paterson	4.68%	4.68%	4.62%	14,500	14,500	14,000	309,869	309,869	303,044
Christ Church	Phillipsburg	10.00%	8.00%	7.11%	16,240	16,240	13,260	162,400	158,400	172,188
St. John's Memorial Church	Princeton Lakes	11.00%	11.00%	10.43%	18,700	22,000	23,762	170,000	208,000	233,321
Christ Church	Rensselaer	10.00%	7.52%	5.48%	28,700	22,000	18,460	287,000	282,450	333,482
St. James' Church	Ridgefield	11.25%	11.00%	11.00%	23,765	24,731	24,731	229,000	223,000	224,831
Christ Church	Ridgewood	10.50%	10.50%	9.62%	52,000	55,585	50,000	495,200	529,000	519,942
St. Elizabeth's Church	Ridgewood	19.90%	21.30%	23.86%	212,500	227,910	235,628	1,068,000	1,070,000	1,071,391
Church of the Good Shepherd	Ringwood	4.62%	4.62%	6.90%	1,200	1,200	1,200	26,000	26,000	17,380
Grace Church	Rutherford	9.40%	8.80%	7.80%	13,536	12,672	12,103	144,000	144,000	159,243
Church of Our Saviour	Secaucus	12.50%	12.50%	12.90%	11,750	11,750	13,782	94,000	94,000	110,256
Christ Church	Short Hills	11.07%	11.41%	11.44%	135,000	135,000	125,000	1,219,378	1,182,947	1,092,642
St. Andrew & Holy Communion	South Orange	3.00%	0.86%	*	6,000	3,000	3,000	200,000	350,000	327,315
St. Mary's Church	Sparta	13.25%	13.25%	12.24%	32,900	31,500	28,967	248,314	237,724	236,568
St. Dunstan's Church	Succasunna	10.00%	10.00%	10.00%	11,400	11,820	11,804	114,000	118,200	118,040
Calvary Church	Summit	2.58%	8.11%	7.11%	20,000	75,000	70,000	775,000	925,000	984,834
Christ Church	Teaneck	5.08%	5.08%	4.09%	10,000	10,000	8,000	197,000	197,000	195,448
St. Mark's Church	Teaneck	3.70%	5.25%	4.79%	10,000	11,813	11,315	270,000	225,000	236,342
Church of the Abatement	Tenafly	10.00%	10.01%	9.82%	32,200	32,108	32,108	322,086	320,568	327,035
Good Shepherd (combined)	Towaco	8.00%	7.00%	7.00%	8,240	5,433	9,660	103,000	77,600	138,000
Grace Church	Union City	5.00%	5.00%	0.00%	6,500	6,500	-	130,000	130,000	136,014
St. James' Church	Upper Montclair	10.75%	10.25%	10.00%	52,446	50,600	50,339	487,900	493,600	503,261
Church of the Holy Spirit	Verona	7.00%	7.00%	5.24%	8,619	7,700	7,700	157,200	123,133	146,982
Church of the Good Shepherd	Wantage	5.00%	0.00%	5.08%	4,200	0.00	4,285	84,000	84,000	84,003
St. Peter's Church	Washington	7.00%	6.00%	6.29%	2,461	2,918	2,802	35,160	40,300	44,536
St. Michael's Church	Wayne	2.00%	5.00%	2.86%	3,800	6,000	6,000	190,000	198,000	209,854
Church of the Holy Innocents	West Orange	10.00%	10.00%	9.68%	12,000	12,000	11,986	120,000	120,000	123,806
Holy Trinity Church	West Orange	5.15%	4.24%	3.64%	5,000	4,100	4,000	97,000	96,690	109,993
Grace Church	Westwood	4.29%	4.29%	4.03%	6,000	6,000	6,000	140,000	140,000	148,723
St. Paul's & Resurrection	Wood-Ridge	10.71%	10.71%	9.95%	15,000	15,000	14,520	140,000	140,000	145,891

* Did not submit pledge.

\$2,003,718 \$2,101,170 \$2,081,074

Diocese of Newark
Congregational Pledges and Payments to the Diocese
2019

Congregation	City	Pledge Pct. 2019	Pledge Amount 2019					NOI 2019 (Est.)
			Original Pledge	Pledge as of 1/27/20	Inc(Dec)	Paid as of 1/27/20	Overpaid/ (Rec'ble)	
Trinity Episcopal Church	Allendale	8.50%	18,545	18,545	-	18,545	-	2718,176
Convary Church	Bayonne	12.00%	7,412	7,412	-	7,412	-	61,769
Trinity Church	Bayonne	10.00%	11,390	11,390	-	11,390	-	113,900
St. Luke/St. Mary's Church	Belvidere	10.25%	12,117	12,117	-	12,117	-	118,210
All Saints Korean Church	Bergenfield	3.00%	3,600	3,600	-	3,600	-	720,000
Christ Church	Bloomfield/Glen Ridge	6.00%	13,794	13,794	-	13,794	-	223,900
St. John's Church	Boonton	8.00%	10,600	10,600	-	10,600	-	120,000
St. Paul's Church	Butt Lake	10.00%	8,660	8,660	-	8,660	-	111,000
St. Paul's Church	Chatham	10.00%	9,600	9,600	-	9,600	-	41,000
St. Anthony Messiah	Cherry Hill	11.00%	20,040	20,040	-	20,040	-	187,000
Trinity Church	Cliffside Park	3.50%	2,592	2,592	-	2,592	-	17,755
St. Peter's Church	Cliffside Park	4.63%	2,167	2,167	-	2,167	-	46,764
Church of the Saviour	Deville	7.25%	21,500	21,500	-	21,500	-	298,500
St. John's Church	Dover	3.48%	3,250	3,250	-	3,250	-	93,220
St. Agnes' Church	East Orange	3.00%	3,300	3,300	-	3,300	-	110,000
St. Paul's Church	Empirewood	6.33%	24,800	24,800	-	24,800	-	392,000
St. Peter's Church	Essex Falls	9.21%	40,986	40,986	-	40,986	-	445,012
Church of the Atonement	Fairlawn	9.00%	6,300	6,300	-	6,300	-	70,000
Church of the Good Shepherd	Fort Lee	10.00%	20,180	20,180	-	20,180	-	201,800
All Saints Church	Glen Rock	8.00%	23,800	23,800	-	21,817	-	297,500
Christ Church	Hackensack	9.00%	14,400	14,400	-	14,400	-	160,000
Hackensack	Hackensack	2.33%	5,000	5,000	-	4,000	-	214,977
St. Anthony of Padua	Hackensack	6.67%	2,000	2,000	-	2,000	-	30,000
St. Cyrilian's Church	Hackettstown	7.00%	10,500	10,500	-	10,500	-	150,000
St. James' Church	Hackettstown	5.00%	7,212	7,212	-	7,212	-	144,240
St. Andrew's Church	Harrison	16.50%	8,415	8,415	-	8,415	-	51,000
Christ Church	Harrison	16.50%	8,415	8,415	-	8,415	-	51,000
St. John the Divine Church	Hasbrouck Heights	6.00%	3,600	3,600	-	-	-	60,000
St. Luke's Church	Haworth	10.25%	14,482	14,482	-	14,482	-	141,285
St. Clement's Church	Hawthorne	7.16%	10,020	10,020	-	10,020	-	140,000
Holy Trinity Church	Hillsdale	10.50%	16,023	16,023	-	14,688	-	152,600
All Saints Parish	Hoboken	8.00%	37,200	37,200	-	37,200	-	464,988
St. Bartholomew's Church	Ho-Ho-Kus	10.00%	12,000	12,000	-	12,000	-	120,000
Church of the Incarnation	Jersey City	10.00%	3,300	3,300	-	3,300	-	33,000
Grace Church Van Vorst	Jersey City	6.06%	22,964	22,964	-	22,964	-	377,798
St. Paul's Church	Jersey City	9.25%	27,408	27,408	-	27,408	-	296,300
St. David's Church	Kinnelon	7.00%	13,013	13,013	-	13,013	-	185,895
All Saints Church	Leonia	9.33%	13,500	13,500	-	13,500	-	144,700
St. Agnes' Church	Little Falls	8.60%	12,900	12,900	-	12,900	-	150,000
St. Peter's Church	Livingston	6.25%	10,000	10,000	-	10,000	-	160,000
St. Thomas' Church	Lynchburg	6.00%	4,020	4,020	-	2,335	-	67,000
Grace Church	Madison	16.20%	148,820	148,820	-	113,166	-	35,654
St. George's Church	Maplewood	15.83%	75,950	83,950	8,000	83,950	-	918,645
St. Martin's Church	Maywood	9.00%	6,209	6,209	-	6,209	-	479,700
St. Mark's Church	Mendham	10.00%	12,500	12,500	-	12,500	-	68,989
St. Stephen's Church	Millburn	10.00%	20,000	20,000	-	20,000	-	125,000
All Saints Church	Millington	9.17%	18,448	18,448	-	18,448	-	200,000
St. Gabriel's Church	Milton/Oak Ridge	6.39%	2,400	2,400	-	2,400	-	201,113
								37,545

Congregation	City	Pledge Pct. 2019	Pledge Amount 2019				NOI 2019 (Est.)
			Original Pledge	Pledge as of 1/27/20	Inc(Dec)	Paid as of 1/27/20	
St. John's Church	Montclair	8.50%	22,500	22,500	-	19,380	284,700
St. Luke's Church	Montclair	10.00%	51,294	51,294	-	51,294	612,940
St. Paul's Church	Montvale	16.00%	26,611	26,611	-	22,500	166,320
St. Paul's Church	Morris Plains	10.00%	17,000	17,000	-	17,000	170,000
Church of the Redeemer	Morristown	5.66%	19,620	19,620	-	19,620	346,930
St. Peter's Church	Morristown	10.50%	76,744	76,744	-	76,744	730,900
St. Peter's Church	Mountain Lakes	3.07%	8,000	9,333	1,333	8,000	260,920
St. Peter's Church	Mr. Arlington	10.00%	4,124	4,124	-	4,124	41,231
Grace Church	Newark	3.06%	12,000	12,000	-	12,000	391,855
House Of Prayer	Newark	10.00%	6,000	6,000	-	2,500	60,000
St. Andrew's Church	Newark	8.00%	5,145	5,145	-	5,145	64,308
Trinity & St. Philip's Cathedral	Newark	5.45%	12,000	12,000	-	-	12,000
Christ Church	Newton	13.00%	61,000	61,000	-	55,917	469,231
Church of the Holy Communion	Norwood	5.79%	10,015	10,015	-	10,015	173,000
Grace Church	Nutley	13.00%	34,000	34,000	-	31,945	261,538
St. Alban's Church	Oakland	1.05%	1,760	1,760	-	440	162,700
Church of the Annunciation	Oradell	5.50%	2,700	2,700	-	2,700	49,091
Church of the Epiphany and Christ Church	Orange	8.00%	24,000	24,000	-	12,000	300,000
St. Matthew's Church	Paramus	8.50%	7,035	7,035	-	7,035	82,770
St. Gregory's Church	Parsonnpany	9.90%	10,000	10,000	-	10,000	145,000
St. John's Church	Passaic	11.81%	13,200	13,200	-	13,200	173,700
St. Paul's Church	Paterson	6.88%	14,900	14,900	-	14,900	309,869
St. Luke's Church	Phillipsburg	4.00%	12,672	12,672	-	12,672	136,400
St. Paul's Church	Pompton Lakes	7.50%	22,000	22,000	-	22,000	232,450
St. John's Memorial Church	Ramapo	11.00%	24,500	24,500	-	24,500	232,450
St. John's Church	Ridgefield	10.50%	55,545	55,545	-	55,545	539,000
Church of the Good Shepherd	Ridgewood	21.30%	227,910	227,910	-	227,910	1,070,000
St. Elizabeth's Church	Ridgewood	4.62%	1,200	1,200	-	1,200	26,000
Grace Church	Rutherford	8.80%	12,672	12,672	-	12,672	144,000
Church of Our Saviour	Secaucus	12.50%	11,750	11,750	-	11,750	94,000
Christ Church	Short Hills	11.41%	135,000	135,000	-	135,000	1,182,947
St. Andrew & Holy Communion	South Orange	0.86%	3,000	3,000	-	2,750	350,000
St. Mary's Church	Sparta	13.25%	31,500	31,500	-	31,500	237,724
St. Dunstan's Church	Successanna	10.00%	11,820	11,820	-	11,820	118,200
Calvary Church	Summit	8.11%	75,000	75,000	-	75,000	925,000
Christ Church	Teaneck	5.08%	10,000	10,000	-	10,000	197,000
St. Mark's Church	Teaneck	5.25%	11,813	11,813	-	11,813	225,000
Church of the Atonement	Tenafly	10.01%	32,100	32,100	-	32,100	320,568
Good Shepherd (combined)	Towaco	7.00%	5,433	5,433	-	4,980	77,600
Grace Church	Union City	5.00%	6,500	6,500	-	-	130,000
St. James' Church	Upper Montclair	10.25%	50,600	50,600	-	50,600	493,600
Church of the Holy Spirit	Verona	7.00%	8,619	8,619	-	8,619	123,133
Church of the Good Shepherd	Wantage	0.00%	0	0	0	0	0
St. Peter's Church	Washington	6.00%	2,418	2,418	-	2,418	40,300
St. Michael's Church	Wayne	5.00%	9,900	9,900	-	5,950	198,000
Church of the Holy Innocents	West Orange	10.00%	12,000	12,000	-	12,000	120,000
Holy Trinity Church	West Orange	4.24%	4,100	4,100	-	4,100	96,690
Grace Church	Westwood	4.29%	6,000	6,000	-	6,000	140,000
St. Paul's & Resurrection	Wood-Ridge	10.71%	15,000	15,000	-	15,000	140,000

Totals: 2,091,837 2,101,170 9,333 1,997,871 (103,299) 22,170,906

* Did not submit pledges.

Pledge Statistics

	2020-Estimate	2019-Estimate	2018-Actual
# Pledges	97	97	96
Pledge Total	2,003,718	2,101,170	2,081,074
Median Pledge Pct	9.00%	8.50%	8.00%
Median Pledge \$	\$12,000	\$12,000	\$12,300
Median NOI	\$160,000	\$160,000	\$167,569

Top 10 Pledges by Pledge Percent:

Congregation	Pledge %	Pledge Amount
St. Elizabeth's Church, Ridgewood	19.90%	\$212,500
St. George's Church, Maplewood	17.50%	\$76,475
Christ Church, Harrison	16.50%	\$8,415
St. Paul's Church, Montvale	16.00%	\$20,688
St. Mary's Church, Sparta	13.25%	\$32,900
Christ Church, Newton	13.00%	\$65,000
Grace Church, Nutley	12.75%	\$32,130
Church of Our Saviour, Secaucus	12.50%	\$11,750
Grace Church, Madison	12.00%	\$108,960
Church of the Messiah, Chester	12.00%	\$20,672
Calvary Church, Bayonne	12.00%	\$5,982

Top 10 Pledges by Estimated Pledge Amount:

Congregation	Pledge Amount	Pledge Pct.
St. Elizabeth's Church, Ridgewood	\$212,500	19.90%
Christ Church, Short Hills	\$135,000	11.07%
Grace Church, Madison	\$108,960	12.00%
St. Peter's Church, Morristown	\$83,134	11.00%
St. George's Church, Maplewood	\$76,475	17.50%
Christ Church, Newton	\$65,000	13.00%
St. Luke's Church, Montclair	\$53,587	10.00%
St. James' Church, Upper Montclair	\$52,446	10.75%
Christ Church, Ridgewood	\$52,000	10.50%
St. Paul's, Chatham	\$48,000	10.00%

Congregations that have not pledged for 2020:

None!

2020 Convention – Nominations Report 146AC–R07

Nominations Submitted as of the Nominations Deadline on December 6th, 2019.
LATE Nominations accepted until noon on January 24th, 2020

Contact John A. King, Secretary of Convention, for further details.
(973)430-9919 or jking@dioceseofnewark.org

Submit nominations online via <https://dioceseofnewark.org/form/convention-nominations>

ACTS/VIM Board

To be Elected: Class of 2023 - 1 Clergy/ 2 Lay (Elect 1 Clergy & 2 Lay for 3 year terms)

In the Lay Order:

Paula Cappel, St. Andrew & Holy Communion, South Orange (District 4)



Paula Cappel originally from The Cooperative Republic of Guyana, South America has been an educator for more than thirty years. Paula is running for a second term of service on ACTS/VIM Board of the Diocese Of Newark because she found this work to be not only of faithful service, but also a rewarding experience. She is also on the ACTS/VIM Executive Committee. Currently Paula serves as the Senior Warden of St. Andrew & Holy Communion Church in South Orange. Her first foray into church leadership began as an Usher and Greeter, Lay Reader, and Vestry Person in 2006 for two consecutive terms. Paula chaired two successful Stewardship Campaigns in 2014 and 2015. In 2016, Paula, walked the in last leg of "Joining Jesus on the Journey", The Episcopal Dioceses of Newark River to River Pilgrimage. Paula brings to the table the skill set of Progressive Leadership and Organization which is an asset to the ACTS/VIM Board.

ACTS/VIM

Michael Francaviglia, St. George's, Maplewood (District 4)



Experience: Retired member of the diocesan staff; appreciatively served as Director of Administration and Secretary of Convention for twenty-three years. At St. George's Church, service (past and current) included vestry, parish life committee, newsletter, acolytes and ushers.

Statement: During my years as diocesan administrator I had the privilege of administratively supporting the members of the ACTS/VIM Board (along with the Ward J. Herbert Fund Board). I witnessed the vibrant effectiveness that the granting process had in nurturing, sustaining, encouraging and funding new and existing ministries in our congregations and other faith-based organizations. I would welcome the opportunity to join in the work of ACTS/VIM as a committee member.

ACTS/VIM

Joy E. Manasse, St. Andrew & Holy Communion, South Orange (District 4)



Congregation leadership: vestry, choir, Altar Guild, Lay Eucharistic Visitor, Lay Minister, Finance committee chair, Stewardship committee co-chair. Officiant at morning prayer, delivered the sermon at noon day Good Friday service.

Board member of a business professional networking group. (Powernet) I welcome the opportunity to serve on a wider scale and feels like Acts /Vim is a great committee to be apart of .

ACTS/VIM

In the Clergy Order:

Not enough candidates.

As of December 6th, 2019, not enough candidates have stepped forward. Could God be calling you to share your gifts?
Submit your nomination before January 24th, 2020.



<https://dioceseofnewark.org/form/convention-nominations>

ACTS/VIM

2020 Convention – Nominations Report 146AC–R07

Nominations Submitted as of the Nominations Deadline on December 6th, 2019.

Constitution & Canons Committee

To be Elected: Class of 2021 - 10 Members (Clergy or Lay, not specified) to a one year term

Thomas Bisdale, Grace Church, Westwood (District 9)



I have served on the committee when eligible since 1999 and look forward to applying that experience in the future. I currently serve as a Trustee of the Diocese, as a member of the Disciplinary Board and have been a member of Diocesan Council. I have also held various positions on the parish level, including several terms as warden.

CONCAN

T Donald Cairns, St. Clement's, Hawthorne (District 10)



I would like to continue to serve.

CONCAN

John C. Garde, Grace Church, Madison (District 4)



As a lawyer and person historically active in the Diocese and in my church I look forward to continuing to serve on this critical committee. I am a partner at McCarter & English, President of the Diocesan Trustees, previous member of the Standing Committee, former Presiding Judge of the Title IV court, former Vice Chancellor, current Senior Warden and Grace Madison and long standing member of the Committee on Constitutions and Canons

CONCAN

John Sogliuzzo, Christ Church, Short Hills (District 4)



I've been actively practicing law for over 38 years and am a former vestry member of Christ Church Short Hills. Presently I'm a member of the Parish Life Committee for Christ Church. I'm serving on the Ward J. Herbert Board and have served on the Constitutions and Canons for the last year. Based on my background, I've enjoyed my tenure on the Constitutions and Canons Committee and ask for your vote to continue. Thank you.

CONCAN

John G. Webb, III, St. Luke and St. Mary, Hope and Belvidere (District 1)



I have served in various capacities related to the canonical structure of two Dioceses (New Jersey and Newark) on Constitution and Canons committees. I currently serve as a Warden and a member of Diocesan Committees on Constitutions & Canons and Rules of Order and Elections. It would be an honor to continue serving on this Committee.

CONCAN

Not enough candidates.

As of December 6th, 2019, not enough candidates have stepped forward. Could God be calling you to share your gifts?
Submit your nomination before January 24th, 2020.

CONCAN



<https://dioceseofnewark.org/form/convention-nominations>

2020 Convention – Nominations Report 146AC–R07

Nominations Submitted as of the Nominations Deadline on December 6th, 2019.

Disciplinary Board

To be Elected: **CLERGY Class of 2026 (Elect 1 Clergy for a 6 year term)**
LAY Class of 2025 (Elect 1 Lay for a 5 year term)

In the Lay Order:

Laura A. Russell, Esq., All Saints, Hoboken (District 6)



Current President of the Disciplinary Board, President of the Court of Review, Supervising attorney at a public interest law firm, Board member of several not-for-profits, former Warden, Past Deputy at General Convention, As a public interest attorney specializing in helping clients in crisis, and the current President of this Board, I feel that my sense of justice, understanding of the law and Church Canons, and compassion for individuals brings support to this Board and its work. I would be honored to continue to serve.

DISBOARD

In the Clergy Order:

Not enough candidates.

As of December 6th, 2019, not enough candidates have stepped forward. Could God be calling you to share your gifts?

Submit your nomination before January 24th, 2020.



<https://dioceseofnewark.org/form/convention-nominations>

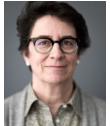
DISBOARD

Trinity & St. Philip's Cathedral Chapter

To be Elected: **Class of 2023 - 1 Clergy/ 1 Lay (Elect 1 of Each for 3 year terms)**

In the Lay Order:

Susan Dunn, St. John's, Montclair (District 5)



I now live in NYC but lived for almost 3 decades in New Jersey. I continue to be involved and worship at St. John's in Montclair and to volunteer within the Newark community. I am just finishing a 3 year term as a lay member of the Cathedral Chapter. At St John's I served on the Vestry and as a Warden, I edited our weekly email letter, chaired the Newcomers, Hospitality and Communications committees and sang in the choir. I continue to serve on the Finance Committee.

I volunteer twice a week at the KIPP schools in Newark helping children in elementary and middle schools with academic work. I serve on the boards of a number of non-profits: Teach for America, Big Brothers / Big Sisters (and I am a "Big"), Braven (a career accelerator program at several state universities including Rutgers - Newark), The Nature Conservancy, Spelman College (a women's HBCU) in Atlanta, and Soho Rep (an off Broadway theater in NYC.) In NYC I worship at Trinity Wall Street. I have a Masters in Elementary Education from Bank Street College and a Bachelors Degree in Sociology from the University of Chicago.

Although I have never lived in Newark I appreciate the city, its people and institutions. I see that the people of Trinity and St. Philip's would love to grow into a more vibrant community. They have dreams that I have heard expressed in my home church around spiritual education and uplifting worship with music. They yearn for a steady leader of their congregation. They are facing a complex situation as the city changes around them. I feel that I can be of help to them in navigating the next years ahead and would be honored to continue to be part of the Cathedral Chapter.

CATHCHAP

In the Clergy Order:

Not enough candidates.

As of December 6th, 2019, not enough candidates have stepped forward. Could God be calling you to share your gifts?

Submit your nomination before January 24th, 2020.



<https://dioceseofnewark.org/form/convention-nominations>

CATHCHAP

2020 Convention – Nominations Report 146AC–R07

Nominations Submitted as of the Nominations Deadline on December 6th, 2019.

The Standing Committee

To be Elected: **CLERGY Class of 2024**(Elect 1 Clergy to a 4 year term)
LAY Class of 2024 (Elect 1 Lay to a 4 year term)
Vacancies in both Lay & Clergy Class of 2022 (2 year terms)

In the Lay Order:

Bernard J. Milano, Trinity, Allendale (District 10)



In March of 2019, I was appointed to the Standing Committee to fill the position vacated by John Garde who resigned to serve on the Diocese Trustees. Prior to the SC, I served many years as a Trustee of the Diocese, was a member of the Fund Development Committee, the Commission on Ministry and a Pastoral Response Team. I have worked with several congregations of parishes that were considering some form of joint ministry several of which resulted in successful combinations. I had the honor of being on the Bishop Search and Nominating Committee which brought Bishop Carlye Hughes to our Diocese. I am chair of the Diocese Audit Committee. In my parish I have served many roles, some several times, such as warden, treasurer, chair of finance, choir. From 1997-2006 I served on the Episcopal Church Foundation Board of Directors and Chair from 2000-2006. I am a CPA, have served as president of the KPMG Foundation and The PhD Project, a national diversity program to being more African-Americans, Hispanic-Americans and Native Americans in to roles as university business school professors. I am retiring from both effective 1/15/20, which will free up even more time to serve my parish and the Diocese. I humbly seek your support.

STANDING

Not enough candidates.

As of December 6th, 2019, not enough candidates have stepped forward. Could God be calling you to share your gifts?
Submit your nomination before January 24th, 2020.



<https://dioceseofnewark.org/form/convention-nominations>

STANDING

In the Clergy Order:

Debra Brewin-Wilson, St. Mary's, Sparta (District 2)



Prior to my ordination to the priesthood in 2006, I served on Vestry, sang in choir, served as Eucharistic Minister and Lector, served on committees, and taught Sunday School in the churches of which my family and I were members. Since being ordained, I have served as Priest-in-Charge or Rector of three parishes. I am currently serving as the Rector of St. Mary's in Sparta; I serve on the Boards of the House of the Good Shepherd and Family Promise of Sussex County; I am filling an unexpired term on the ACTS/VIM/Alleluia Fund board; and I have served on the planning committees for Clergy Conference and Diocesan Convention. I play the Celtic harp; I am a member of the Masterwork Chorus; I practice Centering Prayer; and I am a Certified Daring Way Facilitator™. Drawn to contemplative practices and Celtic spirituality, I have always stood with one foot in and one foot out of the institutional Church. Because of that, I feel particularly drawn to be present to the reality of what "is" in our churches today and to help hold space for what the Church of the future will become. In running for election to this office, I am answering Bishop Hughes' call for dreamers to come forward, work together, and dream the Church of the future into reality, here in the Episcopal Diocese of Newark.

STANDING

Not enough candidates.

As of December 6th, 2019, not enough candidates have stepped forward. Could God be calling you to share your gifts?
Submit your nomination before January 24th, 2020.



<https://dioceseofnewark.org/form/convention-nominations>

STANDING

2020 Convention – Nominations Report 146AC–R07

Nominations Submitted as of the Nominations Deadline on December 6th, 2019.

Secretary of Convention

To be Elected: Class of 2020 - (1 - one year term)

John A. King, St. Andrew's, Harrington Park (District 9)



A lifelong member of the diocese, I have had the benefit of being spiritually nurtured by, and have served on the vestries of, four different congregations of various sizes within the diocese. I was formed as a Christian by Eagle's Nest Camp, and World Of Our Diocesan Youth (WOODY), having held various leadership roles including Camp Life Director of ENC. Served on the Youth Ministries Board, and currently on the Board of Trustees at Cross Roads Camp., I volunteer as a LEM at St. Andrew's, Harrington Park and as a volunteer firefighter, serving the Harrington Park Fire Company as President. I have 18 years of corporate experience and a profound respect for the polity of the Episcopal Church. I look forward to continuing to enhance the ways that we interact with each other as a diocese, utilizing new technology whenever possible, while at the same time, respecting the needs of those who, for whatever reason, cannot similarly embrace technology.

SECRETARY

Treasurer of Convention

To be Elected: Class of 2020 - (1 - one year term)

Samuel Reckford, Christ Church, Short Hills (District 4)



Sam is Chief Financial Officer of the Diocese

TREASURER

Assistant Treasurer of Convention

To be Elected: Class of 2020 - (1 - one year term)

Rhonda Lutz, Saviour, Denville (District 2)



I am currently a vestry member, Finance Committee member, Welcoming Committee Chair, and Choir member at the Church of the Saviour, Denville. Also, I run a Spiritual Format class for the women in my parish. On a Diocesan level, I currently serve on the Board of Trustees and Assistant Treasurer of Convention. My past experiences, in my church and the diocese, have been Warden, President of St. Martha's Guild, Parish Life Chair, Treasurer, and Search Committee for the XI Bishop of Newark. Professionally, I am a financial professional in the healthcare industry and a Doctoral Candidate at Walden University. I seek the position of Assistant Treasurer as a way to use my gifts and give back to the Diocese of Newark.

ASST. TREAS.

2020 Convention – Nominations Report 146AC–R07

Nominations Submitted as of the Nominations Deadline on December 6th, 2019.

2021 General Convention Lay Deputy

To be Elected: 4 Deputies and 4 Alternates (Deputies & 1st Alternate Expenses Covered by Diocese)

In the Lay Order:

Paula Cappel, St. Andrew & Holy Communion, South Orange (District 4)

General Convention Deputy
Paula Cappel



Paula Cappel originally from The Cooperative Republic of Guyana, in South America has been an educator for more than thirty years. Paula currently serves on ACTS/VIM Board of the Diocese Of Newark because she found this work to be not only a service, but a rewarding experience. Paula is the Senior Warden, third term, and Lay Reader of St. Andrew & Holy Communion Church in South Orange. Her first foray into church leadership began as an Usher and Greeter, Vestry Person, and Stewardship Campaign Chair in 2014 and 2015. She has also served as Annual Convention Lay Deputy. Paula brings to the table the skill set of Progressive Leadership and Organization which is an asset to General Convention Deputy.

GC2021

Wendy Drake-Schneider, St. Luke's, Montclair (District 5)



Stay at home mom to three children ages 18, 16 and 14, I have been married to Ken Schneider for 20 years. I hold a Master of Arts in Theological Studies (Southwestern College, 2016) and a Bachelor of Arts in Sociology/Anthropology (College of Staten Island, 1997).

I am currently the President of the Standing Committee, and have served on the committee since January 2017. Served on the Bishop transition committee during the Bishop search and transition process for the 11th Bishop of the Diocese of Newark. I am presently the Senior Warden at St Luke's Montclair and also give of my talent and time there in the following ways: vestry member, youth group chaperone, Memorial Committee, 2nd Time Around Shop, diocesan convention deputy, Diocesan Licensed for Lay Ministries including preaching, chalice, reading, worship leader, etc and helping to host diocesan and church events. Former warden/vestry member, two time diocesan convention delegate and Sunday School teacher at St. Agnes' Little Falls. Completed the following trainings: Anti-Racism Diocese of NY (Feb 2017), Up to date (and former administrator) Safeguarding God's Children, Diocese of NY Child Sexual Abuse, Sexual Harassment and Exploitation training (1999). Pastoral Bereavement Certified through the Archdiocese of NY (May 1998).

As a cradle Episcopalian I would be honored and privileged to be able to represent the Diocese of Newark as a Deputy to General Convention. I understand the workings of diocese, parishes including that of property and trusts, the roles and expectations of priests, deacons and lay leaders within the national church, the diocesan level and within parishes. I have served as a warden in a parish during a time without a rector, interim priest or deacon, as well as I have served as a warden during an extended rector sabbatical. My MATS degree gives me a well rounded understanding of church history and governance, theology, ethical thinking and the role and expectations of the Episcopal Church and its members within our present society.

GC2021

Sidney W. King, Jr., Incarnation, Jersey City (District 6)



I am seeking election as General Convention Deputy to assist the Deputation in representing the Diocese of Newark at the upcoming General Convention. Having served on several Committees, Commissions and Boards of the Diocese, I have learned a lot about this Diocese. I have been elected Alternate Deputy to four of the last six General Conventions and a Deputy at the last General am seeking your support in electing me as one of your Deputies.

GC2021

Rhonda Lutz, Saviour, Denville (District 2)



I am currently a vestry member, Finance Committee member, Welcoming Committee Chair, and Choir member at the Church of the Saviour, Denville. Also, I run a Spiritual Format class for the women in my parish. On a Diocesan level, I currently serve on the Board of Trustees and Assistant Treasurer of Convention. My past experiences, in my church and the diocese, have been Warden, President of St. Martha's Guild, Parish Life Chair, Treasurer, and Search Committee for the XI Bishop of Newark. Professionally, I am a financial professional in the healthcare industry and a Doctoral Candidate at Walden University. I seek the position of Lay Deputy to the 2021 General Convention because my church and the Diocese of Newark have filled my heart and soul with the spirit of the Lord. I would be an honor to proudly represent the Diocese of Newark.

GC2021

2020 Convention – Nominations Report 146AC–R07

Nominations Submitted as of the Nominations Deadline on December 6th, 2019.

Sue Morgan, All Saints', Glen Rock (District 10)



I have been a warden at Christ Church, Ridgewood, and at All Saints Glen Rock, both during interim times. I am now the Lay Associate for Pastoral Care at All Saints, where I also teach the 3rd-5th graders and am a member of the Healing Ministry team. I am a board member of the Religious Communities of Glen Rock. I have been a diocesan consultant to parishes in transition, and I have been the Chair of the Congregational Leadership University. I am on the Empowering Team of Diocesan Council, and help to facilitate the Advent and Lenten meditations. I am a mentor for Education for Ministry at All Saints' Church and I was a 2018 Lay Deputy to General Convention

I have been a Trustee and a member of the Board of Directors of the YWCA of Bergen County and a Trustee of Hamilton College.

I believe that as a theologically educated laywoman, I bring an interesting perspective on both the challenges and opportunities of the church and as one who believes that as followers of Jesus we are called to be God's light in the world.

GC2021

Laura A. Russell, Esq., All Saints, Hoboken (District 6)



Chair, Episcopal Church Task Force to Study Sexism, former member of several boards of The Episcopal Church, Past Deputy to 2012, 2015 and 2018 General Conventions, President of the Disciplinary Board, President of the Court of Review, Supervising attorney at a public interest law firm, Board member of several not-for-profits, former Warden.

Having been a Deputy to prior General Conventions, and currently the Chair of an Episcopal Church task force, and President of its Court of Review, I feel I have an understanding of the wider Church.

Working as an attorney for those who are marginalized has helped me to have a greater understanding of our mission. I would be humbled to continue to serve as a Deputy and bring my knowledge to General Convention.

GC2021

2021 General Convention Clergy Deputy

To be Elected: 4 Deputies and 4 Alternates (Deputies & 1st Alternate Expenses Covered by Diocese)

In the Clergy Order:

The Rev. Dr. J. Brent Bates, Grace Church, Newark (District 4)



I was elected as an alternate or deputy to all but one General Convention. I have been a member of the Commission on Ministry from 2014 to Present. Rector, Grace Church in Newark, 2011-Present; Associate Rector, Calvary Church in Summit, 2008-2011. I hope to represent the Diocese of Newark by taking a Christ-centered approach in the work of the Convention. Prayerfully dedicating myself to the preparation, participation, and reporting of Convention, I will faithfully serve to uphold the reconciling mission of the Church.

GC2021

Cynthia Black, Redeemer, Morristown (District 3)



I have served as an alternate or deputy to all but one General Convention since 1991 (from the Diocese of Newark and the Diocese of Western Michigan). My extensive experience at previous General Conventions-- everything from being a part of the platform team with President Gay Jennings, to serving on the Liturgy and Music legislative committee, to providing organizing assistance to organizations such as the Episcopal Women's Caucus and Integrity-- has provided me with a deep understanding of how Convention works, how the legislative process happens and the scope and dynamics of issues facing the church. The church is in the midst of one of the most significant periods of change in its existence. I believe my passion, creativity, thoughtfulness, prayerfulness and knowledge can be an asset both to the larger church and to the Diocese of Newark. I welcome the chance to use my love for the church and my skills as a General Convention Deputy.

GC2021

2020 Convention – Nominations Report 146AC–R07

Nominations Submitted as of the Nominations Deadline on December 6th, 2019.

The Rev. Sharon Sheridan Hausman, Christ Church, Newton (District 2)



I believe my in-depth experience at General Convention, work as a church journalist, and involvement in the diocese will help me serve as a knowledgeable and faithful deputy of the Diocese of Newark. I am priest associate at Christ Church, Newton, and a member of the diocese since 1986. I attended the last 8 General Conventions: in 2018 as first alternate lay deputy, and the 7 previous conventions as a journalist with the Episcopal Church news team. As part of our diocesan Prison Ministry, I serve as volunteer chaplain in two state prisons and coordinate an enrichment program for children of incarcerated parents. I also am an active member of the Union of Black Episcopalians.

I believe my knowledge and experience will be helpful in addressing important issues facing our church, including prayer book revision, new liturgies, and social justice concerns, particularly racial reconciliation and mass incarceration. As a General Convention reporter, I extensively covered prayer book and liturgy legislation, as well as a wide range of other topics, from gun violence to children's ministry to provincial structure.

Anne E. Kitch, St. Luke's, Phillipsburg (District 1)



Experience

- Elected at-large member of the Executive Council of the Episcopal Church, on which I serve on the Finance Committee and Budget Sub-Committee (2018 to present)
- General Convention Deputy in 2009, 2012, 2015, 2018, twice as deputation chair
 - o Committee service: Christian Formation 2012, Ministry 2015, 2018
 - o 2018 Chaired Sub-committee on Canons for Committee #15 Ministry
- Member of the Conant Grant Committee (2016 to present)
- Have served the Church in a variety of roles and contexts including as rector, associate rector, canon for life-long Christian formation, diocesan transition officer, canon to the ordinary
- Author of several books and articles on leadership and Christian formation including: Expectant: Advent Meditations (2019), "Leadership, the Canons, and the Incarnation," houseofdeputies.org, (2018), Preparing for Baptism in the Episcopal Church (2015)

Within any diocese, I believe we are called to support one another in mission and ministry as we build relationships that nurture Christian discipleship and bring the love of Christ into our communities and the world around us. I value strengthening our bonds to the larger church, collaborating to powerfully proclaim Christ's love, and sharing our gifts as a diocese with our siblings across the Episcopal Church. I bring leadership, vision, and an understanding of the polity of the Episcopal Church. Having served as a deputy in another diocese, I would like to bring my gifts and skills to my new diocesan home. I would be honored to serve.

The Rev. Tom Mathews, Christ Church, Ridgewood (District 10)



It would be a tremendous honor and privilege to represent OUR diocese at the 2021 General Convention in Baltimore. I am a lifelong member of this diocese, which has been the center of my ministry as a leader of youth groups, as a member of Vestry, as a member serving on numerous committees (Diocesan Council, Bishop Search Committee, ACTS/VIM, Alleluia Fund, Budget & Finance, and the former Youth Commission and Stewardship Commission) and as an ordained Clergy member for over 16 years.

I respect both the history & tradition of the Episcopal Church coupled with an openness to new ideas and an optimism about the future. As a Deputy, I would work from a basis of our commitment to Scripture, Tradition, Reason, and Experience and the vital importance of working TOGETHER through the challenges and opportunities that lie ahead for the denomination we love and the faith we share.

The Rev. John A. Mennell, St. Luke's, Montclair (District 5)



I Would like to serve as a deputy to the 2021 General Convention to continue the work of spreading the love of Jesus to all of God's children. My past service as a deputy has given me insights on how the General Convention shapes the work of The Episcopal Church and how that can be leveraged in the Diocese of Newark. While serving as the rector of St. Luke's in Montclair for the past 13 years, we have doubled attendance and giving and expanded our feeding program, Toni's Kitchen, to offer more than 200,000 meals annually. I have led creative evangelical initiatives including Celebrate! (younger children's worship), Worship Without Walls (outdoor community worship) and Journey with Jesus (diocesan walking pilgrimage). In addition to serving as a Deputy to General Convention in 2015 and 2018, I am a member of the Standing Committee, Budget & Finance Committee and President of Foundation for Community of St. John Baptist. Past Diocesan service includes service on the Board of Trustees, Christina Formation Commission, Mission Strategy Finance Commission, Diocesan Council, Diocesan Stewardship Committee, Visual Arts Commission and Finance Committee for CrossRoads.

2020 Convention – Nominations Report 146AC–R07

Nominations Submitted as of the Nominations Deadline on December 6th, 2019.

The Rev. Andy Olivo, St. Elizabeth's, Ridgewood (District 10)



Andy has been privileged to serve the larger church in a variety of roles. In the Diocese of East Tennessee he was a member of Diocesan Council, the Diocesan Young Adults Task Force, and an elected deputy to General Convention. He also served as the chair of the Episcopal Campus Ministries board at the University of Tennessee, Chattanooga. During his time in the Diocese of Washington, he was a member of the Planning Committee for the Consortium of Endowed Episcopal Parishes, a field education seminarian supervisor, and a member of the Washington Interfaith Network.

Andy is passionate about evangelism, church growth, and stewardship, to name a few areas. He offers the perspective of one with many years of experience working for the church as well as one who will be serving as a priest in 20, 30, and maybe even 40 years from now. Decisions made at the 2021 General Convention will impact the church of the future, and Andy seeks to be one of the many voices at the table.

GC2021

Erik Soldwedel, St. Paul's, Paterson (District 10)



I have had the privilege and honor to be elected deputy to General Convention twice representing the Diocese of Newark. I have shared my voice and yours before committees working with other deputies to pass meaningful legislation that supports the mission of the church in the 21st century. I have been blessed to work with many congregations as a Consultant; Member of Diocesan Council; Bishop's Staff; Deacon of Christ Hospital; Trustee of the Diocese of Newark and as clergy with the opportunity to experience life in the Episcopal Church in many areas. This is coupled with a network of The Episcopal Service Corps and Interim Clergy colleagues from the Appreciative Way Institute provide me a platform to share our experiences of ministry. Our collective shared stories are beneficial as we strive to support and grow our church. The Diocese of Newark has long been a voice for those who have no place at the table. Many now are at that table and I will continue to provide more room to welcome all. I wish to continue to be one of the voices and represent this diocese to General convention.

GC2021

The Rev. Elaine Ellis Thomas, All Saints, Hoboken (District 6)



Church Involvement – Local, Diocesan, National:

- Organist and Choirmaster - various churches (Episcopal and others) in the Philadelphia area
- ECW President - Diocese of Pennsylvania (Trinity Church, Gulph Mills)
- Chair, Spiritual Growth Resources Committee, Diocese of Pennsylvania
- Diocesan Coordinator - Episcopal Relief and Development (PA and Central PA)
- Diocesan Coordinator - Episcopalians for Global Reconciliation (PA and Central PA)
- Advisory Committee (rebranding project) Episcopal Relief and Development
- Assistant Priest, St. Edwards Episcopal Church, Lancaster, PA
- Associate Rector, St. Paul's Memorial Church, Charlottesville, VA
- Co-convenor, Charlottesville Clergy Collective
- Diocese of Virginia Region XV Board (At-Large)
- Diocese of Virginia Standing Committee (Class of 2019)
- Elected as deputy to the 79th General Convention but left Virginia before serving
- Rector, All Saints Episcopal Parish, Hoboken
- Standing Committee, Diocese of Newark (Class of 2023)
- Chaplain, Hoboken Fire Department
- Doctor of Ministry Candidate, Drew Theological School at Drew University (2021)

GC2021

Pertinent skills you bring to this work:

A lifelong Episcopalian, I love God and I love this church. I have a keen understanding of organizational dynamics and how those dynamics affect decision-making and leadership, and I genuinely enjoy digging into governance and the actions of Convention (even as a spectator!). I believe that the organizational and leadership skills that I have developed in the church and in the not-for-profit worlds, including my experience working in three different dioceses in the Episcopal Church as well as serving on the Standing Committees of the Dioceses of Virginia and Newark, would serve me well as a deputy to General Convention. At ordination, I promised to take my "share in the councils of the Church," and I believe that putting my name forward as a deputy is one way of fulfilling that promise faithfully.

2020 Convention – Nominations Report 146AC–R07

Nominations Submitted as of the Nominations Deadline on December 6th, 2019.

Lynne Bleich Weber, Atonement, Tenafly (District 9)



Convention Deputy 2018. Diocesan Ecumenical & Interreligious Officer; Chair, Ecumenical & Interreligious Commission; national ecumenical representative for The Episcopal Church; Active District 9 Convener; Pride Day & Stigma Free Committee - Tenafly; Bergen GreenFaith Circle for environmental advocacy, various interfaith groups. Past GreenFaith boardmember, Women's Commission Chair; Oasis board; Diocesan Council; Celebrating Creative Congregations. Recognized leader and organizer across Bergen County & northern NJ; deeply committed to developing partnerships and networks within and outside TEC, and across boundaries to unite and strengthen our witness to the Way of Love, the Good News that our Lord Jesus revealed through his life and work, death and resurrection.

I would be proud to represent the Diocese of Newark at Convention again, and to work cooperatively to further our Christ-centered values of mercy, compassion, inclusion and justice.

GC2021

The Rev. Diana Wilcox, Christ Church, Bloomfield/Glen Ridge (District 5)



I hope to serve our diocese as a deputy to the General Convention in 2021 because I want to leverage my experience across The Episcopal Church, particularly as a member of the Program, Budget, & Finance Committee toward a new future for our church, locally and worldwide. I am the Rector of Christ Church in Bloomfield & Glen Ridge, and have served the church in a variety of positions, including:

EPISCOPAL CHURCH

- ❖ Appointed to the Program, Budget, and Finance Committee (2018-2021)
- ❖ Appointed to Special Committee on Sexual Harassment & Exploitation
- ❖ Deputy to the 78th General Convention, Alternate Deputy and Credentialed Media at 79th General Convention
- ❖ Provincial Court of Appeals
- ❖ Province II Campus Chaplain & participant in Episcopal Chaplains Conferences

DIOCESE:

- ❖ Vice-President of Diocesan Council
- ❖ Budget & Finance Committee
- ❖ Disciplinary Board
- ❖ Co-Chair Diocesan Anti-Sexism Task Force
- ❖ Bishop's appointment to the Ecumenical and Interfaith Commission
- ❖ Board of Directors – Crossroads Camp & Retreat Center
- ❖ Chaplain to the Young Adults & Blogger - General Convention of the Episcopal Church 2012
- ❖ Co-developed and lead workshops on art & spirituality for Clergy Conference and at local parishes
- ❖ Multimedia specialist producing videos for convention (see below)
- ❖ Retreat Leader

COMMUNITY:

- ❖ Member, Fredon Land Use Board of Adjustment, 2004-Present
- ❖ Associate and Former Capital Campaign Vice-Chairman for the Community of St. John Baptist in Mendham

GC2021

2020 Convention – Late Nominations Report 146AC–R07

This report is a supplement to the Nominations Report in your pre-convention packets

ACTS/VIM Board

To be Elected: Class of 2023 - 1 Clergy/ 2 Lay (Elect 1 Clergy & 2 Lay for 3 year terms)

In the Clergy Order:

Rev. Ellen Kohn-Perry, St. Paul's, Chatham (District 4)



I'm the Assistant Priest at St. Paul's Church in Chatham. I also serve as President of the Board of North Porch Women and Infants Centers, now in my 5th year. About 2 years ago I volunteered to fill a vacancy on the ACT/VIM board. I've really enjoyed the work and have learned so much from my time on the board. It's a privilege to meet so many dedicated non-profit leaders and assist in the funding of such wonderful ministries. I would like the opportunity to continue to serve on the board. Thank you.

ACTSVIM

In the Lay Order:

Pieter Voorhees, Messiah, Chester (District 1)



A cradle Episcopalian, incl. 4 yrs at an Episcopal high school, I've been a vestry member at St. Andrew's and Holy Communion when Ward Herbert was the warden, as well as the Church of the Messiah. I also served as the property manager for 3 yrs at Messiah, then as junior and senior warden at Messiah, in addition to singing in the choir. I've been responsible for the annual pledge drive at least once at SA&HC, at least 3 times at Messiah, and have served as a delegate to the Diocesan Convention for Messiah 3-4 times, and attended Vestry University at least 4 times.

I seek the office because I enjoy the opportunity to serve the diocese as well as my parish, and have gained so much from interactions with members of other parishes and the diocesan staff. I hope for the opportunity to be of further service. It feeds my soul.

ACTSVIM

Trinity & St. Philip's Cathedral Chapter

To be Elected: Class of 2023 - 1 Clergy/ 1 Lay (Elect 1 of Each for 3 year terms)

In the Clergy Order:

The Rev. Victoria Geer McGrath, All Saints', Millington (District 3)



In my 25 years in the Diocese of Newark I have served as Vice-President of Diocesan Council, screening Co-Chair for priesthood on the Commission on Ministry, Co-Chair of the Bishop's Search and Nominating Committee, and several other diocesan organizations. I've also served in three different parishes in the diocese. My strengths are in listening to others, seeking clarity with compassion, and putting sensible structures in place that serve the work of the group as they fulfill Jesus' mission. In standing for election to Cathedral Chapter I offer my experience and hope to be a conduit of God's Spirit and collaborative wisdom for the good of the Cathedral, its congregation, and our diocese.

CATHCHAP

Constitution & Canons Committee

To be Elected: Class of 2021 - 10 Members (Clergy or Lay, not specified) to a one year term

Patricia Arlin Bradley, Holy Trinity, Hillsdale (District 9)



An HR executive with 30+ years of experience, I have served on the Bishop's HR committee, both as a member and Vice-Chairperson, and as an Ombudsman for the Diocese of Newark. In my home parish, Holy Trinity in Hillsdale, I have served on the Vestry for multiple terms, as Warden during a clergy transition, and Sunday School teacher. I am a licensed eucharistic minister and layreader, choister, and member of the altar guild.

I am the current Communications Director for Christ Church, Ridgewood.

CONCAN

2020 Convention – Late Nominations Report 146AC–R07

This report is a supplement to the Nominations Report in your pre-convention packets

The Rev. Peter Jackson, Holy Trinity, West Orange (District 3)



I was ordained in 2006 as a vocational deacon and am an Archdeacon of the Diocese. I currently serve at Holy Trinity, West Orange. I have previously served on the ACTS/VIM Board and am currently Chair of the Committee on the Diaconate of the Commission on Ministry. I believe that my parish and diocesan leadership experience, as well as my professional and work experience in international relations will help me to make a valuable contribution to the work of this Committee.

CONCAN

John L Smith, Trinity & St. Philip's Cathedral, Newark (District 4)



Hi John,
Thanks for the recommendation.
I am presently a member of the Cathedral Vestry, past Warden, Disciplinary Committee, and an Usher at the Cathedral Church.
I am a High School Graduate, Business Certificate Monroe Business College, Undergraduate Degrees in Sociology And Criminal Justice, and a Graduate Degree in Education.
Combat Wounded Vietnam Era Veteran.
I have been employed as an Operations Specialist at Bankers Trust in New York, Retired Newark New Jersey Detective, Adjunct Faculty Essex County College.
I proofread well, and work well with other team members

CONCAN

Bernice E. Vanderpool, Grace Church Van Vorst, Jersey City (District 6)



I have been a proud Episcopalian since birth. I am presently the Senior Warden at Grace Van Vorst Church in Jersey City. I also serve on the founding Board of Episcopal Jersey City (EJC). During 2016 -17 I worked closely as a member of the EJC Outreach Committee in strategizing a plan of action for opening the Triangle Park Community Center.

I completed my Bachelors's from Fairleigh Dickinson University in 2019, and am presently applying to Law School. I believe that my six years of Vestry experience will allow me to make valuable contributions to the Constitution and Canons Committee.

CONCAN

Paul Yoon, St. Agnes', Little Falls (District 5)



I am serving as Priest-in-Charge at Saint Agnes Church, Little Falls and as Staff Chaplain at NewYork-Presbyterian Hospital-Weill Cornell Medical Center. Being a member of the Commission on Ministry, I am familiar with the nature of diocesan leadership. Outside the parish and diocese, I am a member of the Ethics Committee at Weill Cornell.

CONCAN

Disciplinary Board

**To be Elected: CLERGY Class of 2026 (Elect 1 Clergy for a 6 year term)
LAY Class of 2025 (Elect 1 Lay for a 5 year term)**

In the Clergy Order:

Kathryn L King, St. Alban's, Oakland/Franklin Lakes (District 10)



Entering my 25th year of ordained ministry I have extensive experience and knowledge of the diocesan and national church. I have served on various elected and appointed boards and councils with a broad exposure to our common life. I am intentional about required training and proactive steps to maintain joy, health, balance and accountability in ministry. As my son heads off to college I am prepared to step back into more active leadership beyond the parish I am honored to serve. Attention to the complexity of clergy discipline, pastoral care of all parties involved, and the direct and sensitive handling of all aspects is something for which all of the above had prepared me.

DISBOARD

2021 General Convention Clergy Deputy

To be Elected: 4 Deputies and 4 Alternates (Deputies & 1st Alternate Expenses Covered by Diocese)

2020 Convention – Late Nominations Report 146AC–R07

This report is a supplement to the Nominations Report in your pre-convention packets

In the Clergy Order:

Sylvester O Ekunwe, St. Andrew's, Newark (District 4)



The Revd Sylvester Ekunwe, Vicar at St. Andrew's Episcopal church, Newark, NJ. Served as Director of Youth Group for 5 years and Coordinator for Adult Christian Formation for 3 years and warden at the now Epiphany and Christ's Church, Orange. Presently, a member of Resolution Committee and serve as Board member on the ACTS/VIM of the Diocese.

Prior to call to ministry, an educator, worked with New Jersey State Mental Health Agency, served children and young adults along with their family in dealing with behavioral challenges.

Representing the Diocese as a Deputy at the General Convention will equip and broaden my ministry at St. Andrew Church, Newark.

GC2021

The Rev. Jerry A. Racioppi, Holy Spirit, Verona (District 5)



Since being ordained in 2015 many experiences have led me to want to attend General Convention 2021. As the rector of Holy Spirit Verona I have learned how to guide a congregation to do the work God calls us to in the community. We are much larger than our own congregation, and for this we need to be reminded.

In 2017 I had the honor and privilege to attend the Episcopal Youth Event along with another adult chaperone and six amazing Diocesan youth members. This was my first real experience of the national church and it was amazing. Equally powerful was co-chairing the search for our recent Diocesan Bishop. I learned a lot about the greater church, but also about our own Diocese. I now have the opportunity to co-chair our Namaste Commission, which facilitates the dialogues towards racial reconciliation and healing. I value my time spent in this group.

All of these previous experiences, along with a 22-year history in the hospitality (hotel human resources) industry make me feel called to attend General Convention. At this point in my spiritual journey, I would love the opportunity to see first-hand the inner workings of The Episcopal Church and network among other members in our part of the Christian vineyard. Also, since General Convention is in Baltimore, I would love the opportunity to catch up with The Rev. Deacon Chris McCloud. Grin.

GC2021

2021 General Convention Lay Deputy

To be Elected: 4 Deputies and 4 Alternates (Deputies & 1st Alternate Expenses Covered by Diocese)

In the Lay Order:

Janelle Grant, St. Paul's, Paterson (District 10)



I am a lifelong member of St. Paul's Paterson. I have the pleasure of serving on ACTS/VIM and the Namaste Commission. I've served one term on Diocesan Council and served in the Search Committee for the XI Bishop of Newark. Growing up I was actively involved in youth ministry and I continue to be involved in Youth Ministry creating an environment for youth to develop a closer relationship with God. I now serve as one of the Youth Fellows for the Pop Youth Ministry. I'm a Licensed Clinical Social Worker and have the drive to fight against injustice and inequalities, advocate for others and promote positive growth and change in the community. I served as the 1st Alternate Lay deputy at the 2015 General Convention. It was an honor to serve as the 1st Lay deputy at the 2018 General Convention. It would be an honor to serve again and represent the laity in Diocese of Newark.

GC2021

Martha Thalheimer, St. Luke's, Montclair (District 5)



I am a cradle Episcopalian who grew up at Grace Church Nutley. While there, I was a Sunday School teacher, an acolyte and member of the youth group. I have been a member of St. Luke's Montclair since 1999. I have the honor of being the director of the Altar Guild, a worship assistant, reader, Eucharistic minister and part of the healing time. I spent six years on the Vestry, as well as serving as Junior and Senior Warden. I am part of the management team for our thrift shop and help Toni's Kitchen with back office record keeping.

I would feel honored to represent the Diocese of Newark at the next General Convention. I would welcome it as an opportunity to learn more about the larger church and bring my varied experience to the convention.

GC2021

2020 Convention – Late Nominations Report 146AC–R07

This report is a supplement to the Nominations Report in your pre-convention packets

Standing Committee

To be Elected:

In the Clergy Order:

Robert Griner, Christ Church, Newton (District 2)



As a child of our Diocese-- ordained by Bishop Spong at All Saints', Millington in 1986-- I have witnessed the long arc of our history bending towards justice. Having served as Chair of the Companion Diocese in the Diocese of Newark and Co-Chair of the Commission on Ministry in the Diocese of New Jersey, I would bring many years of experience in Church governance to the Standing Committee.

My parish experience includes a suburban church attempting charismatic renewal (Millington, NJ), a well resourced corporate sized church (Rumson, NJ), a joyously diverse, inner city church struggling with financial challenges and now Christ Church, Newton. This breadth of experience blesses me with a sensitivity to the wide variety of ministry contexts found in our Diocese.

In the Lay Order:

Robert Harwood, St. John's, Passaic (District 7)



I was a member of Diocesan Council, Outreach Committee and the Technology Committee. I have had many positions in my parish over the decades. I have been a adult leader in Scouting. A served in the Regular US Army. I have over forty years experience in the global information technology industry. Within that experience I have worked in various industries, such as banking, investments, real estate, manufacturing, and NASA.

I am semi retired, as such I have the time. From my various experiences in the world I have insights that may be of value in situations that may come up. It would be my pleasure to serve the Diocese.

Naomi Horsky, St. Gabriel's, Milton/Oak Ridge (District 2)



I have been active in the Diocese for many years. Serving on the Youth Committee when we had archdeaconries. I have also served as convener of District 2 for many years, member of Diocesan Council, member of the Nominations Committee, Arrangements Committee, past president of the Standing Committee, serving presently on the Standing Committee. I have served and I am presently warden of St. Gabriel's. Served on several search Committees for previous Bishops' of our Diocese. I have been employed for the last 34 years at William Paterson University, thirty of those years in the Department of Nursing. I have enjoyed being a part of this dynamic Diocese and hope to continue to be of service to our Bishop and Diocese

Trustees Class of 2022 (1 vacancy)

To be Elected:

Walton Clark, Atonement, Tenafly (District 9)



I joined the Trustees last January to fill a vacancy which has given me the opportunity to learn about the Trustees and get up to speed on all issues. I have enjoyed this time and would like to continue to serve. I am a member of the Church of the Atonement in Tenafly where I am a past Senior Warden and currently serve on the finance committee and in charge of buildings and grounds. I am also on the Board of the Center for Food Action and a past president.

I have over 35 years of experience in business running businesses from start-ups to over \$600 million in sales. My wife and I live in Cresskill NJ and have two grown children.

2020 Convention – Elections Scorecard

2021 General Convention Clergy Deputy

To be Elected: 4 Deputies and 4 Alternates (Deputies & 1st Alternate Expenses Covered by

In the Clergy Order:

	Ballot 1	Ballot 2	Ballot 3	Ballot 4	Ballot 5	Ballot 6	Ballot 7	Ballot 8	Ballot 9	Ballot 10
Votes Cast:	76/202	68/176	46/127	60/163	73/202	72/201	57/156	224		
Votes to Elect:	39/102	35/89	24/65	31/84	38/102	37/102	30/79	113		

The Rev. Dr. J. Brent Bates, Grace Church, Newark (District 4)



19/30	10/19							69		
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GC2021

The Rev. Cynthia Black, Redeemer, Morristown (District 3)



27/77	26/78	24/71	ELECTED THIRD DEPUTY							
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GC2021

The Rev. Sylvester O Ekunwe, St. Andrew's, Newark (District 4)



30/79	31/79	28/84	ELECTED SECOND DEPUTY							
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GC2021

The Rev. Sharon Sheridan Hausman, Christ Church, Newton (District 2)



13/33	8/24							89		
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GC2021

The Rev. Anne E. Kitch, St. Luke's, Phillipsburg (District 1)



34/40	23/52	30/55	26/46	36/59	46/72	39/92	ELECTED FOURTH DEPUTY			
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GC2021

The Rev. Tom Mathews, Christ Church, Ridgewood (District 10)



22/48	15/36							109		
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GC2021

The Rev. John A. Mennell, St. Luke's, Montclair (District 5)



26/72	25/66	22/71	15/50	16/51	7/41	3/49	138	ELECTED SECOND ALTERNATE		
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GC2021

The Rev. Andy Olivo, St. Elizabeth's, Ridgewood (District 10)



10/35	8/23							98		
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GC2021

2020 Convention – Elections Scorecard

The Rev. Jerry A. Racioppi, Holy Spirit, Verona (District 5)



30/68

33/66

33/84

V Elected First Deputy

GC2021

Erik Soldwedel, St. Paul's, Paterson (District 10)



16/70

13/55



WITHDREW

GC2021

The Rev. Elaine Ellis Thomas, All Saints, Hoboken (District 6)

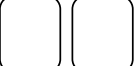


23/45

20/30



65



GC2021

Lynne Bleich Weber, Atonement, Tenafly (District 9)



23/56

17/41



122

Elected Third Alternate

GC2021

The Rev. Diana Wilcox, Christ Church, Bloomfield/Glen Ridge (District 5)



19/100

24/93

23/87

19/69

21/92

19/88

15/15

154

Elected First Alternate

GC2021

2020 Convention – Elections Scorecard

2021 General Convention Lay Deputy

To be Elected: 4 Deputies and 4 Alternates (Deputies & 1st Alternate Expenses Covered by

In the Lay Order:

	Ballot 1	Ballot 2	Ballot 3	Ballot 4	Ballot 5	Ballot 6	Ballot 7	Ballot 8	Ballot 9	Ballot 10
Votes Cast:	76/202	68/176	46/127	60/165	73/202	72/201		224		
Votes to Elect:	39/102	35/89	24/65	31/84	38/102	37/102		113		

Paula Cappel, St. Andrew & Holy Communion, South Orange (District 4)



31/103

37/92



ELECTED THIRD DEPUTY

GC2021

Wendy Drake-Schneider, St. Luke's, Montclair (District 5)



34/99

22/69

29/48

24/61

22/70

60/79



205

**ELECTED
FIRST
ALTERNATE**

GC2021

Janelle Grant, St. Paul's, Paterson (District 10)



59/129



ELECTED FIRST DEPUTY

GC2021

Sidney W. King, Jr., Incarnation, Jersey City (District 6)



26/71

13/32



140

**ELECTED
THIRD
ALTERNATE**

GC2021

Rhonda Lutz, Saviour, Denville (District 2)



22/78

13/53

19/29

12/37

20/44

24/37



194

**ELECTED
SECOND
ALTERNATE**

GC2021

Sue Morgan, All Saints', Glen Rock (District 10)



41/84

32/67

31/50

24/67

31/88

117/157



ELECTED FOURTH DEPUTY

GC2021

Laura A. Russell, Esq., All Saints, Hoboken (District 6)



43/102



ELECTED SECOND DEPUTY

GC2021

Martha Thalheimer, St. Luke's, Montclair (District 5)



16/59

10/27



138

**ELECTED
FOURTH
ALTERNATE**

GC2021

2020 Convention – Elections Scorecard

ACTS/VIM Board

To be Elected: Class of 2023 - 1 Clergy/ 2 Lay (Elect 1 Clergy & 2 Lay for 3 year terms)

In the Clergy Order:

	Ballot 1	Ballot 2	Ballot 3	Ballot 4	Ballot 5	Ballot 6	Ballot 7	Ballot 8	Ballot 9	Ballot 10
Votes Cast:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Votes to Elect:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Rev. Ellen Kohn-Perry, St. Paul's, Chatham (District 4)



V	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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ACTSVIM

In the Lay Order:

	Ballot 1	Ballot 2	Ballot 3	Ballot 4	Ballot 5	Ballot 6	Ballot 7	Ballot 8	Ballot 9	Ballot 10
Votes Cast:	278	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Votes to Elect:	140	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Paula Cappel, St. Andrew & Holy Communion, South Orange (District 4)



217	V	ELECTED CLASS OF 2024								
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ACTSVIM

Michael Francaviglia, St. George's, Maplewood (District 4)



241	V	ELECTED CLASS OF 2024								
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ACTSVIM

Joy E. Manasse, St. Andrew & Holy Communion, South Orange (District 4)



186	V	WILL FILL VACANCY IN THE CLASS OF 2022								
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ACTSVIM

Pieter Voorhees, Messiah, Chester (District 1)



193	V	WILL SERVE AS BISHOP'S APPOINTMENT CLASS OF 2024								
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ACTSVIM

2020 Convention – Elections Scorecard

Constitution & Canons Committee

To be Elected: Class of 2021 - 10 Members (Clergy or Lay, not specified) to a one year term

	Ballot 1	Ballot 2	Ballot 3	Ballot 4	Ballot 5	Ballot 6	Ballot 7	Ballot 8	Ballot 9	Ballot 10
Votes Cast:	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Votes to Elect:	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Thomas Bisdale, Grace Church, Westwood (District 9)



V	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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CONCAN

Patricia Arlin Bradley, Holy Trinity, Hillsdale (District 9)



V	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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CONCAN

T Donald Cairns, St. Clement's, Hawthorne (District 10)



V	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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CONCAN

John C. Garde, Grace Church, Madison (District 4)



V	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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CONCAN

The Rev. Peter Jackson, Holy Trinity, West Orange (District 3)



V	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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CONCAN

John L Smith, Trinity & St. Philip's Cathedral, Newark (District 4)



V	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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CONCAN

John Sogliuzzo, Christ Church, Short Hills (District 4)



V	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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CONCAN

Bernice E. Vanderpool, Grace Church Van Vorst, Jersey City (District 6)



V	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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CONCAN

John G. Webb, III, St. Luke and St. Mary, Hope and Belvidere (District 1)



V	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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CONCAN

Paul Yoon, St. Agnes', Little Falls (District 5)



V	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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CONCAN

2020 Convention – Elections Scorecard

Disciplinary Board

To be Elected: CLERGY Class of 2026 (Elect 1 Clergy for a 6 year term)

In the Clergy Order:

	Ballot 1	Ballot 2	Ballot 3	Ballot 4	Ballot 5	Ballot 6	Ballot 7	Ballot 8	Ballot 9	Ballot 10
Votes Cast:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Votes to Elect:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Kathryn L King, St. Alban's, Oakland/Franklin Lakes (District 10)



V	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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DISBOARD

In the Lay Order:

	Ballot 1	Ballot 2	Ballot 3	Ballot 4	Ballot 5	Ballot 6	Ballot 7	Ballot 8	Ballot 9	Ballot 10
Votes Cast:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Votes to Elect:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Laura A. Russell, Esq., All Saints, Hoboken (District 6)



V	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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DISBOARD

2020 Convention – Elections Scorecard

Standing Committee

To be Elected:

In the Clergy Order:

	Ballot 1	Ballot 2	Ballot 3	Ballot 4	Ballot 5	Ballot 6	Ballot 7	Ballot 8	Ballot 9	Ballot 10
Votes Cast:	278									
Votes to Elect:	140									

Robert Griner, Christ Church, Newton (District 2)



187

V										
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Debra Brewin-Wilson, St. Mary's, Sparta (District 2)



229

V										
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In the Lay Order:

	Ballot 1	Ballot 2	Ballot 3	Ballot 4	Ballot 5	Ballot 6	Ballot 7	Ballot 8	Ballot 9	Ballot 10
Votes Cast:	278	244								
Votes to Elect:	140	123								

Robert Harwood, St. John's, Passaic (District 7)



121

109

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Naomi Horsky, St. Gabriel's, Milton/Oak Ridge (District 2)



125

135

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Bernard J. Milano, Trinity, Allendale (District 10)



208

V										
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2020 Convention – Elections Scorecard

Trinity & St. Philip's Cathedral Chapter

To be Elected: Class of 2023 - 1 Clergy/ 1 Lay (Elect 1 of Each for 3 year terms)

In the Clergy Order:

	Ballot 1	Ballot 2	Ballot 3	Ballot 4	Ballot 5	Ballot 6	Ballot 7	Ballot 8	Ballot 9	Ballot 10
Votes Cast:	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Votes to Elect:	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

The Rev. Victoria Geer McGrath, All Saints', Millington (District 3)



V	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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CATHCHAP

In the Lay Order:

	Ballot 1	Ballot 2	Ballot 3	Ballot 4	Ballot 5	Ballot 6	Ballot 7	Ballot 8	Ballot 9	Ballot 10
Votes Cast:	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Votes to Elect:	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Susan Dunn, St. John's, Montclair (District 5)



V	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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CATHCHAP

Trustees Class of 2022 (1 vacancy)

To be Elected:

	Ballot 1	Ballot 2	Ballot 3	Ballot 4	Ballot 5	Ballot 6	Ballot 7	Ballot 8	Ballot 9	Ballot 10
Votes Cast:	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Votes to Elect:	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Walton Clark, Atonement, Tenafly (District 9)



V	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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2020 Convention – Elections Scorecard

Secretary of Convention

To be Elected: Class of 2020 - (1 - one year term)

	Ballot 1	Ballot 2	Ballot 3	Ballot 4	Ballot 5	Ballot 6	Ballot 7	Ballot 8	Ballot 9	Ballot 10
Votes Cast:	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Votes to Elect:	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

John A. King, St. Andrew's, Harrington Park (District 9)



V	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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SECRETARY

Treasurer of Convention

To be Elected: Class of 2020 - (1 - one year term)

	Ballot 1	Ballot 2	Ballot 3	Ballot 4	Ballot 5	Ballot 6	Ballot 7	Ballot 8	Ballot 9	Ballot 10
Votes Cast:	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Votes to Elect:	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Samuel Reckford, Christ Church, Short Hills (District 4)



V	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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TREASURER

Assistant Treasurer of Convention

To be Elected: Class of 2020 - (1 - one year term)

	Ballot 1	Ballot 2	Ballot 3	Ballot 4	Ballot 5	Ballot 6	Ballot 7	Ballot 8	Ballot 9	Ballot 10
Votes Cast:	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Votes to Elect:	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Rhonda Lutz, Saviour, Denville (District 2)



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ASST. TREAS.

+ 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 Rt. Rev. Frank K. Allan • *Retired Bishop of Atlanta*
The Rt. Rev. Peter Beckwith • *Retired Bishop of Springfield*
The Rt. Rev. Robert W. Estill • *Retired Bishop of North Carolina*
The Rt. Rev. James W. Montgomery • *Retired Bishop of Chicago*
The Rt. Rev. Morgan Porteus • *Retired Bishop of Connecticut*

From the Clergy Family of the diocese

Janet Mallon Bate • *Mother-in-law of the Rev. Bob Morris*
Teresa A. Beers • *Wife of the late Rev. Dr. Donald Beers*
The Rev. R. Dudley Bennett
Joan Clarke • *Wife of the Rev. Canon Gervais Clarke*
Donald Cruse, Jr. • *Father of the Rev. Bill Cruse*
John F. Darnowski • *Brother of the Rev. Margie Tuttle*
Peter Dughi • *Son of the Rev. Lorraine Dughi*
The Rev. Fred-Munro Ferguson
June Marie Owens Harrison • *Mother-in-law of the Rev. Jim Petroccione*
The Rev. Charles Edward "Ed" Keller, Jr.
John I. Kitch, Jr. • *Father of the Rev. Anne Kitch*
Lee Albert Krug • *Wife of the late Rev. Phil Krug*
The Rev. Alex MacDonell
Paul Propst • *Father-in-law of Fr. Kevin Coffey*
Catherine Weadon Saucedo • *Mother of the Rev. Susan Saucedo Sica*
The Rev. George Gaines Swanson
The Rev. Cornelius "Cork" Tarplee
John H. Van Dine, Jr. • *Son of the Rev. Deacon John Van Dine*
Martha Sweet Webb • *Mother of John Webb & mother-in-law of the Rev. Fain Webb*
The Rev. Alexander Clinton Zabriskie, Jr.

Persons in the diocese known for special contributions

Marge Christie • *A giant of the church, with too many ministries to list*
Louie Crew Clay • *A giant of the church, with too many ministries to list*
Wynter Eldon Cleveland Harper • *Diocesan Task Force for Lay Healing Ministry*
Rubén Rosario • *Long-time volunteer with diocesan hospitality*
Edith C. "Edie" Simonelli • *Long-time volunteer at Episcopal House*
Cheryl Thompson-Sard • *ACTS/VIM Board Member*
Katherine Weldon • *Former member of diocesan staff*





The Bishop's 2nd Annual Address

The Rt. Rev. Carlye J. Hughes

XI Bishop of the Diocese of Newark

(The following text was transcribed from recordings of the two portions of the Bishop's Address by the Rt. Rev. Carlye J. Hughes to the 146th Convention of the Episcopal Diocese of Newark, January 31st & February 1st, 2020. The literal transcription has been edited.)

Part I, Friday Evening

Oh my goodness! You know I have got to say, before I say anything, I have got to say I am the happiest I've ever been in my life and a lot of that is getting to serve with you. It is getting to serve with you. And I wish I could give you confidence in how much joy I get in being your bishop and how right this call feels for me. But you can keep asking me if "You doing okay?" You can keep asking me if you want to but you really don't need to worry about that anymore. I'm not going to pack up my bags and head back to Texas. We are here to stay for the duration.

I wish you could see what I see when I stand at the front of the room. In a perfect world I would spend the rest of tonight standing right here having you all sit where you are and have one person at a time come and stand with me and go, "Look! Just look at that!" So I've been asking myself all day how I can give you just a little taste of what it is I see when I stand here. So I'm going to ask you to work with me, we're going to do a little bit of Episcopal calisthenics, it won't be too hard, and certainly only do what you are comfortable with doing. I think most of you know that I am nursing a knee that needed to be replaced last summer and we had to postpone, so I take it easy on that knee. So if you need to take it easy on something you stay in your seat. But I am wondering if everybody who's on the periphery of the room - so that's all these tables here all along the side and all along the back - if you are in one of those tables that's on the periphery of the room, would you stand and everybody who's in the center of the room remain seated.

Now, take a look wherever you are, and if you're standing I invite you to turn and look all the way around you. Make sure you can see everybody. And you folks who are sitting, you try and look as much around as you can from where you are. And when everybody's had a good look, listen to this: Behold, God's gift. Behold, God's gift. You're looking at it. You're looking at it right now. We're going to switch - people who are on the periphery if you would sit, and people are on the center if you can rise and do - and you do the same thing. You look around. Look at all these people that you see, and people who are on the periphery you get a good look. Yes, I'm the same way, if I had my camera I'd be taking one of those panoramic views, that's what I would be doing right now. Do I have it? No I don't. I just checked my pockets. And after you've had a good look again I say, Behold, God's gift. Wonder if you'd say it with me. [All] Behold, God's gift. You are, we are, the gift. This is God's gift right here. Please be seated.

Everywhere you go right now, every day that you turn on the news right now, whenever you pick up the paper right now, there is someone to tell you that what is happening in this room right now, can no longer happen. That people of different nationality, different color, different age, different political parties, the people with all of those differences, with jobs they love, jobs they hate, with medical insurance, without medical insurance, that are confident that they can retire easily, that are worried about what happens the day I stop working - the message is that we can't do this anymore. Behold, God's gift. We are right in the middle of God's gift. Not just to us but to the entire community, and I would say even to the whole wide world. Every time communities get together across differences, every time we get together and we don't see differences, we see, "Friend!" We see somebody we know, we see somebody we love, every time we get together and we see that, and we celebrate that together, we are in the midst of God's gift. Behold, this thing. Behold this and do not take it for granted. Behold.

Behold. That word has been around a very long time. Before social media likes, before the number of followers you might have on Twitter, before letters to the editor letting you know what you needed to read in the paper to see who was mad at who, before television ratings that told you what you need to watch on television, and sweeps weeks that always killed my favorite show. What is that? It's a thing, though, isn't it? If I love it, it will be discontinued. Before all of that, the greatest technology, was the written word. It was the technological breakthrough of the ages, over the ages. And the best way that those who were writing the words of scripture had of liking, of following, of saying, "Hey this is important, hey pay attention," of shouting, was repetition.

When you read it in Scripture once you need to know it. When you read it the second time, we use the same words come back in the same passage or in a passage that's nearby, it you know they're trying to get your attention. The third time, you should see emojis! Exploding off the page. Over 1,500 times in Scripture do we see the word "behold." More than we see "love," more than we see "forgiveness," more than we see "healing," the words we see more than "behold" are "God" and "Lord." Behold. It's God's way of talking through scripture to us, to say pay attention. Something is coming next that you need to know about. This is important. My favorite way to look at it when I see "behold" is, "Now listen! This is important."

Where I grew up it was "Now listen, Carlye," and if I was in trouble, "Now listen to ME Carlye Juanita Hughes! This is important!" When we hear "behold" with all three names, "Now listen!" - your three names, God is speaking to you - "This is important. Now listen this is important." A couple of my favorite uses of "behold" in Genesis: "God saw all his work and behold it was" - almost - "it was very good!" God saw all of his work - now listen! This is important! It was VERY good. Imagine hearing that: "Now listen!" - your three names - "it was very good." Can we try it?

Out loud? Now listen [people say their names] it was very good. It sticks with you in a completely different way.

Then there's those poor shepherds at Christmas, scared out of their minds. I get it. I'd be eating the dirt too, if something came flying out of the air at me that I couldn't see and it was big and they were singing or yelling or screaming, feet don't fail me now. And the angel says, "Do not be afraid, for behold, I bring you glad tidings of great joy for all people." You know what I want to do, right? Let's do it together. "Now listen!" - your three names - "I bring you glad tidings of great joy for all people. Here's why this is so important. The sense of behold, it is how we get to know God. It's how we get to know who God is. These behold moments. Those moments where we look around the room and we go, "How in the world did this happen? That I got to sit in a room like this, at a time like this. I mean, I don't know about you but there's something on the news. Because this is the story that is uplifting. That things like this are happening in our country right now. That a people are gathering trying to figure out how to be community, how to be better community, how to be the person that God has created us to be? That is the important stuff of life at the moment, and that is the story that is simply not being told. But behold, and listen this is very important, it's happening right here, and it's happening right now, and part of that moment of behold, of looking around at each other and saying, "Oh my goodness, behold God's gift," part of that lets us be one with God, knowing God's sense of love. We've got to learn how to love the way God loves.

Now there's a part of this - it's easiest for me, I don't know if it's the best analogy for you - it's easiest for me when I think of some of the experiences of parenting. I am NOT a parent but I have plenty of friends who are, and I've got nieces and nephews, and I serve in churches, so I'm nobody's mom but I'm a whole lot of people's mother. And I think about those times when children are getting to that rite of passage point, where we're letting them do something for the first time - the oldest one is staying home and watching over the little ones for the first time, somebody's driving for the first time, someone's headed away to camp or college someplace within a shared room with somebody else for the first time, and we look at that person and we say, "Now listen! This is very important!" And we try to fill them with all the information that we know that is going to help them, and that will ensure that they will enjoy their time. And it's an interesting thing that most children, even if they squirm or they spend their whole time going, "Yeah, yeah, yeah, I got it, I got it, I got it," even if they do that, most children when they go back and talk about that, will talk about it with great affection and love and fondness for that memory.

Because they know when someone said, "Now listen this is important," and we're looking at them with eyes of love, and they learn something new about love, that love means somebody is going to talk to you and try and help you get through the

next thing, and is going to love you through that, that's part of it, part of that parental experience. The other piece of it I think of, starts at the very start of the parental experience. A baby does not know how to love. They just got born. They do not know how to love. And I tell you it never ceases to crack me up, to watch the most uptight and gruff and shy people stand with a baby, especially when it's their grand baby, or their first baby, or maybe it's the one that they're sitting behind in a pew, and they are making faces, and I'm thinking, that mean old dude, look at him with that baby! Where did he get that soft core? Where does that come from? Because some part of us knows there's nothing better than watching that child smile. And when we make that child smile, all that child knows is love, delight.

They learn that sense of love and delight from those interactions over time. We don't come with that into the world, we learn how to do that. We have to learn that same thing from God. How to love God, how to how to be loved by God, and every single time we have one of those behold moments, when God says to us, "Now listen! This is important!" It's not a discipline lesson. It's a lesson in love. And it's an important lesson for us in the Diocese of Newark right now. It is a time for bold ministry. It is a time to stand in the breach. It is a time to be organized. It is a time to try new and different things. It is a time for courage. It is a time for creativity. I say all the time it's a time for dreamers and I am looking for dreamers.

But none of that can happen unless it's a time for people who know God and know God's love. Because here's where we get tripped up, over and over and over again: we think our job is to get out there and fix the world. We think our job is to go and make it all right. We think our job is to go and grow the church. We think our job is to make someone love this faith. We think our job is to make the world perfect for somebody else. And none of that is our job. Our job is to be the person that God has created us to be, doing the ministry that God has given us to do. In order to do that we have to know who God is and know what the gifts are that God has given us, and use those gifts for God's purposes. THAT is our job.

It sounds so simple! But we have been talking about gifts for a year. Last year we spent all of our time talking about gifts and our sense of being called and our sense of being sent. And then I spent the rest of that year every Sunday in a church, and I would ask people to please raise their hand if they knew what their spiritual gift was. And you know what, because I have a dog, when I make a sound or say something that she just doesn't get and she goes [tilts head]. Raise your hand if you know what your spiritual gifts are [tilts head]. In parish after parish. I don't know how we're supposed to do ministry if we don't know what our gifts are. I don't know how we're supposed to do ministry if we're trying to be somebody else. I especially don't know how we're supposed to do ministry in this world if we're trying to do the ministry of yesterday.

And, and if every time God gives us a behold moment we miss it, because we are too busy, and we are too right, and we are too scared, or we just don't know how, to catch those behold moments. We don't know how to do it. I don't know to get there on our own. No shame in that, none at all. But we've got to get good with those behold moments. So I'm going to try another little experiment. I want you to shut your eyes for a moment. If that drives you round the bend then just look down. But shut your eyes for a moment. And I want you to take a moment and think about a time where you had that behold moment. Where God said, "Now listen this is important." For some people that happens out in nature. For some people it happens sitting in church. For some people it happens in the middle of the day, and for some that comes in a dream. I must stop talking and let you remember that behold moment. And keeping your eyes shut or down, if you have a moment in mind would you raise your hand? Your eyes are shut or down so you don't know if anybody's looking, the only one looking is me. Just taking a temperature check.

Okay you can put your hands down. And for those of you who thought of a moment, what is one word that would describe that moment. And keeping your eyes shut, if you're feeling really brave, say that word out loud so that we can hear you. You can open your eyes. See these moments are happening, and they're not just happening so that we feel the love of God. I mean I think God loves us and wants us to feel the love of God, and wants us to feel love back, I'm not saying that's not the truth, but something else happens when we come to know God's love and know God and know ourselves the way a baby grows into knowing that they are a loved person, and a child grows up and turns into a young adult knowing that they are a loved person, there's a confidence that comes in that. A confidence that allows us to be the person, living fully into our gifts, fully who we are meant to be, and we get so good at hearing God say "Now listen," that when the opportunity for ministry comes, we just go.

How many of you saw the movie "Harriet?" I encourage you to - I think it's on demand now - I encourage you to go to your friend's house, or your house if that's the one that has the biggest television screen, but go to where there's the biggest TV screen and watch that movie. That movie is meant for Christians. It is full of behold moments. Her first behold moment was very simple. She woke up from a dream. She had a vision and there was one word: Run! And so she did, because she'd been listening to God's voice so often, she knew that's what that dream was. And so she ran. And when it made no sense to go back, she kept going back, because she felt led by God to go back and help those other people get out. It was an intense and crazy time in our country, and it required boldness of ministry.

I am NOT saying that we are all meant to be Harriet, and though we may talk about Marge and Louie tomorrow, they're the example of the same thing. They heard something telling them to go for something, and they went! And they kept going! Discouragement had nothing to do - they kept following that voice. They kept living

from one behold moment to the next behold moment. And I'm not saying we're meant to be Marge or Louie, but I tell you what I am meant to be Carlye Juanita Hughes and you're meant to be all three of your names too.

Catherine of Siena was a mystic in the middle of the 14th century. One of the quotes that she said that is heard so often is, "Be who you are, and you will light the world on fire." Be who God has created you to be, and how you get to that person again and again and again, how we get to being the people we are meant to be, is chasing those behold moments. It's grabbing them when they come to us. It's cherishing them when they happen and not to let them go.

You see, God has given us everything we need for ministry - all of the talent, all of the resources, all of the knowledge. And if we need words or knowledge that we do not have, the way God let Harriet know when to run, the way God put words in the mouth of Moses and Jeremiah, God will give us what we need that we do not already have, but what God can't give you and I cannot give you - you've got to make the decision on your own - is the willingness to chase those moments and to capture them and to see where it is God is wanting you to be. We have got some things to do in this diocese. I am looking for dreamers, and I think God is looking for people who want to set the world on fire. Let's see what happens.

Part II, delivered during the Holy Eucharist on Saturday Morning

Well, I've been thinking about you. I thought about you last night. I thought about you this morning. And when I think about you I can't help but pray for you. And here's what I was praying. I was praying that some of you had a behold moment last night or this morning. I think there are probably people in the room who were not here last night - if you were not here last night would you raise your hand just so I have a sense of how many - okay.

So I'm going to have to go backwards for just a little bit before I go forwards. So we talked last night about beholding God's gifts, and the importance of that word to catch our attention, and how it is used by God in Holy Scripture to point to something that is important. To let us know that if something is coming that we need to know about, or that there's information for us, or an instruction for us, and then when we get good at noticing those times. I call those behold moments. Those moments where God is basically saying, "Now listen. This is very important." This is very important. That's what we hear when we hear that word "behold," and that's what those moments do for us.

It's God's way of catching our attention to say something is very important though it was asking God in the way that my friend used to tell me she has her behold moments back to God, where she says, "Now listen here God!" "I need you to get

on this!" And I was beholding God right back, to get on this, and help us catch those moments even when we are here. I wonder did anybody have a behold moment with hearing the Gospel in four languages. I mean good night. We have to do that because we worship in four languages every Sunday in this diocese. At least in four languages. This is very important.

That is something that God wants to show us, is a gift that we have, that, that we see every day how to be with each other and how to honor each other's cultures. How to treasure that. How to cherish it. That is a behold moment. The thing that I also said last night is those behold moments come all throughout our life and it is God's way of showing us God's love for us individually. And when we are feeling God's love, when we were experiencing God's love, when we see God's love, when we know God's love, it cannot help but change who we are.

That we become somebody different, we become more like the people that God has created us to be. And that happens over a lifetime. I mean there are those people who have a thunderbolt moment where it changes them dramatically, but most of us, it happens over a lifetime. Behold after behold after behold we see God's gifts, we know God's gifts, we see God's love, we know God's love, and it changes who we are. And I talked a little bit about Harriet Tubman last night, and I encourage you to see that film if you haven't seen that film, and I really encourage you to see it on the biggest screen that you possibly can and there's a reason for that.

Because I think we don't quite understand even when we hear those stories about runaway slaves, or people who are refugees now that are running from one place to another. I don't think we understand running, running for your life. And when you see that on the big screen and when she hears "Run," when she gets that vision to run and she goes because she knows that voice, she's been beholding God for a long time in her life and she knows those visions.

People, you know it's interesting we have spent a lot of time trying to figure out why did she have those visions. Was it the brain injury that she suffered, did those give her the visions? People said that to her 'cause she suffered from incredible headaches and seizures. And people would say, maybe your visions are a result of those seizures, and she's saying, you can think what you want to think, but I know God is talking to me, because otherwise how did she know how to run 90 miles in the dark without a map to freedom the first time. In the dark, in the woods. Now check - this my math is probably a little short because I checked this from South Orange last week, but Poughkeepsie is 80 miles from South Orange. Imagine running that through the woods in the dark guided by a star.

I wonder does anybody hear when you think about ministry, when you think about how much people need Jesus, when you think about the state of your very own

church and the wider Church. I wonder does anybody else here feel like we are running in the dark, through the woods, at night, without a map, but there is a star. There is a star to guide us. And for us a way to get to those stars is to notice those moments where we behold.

I'm also aware when I was thinking about you last night, I was aware that there had to be people in this room that heard that whole thing and went, "What is she TALKING about?" God doesn't ever speak to me. I don't ever get a vision. If I knew which way to go and what to do I'd have done it already. So there is no shame in that. But listen! We are amidst the community of the faithful. And sometimes when one of us doesn't know, all the rest of us hold that person in faith until they know, on their own. So if you're one of those people that is wondering, what is that like to have a behold moment? How do I know that it's God trying to catch my attention. If God would just say, "Now listen," and my three names, "This is very important," then I WOULD LISTEN! But I don't hear the "Now listen," I don't hear my three names, I don't hear "This is very important," and I certainly don't hear what's coming afterwards.

So that's on the rest of the community to help teach you how to see in here. That's part of what we do for each other as we hold each other in faith that way. And there are people here who have the gift of intercession. I wonder if you have the gift of intercession if you wouldn't mind raising your hand. You don't have to if it makes you "creeped" out. But if you have that gift of intercession so there's people - if you take a quick look around the room - there's people all over the place that have that gift of praying for others. I wonder if there are people in the room that have the gift of faith. They just can't tell you why they know something is going to happen, that God's going to do it, but they know God's going to do it. They just know it's going to come. Those people that have that gift of faith can help us learn about those behold moments.

It might take some work, it might take getting intentional to turn off a device, turn off the television, put down the paper, stop watching the who are we going to fight about and scream about being other today show - any news - to turn away from those things and to choose to spend some time in prayer or in Scripture. It might mean choosing going on retreat in order to get away and think on your own. There are retreats happening all over this area. We're blessed with that. There are so many convents and monasteries. You've also got some talented clergy leading retreats. There are ways for us to step away and experience that sense of knowing God, and knowing God's love, and being changed and shaped by God's love. Now listen - this is very important! Now listen - this is very important. Only if you join me! Now listen! This is very important! It's the only way we will find our way to ministries that are needed in the time that we live in. It is the only way that we will find our way to ministries in the time that we live in right now.

We're going to have to get so good at beholding and so good at knowing our gifts and claiming them, that we're going to have to actually be the stewards of God's church and God's ministry and our own gifts. The stewards of the community around us. The stewards of the church and what the church looks like going forward. The stewards of our finances and what we do with our finances going forward. The stewards of the environment and how we talk about living on this planet as Christian people. The only way we're going to get to those ministries is to spend so much time letting God change us that we actually know what our gifts are and that we steward our own gifts.

Let me unpack that word "steward" just a moment, because in the Episcopal Church we have done the word a disservice. We have so conflated it with what happens in October or November for five weeks that we think that is being a steward. Nope! That would be pledging. That's what we do. And my hope that those pledges are proportional and that you look at your household income and you give that way, that you know the percentage of your income that you're giving and I would hope that your church is at least competitive with your internet company or Starbucks or where you vacation. It's stewardship that makes us look at pledging and ask those questions.

Stewardship is what happens when God gives us something. All of these gifts. Reading the, hearing the gospel in four different languages. Stewardship - God gives us something and then God says, "Take care of this for me. Take care of this for me so that it can be used for other of my people. So they can be used for those others, the ones that haven't found their way yet. Take care of this for me. We can look - when we, when we have a sense of who God is and how God is shaping us and changing us we can look at almost anything and ask ourselves the question, "How do we take care of this for God? How do I take care of this for God, and then use it to help God's people? How do I do that? If you have - I talked about the gifts of intercession of faith - if you have those particular gifts, and I'm not picking on those, they're just the ones that I said already, but if you have those particular gifts, and you are not praying routinely for other people - you're not taking care of that gift.

If you're not encouraging others in the faith and you've got that gift of faith, and I don't mean being the kind of person who says, "Oh you just got to believe." What in the world is that? Oh you just have got to believe, God doesn't give you more than you can handle, in my world God does! Good night! Look at the things that we are facing! But I am talking about the kind of faith that walks alongside somebody and says, "I'm going to stand here with you as you figure this out. And I can see God working in your life, because sometimes we can't see it in ourselves. And that person that has that gift of faith, is so good at encouraging it in others, that the way they steward that gift is to grow it and share it with other people so that they become strong in the faith. That's what stewards do.

Our problem with pledging is we've learned how to be dutiful, and we've learned how to be responsible. And when you think of God and you sit with someone who's going to pray and they ask you how shall I pray for you, do you say ask God to be dutiful to me, ask God to be responsible to me. No! What do we say? Pray for healing! Pray to save my child! Pray that I get this job! Pray that the drinking stops! Pray that they stay in rehab and it works this time! We want the whole thing when we turn to God. And as stewards of those gifts God has given us as we behold and behold and behold, we give the whole thing back to God. And what's so wonderful about God, we give the whole thing back to God and then God gives us - guess what - more. More faith. More ability to intercede. More ability to teach. More ability to lead. Makes us better administrators. God takes all those gifts and increases them in us.

Now I have got to say I'm really proud of some things. I really was using some preachers' hyperbole last night teasing about folks who look at me a little cockeyed when I say. "Tell me about your spiritual gifts." We've got parishes all over this diocese that worked hard in the last year on Gifted, Called and Sent. That spent time figuring out what their individual gifts are, and have identified them. And, what we are ready for in those parishes is to go the next step. To have people live fully into those gifts. Not enough to just know I have a gift, but to grow and use that gift. That is the next step and that is the step for our entire diocese, because I keep coming back to this. I don't know how we figure out how to be the progressive church in 2020, unless we are filled with people who know how to do their ministry. Who know what they are called to do. Otherwise we still keep asking the questions from 1980, or 1990, or 1950. We still keep asking the same questions.

Every Sunday I spend time with congregations asking, who would miss you if you were gone tomorrow, and they tell me all the organizations that would miss them. And then we tally up the number of people that that would possibly be. I haven't met a congregation yet to do this exercise when it is fewer than 1500 people on a weekly basis that that congregation touches. Once we start pulling it apart with 12-step programs and backpacks and kids who are coming in for after school programs and reaching out to people, giving food to homeless, etc., North Porch, Family Promise, all of those things that we do. And we will talk about that and there will be some real understanding that, "Oh wow! Our ministry is bigger than the 53 people who were in church this morning. And I always say it like this: there were 53 people in here but there were 1553 represented, because those 1500 people belong. And every church has those people that belong.

But here is the heart breaker for me. We have that conversation, the lights are going off, people are excited, they're like yes all those people belong to us, get them on the prayer list, invite them to a special service, let's do things with those people. And then someone will inevitably say, you know we do all those things and they just are not coming to church. We have tried this and they're not coming to

church. It's a 1980 question. It's a 1980 response where we were so desperately trying to reset the clock back to when the baby boomers hit churches. That was a blip, it came, it went, it's over.

Those people that we touch that are not in our buildings they are a doorway for us to understand what church is going to look like in the 2020s. The church is going to mean, how do we steward the community. How do we show that community that we love them. How do we figure out how that - and I am NOT saying that we're not trying to grow churches, because that also hit me. I thought, somebody has probably walked away from that hearing me say don't grow your church. No, that would never be this Bishop. I grew up in Texas, I can tell you what a big church looks like. And I lust after them. I really and truly do. I love seeing a thousand cars in the parking lot on a Sunday morning. That just - I could do my happy dance over that. That's not what I'm talking about.

We're in a different time where the community around us desperately needs us and desperately needs our gifts and if our focus is completely on trying to be the past Church we can't figure out how to be the future Church. Because we keep organizing ourselves around the past and for many of us that means we're organizing ourselves around the building. I know, I just sent everything to hell in a hand-basket for saying that. But we organize our budgets around buildings and building needs and the question we need to be asking is, is this what we're called to do? Do we need all of the buildings? And for the person who just heard me say I'm closing churches - you did not hear me say that. Because I am NOT closing churches. But some of you will.

Some of you will join in ministry with other churches and over time it will be clear that you don't need the cost of all those buildings, and make the decision that you want to devote your resources to the ministries you're doing, rather than the building. You know it's an interesting thing when you read scripture - because I know Episcopal buildings are pretty sacrosanct - I'm an Episcopalian, I have never not been anything else. I get it about the church building, I truly do, and I think sacred space is very important in a community. It's just how many of those sacred spaces do we need that I'll say, the Episcopal Church, in one small area. It's something for us to consider.

So I think that that space is very important but we can't get to asking the questions that I would say - for people who are troubled by asking the questions, please go to Scripture. Jesus invites us to go out and make disciples and says that he will be with us to the ends of the earth. He does not say I will be with you only in the Episcopal Church building. Go out to the ends of the earth. Part of what it's going to mean to be progressive church in the 20s is to ask the right questions. To ask the right questions about our ministries. To ask the right questions about our community. To ask the right questions about our environment. To put ourselves again and again

and again in the presence of God so that we can be shaped in such a way that we are able to do the ministry that God has created us to do.

I don't know about you but I want to be that church. I want to be that church where we're asking ourselves why do we spend so much on buildings, and we say children and youth are the future of the church. Make sure - I hope we present a budget that puts youth and children's ministry front and center for this diocese, because here is the fact: not every church can afford that. But if you have a diocesan resource, we can resource those people in those churches.

I also, when I say I'm looking for dreamers and I'm looking for people who will be courageous and I'm looking for people who will take a risk - I am NOT looking for 96 people in 96 churches to go in 96 different directions. We have this tendency of thinking we all fly solo. You know what's so wonderful about today? We're together! We are together and together we are stronger and more powerful and more able to do things than we are alone. I hope that next year when we come together for Convention that we are talking about churches who are partnering in ministry together. I'm going to suggest that to some churches but some are figuring that out on their own, and have been doing that for a while and can be a model for the rest of us.

I hope the Convention - that this time that we are together, that part of your behold moment is the new people that you meet at Convention. That you work at staying in touch with. Because let me tell you what, it is work to stay in touch. We have to make that decision. We have to make that choice. We make that a priority. I hope that when we come to Convention next year that we're not focusing on people - good people who have gone before us - only for what they have done to change our church and to change Christianity. It's important to celebrate Marge Christie's life, it's important to celebrate Louis Crew Clay's life, it's important to celebrate Harriet Tubman's life. But I can tell you right now on these tables there are people who are called to do ministry that is just as and possibly even more vital right now, but it is going to mean running in the dark through the woods. But there is a light to follow, and I will join you in following that light.

I said yesterday the only thing we are called to do from Catherine of Siena, the only thing we are called to do, is to be the person God has created us to be and we will light up the world. Imagine northern New Jersey being the place that it can be, if we fully bring our gifts. If we can say behold every single day of the week and that we are the people God has created us to be. We will light up this land. Amen.

Record of Official Acts in 2019

Ordinations to the Vocational Diaconate

None

Ordinations to the Transitional Diaconate

The Rev. Raul AUSA

Ordinations to the Priesthood

The Rev. Deacon Sharon Sheridan Hausman
The Rev. Deacon Peter Savastano

June 22
September 7

Candidates for Holy Orders

Ms. Virginia Whatley (St Paul's, Paterson)
Ms. SunHwan Spriggs (St Paul's, Chatham)

Clergy Deceased

The Rev. Charles Edward "Ed" Keller, Jr.
The Rev. Cornelius "Cork" Tarplee
The Rev. R. Dudley Bennett
The Rev. Alex MacDonell
The Rev. George Gaines Swanson

April 23
April 24
April 30
July 21
December 5

Reception into the Episcopal Church

None

Appointments

The Rev. Bowie Snodgrass, Priest-in-Charge, Christ Church, Short Hills
The Rev. William Cruse, Priest-in-Charge, St. John's, Ramsey
The Rev. Anthony Puca, Priest-in-Charge, Holy Trinity, Hillsdale
The Rev. Deacon Peter Savastano, Deacon, Christ Church, Short Hills
The Rev. Deacon Sharon Sheridan Hausman, Deacon,
Christ Church, "Bloomfield/Glen Ridge"
The Very Rev. Margaret Peckham Clark, Canon for Congregational Life
The Rev. Dr. Andrew R. Wright, Canon to the Ordinary
The Rev. Asa Coulson, Assoc. Rector, Grace Church, Madison
The Rev. Robert Trache, Interim Priest-in-Charge, St. Peter's, Morristown
The Rev. Sharon Sheridan Hausman, Priest Associate,
Christ Church, "Bloomfield/Glen Ridge"
The Rev. Peter Savastano, Priest Associate, Christ Church, Short Hills
The Rev. Sharon Sheridan Hausman, Priest Associate, Christ Church, Newton
The Rev. Hilario Albert, Priest-in-Charge, Grace Church, Union City

January 13
April 1
April 1
April 17
April 15
May 15
July 1
July 1
September 8
June 22
September 7
December 8
January 1

Acceptance of Letters Dimissory

The Rev. Bowie Snodgrass (New York)	March 22
The Rev. Canon Anne Kitch (Bethlehem)	April 10
The Rev. William Cruse (New Hampshire)	May 15
The Very Rev. Margaret Peckham Clark (Long Island)	July 12
The Rev. Dr. Andrew R. Wright (Fort Worth)	July 19
The Rev. Lorna Erixson (Atlanta)	August 12
The Rev. Andrew Olivo (Washington)	September 1

Letters Dimissory Transferred

The Rev. Deacon Christine L. McClood (Maryland)	January 15
The Rev. Deacon Robert E. Steele (Hawaii)	January 30
The Rev. John Marcantonio (Bethlehem)	February 19
The Rev. Julian Eibin (Virginia)	March 6
The Rev. Keith Gentry (Southern Virginia)	April 9
The Rev. Timothy Carr (Southeast Florida)	May 7
The Rev. Fairbairn Powers (Los Angeles)	May 8
The Rev. Dr. Sonia Waters (New Jersey)	July 9
The Rev. David Jones (New Jersey)	July 30
The Rev. Daniel Lennox (New York)	October 24

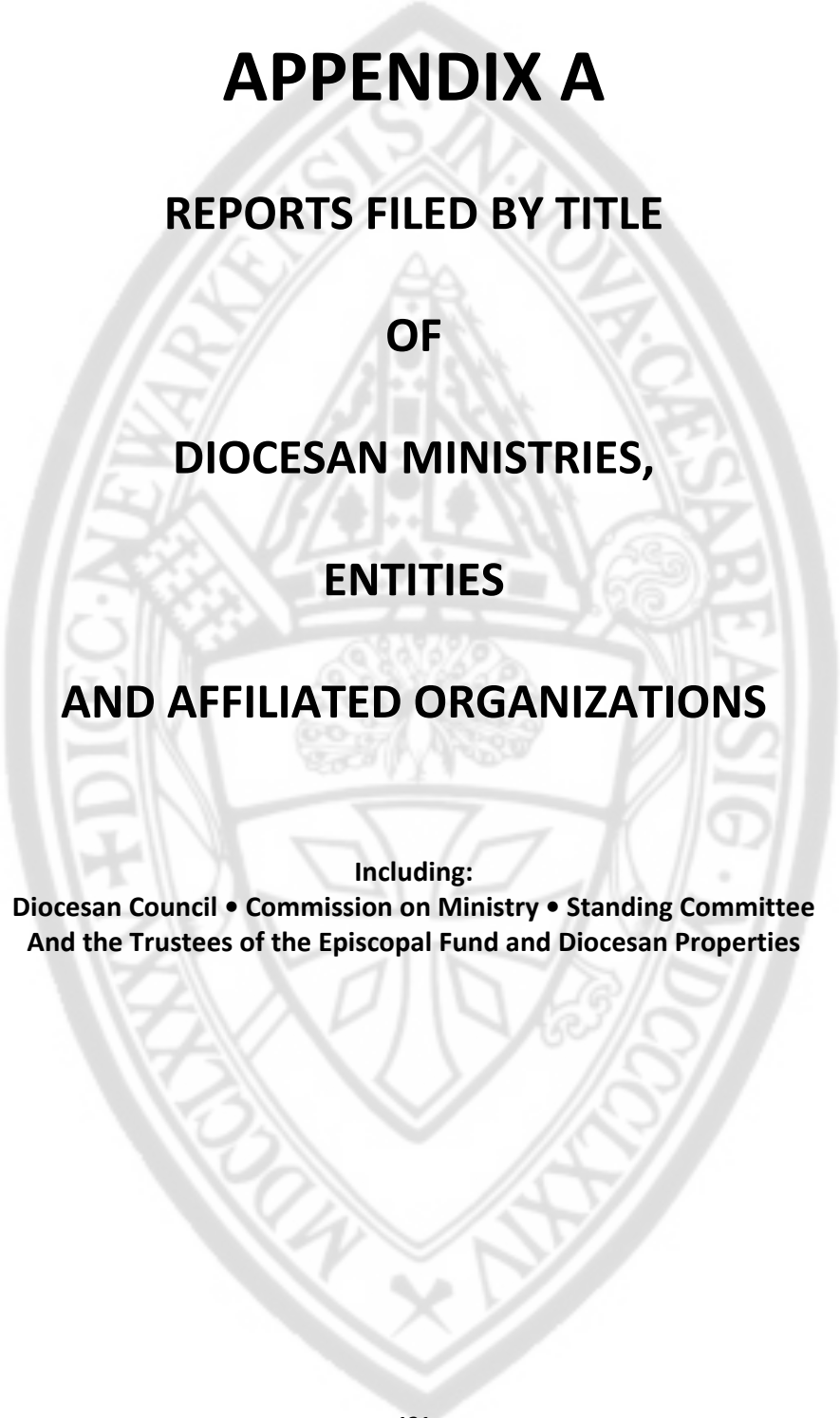
Clergy Licensed to Officiate

The Rev. David Brown (New York)	February 28
The Rev. Gary L. Commins (Los Angeles)	February 28
The Rev. Elizabeth Myers (Bethlehem)	February 28
The Rev. George Abooki Kaswarra (New York)	February 28
The Rev. Daniel Gross (New York)	February 28
The Rev. Michel Belt (Connecticut)	March 19
The Rev. Philip Yohannan (Pune (India))	March 19
The Rev. Okwunna Nwogu (Durham)	March 19
The Rev. Richard Sloan (New York)	March 19
The Rev. William C. Cruse (New Hampshire)	March 19
The Rev. Lesley Hay (California)	March 19
The Rev. Jacob P. Nanthicattu (New York)	March 19
The Rev. Robert F. Solon (Maryland)	March 20
The Rev. Barry M. Signorelli (New York)	March 21
The Rev. Joseph Parrish (New Jersey)	April 2
The Rev. Edward Murphy (New Jersey)	April 2

Consents by the Bishop

The election of Cristobal Olmedo Leon Lozano as Bishop Diocesan of Ecuador Litoral	January 4
The election of Mark D. W. Edington as Bishop Suffragan of Convocation of Episcopal Churches in Europe	January 4
The election of Jennifer Anne Reddall as Bishop Diocesan of Arizona	January 4
The election of Kimberly D. Lucas as Bishop Diocesan of Colorado	January 4
The election of Megan M. Traquair as Bishop Diocesan of Northern California	March 5
The election of Kathryn McCrossen Ryan as Bishop Suffragan of Texas	March 5

The election of Jonathan H. Folts as Bishop Diocesan of South Dakota	May 30
The election of Thomas James Brown as Bishop Diocesan of Maine	June 8
The election of Bonnie A. Perry as Bishop Diocesan of Michigan	June 8
The election of Lucinda Ashby as Bishop Diocesan of El Camino Real	June 19
The election of Martha E. Stebbins as Bishop Diocesan of Montana	September 3
The election of Susan B. Haynes as Bishop Diocesan of Southern Virginia	November 7
The election of Mark Van Koevering as Bishop Diocesan of Lexington	December 9
The election of Deon K. Johnson as Bishop Diocesan of Missouri	December 18
The election of Frank Sullivan Logue as Bishop Diocesan of Georgia	December 19



APPENDIX A

REPORTS FILED BY TITLE

OF

DIOCESAN MINISTRIES,

ENTITIES

AND AFFILIATED ORGANIZATIONS

Including:

**Diocesan Council • Commission on Ministry • Standing Committee
And the Trustees of the Episcopal Fund and Diocesan Properties**

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Including:

Diocesan Council • Standing Committee • Trustees • Diocesan Investment Trust
ACTS/VIM & Alleluia Fund • Ward J Herbert Fund

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Reports received as of 1/20/2020

The Full slate of reports that would be submitted will be made available in the Diocesan Journal later this year.

**ACTS/VIM and Alleluia Fund for Outreach
2019 Report**

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 and Alleluia Fund board members meet together as one to administer both programs in two separate cycles. Except for members of the Executive Committee, board members spent approximately twenty hours per cycle attending one board meeting, at least one grantee interview and/or 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 interviews and site visits with applicants. Liaisons submitted reports on their interviews and 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.

The Alleluia Fund made thirty-seven grants in the amount of \$190,060 and ACTS/VIM made fifteen grants in the amount of \$186,000 providing ministries and service organizations with ties to The Diocese of Newark with a total of \$376,060 for everything from food pantry support, after school programs and parish choirs to senior and young mother assistance, immigrant release, prison ministry and the provision of emergency shelter. \$22,000 of grants made through The Alleluia Fund supported international programs in Burundi, Israel, Uganda and Afghanistan that offer water and sanitation program support, micro-entrepreneurial business assistance and a pen pal program between children in Afghanistan and the Diocese of Newark. (For a complete list, see the following pages)

Because the ACTS/VIM and Alleluia Funds generally only have the resources to provide half of the funding requested each year, both boards tend to make more provision for programs that provide food and shelter. However, the Alleluia and ACTS/VIM boards almost always make grants to any organization that is able to demonstrate eligibility.

ACTS/VIM and the Alleluia Fund for Outreach 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.

Respectfully Submitted,
The ACTS/VIM and Alleluia Fund Executive Committee:
Ms. Paula Cappel, Mr. Arnie Peinado, The Rev. Cathie Studwell

Members of the ACTS/VIM & Alleluia Fund Board:

Class of 2020

The Rev. Debbie Brewin-Wilson	St. Mary's Church, Sparta
Ms. Paula Cappel	St. Andrew & Holy Communion, South Orange
The Rev. Ellen Kohn-Perry	St. Paul's Church, Chatham
Mr. Kirk Petersen	St. George's Church, Maplewood

Class of 2021

Mr. Sidney King	Incarnation/St. Paul's Church, Jersey City
Mr. Michael Otterburn	Church of the Messiah, Chester
Mr. Arnie Peinado	Christ Church, Short Hills
The Rev. Cathie Studwell	St. Batholomew's Church, Ho-Ho-Kus

Class of 2022

Mrs. Martha Andersen	St. John's Memorial Church, Ramsey
The Rev. Sylvester Ekonwe	St. Andrew's Church, Newark
Ms. Janelle Grant	St. Paul's Church, Paterson
Mr. Mark Trautman	St. Paul's Church, Englewood

Summary of Applications

**ACTSVIM Fund 2019 Cycle
Funds Available: \$186000**

Grant ID	Application Church	Application Project	Requested	Granted	(%)
AV-19-01	North Porch Women's & Infants Center	diapers and food supplements	\$20,000.00	\$16,000.00	80%
AV-19-02	Lutheran Episcopal Advocacy Ministry	Faith Based Advocacy	\$20,000.00	\$12,000.00	60%
AV-19-03	New Jersey Chester, Church of the Messiah	Senior Resource Center	\$16,000.00	\$12,000.00	75%
AV-19-04	Bergenfield, All Saints' Episcopal Korean	Korean Culture School Program	\$20,000.00	\$12,000.00	60%
AV-19-05	Englewood, St. Paul's Church	St. Paul's Choir School	\$10,000.00	\$10,000.00	100%
AV-19-06	St. Paul's CDC, Paterson	CDC - Emergency Men's Shelter	\$15,000.00	\$10,000.00	66.67%
AV-19-07	West Orange, Holy Trinity Church	Food Pantry Stipend	\$10,000.00	\$10,000.00	100%
AV-19-09	Cross Roads Camp and Retreat Center	Song Leadership Training	\$20,000.00	\$12,000.00	60%
AV-19-11	Hasbrouck Heights, St. John the Divine	Care on the Corner	\$12,000.00	\$9,000.00	75%
AV-19-12	Haven of Hope for Kids	General Operating Support	\$18,000.00	\$14,000.00	77.78%
AV-19-13	St. Peter's Haven, Clifton	Healthly Food Pantry	\$20,000.00	\$18,000.00	90%
AV-19-14	Newark Shared Ministries - All The Way	Adult Education Center	\$20,000.00	\$15,000.00	75%
AV-19-15	All Saints Community Service & Development Center	Jubilee Center Childrens' Program	\$20,000.00	\$16,000.00	80%
AV-19-16	Newark Grace Church	The Choristers Program of Grace Church	\$10,000.00	\$10,000.00	100%
AV-19-17	Diocese of Newark - Prison Ministry	Funding of Van	\$11,850.00	\$10,000.00	84.39%
Total Requested			\$242,850.00	\$186,000.00	

Summary of Applications

**Alleluia Fund 2019 Cycle
Funds Available: \$190000**

Grant ID	Application Church	Application Project	Requested	Granted	(%)	Grant Request Type
ALF-19-01	Burundi, Diocese of Gitega	Water and Sanitation Project	\$8,116.00	\$8,000.00	98.57%	International
ALF-19-02	Kakaasi COU Christian Women	Purchase of Sewing Machines	\$10,000.00	\$5,500.00	55%	International
ALF-19-03	Chester, Church of the Messiah	Senior Resource Center	\$8,000.00	\$5,000.00	62.5%	Education / occupation
ALF-19-04	North Porch Women's & Infants Center	diapers and food supplements	\$15,000.00	\$9,000.00	60%	Food/personal care items
ALF-19-05	Family Promise of Sussex County	Shelter Funding Support	\$20,000.00	\$5,000.00	25%	Shelter / housing
ALF-19-06	New Jersey Historical Society	Funding for Teen-Parenting Program	\$3,500.00	\$3,000.00	85.71%	Education / occupation
ALF-19-07	Seamen's Church Institute	General Operating Support	\$12,500.00	\$6,000.00	48%	Education / occupation
ALF-19-08	St. Matthew Trinity Lunchtime Ministry, Newark	Food & Supply Costs	\$10,000.00	\$6,000.00	60%	Food/personal care items
ALF-19-09	Greater Life Inc.	Kidstute Education Enrichment Program	\$5,000.00	\$3,000.00	60%	Education / occupation
ALF-19-10	Newark Shared Ministries - All The Way	GED/ABE (Adult Basic Education) Classes & Shelter Funding Support	\$20,000.00	\$7,000.00	35%	Education / occupation
ALF-19-11	Family Promise of Bergen County	Shelter Funding Support	\$25,000.00	\$5,000.00	20%	Food/personal care items
ALF-19-12	Jerusalem Princess Basma Center	Mother Empowerment Program	\$5,000.00	\$4,000.00	80%	International
ALF-19-13	Family Promise of Hudson County	Funding Case Management/Case Aides	\$37,180.00	\$7,500.00	20.17%	Shelter / housing
ALF-19-14	Haven of Hope for Kids	General Operating Support	\$15,000.00	\$8,000.00	53.33%	Shelter / housing
ALF-19-15	United Community Corporation	Emergency Services	\$10,000.00	\$4,000.00	40%	Shelter / housing
ALF-19-16	St. Peter's Haven, Clifton	Grocery Delivery Program	\$10,000.00	\$5,000.00	50%	Food/personal care items
ALF-19-17	Lutheran Episcopal Advocacy Ministry	Emerging Leaders Issues Summit & Support Breakfast Plus Program	\$15,000.00	\$5,500.00	36.67%	Education / occupation
ALF-19-18	Grace Community Services	Senior Resource Center	\$10,000.00	\$5,500.00	55%	Food/personal care items
ALF-19-19	Communities of Faith for Housing	The Hoboken Shelter	\$10,000.00	\$6,000.00	60%	Shelter / housing
ALF-19-21	Hope/Belvidere, The Episcopal Church of Newark & St. Peter's Church	Alfghan School Project	\$3,000.00	\$3,000.00	100%	International
ALF-19-22	Newark Grace Church	Food Outreach Ministry	\$3,000.00	\$2,000.00	66.67%	Food/personal care items
ALF-19-23	Dress for Success Northern NJ	Road2Success	\$5,000.00	\$3,500.00	70%	Education / occupation
ALF-19-24	Christ Church CDC, Hackensack	Homeless Shelter Support	\$15,000.00	\$7,500.00	50%	Shelter / housing
ALF-19-25	Episcopal Jersey City	Triangle Park Community Center	\$10,000.00	\$6,000.00	60%	Education / occupation
ALF-19-26	First Friends of New Jersey & New York	Immigration Custody Post Release	\$25,000.00	\$7,000.00	28%	Shelter / housing
ALF-19-27	Meeting Emergency Needs with Dignity	Healthy Pantries, Healthy Patrons	\$4,750.00	\$3,500.00	73.68%	Food/personal care items
ALF-19-28	My Sister's Lighthouse Resource Center, Orange, Jubilee Outreach Community	Domestic & Sexual Violence support	\$12,000.00	\$6,000.00	50%	Shelter / housing
ALF-19-29	St. Paul's CDC, Paterson	Food Pantry/ Soup Kitchen	\$10,000.00	\$6,000.00	60%	Food/personal care items
ALF-19-30	St. Paul's CDC, Paterson	CDC - Emergency Men's Shelter	\$10,000.00	\$6,000.00	60%	Shelter / housing
ALF-19-31	The Supportive Housing Association of NJ	Educate Congregations on Developmental Services For All	\$3,000.00	\$2,000.00	66.67%	Education / occupation
ALF-19-32	Morristown, St. Peter's Church	Shelter For All Academic Assistance	\$5,260.00	\$5,260.00	100%	Education / occupation
ALF-19-33	All Saints Community Service & Development Center	Providing Healthy Meals & Snacks	\$10,000.00	\$6,000.00	60%	Food/personal care items
ALF-19-34	Paterson, St. Paul's Church	St. Paul's Souper Family Cafe	\$10,000.00	\$6,000.00	60%	Food/personal care items
ALF-19-35	Goodwill Rescue Mission of Newark	Compassionate Care Services	\$5,000.00	\$2,500.00	50%	Food/personal care items
ALF-19-36	Diocese of Newark - Prison Ministry	Children's Arts & Sciences Enrichment	\$21,700.00	\$4,300.00	19.82%	Education / occupation
ALF-19-37	Teaneck, St. Mark's Church	St. Mark's Quilters - Serger Machine	\$750.00	\$1,500.00	200%	International
ALF-19-38	Englewood, St. Paul's Church	St. Paul's Choir School	\$5,000.00	\$4,000.00	80%	Education / occupation
Total Requested			\$407,756.00	\$190,000.00		



All The Way Up Adult Education Center

in Downtown Newark and Maplewood, NJ

407 Broad Street, Newark, NJ 07104 | T: 862.234.5258 | allthewayupnj.org

Annual Diocesan Report 2019 Transforming Lives Through Education

All The Way Up Adult Education Center (ATWU) is a mission and service-based organization that empowers adult learners in Newark, NJ and greater Essex County through individualized training in GED/HSE Test Preparation, Adult Basic Education (ABE), English as a Second Language (ESL), and Job Readiness Skills. We partner with community organizations, granters, and individual donors to directly improve the educational outcomes of our students throughout Essex County.

We are grateful for the tremendous support of the Diocese of Newark and our partnership with House of Prayer, Newark. In 2019, All The Way Up (ATWU) received grants from ACTS/VIM, The Marge Christie Fund, and the Alleluia Fund of the Diocese. These funds, as well as gifts from donors throughout the diocese, helped to provide life-changing opportunities for our students as they work toward receiving their GED.

To many of our students, education is a life and death matter. A better education means a higher-paying job and creates long-term financial stability for the student's family. ATWU has proven success with a personalized training model for adult students who have otherwise been left behind.

Highlights from 2019

- Welcomed more than 100 students to our Newark campus at House of Prayer Episcopal Church
- Celebrated with our first graduates in May 2019
- Opened a new Job Center and provided Job Readiness Seminars for our students and the wider community with grants from the Alleluia Fund and St. Luke's, Gladstone
- Purchased new tables and chairs for the shared ministries at House of Prayer with a grant from the Marge Christie Fund
- Secured funding for our English as a Second Language program from Christ Church, Short Hills
- Secured funding from ACTS/VIM and The Gertrude Butts Fund to begin a new evening program in Maplewood, NJ
- Incorporated as a 501(c)(3) thanks to funding from the United Thank Offering.

As ATWU continues to serve students throughout Newark and Essex county, we welcome new volunteers to join our team. For more information, please contact us at info@allthewayupnj.org visit our website at allthewayupnj.org and click "Get Involved."

Respectfully submitted,

Christopher Whitaker
Executive Director

Christopher Jennings
Program Director

*"The teachers made learning so much fun and very awesome. I learned way more here than I did in high school, and I enjoyed having the time to understand the new material. I plan on using everything I learned in the outside world. All The Way Up pushed me to better myself and not to give up on anything. **Everyone believes in me.**" -Remona, All The Way Up Student*

REPORT OF THE ANTI-SEXISM TASK FORCE

The Anti-Sexism Task Force (ASTF) was created by resolution 144AC-R04 “Breaking the Episcopal Stained Glass Ceiling” at the 144th Annual Convention of the Diocese of Newark. That resolution called for the following:

- Establish an Anti-Sexism Task Force, of which women shall compose at least half of the membership
- Research, develop, and submit for approval at the 145th Convention of the Episcopal Diocese of Newark a training program that will be required for all clergy, all lay persons elected to leadership in the Diocese, diocesan search committees, and that will be encouraged for use by all congregational search committees
- Monitor and submit to each Diocesan Convention, beginning with the 145th Convention of the Diocese of Newark, a report on the status of women clergy in the Diocese in regard to role, pay equity, and gender-based harassment
- Submit this resolution to the 79th General Convention of The Episcopal Church

The Co-Chairs are: Ms. Laura Russell and the Rev. Diana Wilcox.

The following were members during 2019: Ms. Rhonda Lutz, Ms. Lindsay McHugh, Ms. Michele Simon, and The Rev. Paula Toland.

The ASTF met multiple times in 2019 to address the primary areas of work: Training & Equity Reporting. However, most of the activity of the ASTF was focused on the development and testing of the training program.

TRAINING

During 2019, the Task Force initially ran the following Beta Training sessions to test the program developed during 2018.

Saturday, April 6th from 8:30am-3pm: Attended by 5 people, a mix of clergy and lay, male and female.

May 7th & 14th from 6pm-9pm: Attended by 6 people, a mix of clergy and lay, male and female. This was intended to be a three night session, continuing on the 21st, but the last session was not needed.

After the first two sessions, the training was reviewed, the schedule was modified for clarity, and a final Beta was added to test it:

Saturday, November 2nd from 8:30am-4pm: Attended by 9 people, a mix of clergy and lay, male and female. This was our best attended, and most diverse of the Betas.

The training included thoughtful discussion, interactive exercises, videos, and presentations. Responses at all the trainings, particularly the final version, were overwhelmingly positive, and we are now ready to launch the required trainings in 2020. The format will be a single day, with pre-work in the form of readings and surveys, and will be offered twice/year initially to allow all to complete the requirement within the timeframe proposed by resolution at this convention (3 years). One of the two yearly offerings will be at Episcopal House, with the other being at a satellite location, to allow for easy access by those further away from Newark. The task force is also contemplating evening sessions, which will occur based on need.

Subsequent trainings for those who have completed this initial requirement are being planned, and it is hoped that we will be able to produce modular courses that can be done online, or in short interactive and easy to access sessions.

EQUITY REPORTING

Data Methodology

There were two main areas of research:

- Comparison of titles held and full-time v. part-time status
- Comparison of compensation provided, looking at minimum, median (middle value) and maximum compensation for Rector positions.
- We compared Total Assessable Compensation which is the measure used by the Church Pension Group to compile data across the Episcopal Church.
 - Definition of total assessable compensation = *cash salary, utilities, payments made to Social Security and housing.*

Note that the data was derived from 2017 Parochial Reports and was found to be incomplete and anomalous in some areas. The diocese provided assistance to correct where possible.

Findings

- Females were found in most clergy titles in the Diocese
- There were more male rectors than female rectors. But women were well represented in the title “Rector” as a percentage of their population
 - Among Full-time Rectors, 42% were female and 58% were male
 - This represents 89% of the female clergy population v.85% of the male population
- A higher percentage of males than females served in part-time positions
- The middle (median) compensation for males was higher than for female clergy. The median compensation in 2017 for male solo clergy was \$89,724 v. \$80,770 for female solo clergy.

We will be looking at 2018 data next year when we receive the information. We also believe that more work needs to be done to research part-time compensation. Data on patterns of hiring might be revealing as well, e.g. does size of congregation, financial resources, or geographical location correlate with gender of clergy.

SUMMARY

Over the next year, the ASTF will be working to analyze new data, both compensation and anecdotal, to understand the full picture, and to recommend follow-up actions as appropriate. We will also be fulfilling our charge to review and report on the updated information each year at convention. This will include our analysis of the data, any actions recommended that result from our work, and report on trends from year to year.

Additionally, we will roll out the required training in 2020. As per the resolution, this training will be required of all clergy, all lay persons elected to leadership in the Diocese, diocesan search committees, and encouraged for use by all congregational search committees.

We would like to thank John King for all of his help in obtaining and parsing the compensation data, and Jane Jubilee for her wonderful hospitality in support of our meetings at Episcopal House.

Respectfully Submitted,
Ms. Laura Russell, Co-Chair
The Rev. Diana L. Wilcox, Co-Chair
Ms. Lindsay McHugh
Ms. Rhonda Lutz
Ms. Michele Simon
The Rev. Paula Toland

ANNUAL REPORT FOR 2019
BISHOP ANAND RESOURCE CENTER

KENNETH DANIEL WILSON ANAND
Bishop of Amritsar 1959 – 1967
Assistant Bishop of Newark 1974 – 1976
“Full of the Holy Spirit and of Faith” – ACTS 11:24

Since its inception in the 1970s, The Bishop Anand Resource Center has transformed from a library/bookstore at 24 Rector Street, to a multi-media, mobile resource depot, ordering center and meeting space at 31 Mulberry Street. Used by the clergy and laity of the Diocese of Newark, the center is committed to having up-to-date resources on the issues affecting our lives and the life of the church. The Resource Center is accessible whenever Episcopal House is open and its staff on duty.

The Bishop Anand Resource Center continues to live into the diocesan mission statement “Equipping congregations, empowering people, engaging the world with the hope of justice of Jesus” by improving its function as a book and calendar ordering source and meeting place.

For example:

- The Resource Center continues to be a place where the laity and clergy of the Diocese come for help finding resources both new and historical; digitally and physically.
- The Anand Center has grown in its use as a conference room for small meetings of up to 10 individuals since its relocation to the sixth-floor rotunda.
- As of late 2019 and looking forward, the Anand Center will take on more retail opportunities by providing diocesan-branded gift items to be purchased at not only on site by at major diocesan events such as Clergy Conference and Convention.
- The manager of the Center is a staff representative of the Liturgy and Music Commission and Namaste, the diocesan commission on racial reconciliation and healing.

Respectfully submitted,

Jane Jubilee
Coordinator of Diocesan Resources and Events
Bishop Anand Resource Center

Bishop's Advisory Committee on Human Resources

This year the Bishop's Advisory Committee on Human Resources continued its regular work to assess insurance plan options offered through the Medical Trust and make recommendations of plans offered during the annual enrollment period. No significant changes were recommended, and our diocese continues to offer a wide array of plans to eligible enrollees.

We also reviewed all clergy compensation mandates and recommendations to offer updated proposals for 2021. We are putting forward two resolutions – one to increase the minimum clergy compensation levels by an inflationary increment and a second to continue a phased in approach increasing the mandated continuing education allowance for clergy.

At our Bishop's request, we are also in the process of updating our diocesan employee policies manual, incorporating recent changes in state employment law and clarifying practices for the benefit of all diocesan staff. We hope to have this work completed in the early part of 2020.

The Bishop's Advisory Committee on Human Resources: Mr. George Ackley, Ms. Maria Force, the Rev. Ruben Jurado, Ms. Mary Beth King, Mr. Robert LaPene, the Rev. Thomas R. Laws, Ms. Lindsay McHugh, Mr. John Niles, the Rev. Paul V. Olsson (Chair), Dr. Matthew Price, the Rev. Deacon Erik Soldwedel, Mr. John King (*ex officio*), Ms. Leslie Thomas (Staff Liaison)

The Commission on Ministry – Convention Report on 2019

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, meet monthly as a committee of the whole for prayers and a meal, following which each Committee meets separately to consider issues before it.

The Committee on the Diaconate

The Committee on the Diaconate continued to assist individuals in the process towards ordination to the vocational diaconate, providing them with guidance and advice through its various stages. The Committee meets on the third Thursday of each month and for special conferences to decide and make recommendations on those persons at various stages in the ordination process. During 2019, the Committee took steps to strengthen the education component of the formation process, with the kind assistance of the Interweave organization and St Luke's, Montclair, as well as those clergy members who graciously offered their services.

During 2019, there were no ordinations to the vocational diaconate. However, two postulants were admitted to candidacy, one person proceeded to Nominee status, and four persons were at different stages of the process as aspirants.

As at 31 December, the following individuals were in the ordination process:

Candidates

1. Ms. Virginia Whatley (St Paul's, Patterson)
2. Ms. SunHwan Spriggs (St Paul's, Chatham)

Postulants

1. Gary Yacono (St. James, Ridgefield)
2. Annie Pike (St Luke and St Mary, Hope/Belvedere)

Respectfully submitted
Archdeacon Peter Jackson
Chair, Committee on the Diaconate

The Committee on the Priesthood

In 2019 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, and holding several conferences through the year. During the year, special attention was paid to implementing Bishop Hughes' vision for identifying and forming individuals for ordained 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, 2019)

Ms. Danielle Baker
Ms. Carrie Cabush
Mr. George Dredde
Ms. Katherine Rollo
Ms. Lorna Woodham
Ms. Vivian De Los Santos

Ordained to the Transitional Diaconate in 2019:

The Rev. Raul AUSA

Ordained to the Priesthood in 2019:

The Rev. Sharon Hausman
The Rev. Peter Savastano

Respectfully submitted,
Mr. Larry Sunden
Chair, Commission on Ministry

Cross Roads Camp and Retreat Center 2019 Report Highlights of the Year

A Joint Partnership with the New Jersey Synod of the Evangelical Lutheran Church of America (ELCA) and the Episcopal Diocese of Newark:

The mission at Cross Roads Camp and Retreat Center is, 'Joyfully experiencing God and Creation through faith, fellowship and fun.'

Staff

Our new Assistant Director and our new Hospitality Manager Esteban and Nora had their full first year at camp and a great year it was. The staff has remained consistent over the last year which is a testament to their commitment to the ministry here at Cross Roads. We are excited for what the next chapter will bring!

Board

The by-laws require that the board consist of eight Episcopalians from the Diocese of Newark and eight Lutherans from the NJ Synod. As of today, we are short one Episcopal board member.

Retreats

Our retreats continue to be a wonderful success! Over the last eight years our retreats have grown by a whopping 78%. We anticipate to see continued growth in our future.

Fundraisers

The Bishops' Cup Golf Outing and the Volleyball Marathon had a very successful year and we hope for many more successful years to come. Please join us this year!

Summer Camp

Our summer camp has grown an outstanding 124% over the last eight years! We have a wonderful full time staff and they have worked hard to help make this happen. We are blessed to be able to share our outdoor ministry and camp experience with kids who are growing up in a world surrounded by electronics and social pressure. We continue to support our campers and provide a safe, accepting and faith-filled environment for them to grow, enjoy and relax during their summer.

Our "It's My turn" vacation bible camp continues to be a huge success. It is designed for special needs children ages from 4-15. This is a way for the special needs community to get a camp experience in a safe faith based place. We are thrilled to have this in our summer program and hope we can continue to grow and share this special place. We renovated the pool and pool area as it was in need of necessary repairs and finished in time to enjoy it during our 2019 season of summer camp. It was a big hit and it looks FABULOUS.

We celebrate that are summer camp staff grow in spiritual maturity reflecting that the experience of caring for campers is more than just being a counselor the summer staff continued their journey while attending seminary studying Christian education or pursuing other crews in which they're called to serve God.

New Business

We have developed a stronger partnership with the Episcopal Diocese of Newark through our PopUp Youth Ministries program initiated this year. We hope to continue to grow together and to remain an integral part of the Episcopal and Lutheran communities.

This report is a small sampling of the year. Please explore what Cross Roads has to offer you and your congregations by visiting our exhibitor's table and talking with staff or board members at convention. Or visit the recently upgraded website www.crossroadsretreat.com

Respectfully submitted,
Megan Lawrence, Board Chair

2019 Report: Diocesan Ecumenical and Interreligious Officer Ecumenical and Interreligious Commission

The Ecumenical and Interreligious Commission (EIC), and the Diocesan Ecumenical and Interreligious Officer (DEIO), are appointed by the Bishop. We represent the Bishop, Diocese and at times the national Church in ecumenical and interfaith dialogue. We disseminate information from TEC dialogues, and encourage local implementation and mission. I have served as DEIO since 1997 with the exception of a three-year sabbatical from 2010-2013.

Diocesan Convention: The DEIO, the EIC host ecumenical guests at the Diocesan Convention each year with a reception in the hotel lounge, and dinner, on Friday night. Bishop Hughes joined us in 2019 and will again this year. Our hospitality is greatly appreciated by our ecumenical partners and provides an opportunity to re-connect and share what's going on in our respective church bodies.

ARC-Newark on Racism: Each year we hold at least one ARC-Newark Dialogue (ARC: Anglican-Roman Catholic) where our commission and the archdiocesan commission meet. IN some years there is a new document from ARCIC (international) or ARC-USA to discuss and provide input back to our respective churches. As we often do, the ecumenical and interreligious officers from the Archdiocese, Dean Weber (who is also on the EIC) and I met earlier in the year for lunch to plan the 2019 dialogue. Often we meet in Newark; this year we met in Tenafly.

2019 marked the 400th anniversary of the arrival of the first enslaved Africans to British Americas. Consequently, this year we focused on racism, presenting on and discussing two documents: the Roman Catholic bishop's pastoral letter on racism, "Open Wide Our Hearts: The Enduring Call to Love," and the 2015 International Anglican-Orthodox Buffalo Statement: "The Image and Likeness of God: A Hope-Filled Anthropology." This year I presented for the Episcopal Church.

The Episcopal Church (TEC): The DEIO attends the annual meeting of TEC's national network (EDEIO) – and is currently the Vice President. This meeting is concurrent with the National Workshop on Christian Unity, where ecumenical representatives from many traditions come together for learning, dialogue and relationship building. In 2019 it was held in St. Louis, and in 2020 in Houston. The DEIO also attends the winter EDEIO board meeting, this year on February 10-14, 2020.

Also TEC: In addition, I've represented TEC at meetings of the CCT (Christian Churches Together). This year I travelled to Montgomery, Alabama in October for the Annual Convocation, where we visited the Legacy Museum with its somber memorial to victims of lynching. We also walked the sites downtown reflecting the centuries-long history of slavery, Jim Crow, and the civil rights movement in Montgomery. The walk culminated in a service at The Dexter Avenue Dr. King Memorial Baptist Church and dinner with members of the congregation. Seminars and small groups prompted discussions among the diverse participants of how racism has been evidenced and/or experienced in their personal experiences, denominations and communities, and the way forward.

Christian-Muslim Dialogue: We also continue our longstanding relationship with our Muslim neighbors; the DEIO has served on the board of the North Jersey Christian-Muslim Project (NJCMP) since 1997. We work with the Islamic Center of Passaic in Paterson, led by Imam Mohamed Qatanani.

Due to health and immigration issues, this is the second year in over twenty-five when a dialogue was not carried out. Over the past few years, on behalf of our diocese, we have supported Dr. (Sheikh) Qatanani in Immigration Court in Newark and at other gatherings. We expect to resume the NJCMP Dialogue in 2020.

Interfaith Women's Initiative: The IWI provides a forum in which Jewish, Muslim, Christian, and Unitarian women find support and affirmation, develop friendships and learn from each other, and plan a bi-annual public educational event for the larger community, with one coming up, we hope, in the fall of 2020. Each of the three Abrahamic groups host the monthly meeting in rotation. The Christian women are primarily Episcopal and host the group once every three months at Church of the Atonement, Tenafly. Additional members are always welcome.

Responding to current events: The DEIO represented our Diocese, and our local Tenafly Interfaith Association at regional and local events observing the one-year anniversary of the deadly shooting at the Tree of Life Synagogue in Pittsburgh, and recognizing rising anti-Semitic and other religion-based hate crimes in our nation.

Province II: In 2019 I've worked with the DEIOs of the Dioceses of New York and Long Island to organize a gathering of P2 ecumenical commission members, which is now slated for Friday, February 7, 2020 at the Cathedral of St. John the Divine in Manhattan. We will focus on responses to anti-Semitism and racism, including how the arts are being used in several programs, including CARAVAN, of which TEC and EDEIO have signed on as sponsors. Attendees will also receive an update on TEC's ecumenical and interfaith relationships, including the latest news on the status of the United Methodist Church. Several members of our commission will participate.

Diocesan Resource: The DEIO serves as a resource to the Bishop and to congregations. I am sometimes asked to speak in parishes or at diocesan events. Clergy and lay leaders are always welcome to contact me directly with questions regarding ecumenical and interreligious concerns.

I'm grateful for those who serve on the EIC. The commission meets irregularly, depending on what is being planned during the year. Members include the Rev. Michael Allen, Dr. Terri Donati, the Rev. Willie Schutz, the Rev. Dean Weber, and the Rev. Diana Wilcox. We will work with Bishop Hughes to further develop and enlarge the EIC in the coming year.

If you are interested in participating in one or more of these endeavors, please contact me. If you are interested in serving on the Commission, please contact Bishop Hughes.

Respectfully submitted,

The Rev. Lynne Bleich Weber
Diocesan Ecumenical and Interreligious Officer (DEIO)
Rector, Church of the Atonement, Tenafly
rector@atonement-tenafly.org
office: 201-568-1763

THE DIOCESAN INVESTMENT TRUST FOR THE EPISCOPAL DIOCESE OF NEWARK
REPORT TO THE 146th CONVENTION
JANUARY 2020

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 170 accounts.

At the end of 2019, the DIT had assets under management (AUM) of \$67.1 million, a net increase of \$10.4 million during the year due to investment return, net of fees, of \$12.4 million, offset by distributions of \$2.0 million. 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 52 basis points per year.

TIAA is a global asset manager with over \$1 trillion 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 11 equity and fixed income mutual funds. The DIT does not invest directly in individual stocks and bonds. As of the end of the year, 72% of the portfolio was invested in equity funds, 27.7% in fixed income funds and 0.3% in cash or cash-equivalent securities.

There are five investment options designed to provide varying degrees of risk and reward potential to fit the investment profiles of our customer base. The DIT choices 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 \$50 million. Most of the balance is held by 42 congregations that choose to invest their church funds in the DIT. Each investor determines how they want their capital allocated among the five investment options.

The investment return of the composite of the entire DIT portfolio for 2019 was 22.1%, slightly beating our benchmark of 21.9%. The equity fund was up 27.1% versus a 27.3% benchmark, and the fixed income portfolio was up 9.0%, versus the benchmark of 7.8%.

The current members of the DIT are as follows:

Officers:

President: The Rt. Rev. Carlye J. Hughes, *Ex-Officio*
Vice President: Mr. Howard Mackey
Secretary: Mr. Samuel Reckford, 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 2020

Not theology but Experience of the Holy?
Education transformation Ministry

Jesus gave people an experience of God; he didn't tell them about God way off somewhere. In his touch they felt God's love, his words healed hearts & limbs, his astounding death freed us from fear, and his words made us better people.

For 300 years we continued to help one another encounter the Holy in worship, fellowship, study, and ministry. But when Christianity became legal and then popular, we began to tell newcomers what to believe rather than help them wrestle with God speaking through Scriptures, living in the Community of Faith, drawing history towards Christ the Omega, and wrestling with the Spirit tempting each of us to greater courage and goodness.

Since, 1975 EfM has helped Participants wrestle with God in Scripture, encounter God is fellow Participants, discern God in their own experience of the numinous, and to discern God's purpose in world events.

Newark's Contract (\$1750) with the EfM Program gives us a Diocesan Coordinator to recruit and support Mentors and their groups. This required minimum contract also reduces the tuition for each of our 70+ students from \$475 per Participant to \$375 for each of the 4 years EfM offers

Emerald Management Corp.

100 MADISON AVENUE • WESTWOOD • NEW JERSEY 07675 • (201) 666-1446

Hillsdale Senior Housing Corporation known as Hillsdale is a HUD Section 8/202 housing project located at 32 Piermont Avenue, Hillsdale, NJ. The project provides housing for very low and extremely low income individuals aged 62 years or older or persons with a physical disability.

There are a total of 100 units consisting of 25 studio apartments, 74 one bedroom apartments and a 2 bedroom live-in Superintendent's Apartment. The project currently houses a total of 130 occupants of many diverse ethnic and racial backgrounds.

This property is managed by Emerald Management Corporation located at 100 Madison Avenue, Westwood NJ.

Hillsdale House was recognized for its accomplishments during the most recent on site NJHMFMA management occupancy review. The property achieved a "Superior rating" The latest HUD REAC physical property inspection received a score of 82b..

The property has a long history of superior management ratings and high physical inspection scores.

Management continues to complete many projects and improvements at the facility which include though not limited to the following; installed a state of the art surveillance cameras throughout the building, installed automatic doors in the front entry, power washed and repainted the building exterior, installed air conditioning in the Lobby and repaved the parking lot. In an effort to promote better health of the residents, the building followed HUD's smoke-free initiative and went smoke-free. A service coordinator assists residents with programs and encourages the residents to be more active in organizing various events. Upcoming improvements include replacing refrigerators in tenant units and having new washer and dryers with card readers installed by the Laundry Vendor.

Management prides ourselves in setting high standards for the property and continues to work to closely with HUD, the Hillsdale Senior Housing Board of Trustees and vendors to ensure that Hillsdale continues to be the most desirable and safe housing project for seniors to live.

CERTIFIED HOUSING MANAGERS

Marge Christie Congregational Growth and Vitality Fund
146th Annual Convention of the Episcopal Diocese of Newark (New Jersey)

The Marge Christie Congregational Growth and Vitality Fund provides congregational missional funds for the support, strengthening, development and renewal of our congregations' **mission** and **ministry**. The fund's Board seeks to challenge and support our congregations as they prayerfully reflect on how their existing and future projects and programs might deepen and strengthen the congregation's **missional identity**. Grant applications from congregations throughout the Diocese of Newark will be received and considered on an annual basis.

Missional refers to a vocational and spiritual understanding that enables congregations to be actively engaged in their communities through discerning how they might join with God's mission in the world. That engagement is grounded in intentional discipleship in which we understand ourselves as disciples being called, formed and sent into the world.

Mission is that vocation to which the congregation has discerned God has called it.

Ministry is how the mission to which God has called the congregation is being lived out.

The Marge Christie Fund was founded in 2009 to honor Marge Christie, an active lay member of her church, her diocese and the world-wide Episcopal Church whose years of ministry and service to others have touched the lives of many people in a variety of places.

The current Board consists of the following members:

Rev. Deacon Ken Boccino, St. George's, Maplewood (Chair)

Rev. Deacon Deborah Rucki-Drake, Diocese of Newark

Mr. Louis Knaub, Christ Church, Hackensack

Rev. Michael Muller, St. Peter's, Essex Fells

Mr. Michael Odian, St. David's, Kinnelon

Mr. Dennis Piccirillo, St. Dunstan's, Succasunna

The following grant were awarded in 2019:

Grant ID	Application Church	Application Project	Requested	Granted	(%)
MCCGVF-19-05	Union City, Grace Church	Vacation Bible School	\$3,000.00	\$3,000.00	100%
MCCGVF-19-01	Newark, Grace Church	The Choristers Program of Grace Church	\$10,000.00	\$10,000.00	100%
MCCGVF-19-02	Newark Shared Ministries - All The Way	Purchase of tables & chairs	\$5,000.00	\$5,000.00	100%
MCCGVF-19-03	Orange, Jubilee Outreach Community	Funding Summer Camp Program	\$12,500.00	\$12,500.00	100%
MCCGVF-19-04	Morristown, St. Peter's Church	Vacation Bible School	\$15,000.00	\$15,000.00	100%

Faithfully Submitted,

Rev. Deacon Ken Boccino

North Porch Women and Infants' Centers Annual Convention Report 2020

North Porch had another busy year providing baby supplies to families in need. In 2019 we served approximately 3,100 children (infants and toddlers aged 3 and under) on an annual budget of \$80,000. Our loaves and fishes story continues thanks to donations, both financial and in-kind, from the diocese, congregations, the Interfaith Food Pantry and other local organizations.

Our centers continue to be busy with the largest increase in clients at our satellite in Jersey City in the Episcopal Jersey City Triangle Park Community Center. We are so grateful for the generosity and support of all our host churches. We continue to serve clients in need at our main North Porch centers at St. John's Church in Dover, St. Paul's Church in Paterson, and Cathedral House in Newark and our additional satellite locations, at St. James Church in Hackettstown and St. Peter's Church in Morristown. As always, our paid staff is our greatest asset. We are truly blessed to have such dedicated, caring and talented people working for us. Our Center Coordinators are Laura De la Cabada, Dover and Hackettstown; Nella Rosendale, Paterson; Veronica Anaya-Jimenez, Newark and Morristown and Monica Shaw, Jersey City. We are so grateful for their hard work and dedication. Our Program Director, Cynthia Moricz deTeco, is such a gift to us, keeping our organization running smoothly.

North Porch is a privately funded 501c3. Our organization relies on the generosity of the people of the diocese to continue our mission. Each year, we work diligently to raise funds to meet the rising supply and staffing costs to serve the ever-increasing number of clients. North Porch has grown from a small "kitchen-table" organization focused on serving in Newark, to a ministry with locations in Essex, Passaic and Morris Counties. As we grow and strive to mitigate the effects of chronic poverty, we are also challenged to raise the funds to meet these ongoing needs. Donations, including matching gifts, can be made through our website, and via PayPal and the Amazon Smile program. If you have in-kind donations, contact our Program Director at director@northporch.org. She will advise on drop-off locations. More Information is available on our website and Facebook page.

We thank all the congregations and organizations that support our mission. Together we are helping hundreds of families cope in times of need. We look forward to another year of life changing service in our diocese.

Thanks and peace,

The Board of Trustees, North Porch Women and Infants' Centers

The Rev. Ellen Kohn Perry, President; The Rev. Margaret Otterburn, Vice President, E.V. Janopaul, Treasurer; Lindsay McHugh, Secretary; Crary Brooks, Stacy Wilde

To find out more about our ministry please visit our table at Convention, or our website at www.northporch.org.

Report of the Diocesan Administrator for 2019

There are a number of areas in which the Administrative Department of the Diocesan Staff functions to support the mission and ministries of the Diocese. From overseeing the day-to-day operations of 31 Mulberry Street, its reception, hospitality and janitorial services; as well as handling the necessary office equipment contracting, purchasing and service agreements. On a broader scale, the Office of Administration is responsible for maintaining the archival materials of the Diocese, both in terms of records from various Committees and Boards of the Diocese (current and former); items that are historical or sacramental significance; or materials that are dictated by either TEC Canons or State Statutes that must be preserved. Additional functions in support of the Bishop and the staff are also performed throughout the course of the year.

In 2019 the Administrative Department continued the process of sorting, filing and scanning archival materials. We have the equivalent of over 75 filing cabinets worth of materials, some of which date back to the turn of last century. The need to preserve this information is critical as we begin to work in a more digital environment, having immediate access to archives online would be beneficial, as there is a tremendous amount of research that needs to be accomplished in support of the Governing Bodies and the congregations themselves. (Routinely locating Articles of Incorporation, Deeds, or minutes that describe actions taken surrounding these events, for example) As information is researched and discovered, it is scanned in, provided a searchable naming convention and archived digitally. This process is time consuming, however, it proves to be beneficial time and again as materials that are needed can be quickly retrieved and supplied digitally.

Among the scanning projects this year was a complete digital archive of the Diocesan Journals from 1874 through 2018, from which were extrapolated the Annual Reports archives of the Standing Committee and Trustees of the Episcopal Fund, as well as a complete library of each of the Official Addresses delivered to the Convention by our Diocesan, Coadjutor and Suffragan Bishops since our first Convention in 1874. Each of these archives are in the process of being prepared for online resourcing on the Diocesan Website, with the Complete Journal Archive being available already.

With all of the digital documents being created, it has become increasingly important to develop a suitable naming convention for all of our files, to aid in searching for materials located on our servers. A major project was begun this year to rename the documents on the server for all former employees of the Diocese, to standardize the filenaming using familiar terms and assigned codes (YTHMIN for Youth Ministry, and CYCPYR for Cycle of Prayer are some examples). This process has resulted in the renaming (through mostly bulk automated processes) of over 42,000 files. When completed, these newly named files will replace the original files when our physical server is replaced by cloud based systems. Implementing the same naming Convention across the active file volumes and acclimating the staff to a new system are the next phases of this project.

Our collaboration with Ancestry.Com proved fruitful this year, as we have continued to benefit for sharing our archive of closed church registry information for Genealogical purposes. In 2015, Ancestry.com scanned nearly the entirety of our collection of baptismal, marriage and burial registries. They in turn shared with us the scans of the files as well as raw data which allows us to provide information related to genealogical inquiries we receive via our diocesan webform. Within in minutes, we can retrieve data, and provide our clients duplicate baptismal certificates, a process that before would take hours to review old registries, locate records, transcribe and send out. The registries are no longer utilized due to the fact that a complete set of digital scans are available. As a result, they have been placed in sealed plastic containers to prevent further deterioration, and are seldom touched reducing the potential for damage. A process will be designed in collaboration with Ancestry.com to offer this service to our congregations for 2021 to protect this valuable information.

The Administrative Department is helping to facilitate the rollout of our replacement of Shelby, Realm by ACS. While the product is still in development, we will be working with the developers to customize feature sets that will augment the workflows and processes that the Bishop's staff utilizes everyday. According to ACS, anticipated rollout of certain modules will be during the summer of 2020, and we hope to fully 'flip the switch' on December 31, 2020, when we can fully integrate finance and accounting features as well as support for mobile devices.

Supporting the staff transitions and working with the Diocesan Property Manager to properly allocate space for necessary offices is always a challenge. New office spaces were developed & refurbished for the two new Canons this past spring, and discussions continue on further upgrades to offices and meeting spaces throughout the building.

The support of the Granting Boards, The ACTS/VIM & Alleluia Fund, The Marge Christie Fund for Congregational Development, and the Ward J. Herbert Fund are also managed through this office. These responsibilities include the administrative tasks of receiving and distributing the grant applications to the Board, facilitating and arranging all meetings including hospitality, communicating the recommendations to Diocesan Council for their approval, and then coordinating the notification and disbursement of the grant funds with the finance department.

Coordinating efforts with the Diocesan Property Manager and the WJH Executive Committee we also administer the Green Revolving Fund, Emergency Loan Fund and Episcopal Capital Loan Fund. This year, 4 ECLF loan applications were processed, as well as 1 GRF Loan application.

The Director of Administration, in the dual role of Secretary of Convention & Diocesan Council, also facilitates the monthly meetings of Diocesan Council and the Bishop's Advisory Committee on Human Resources, as well as the Annual Diocesan Convention,

and all of its constituent committees. In 2019 the Convention made a successful transition to a new venue, the Hilton Meadowlands in East Rutherford. The hotel and conference center were quite suitable to the overall needs of the Convention format. Compared to the previous venue, we were able to save over 9% on room rates for our attendees, and negotiated costs on food & beverages that were equal and in some cases less expensive per unit than prior years. An overhaul to the Convention voting system, doing away with ScanTron balloting and utilizing Election Runner, a mobile app based platform realized a savings of over \$7,200 in one year. These factors, along with a few other cost cutting measures, allowed the Convention to shrink its overhead, and in turn, we reduced the registration fee for the Convention from \$190 down to \$185 per deputy.

More tasks in 2020 will include further scanning of the archival materials of the Diocese, and more searchable datasets to alleviate the workload that is associated with much of the archival research.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'J. King', with a stylized flourish at the end.

John A. King
Director of Administration

COMMUNICATIONS REPORT

By *Nina Nicholson, Director of Communications & Technology*

In 2019, efforts to expand the diocese's younger audience (through Instagram posts), its older audience (through a new printable publication) and its general audience (through e-newsletter subscribership) all had gratifying results. Also, the Church Website Project has begun moving to a new platform.

New printable publication – *The VOICE Digest*

To reach more members of the diocese, including those not online, a new printable publication, *The VOICE Digest*, was launched in September 2019. It will be published quarterly in the third week of March, June, September and December. Formatted to print on both sides of a single letter-sized sheet of paper, it is available as downloadable PDF files in both color and grayscale, giving church leaders multiple options for distributing it to congregations.

e-Newsletters

Efforts to actively invite diocesan members to subscribe to diocesan e-newsletters, through handouts at diocesan gatherings and direct email invites, resulted in greater growth than last year:

- *The VOICE Online* gained 304 new subscribers (current total = 2219)
- *Leadership News* gained 149 new subscribers (current total = 1568)

By comparison, in 2018 subscribership to both e-newsletters increased by about 100 each.

Social media

Since **Instagram** ([instagram.com/dionewark](https://www.instagram.com/dionewark)) is one of the most popular social media platforms among young people, effort was put into increasing the frequency and aesthetic quality of diocesan Instagram posts. Unfortunately, Instagram's analytics only show the previous 7 days, so the number of Instagram followers gained in 2019 is not available. However, based on observation, the increase in subscribers is almost certainly substantial (multiple new followers per week). Currently the diocesan Instagram account has 699 followers, 26% of whom are younger than 35; by comparison, only 12% of diocesan Facebook followers are younger than 35. This promising result encourages further efforts in 2020.

The two longest established diocesan social media accounts, **Facebook** ([facebook.com/dionewark](https://www.facebook.com/dionewark)) and **Twitter** (twitter.com/dionewark), both experienced modest but steady growth:

- Facebook gained 101 new followers (current total = 1985)
- Twitter gained 53 new followers (current total = 2079)

Videos & livestreaming

Subscribers to the diocesan **YouTube** account ([youtube.com/c/dionewark](https://www.youtube.com/c/dionewark)) increased exactly 50%, from 184 to 276, most likely due to the regular video messages from the Bishop (more on this below). However, it's important to note that 97.7% of the diocese's YouTube viewers are NOT subscribers, as many viewers access the messages via *The VOICE Online* or the diocesan Facebook page. Therefore, the audience for the diocesan YouTube account is much greater than subscriber numbers would indicate.

In 2019 Bishop Hughes recorded 12 video messages for her vlog, augmenting with written messages when her schedule or travel precluded a recording session. Beginning in July, a transcript has been published with each video, increasing the possibilities for sharing the Bishop's messages. The videos are being shared on church social media, and St. Alban's, Oakland / Franklin Lakes reports playing them during the service. Other churches are including the video transcripts in their newsletters.

The entire 2019 Diocesan Convention was livestreamed to YouTube in five segments. The total number of viewers for each segment ranged from 123 to 194. By contrast, the videos of the Bishop's Convention homily and three-part address, which were extracted from the livestream footage and published after Convention, had a much higher viewership. Based on this, the plan for the 2020 Diocesan Convention is to livestream just the Bishop's address and the Eucharist.

Websites – diocese and churches

Drupal 7, the platform used by both the diocesan website (dioceseofnewark.org) and the current [Church Website Project](#) sites, will reach end of life in November 2021.

The Church Website Project was launched in 2012, when the options for website platforms that were robust, affordable, and user-friendly were fewer than they are today. Given the financial cost of upgrading the Drupal codebase and the increased availability of alternatives, it has been decided that the Drupal version of the Church Website Project (designated as CWP 1.0) will be retired no later than November 2021. The diocesan Technology Committee identified two platforms, Squarespace and Weebly, for churches who wish to continue in the Church Website Project 2.0, with the churches taking over the modest cost of those platforms (about \$144/year). So far, two church websites have been launched in Squarespace (one migrated from Drupal, and one new to the program). Several other church sites are under development in both Squarespace and Weebly.

The Bishop has asked that the diocesan website be redesigned in the next year or so. A decision will be made in 2020 whether to develop the next site using Drupal 9, or switch to a different platform.

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, Libby Clarke, Tyler Stahl, and new member Allison Davis, for their assistance and support.

IT REPORT

By Nina Nicholson, Director of Communications & Technology

At the beginning of 2019, Northeast Technology Support (<http://www.northeasttechsupport.com>) took over from On-Site Technology in providing maintenance and support for the technology at Episcopal House during weekly half-day visits.

Cost reductions were achieved with upgraded systems for email and backups, as well as a renegotiated contract for phone and internet service.

Staff computer & software upgrades

- Completed cabling and equipment moves for changes in office space on 4th floor to accommodate Canon Clark.
- Performed scheduled replacement of computers for Bishop Hughes, Sam Reckford, Nina Nicholson and Leslie Thomas.
- Purchased and set up new MacBook & iPad for Bishop Hughes, and new iPads for Canon Clark and Canon Wright.
- Moved Office 365 licensing to Microsoft-direct non-profit plan at 50% cost reduction and initiated first use of free (Business Essentials) licenses.
- Created a test environment for Office 365 SharePoint using local file server storage that synchronizes with Cloud for offsite access from computers and mobile devices. Further formal testing to be expanded in 2020.

Episcopal House phone & internet service upgrade

- Completed Windstream Equipment upgrade to support Internet bandwidth increase per Nov 2018 renewal of Phone & Internet service at reduced cost.
- Conducted additional reviews of available Internet services and bandwidth for the building.

Episcopal House servers

- Finalized decommission of in-house Exchange (email) server.
- Offsite backup migrated to an automated/encrypted no-cost service with NTS.
- On site File Server Replacement planning commenced with recommendation for moving from multiple onsite servers (4) to one primarily for Network Management and File synchronization with Cloud Storage.

Database & finance system replacement

- Shelby replacement project team conducted numerous meetings, demos, and evaluation of various software candidates to make a final selection of ACS Realm Office and Accounting.
- Assembled the initial ACS Implementation plan meetings and set 2nd Quarter 2020 for first data migration / implementation activities.

Emerald Management Corp.

100 MADISON AVENUE • WESTWOOD • NEW JERSEY 07675 • (201) 666-1446

Rutherford Senior Housing Corporation known as Rutherford Senior Manor is a HUD Section 8/202 housing project located at 67 Kip Avenue in Rutherford, NJ. The project provides housing for very low and extremely low income individuals aged 62 years or older or persons with a physical disability.

There are a total of 56 units consisting of 20 studio apartments, 35 one bedroom apartments and a 2 bedroom live-in Superintendent apartment. The project currently houses a total of 62 occupants of many diverse ethnic and racial backgrounds.

This property is managed by Emerald Management Corporation located at 100 Madison Avenue, Westwood NJ.

Rutherford Senior Manor was recognized for its accomplishments during the most recent on site NJHMFA management occupancy review. The property achieved a “Superior rating” with a score of 95%. The latest HUD REAC physical property inspection received a score of 99a%.

The property has a long history of superior management ratings and high physical inspection scores and received a commendation by the Secretary of HUD as being in the top 1% of Housing Projects in 1997.

On December 18, 2019 Rutherford Senior Manor organized a Holiday luncheon with residents and Rutherford Senior Housing board members. It was a joyful event by all. Many different events throughout the year are planned by Management and the Tenant's Association in conjunction with Rutherford Senior Manor board members.

Management continues to complete many projects and improvements at the facility which include though not limited to the following; repaint occupied tenant apartments, provide every tenant apartment with an air conditioning unit, replaced smoke detectors in tenant apartments as well as all common area fire exit signs throughout the facility and completed the rooftop duct work and aluminum rooftop repairs. Upcoming projects are the installation of LED lighting throughout the building common areas and an upgrade to the current surveillance system with new technology and additional cameras.

Management prides ourselves in setting high standards for the property and continues to work to closely with HUD, the Rutherford Senior Housing Board of Trustees and vendors to ensure that Rutherford Senior Manor continues to be the most desirable and safe housing project for seniors to live.

CERTIFIED HOUSING MANAGERS



The Seamen's Church Institute - Mission and Reflections of 2019 Annual Report for the Diocese of Newark 146th Convention

Since coming on board in April 2019 as Director of the International Seafarers' Center in Port Newark, it has been my pleasure to see the execution of The Seamen's Church Institute's mission continue its upward trend. Highlights from 2019 include:

- 1,518 vessels visited in the Port of NY & NJ
- 10,964 seafarers visited on board ships in the Port of NY & NJ
- 25,466 seafarers, truckers and port workers hosted at the International Seafarers' Center
- 14,196 seafarers transported by SCI vans in the Port of NY & NJ

Our team of chaplains and ship welfare visitors are committed to visiting every ship entering the docks of Port Newark on a daily basis, tending to the needs of the seafarers, pastoral or otherwise. Our drivers provide seafarer transportation to our Center and the local mall. SCI's Welcome Center offers recreational options including a gym, TV, billiards, foosball, and table tennis as well as a chapel for quiet time to pray or meditate. Seafarers have an opportunity to request communion from our chaplain. Perhaps the most popular and important amenity we furnish the seafarers, after grabbing a cup of coffee or hot chocolate, is high-speed WiFi. SCI facilitates the seafarer's ability to see their loved ones' faces via video chat, easing feelings of isolation that would plague anyone performing long work assignments away from family/home.

Distribution of our Christmas at Sea (CAS) gifts officially launched on November 23rd and continued daily through Epiphany Eve. This year, our team of chaplains and ship welfare visitors hand-delivered 3,912 CAS ditty bags to 159 vessels. Thanks to the efforts of over a dozen volunteer groups, these ditty bags containing knit sets (a hat and scarf or cowl), travel size toiletries, candy and other snacks, and a personalized Christmas card, were packed and consolidated into 326 Santa Sacks. CAS's 800 individual volunteer needleworkers and 151 groups (from across the U.S. and beyond) stay connected through a robust conversation on the CAS Facebook page and the CAS newsletter, *The Knit Before Christmas*.

One fun fact I learned when I started with SCI: 90% of everything we touch, eat and buy comes through the Port of Newark. So the simple things that we have and enjoy in our daily lives are made possible because of the seafarers who work on these vessels. Depending on their contract, seafarers are away from home and family for 9 months to a year at a time. The mission of SCI and the services we provide are crucial to their well-being. We are able to fulfill our mission because of the dedicated staff at SCI, but also because of your prayers and generous support, whether individual or as a parish. The Diocese of Newark has a list of mariner friendly churches and we hope to grow that number every year. If you've never visited our International Seafarer Center in Port Newark, I invite you to visit us with other members from your church so we can give you a tour of our center and the port. Visitors leave with a much better understanding of what we do and how we serve the seafarers, and bring that knowledge back to their parish.

On behalf of the entire staff at SCI, I thank you for your continued support and prayers.

Timothy Wong
Director, International Seafarers' Center
The Seamen's Church Institute



Senior Ministries – Diocese of Newark

2019 Annual Report

The mission of Senior Ministries is to help the diocese and its congregations establish ministries which both celebrate the involvement of seniors in congregational life and respond to senior needs.

2019 Activities

- Honored 72 seniors from 42 parishes on June 9th at the 23rd Annual Evensong and Presentation of David P. Hegg II Lifetime Achievement Awards at St. Peter's Church, Morristown. Approximately 490 people attended the reception and Evensong. Distributed Hegg Award Evensong plate offering of \$2394 equally to two diocesan senior programs: Shepherd's Haven, Christ Church, Pompton Lakes, and Senior Resource Center, Church of the Messiah, Chester.
- Continued meetings generally on the third Wednesday of the month from 2-4 p.m.

2018 Presentations

- Offered a workshop at the 2019 Annual Diocesan Convention on *Understanding Memory Loss*. The program was presented by Shelly Steiner Alzheimer's New Jerseys. More than 35 people attended.

Senior Ministries Members

- This year, one new member joined Senior Ministries: Cynthia McChesney, Christ Church, Short Hills. The Rev. Janet Broderick and Hope Lampe both left the board mid-year due to relocations out of the state. Other members for 2019 included: Gail Barkley, Scott Bennett (chair), Mary DePinto (secretary), Jill Eden, Marymae Henley, Lorraine Jones, Michael Otterburn, Martha Reiner (vice-chair) and Tricia Smythe.

The 24th Annual Evensong and Presentation of David P. Hegg II Lifetime Achievement Awards will be on May 31st at St. Peter's Church, Morristown, beginning at 3:00 PM.

We offer our grateful thanks to everyone in our diocese who supports our ministry in all ways.

Respectfully submitted,

Scott Bennett, Chair

REPORT OF THE STATE OF CONGREGATIONS AND CLERGY FOR THE YEAR 2019

The year 2019 saw the Diocese of Newark continue to live into a season of transition, as we marked the first full year of the episcopate of Bishop Hughes. The next chapter of the life of the Diocese of Newark is beginning to take shape around the themes of Gifted, Called, Sent and a serious look at the opportunities and resources that we have as a diocesan community, even as we face challenges in our congregations and across our diocese.

Recognizing our gifts and our responsibility to use them faithfully does not mean closing our eyes to the real concerns and difficulties that we face. The updated data collected from parochial reports from 2008-2018 reinforce what we already know – participation in congregational life has declined. Over that 10 year period, the reported average Sunday attendance in our diocese went from 9,289 to 7,189 people, or a 22.5% change. It is not much reassurance at all that there have been steeper declines in many other dioceses and for the Episcopal Church as a whole. Baptized membership in the diocese during that 10 year period changed from 29,630 to 24,342 or a 17.8% decrease. Links to these reports and others can be found at <https://www.generalconvention.org/parochialreportresults>. Part of the question that emerges from this is the same question that the diocese has been working on steadfastly already – how do we do ministry in a changing environment? What is our role in our community going forward? How do we understand church today?

The work we have been doing in recent years, joining God in Shaping our Future, embracing a missional approach to the life and work of the Church, joining God in our neighborhood, has been an important ongoing effort to shape ministry in this new context and is foundational for the future. While the data above are not encouraging, it's easy to imagine how catastrophic these numbers might have been if the diocese had not been striving towards a new, more engaged model of ministry. The same hallmarks of the missional church described in recent years continue to be the shape of ministry going forward: we live in a post-Christendom society (Church culture is no longer dominant) and we will need to continue to develop our personal and congregational ministries primarily in our growth in the life of Christ, rather than any other standard. Formation for ministry for all the baptized is crucial as is continuing formation in ways to strengthen our spiritual life, so that we can experience that growth in Christ. While we are focused on better understanding and application of our spiritual gifts, this is not an inward turn – our gifts are always calling us to better understand and engage in our context, our communities and neighborhoods. And, finally, we need to continue to form leaders who seek God's will in this changing environment and are bold enough to enact it.

Congregational Challenges. Those churchwide statistics mentioned above have been well known “on the ground” in our diocese as we have seen an increase in congregations that can no longer sustain a full time clergy ministry. It continues to be the case that over 50% of our congregations fall into that category. At present, there are approximately 28 congregations in transition or about to begin transition-- searching for clergy-- and 8 of those are likely to result in calls to full time clergy ministry. Financial challenges continue into the future: aging buildings, shrinking numbers of members, dwindling pledges (often the clergy are among the highest pledgers), as well as increased costs associated with clergy compensation and benefits (even though our clergy compensation still falls below averages in the region) have created an environment that sometimes leads to a theology of scarcity instead of a theology of abundance. Nonetheless, a growing awareness of our gifts, given by God for a purpose, and how they may be used can help us embrace creative ways to see and seek God's presence and a deep call to ministry, despite the limitations of our budgets or our buildings

Ministry of the Bishop's Office. Part of this year of continued transition has been a change in the Bishop's Office, which is intended to expand the resources available to congregations, to enhance

and allow growth in ministry across the diocese. Canon Greg Jacobs remained in place for nine months following the beginning of Bishop Hughes' episcopate, which provided crucial continuity and support for the work of Episcopal House, transition ministry, and general support for clergy and congregations. Recognizing the incredible breadth of work that he was doing, Bishop Hughes redesigned his position from one to two. The Canon to the Ordinary had, in fact, taken on the duties of a second Canon's position early in Bishop Beckwith's tenure. Restructuring that role into two at this time has allowed for greater attention to congregational ministry, especially important as new personnel step into these roles. The Canon for Congregational Life position began in May 2019 and encompasses transition ministry for clergy and congregations as well as providing support for congregations that are ready to take new steps in their work and ministry. The new Canon to the Ordinary began following Canon Jacobs' retirement at the end of June, and is focused on supporting ongoing needs and ministries of clergy and congregations, overseeing the functions of Episcopal House, and providing support to Title IV (disciplinary) processes as an intake officer for the diocese. As these two roles continue to map out areas of distinct ministry as well as overlapping ministry, the goal is for the diocesan community to be better served by these Canons who work on the Bishop's behalf.

The role of the Bishop's Office at this time continues to be providing strategic non-financial resources and training that will make it possible for congregations to actively and constructively explore new models of ministry unique to their particular context. We continue to work to provide congregations with those resources, enabling them to initiate conversations that have led to shared and collaborative ministries. Conversations about sharing clergy, collaborative outreach ministry, and, in some cases, consolidation of congregations, continue and may provide opportunities for ministries that move beyond surviving – ministries that thrive.

Significant Congregation Transitions in 2019

There were no churches that closed or completed consolidation in 2019.

Clergy Ministry Transitions

During the year 2019 the following clergy ministry transitions took place:

Departures

The Rev. John Stonesifer, Interim Priest, Christ Church, Short Hills	January 13
The Rev. William Thiele, Rector, St. John's, Passaic,	February 6
The Rev. David Rude, Priest-in-Charge, Good Shepherd, Wantage	March 24
The Rev. Timothy Carr, Priest-in-Charge, St. John's, Boonton	April 28
The Rev. Janet Broderick, Rector, St. Peter's, Morristown	June 9
The Rev. Edward Hasse, III, Rector, St. Paul's, Montvale	June 30
The Rev. Canon Gregory A. Jacobs, Canon to the Ordinary	June 30
The Rev. Marjorie Lindstrom, Priest-in-Charge, St. Matthew's, Paramus	June 30
The Rev. Juan Rosario de la Cruz, Priest-in-Charge, Grace Church, Union City	July 29
The Rev. Canon Lesley Hay, Priest-in-Residence, Good Shepherd, Towaco	August 12
The Rev. Nate Huddleston, Asst. Rector, Calvary, Summit	August 23
The Rev. Joseph Harmon, Rector, Church of the Epiphany & Christ Church, Orange	August 31
The Rev. Shawn Carty, Retreat House Manager, St. Marguerite's Retreat House, Mendham	September 15
The Rev. George Kaswarra, Asst. Rector, Church of the Epiphany & Christ Church, Orange	October 1
The Rev. Joan Conley, Assoc. Rector, St. Elizabeth's, Ridgewood,	October 9
The Rev. Michael Muller, Priest-in-Charge, St. Peter's, Essex Fells	October 30
The Rev. Sylvester Ekunwe, Priest-in-Residence, Trinity & St. Philip's Cathedral, Newark	November 24

Retirements

The Rev. William Thiele, Rector, St. John's, Passaic,	February 6
The Rev. Deacon Sheila Shuford	February 24
The Rev. Deacon Deborah R. Drake	March 1
The Rev. Deacon Kathleen Ballard	March 3
The Rev. Deacon Lind Philips	March 20
The Rev. Edward Hasse, III, Rector, St. Paul's, Montvale	June 30
The Rev. Canon Gregory A. Jacobs, Canon to the Ordinary	June 30
The Rev. Marjorie Lindstrom, Priest-in-Charge, St. Matthew's, Paramus	June 30
The Rev. Joseph Harmon, Rector, Church of the Epiphany & Christ Church, Orange	August 31

Calls

The Rev. Jon Richardson, Rector, St. David's, Kinnelon	April 17
The Rev. Canon Anne, Kitch, Rector, St. Luke's, Phillipsburg	May 1
The Rev. Lorna Erixson, Rector, St. Mark's, Mendham	May 15
The Rev. D. Andrew Olivo, Rector, St. Elizabeth's, Ridgewood	September 1
The Rev. Joan Conley, Rector, St. Mark's, Teaneck	October 15
The Rev. Michael Muller, Rector, St. Peter's, Mountain Lakes	November 11

Appointments

The Rev. Bowie Snodgrass, Priest-in-Charge, Christ Church, Short Hills	January 13
The Rev. William Cruse, Priest-in-Charge, St. John's, Ramsey	April 1
The Rev. Anthony Puca, Priest-in-Charge, Holy Trinity, Hillsdale	April 1
The Rev. Deacon Peter Savastano, Deacon, Christ Church, Short Hills	April 17
The Rev. Deacon Sharon Sheridan Hausman, Deacon, Christ Church, "Bloomfield/Glen Ridge"	April 15
The Very Rev. Margaret Peckham Clark, Canon for Congregational Life	May 15
The Rev. Dr. Andrew R. Wright, Canon to the Ordinary	July 1
The Rev. Asa Coulson, Assoc. Rector, Grace Church, Madison	July 1
The Rev. Robert Trache, Interim Priest-in-Charge, St. Peter's, Morristown	September 8
The Rev. Sharon Sheridan Hausman, Priest Associate, Christ Church, "Bloomfield/Glen Ridge"	June 22
The Rev. Peter Savastano, Priest Associate, Christ Church, Short Hills	September 7
The Rev. Sharon Sheridan Hausman, Priest Associate, Christ Church, Newton	December 8
The Rev. Hilario Albert, Priest-in-Charge, Grace Church, Union City	January 1

Acceptance of Letters Dimissory

The Rev. Bowie Snodgrass (New York)	March 22
The Rev. Canon Anne Kitch (Bethlehem)	April 10
The Rev. William Cruse (New Hampshire)	May 15
The Very Rev. Margaret Peckham Clark (Long Island)	July 12
The Rev. Dr. Andrew R. Wright (Fort Worth)	July 19
The Rev. Lorna Erixson (Atlanta)	August 12
The Rev. Andrew Olivo (Washington)	September 1

Letters Dimissory Transferred

The Rev. Deacon Christine L. McCloud (Maryland)	January 15
The Rev. Deacon Robert E. Steele (Hawaii)	January 30
The Rev. John Marcantonio (Bethlehem)	February 19

The Rev. Julian Eibin (Virginia)	March 6
The Rev. Keith Gentry (Southern Virginia)	April 9
The Rev. Timothy Carr (Southeast Florida)	May 7
The Rev. Fairbairn Powers (Los Angeles)	May 8
The Rev. Dr. Sonia Waters (New Jersey)	July 9
The Rev. David Jones (New Jersey)	July 30
The Rev. Daniel Lennox (New York)	October 24

Ordinations to the Vocational Diaconate

None

Ordinations to the Transitional Diaconate

Peter Savastano	February 23
Raul AUSA	December 7

Ordinations to the Priesthood

The Rev. Deacon Sharon Sheridan Hausman	June 22
The Rev. Deacon Peter Savastano	September 7

Reception of Orders into the Episcopal Church

None

Celebrations of New Ministry

The Rev. Susan Ironside, Rector, Grace Church, Madison	January 26
The Rev. Paula Toland, Rector, St. Stephen's, Milburn	March 30
The Rev. Anne Kitch, Rector, St. Luke's, Phillipsburg	June 15
The Rev. Jon Richardson, Rector, St. David's, Kinnelon	September 12
The Rev. Andrew Olivo, Rector, St. Elizabeth's, Ridgewood	November 23
The Rev. Lorna Erixson, Rector, St. Mark's, Mendham	January 11

Faithfully yours in Christ,

The Rev. Canon Margaret A. Peckham Clark
Canon for Congregational Life

The Rev. Canon Andrew R. Wright, Th.D.
Canon to the Ordinary & Chief of Staff

January 20, 2020

DIOCESAN COUNCIL REPORT FOR 2019

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 Convention. Much of its work is grounded in that intentionality and the mission statement of the diocese.

The Diocesan Council met monthly with the exception of July & August.

Diocesan Council members in 2019 were:

Officers

The Rt. Rev. Carlye J. Hughes, *President*; The Rev. Diana L. Wilcox, *Vice-President*; Mr. Sam Redford, *Treasurer*; Mr. John A. King, *Secretary*

Steering Committee

The Steering Committee in 2019 consisted of the Officers above, and the following members of Council: Mr. Bob Bogert, Ms. Carol Harrison-Arnold, The Rev. Anthony Puca, The Rev. Margaret Otterburn, and The Rev. Michael Allen.

Elected by Districts

The Rev. Margaret Otterburn '21 (D01C)

Mr. Dennis Piccirillo '20 (D01L)

The Rev. Deacon Nancy Hansen '21 (D02C)

Ms. Lynn B. Tyler '20 (D02L)

The Rev. Susan Sica '22 (D03C)

Ms. Sheila Barcus '22 (D04L)

The Rev. Nate Huddleston '22 (D04C) [Resigned June, replaced by The Rev. Paula Toland]

Mr. Stuart Christie '20 (D05L)

The Rev. Diana Wilcox '21 (D05C)

The Rev. Juan Rosario De La Cruz '22(D06C) [Resigned June, replaced by The Rev. Tom Murphy]

Ms. Kathleen Simon '20 (D06L)

Ms. Deborah Cook '21 (D07L)

Ms. Elizabeth Rundquist '22 (D08L)

Mr. Robert Bogert '20 (D09L)

The Rev. Anthony Puca' (D09C)

The Rev. E. Michael Allen '21 (D10C)

Dr. Susan Godar '20 (D10L)

Bishop's Appointments

Ms. Sue Morgan '21 (BA01)

The Rev. Tim Carr '20 (BA02) [Resigned April, replaced by Ms. Jewels Quelly]

Ms. Carol Harrison-Arnold '20 (BA03)

Mr. Bert Jones '21 (BA04)

Ms. Marguerite Smith '22 (BA05)

Mr. Dale Ellis '22 (BA06)

Vacancies

Clergy '22 (D08)

Clergy '20 (D07)

Lay 22 (D03)

Chancellor

Diane Sammons, Esq., *Chancellor*

Council Dog & a Canine to the Ordinary

Lexi Wilcox

We give thanks to departing members – Mr. Bob Bogert & Mr. Stuart Christie, and to our hosting congregations – St. Peter’s Mt. Arlington; Grace Church, Nutley; Christ Church Teaneck; St. Luke’s & St. Mary’s Hope Campus; Holy Spirit Verona; St. Agnes’ Church, Little Falls; & Ms. Jane Jubilee at Episcopal House for such wonderful hospitality for our meetings.

WORK OF COUNCIL

An overview of the work of Diocesan Council in 2019 is provided below, including the specific work of each action team. Full minutes from the monthly meetings are always available on the diocesan website at: <http://www.dioceseofnewark.org/council>

Council accomplishments and actions during the year included, but were not limited to:

FUNDING

Granting Recommendations Ratified

2019 ACTS/VIM Grant Recommendations to 15 Organizations	\$186,000
2019 Marge Christie Fund Grant Recommendations on 5 Grants	\$45,500
2019 Alleluia Fund Grant Recommendations for 37 Applicants	\$190,060
2019 Ward J Herbert Cycle 1 Grant Recommendations on 3 Grants	\$118,578
2019 Ward J Herbert Cycle 2 Grant Recommendations on 5 Grants	\$60,375.58
2019 Ward J Herbert Cycle 3 Grant Recommendations on 8 Grants	\$81,758

ECLF Loan Application Ratification

The following loans were made under the Episcopal Church Loan Fund:

- ECLF-19-01 St. Peter's Church Livingston; \$40,000 for 25 years;
- ECLF-19-02 St. Paul's Church Paterson; \$25K for 25 years;
- ECLF-19-03 St. Mark's Church, Teaneck \$17K for 25 years;
- ECLF-19-04 Trinity Church, Cliffside Park \$30K for 15 years

Green Revolving Fund Loan

GRF-19-01 Diocese of Newark; Episcopal House (ratification of Loan as approved by the WJH Executive Committee 8/16/2019 - \$10,000 @ 2% over 4 years)

2019 Diocesan Convention Offering Designation

Council approved the designation of Episcopal Migration Ministries & The Lighthouse for Asylees for the offering from the Eucharist service at the 145th Annual Diocesan Convention.

FINANCIAL & FISCAL OVERSIGHT

2020 Budget Discussion & Adoption

The financials were reviewed and accepted into the record each month in 2019, and the budget for 2020 was reviewed, with approval set for the January 2019 meeting.

2019 Surplus Designation

The allocation of surplus funds from the 2019 Diocesan Budget to pay for Energy Efficiency Upgrades at Episcopal House was approved. These funds will be used in conjunction with a loan from the GRF to pay for the upgrades. Payback on investment from energy savings is estimated to be in less than 2 1/2 years.

Episcopal Jersey City (formally Jersey City Area Ministry)

2019 EJC Budget Report reviewed
2020 EJC Full Budget passed for \$211,750

OASIS Louie Crew Clay Grant

OASIS recommended "Enfleshed Ministries" for their ministry for queer and trans Christians to connect and support each other in under-resourced locations. \$5000 was awarded this year.

ASSOCIATED ENTITY OVERSIGHT

Elections Of Trustees To Boards

Rutherford Senior Manor Class of 2021 – Claudette Thomas, the Rev. Dcn. Diane Riley
Hillsdale Senior Manor Class of 2021 - John Greenberg, Janet Turnick
Nutley Senior Housing Board Class of 2021 – Mary Kenny, Leon Hojegian

Episcopal Jersey City Bylaws & Election to Board

Reviewed the EJC Bylaws, recommending changes, and approving the final version.

The following elections to the EJC Board were approved:

The Rev. Tom Murphy - President
The Rev. Laurie Wurm – Vice-President
Sidney Uderani - Treasurer
Benjamin Comings - Secretary
Bernice Vanderpool
Jamila Matthews
Patrice Maynard
Belinda Stokes
Shaylin Schundler

Review of Associated Entities & Relevant Policies

It was decided to undertake a review of the organizations affiliated with the diocese, and the policies and practices with regard to their relationship to the diocese.

ACTION ON ELECTIONS TO DIOCESAN COUNCIL

Council has been reviewing how we are constituted as a body, and approved a proposal to revise Canon 5 of the Diocesan Canons & Constitutions. The resolution will be presented at this convention as

PRO FORMA ACTIONS

Housing Allowance Resolutions for staff Clergy.

Diocesan Accounts Authorized Signatories Resolutions adding Canon Wright as an authorized signatory to Diocesan Bank Accounts and as a signatory to our Diocesan Financial Accounts.

Approved the Executive Steering Committee to act on behalf of Council during the summer recess of July-August.

MEDICAL PLAN OFFERINGS FOR 2020

The Rev. Paul Olsson, Chair of the HR Committee, brought forth the recommendations. For 2020 the Medical Trust has eliminated our two most popular enrolled plans – Anthem PPO 80/60 and the CIGNA Open Access Plus In-Network PPO. Advance efforts to communicate this change were made in the last two editions of Leadership News prior to Open Enrollment, as well as by email sent to clergy on the diocesan listserv.

It was recommended by the HR Committee to continue to offer a variety of high deductible Consumer Driven Health Plans (CDHPs) from both Anthem and CIGNA, and add two new Anthem options and two new CIGNA options for those needing to change plans in 2019. The resulting options recommended by the Committee were:

New 2019 Offerings
CIGNA Open Access Plus PPO 90

CIGNA Open Access Plus PPO 80
Anthem BCBS Blue Card PPO 90
Anthem BCBS Blue Card PPO 80

Retained Offerings in 2019

CIGNA CDHP-20/HAS	16 enrollees in 2018
Anthem BCBS CDHP-15/HAS	6 enrollees in 2018
Anthem BCBS CDHP-20/HAS	1 enrollee in 2018

Dropped in 2019

Anthem CDHP-40/HAS	0 enrollees in 2018
Anthem PPO 80/60	27 enrollees in 2018
CIGNA PPO	46 enrollees in 2018

After some discussion, the recommendations were ratified by Council.

ADVISED REGARDING POSSIBLE ACTION BEFORE DIOCESAN CONVENTION

Canon 21 - Service on Multiple Committees (will be addressed at 145th Convention)

Canons 5,6,7 & 8 - Regarding Broad Changes to District System (Proposal withdrawn)

PRESENTATIONS & REPORTS

Welcoming Transgender People

The Rev. Cynthia Black & Chancellor Diane Sammons made two separate presentations on practical steps for welcoming Trans and Non-Binary people to our churches. (April & May Meetings).

Anti-Sexism Task Force

The Rev. Diana L. Wilcox provided regular updates on the work of the ASTF, including the ongoing development of the training program.

COUNCIL TEAM ACTIONS

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 2019 the teams continued to review and recommend the funding from these Boards for approval by the full Council.

A brief report of the work of each of the teams is provided below:

The Empowering Action Team – Mr. Bob Bogert, Chair

Team Members:

Ms. Debra M. Cook, the Rev. Deacon Nancy Hansen, Mr. Bert Jones, Ms. Sue Morgan, the Rev. Margaret Otterburn, Mr. Dennis Piccirillo, Ms. Elizabeth Rundquist, and the Rev. Susan Saucedo Sica.

Activities in 2019:

Convention Chapel

Planned and set up chapel / prayer / meditation space on the floor of the diocesan convention.

Lenten Meditations

Once again we were gratified and encouraged by the reception to both the Lenten and Advent Meditations. According to the Lenten metrics for this year, there were between 326 and 402 unique opens each day (44 days / March 6 (Ash Wednesday) thru April 18 (Maundy Thursday), with a series total of 15,406 unique opens. That is an increase of 3,263 total unique opens above the previous year (2018 / 46 days). Interest in this project is clearly seeing significant growth. For comparison, last year (2018) showed an increase of 1,313 over 2017. A special thanks and acknowledgement is due to team members, Mr. Bert Jones and the Rev. Margaret Otterburn for shepherding this project.

The Summer Workshop – Walking The Way Of Love

We had a successful and well-attended convention introduction for this workshop but we didn't see the level of interest sustained when the actual workshop was held on April 29 at the Community of John Baptist in Mendham. Nine people registered with six participants actually attending (plus six team presenters). We note that several churches in the diocese have held their own versions of The Way of Love sessions. That, along with the very successful workshops at the Church Leadership University (CLU), may have affected participation in our event. For future workshops we are discussing changes in format, preparation, promotion, and structure. We are also discussing the possibility of shorter sessions on Saturday mornings, as that has been a very effective format for the CLU.

Advent Meditations

This year, at Bishop Hughes' suggestion, we asked members of the laity to think about the gifts God has given them; how they discovered them and use them, and how these gifts impact their spiritual life. According to the Advent metrics for 2019, there were between

316 and 427 unique opens each day (24 days / Dec. 1 thru Dec. 24 (Christmas Eve), with a series total of 8,437 unique opens. That is an increase of 1,123 total unique opens above the previous year (2018 / 23 days). As with the Lenten meditation series, interest in this project is still growing. For comparison, last year (2018) showed an increase of 1,624 unique opens over 2017. The production team for this project was the Rev. Margaret Otterburn and Mr. Bob Bogert. A special thanks goes out to Nina Nicholson, our diocesan Director of Communications and Technology, whose help and guidance on both the Lenten and Advent series was both needed and appreciated. We also thank all who subscribed to and read the Lenten and Advent Meditations and are especially grateful to everyone who contributed by writing one (or more!) of them.

The Engaging Action Team – The Rev. E. Michael Allen, Chair

Team Members:

Ms. Sheila Barcus, the Rev. Tim Carr, Mr. Stuart Christie, the Rev. Nate Huddleston, the Rev. Tom Murphy, the Rev. Susan Sica, Ms. Kathleen Simon, Ms. Marguerite Smith, the Rev. Paula Toland, Mr. Tim Wong.

Activities in 2018:

Lutheran Episcopal Advocacy Ministry (LEAM)

At the beginning of the year we were primarily pursuing the work we had for several years, that is, working in conjunction with LEAMNJ (Lutheran and Episcopal Advocacy Ministry in New Jersey) and other advocacy networks throughout the state. This included the advocacy of justice issues to our State senators and assembly representatives including legislation for penal reforms, especially involving youth and minors, housing and hunger issues, environmental impact on impoverished communities from development and other construction, equitable education opportunities, LGBTQIA+ rights, human trafficking, violence caused in our communities from guns, and immigrant and voting rights. This work included giving legislative updates to the Council and parishes through various venues, organizing advocacy networks throughout the diocese to work with other similar national and state-wide networks, offering advocacy retreats and workshops throughout the state, notifying parishes of important vigils and gatherings for social justice issues and after tragic events of violence or injustice, and creating liturgical services for justice/peace issues, such as gun violence in our society.

Diocesan Convention Workshop

Our commitment now is to discern a new vision of “engaging” ministry throughout the Diocese with the Engaging Action Team being the facilitators of a process that will involve our parishes and parishioners who have been doing this important work for many years as faithful response to our Baptismal Covenant. The workshop offered during the 2020 Diocesan Convention will be an important beginning for this discernment process – we invite you to join us in this significant journey for all in the Diocese of Newark, continue the transforming journey of living deeper in our love and service of God in Christ.

The Equipping Action Team – The Rev. Diana L. Wilcox, Chair

Team Members:

Ms. Carol Harrison-Arnold, The Rev. Juan Rosario De La Cruz, Mr. Dale Ellis, Dr. Susan Godar, the Rev. Anthony Puca, Ms. Jewels Quelly, Mr. Sam Reckford, Ms. Lynn B. Tyler

Activities in 2019:

Episcopal Jersey City

Worked with the churches of Episcopal Jersey City (EJC, formally JCAM) - Church of the Incarnation, St. Paul's, and Grace Van Vorst - on budgeting and ministry. Reviewed and passed the budgets for 2020. Reviewed the EJC Bylaws, recommending changes, and the approval by Council of the final version, as well as recommending approval of nominated board members.

Asset Distribution Policy Review

The team is in the process of reviewing the current policy with regard to asset distribution from the sale of church properties.

Review of Associated Entities & Relevant Policies

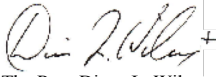
It was decided to undertake a review of the organizations affiliated with the diocese, and the policies and practices with regard to their relationship to the diocese.

Church Leader University

The team offered a full slate of workshops at Church Leader University in the Fall of 2019.

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 alive today – joining in the work that God is already doing in our churches, our neighborhoods, and around the world.

Respectfully Submitted,



The Rev. Diana L. Wilcox
Vice-President

Report of Standing Committee actions for the year 2019

January

- Consent to the election of the Rev. Mark D. W. Edington as Bishop in Charge in the Convocation of Episcopal Churches in Europe
- Consent to the election of the Rev. Jennifer Anne Reddall as the Bishop Diocesan of the Diocese of Arizona
- Consent to the election of the Rev. Kimberly D. Lucas as Bishop Diocesan of the Diocese of Colorado
- Consent to the election of the Rev. Canon Cristóbal Olmedo Leon Lozano as the Bishop Diocesan of Iglesia Episcopal Del Ecuador (Diocese of Ecuador Litoral).
- Consent for the Ordination of Peter Savastano to the Transitional Diaconate

February (meeting and conference call matters)

- All Saints, Millington rectory lease e-vote ratified 2nd amendment
- After resignation of John Garde, elected Bernie Milano to fill vacancy

March (no meeting as February meeting was late in the month)

April

- Consent to the election of The Rev. Thomas James Brown as Bishop Diocesan in Maine
- Consent to the election of The Rev. Kathryn McCrossen Ryan as Bishop Suffragan in Texas
- Consent to the election of The Rev. Canon Megan Traquair as Bishop Diocesan in Northern California
- Consent to the election of The Rev. Canon Susan Brown Snook as Bishop Diocesan in San Diego

May

- Rath Scholarships awarded to 13 nominees
- Consent to the election of the Rev. Dr. Jonathan H. Folts as Bishop Diocesan, Diocese of South Dakota
- Consent for Diocesan Candidate for Priest Ordination, The Rev. Dr. Deacon Peter Savastano
- Redeemer, Morristown Freedom House lease approved

June (no meeting)

July

Affirmation of electronic votes taken in June:

- Consent to Election of The Rev. Dr. Shannon MacVean-Brown, Bishop of Diocese of Vermont

- Consent to the Election of The Rev. Dr. Bonnie A. Perry, Bishop of Diocese of Michigan
- Consent to the Election of The Rev. Canon Lucinda Ashby, Bishop of Diocese of El Camino Real
- Consent for Diocesan Candidates for Candidacy: Raul AUSA
- Church of the Redeemer, Morristown Soup Kitchen: Affirm electronic vote on lease amendment.
- Holy Innocents, West Orange: Affirm electronic vote of rectory lease
- Church of the Atonement, Fairlawn: Rectory Sale approved
- St. Gabriel's, Oak Ridge, Lease of rectory approved
- All Saints, Millington, new tenant for rectory lease approved
- Christ Church, Budd Lake, new tenant for rectory lease approved.

August – No meeting

September

- Consent to the election of The Rev. Martha “Marty” Stebbins as Bishop Diocesan of the Diocese of Montana
- Consent of St. Alban's, Oakland: Rectory and portion of land sale

October

- Consent to the election of The Rev. Dr. Lennon Yuan-Rung Chang as Bishop of the Diocese of Taiwan.
- Consent to ordain Raul AUSA to the Transitional Diaconate.
- Consent to request for Release and Removal by the Rev'd Joseph Harmon.

November – no actions taken

December

- Approved the lease of the rectory at St Paul's Chatham
- Recommended movement from Mission to Parish status for St Gregory's Parsippany
- Consent given for the Episcopal Election of The Rev. Susan B. Haynes, Bishop Diocesan of Southern Virginia

Report to the 146th Convention of the Episcopal Diocese of Newark
Statement of Proceedings of the
Trustees of the Episcopal Fund and Diocesan Properties 2019

Overview of Trustee Operations in 2019

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 2019 (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 as needed 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 management and sale of real estate.

The Trustees welcomed the election or re-election of John C. Garde, of Grace, Madison, Rhonda Lutz of Church of the Savior, Denville, and Geraldine Livengood of Christ Church, Newton, having been elected by the 2018 Convention to stated terms as Trustees pursuant to Canon 35.

The Trustees appointed Walton Clark of Atonement, Tenafly, to fill the unexpired term of the Rev. John Mennell, resigned, until the 2020 Diocesan Convention in accordance with Canon 35.

John C. Garde was elected President, Patricia Yankus was elected as Vice President and Patrice Henderson was elected Secretary.

The election of officers for 2020 was deferred until after the Convention.

Endowment and Custodial Management of the Funds by the Trustees

The Trustees are custodians for and manage funds which totaled, as of November 30, 2019, **\$49,182,500**. These funds are broken down into several major categories:

1. Trustees' Unrestricted Discretionary Funds: \$7,389,577

Trustees Unrestricted Accounts: The Trustees provide funding for certain Diocesan projects, commitments, and responsibilities from the unrestricted funds that as of November 30, 2019, had a combined value of approximately **\$7,389,577**.

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 2019, the Trustees provided approximately **\$236,345** in support to the Diocesan operating budget through

direct contributions and the payment of the salary and benefits related to property management.

2. Trustees' Restricted Funds Held for the Direct Benefit of the Council Operating Budget: \$1,936,324

These funds which include restricted monies dedicated to Outreach, the upkeep of Episcopal House (31 Mulberry Street) and other monies result in direct contribution of \$77,743 into the operating budget of the Diocesan Council.

3. Trustees' Restricted Funds Held for the Benefit of Specific Diocesan Programs: \$19,476,722

These funds include the following:

- Ward J. Herbert Board
- ACTS/VIM
- Jersey City Area Ministry
- Marge Christie Congregational Growth and Development Fund
- Bishop George Rath Education Fund
- Episcopal Capital Loan Fund

4. Trustees' Restricted Funds Held for the Benefit of Member Churches and Other Diocesan Organizations: \$20,379,881

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
- Funds for Retired Clergy
- Lay Pension Plan
- Ministry in the Oranges – to name but a few

These funds also include those where we act as custodians for a number of churches (Parishes and Missions) and related organizations in the Diocese. As of November 30, 2019, these funds totaled \$8,353,459.

In 2018, the Trustees assumed of 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 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, 2019, the total value of these Funds amounted to **\$12,776.32**. The Trustees are considering various issues with regard to the better management and oversight of these funds.

Coordination with the Diocesan Investment Trust (DIT):

As the largest investor in the Diocesan Investment Trust, 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 2019. One of the Diocesan Trustees, Mr. Howard Mackey, also serves as Trustees of the DIT.

In addition to the funds for which the Trustees act as custodian, the DIT also invests funds with TIAA totaling an additional **\$16,469,480** on behalf of various congregations and Diocesan related organizations as direct investments. The total funds invested in TIAA and overseen by the DIT totaled **\$65,651,985** as of November 30, 2019.

Trustee Spending Rate:

The spending rate applicable to Trustee accounts remains at 4.25 % effective January 1, 2018.

The Trustees reviewed and approved audits conducted by our auditors O'Connor Davies for the years 2017 and 2018. Trustee Thomas Bisdale serves on the Diocesan Audit Committee.

Management of Real Estate

Categories:

The Trustees hold title to the following three categories of property:

- (1) Real property of the Diocese (e.g., the Bishop's house in South Orange and Episcopal House at 31 Mulberry Street, Newark);
- (2) Mission congregations formerly under the management of the disbanded Department of Missions; and
- (3) Real property and proceeds from the sale of the property of extinct congregations (N.J.S.A. 16:12-16).

Property Management:

During 2019, 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 2019, the Trustees spent approximately \$220,010 net of rental income 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 2018 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, All Saint's, Orange, Christ Church, East Orange and Trinity Kearny, properties. The St. Barnabas, Newark property is currently leased by the Lighthouse Temple Church and the All Saints, Orange property to the International Gospel Church.

The Trustees assumed legal responsibility for the property of Holy Communion, Paterson upon closure. Consideration is being given to the future disposition of this property.

The Trustees continue to lease the former St. Thomas, Vernon property to the Highlands Bible Chapel which included the former rectory, the historic chapel and the former education building. This lease will insure that several ministries of the former St. Thomas Church will continue to serve the people in Vernon and surrounding town.

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.

The Trustees contributed \$76,600 to the underfunded lay pension plan and \$30,000 to further fund the future expenses relating to the search and call of the next Bishop of Newark.

Sale of Properties:

During the year 2019, no property was sold. Various surplus properties were offered for sale.

Congregational Issues:

The Trustees have been actively involved in several congregational initiatives undertaken in 2019, 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 have been actively involved in addressing property issues associated with the Cathedral and with the development of surplus property held by St. Alban's Oakland/Franklin Lakes to name but a few.

The Trustees express their thanks to three of our colleagues with terms expiring at the 2019 Convention: The Rev. Lauren Ackland, St. George's Maplewood, Bernard J. Milano, CPA, Trinity, Allendale, and the Rev. Audrey Hasselbrook, St. James, Upper Montclair. None are eligible for reelection.

Respectfully submitted,

John C. Garde, President

December 31, 2019

Trustees of the Episcopal Fund and Diocesan Properties of the
Episcopal Diocese of Newark 2019:

John C. Garde, Esq., Grace, Madison, President
The Rt. Rev Carlye J. Hughes, – Bishop of Newark
Thomas Bisdale, Esq. – Grace, Westwood
Walton Clark, Atonement, Tenaflly
David Farrand – Calvary, Summit
Howard Mackey – St. Mark's, Teaneck
Patrice Henderson – St. Andrew & Holy Communion, South Orange, Secretary
Geraldine Livengood, Esq. Christ Church, Newton
Rhonda Lutz, Church of the Savior, Denville
Rev. Erik Soldwedel – St. Paul's, Paterson
Rev. Dean A. Weber, All Saint's, Leonia
Rev. Laurie Wurm – Grace Van Voorst, Jersey City
Patricia Yankus – St. Paul's Paterson, Vice President

**WARD J. HERBERT FUND
REPORT TO CONVENTION 2019**

The Ward J. Herbert Fund Board (WJH) was established by Diocesan Convention in 1990 with a mandate to assist in the funding of the restoration, repair, improvement, beautification, and to otherwise extend the usefulness of the churches and buildings in the Diocese. Priorities are given to repair/replacement of roofs and heating systems and safety related issues. The WJH Board administers three funds through which financial assistance is distributed. Decisions made by the WJH Board are ratified by the Diocesan Council. The WJH funds are held by the Trustees of the Diocese.

Fund 1: A 50/50 grant program operated under specific criteria and funded by investment returns from the original Church Structures Capital Campaign dedicated to this purpose.

Fund 2: A fund to provide emergency assistance to congregations faced with unexpected property issues funded by interest received from outstanding Episcopal Capital Loan Fund (“ECLF”) loans. The Board makes Fund 2 monies available for either grants based upon congregational need and the nature of the project to be funded.

ECLF: The Episcopal Capital Loan Fund makes short and long-term loans to churches for capital projects.

Applications are accepted for three granting cycles on February 15, May 15 and October 1 and are available at www.dioceseofnewark.org/wjh.html.

During the calendar year 2019, the Ward J. Herbert Fund provided funding for the following projects at churches, parish halls and rectories within the Diocese of Newark.

<u>APPLICATION CHURCH</u>	<u>APPLICATION PROJECT</u>	<u>GRANTED</u>
Orange Church of the Epiphany & Christ	Church roof Sanctuary West	\$18,330.00
Tenafly, Church of the Atonement	Church roof	\$4,981.08
Hawthorne, St. Clement’s Church	Church & Parish Hall roofs	\$4,827.00
Union City, Grace Church	Church & Parish Hall boiler	\$3,000.00
Montclair, St. John’s Church	Church roof & boiler	\$29,237.50
Orange, Church of the Epiphany & Christ	Church roof Sanctuary East	\$36,670.00
Bloomfield/Glen Ridge, Christ Church	Church roof	\$59,520.00
Englewood, St. Paul’s Church	Church boiler replacement	\$22,388.00
Union City, Grace Church	Church sidewalk & masonry repairs	\$2,400.00
Allendale, Trinity Episcopal Church	Rectory hot water heater	\$2,029.00
Morris Plains, St. Paul’s Church	Church restoration & repair of window	\$16,500.00
Glenrock, All Saints Church	Rectory boiler	\$4,625.00
Sparta, St. Mary’s Church	Parish Hall roof	\$15,529.00
Ridgewood, Christ Church	Rectory roof	\$8,275.00
Millburn, St. Stephen’s Church	Church repairs	\$5,900.00
Orange Church of the Epiphany & Christ	Education Building roof	\$26,500.00
TOTAL Amount Granted in 2019		<u>\$260,711.58</u>

The following is a summary of the total grants since the inception of the Ward J. Herbert Fund:

Number of requests submitted to date (1990 – 2019):	761
Total amount of requests:	\$8,071,034.00
Number of requests funded:	674
Total amount of disbursed monies:	\$4,140,487.00

During 2019, The Executive Committee approved loans from the Episcopal Capital Loan Fund to the following churches:

St. Peter’s Church Livingston	\$40,000 for 25 years
St. Paul’s Church Paterson	\$25,000 for 25 years
St. Mark’s Church, Teaneck	\$17,000 for 25 years
Trinity Church, Cliffside Park	\$30,000 for 15 years

Green Revolving Fund Loan:

Diocese of Newark, Episcopal House	\$10,000 for 4 years
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Emergency Fund Loans:

St. Peter’s Church Washington	\$8,000
Grace Church Union City	\$4,800
Holy Spirit Church Verona	\$10,000
St. Agnes & St. Paul’s Church East Orange	\$16,145.47

We thank Messrs. D. Coonce, R. Caras and Ms. V. Foster for their dedicated service as their terms expire.

Respectfully submitted,

John C. Garde, Chair, Ward J. Herbert Board, Grace Church, Madison

Ward J. Herbert Fund Board Members 2020:

- Mr. Philip Allen, St. Clement’s Church, Hawthorne
- Mr. Rob Coonce, St. Peter’s Church, Livingston
- Mr. Michael Cullen, Grace Church, Madison
- Mr. John C. Garde, Esq., Grace Church, Madison
- Mr. George Hahn, St. Matthew’s Church, Paramus
- The Rev. C. Melissa Hall, Grace Church, Union City
- Mr. Bert Jones, St. Luke’s Church, Montclair
- Mr. Jim McGlone, St. Andrew’s Church, Harrington Park
- Mr. Terence Pine, St. Peter’s Church, Mt. Arlington
- The Rev. Jon M. Richardson, St. David’s Church, Kinnelon
- Mr. John Sogliuzzo, Christ Church, Short Hills
- The Rev. Dr. Michele White, Vicar, Christ Church, Teaneck

Diocesan Staff :

- Mr. James Caputo, Grace Church, Rutherford
- Mr. John A. King, St. Andrew’s Church, Harrington Park

APPENDIX B

2020 CONVENTION BULLETINS

**FEBRUARY 1st, 2020
DIOCESAN CONVENTION
HOLY EUCHARIST**

CONVENTION GUIDE

Behold God's Gifts, Become God's Steward



Service of Holy Eucharist UTO Ingathering

THE FEAST OF ST. BRIGID
Saturday, February 1, 2020
9:00 AM

Grand Ballroom
The Meadowlands Hilton Hotel
East Rutherford, NJ

MINISTERS OF THE LITURGY

Celebrant	The Rt. Rev. Carlye Hughes, <i>XI Bishop of Newark</i>
Ministers of Ceremonies	The Rev. Audrey Hasselbrook, <i>St. James, Upper Montclair</i> The Rev. Willie J. Smith, <i>Trinity, Cliffside Park</i>
Bishop's Chaplain	Ms. Lorna Woodham, <i>St. Andrews & Holy Communion, South Orange</i>
Vergers	Ms. Martha Boughner, <i>St. James, Upper Montclair</i>
Crucifer and Torch Bearers	The Youth of the Diocese
First Reader	Luciania Shannon, <i>St. Andrews & Holy Communion, South Orange</i>
Second Reader	John O'Brien, <i>Church of the Atonement, Tenafly</i>
Gospelers: <i>Spanish</i>	The Rev. Deacon Raul Ausa, <i>Grace Church, Madison</i>
<i>Malayalam</i>	The Rev. Jacob P. Nanthicattu, <i>St. Paul's & Resurrection, Wood-Ridge</i>
<i>Korean</i>	The Rev. Paul Young Yoon, <i>St. Agnes', Little Falls</i>
<i>English</i>	The Rev. Deacon Nancy Hansen, <i>Church of the Good Shepherd, Wantage</i>
Prayers of the People	The Rev. Deacon Erik Soldwedel, <i>St. Paul's, Paterson</i>
Deacon of the Table	The Rev. Deacon Kenneth Boccino, <i>St. George's, Maplewood</i>
Oblation Bearers	The Youth of the Diocese
Eucharistic Ministers	People of the Diocese
Director of Music	Mr. Mark Trautman, <i>St. Paul's, Englewood; Diocesan Missioner for Music and the Arts</i>
Percussion	Mr. Peter Saleh
Keyboard	Mr. Andrew Zhang, <i>Holy Trinity, West Orange</i>
Choir	People of the Diocese
Director of the Ushers	Ms. Gail Barkley, <i>Trinity & St. Philip's Cathedral, Newark</i>
Director of the Acolytes	Ms. Vanessa Wigfall, <i>Trinity & St. Philip's Cathedral, Newark</i>
Offertory	Youth of the Diocese
Flowers	Mr. Gordon Frey, <i>St. Luke's Flower Guild, Montclair</i>
Prayer Tent	Members of the Empowering Action Team of the Diocesan Council.

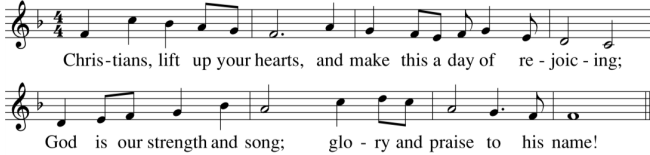
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Please stand and join in singing the Entrance Hymn as the Procession begins

ENTRANCE HYMN

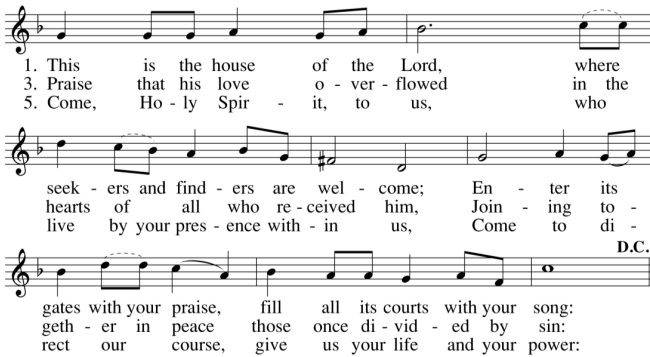
Hymns Old and New, 108

Refrain



Chris-tians, lift up your hearts, and make this a day of re-joic-ing;
God is our strength and song; glo-ry and praise to his name!

Verses 1, 3, 5



1. This is the house of the Lord, where
3. Praise that his love o-ver-flowed in the
5. Come, Ho-ly Spir-it, to us, who
seek-ers and find-ers are wel-come; En-ter its
hearts of all who re-ceived him, Join-ing to-
live by your pres-ence with-in us, Come to di-
D.C.
gates with your praise, fill all its courts with your song:
geth-er in peace those once di-vid-ed by sin:
rect our course, give us your life and your power:

Verses 2, 4, 6



2. Strong and a-lert in his grace, God's peo-ple are
4. Those who are bur-dened with sin find here the
6. Al-might-y God, send us out to live to your
one in their wor-ship: Kept by his peace they de-
joy of for-give-ness, Lay-ing their sins be-fore
praise and your glo-ry; Yours is the pow'r and the
D.C.
part, read-y for serv-ing their Lord:
Christ, par-don and peace their re-ward:
might, ours be the cour-age and faith:

Text: John E. Bowers, b.1923, alt., © Canon John E. Bowers
Tune: SALVE FESTA DIES, Irregular with refrain: Ralph Vaughan Williams, 1872-1958, © Oxford University Press

The Bishop greets the People and says

Bishop
People

Blessed be the one, holy and living God.
Glory to God for ever and ever. Amen.

Bishop

Almighty God, to you all hearts are open, all desires known, and from you no secrets are hid: Cleanse the thoughts of our hearts by the inspiration of your Holy Spirit, that we may perfectly love you, and worthily magnify your holy Name; through Christ our Lord. Amen.

People

Amen.

SONG OF PRAISE

LEVAS II, 153

The Response is sung first by the Choir, then repeated by all

Lord, I have seen your sal-
va-tion, Lord, I have seen your sal-
va-tion, Lord, I have seen your sal-
va-tion, Lord, I have
seen, seen with my eyes, seen with my heart.

Words and Music: John D. Cooper

COLLECT OF THE DAY

Bishop
People
Bishop

The Lord be with you.
And also with you.

Let us pray. Everliving God, we rejoice today in the fellowship of your blessed servant Brigid, and we give you thanks for her life of devoted service. Inspire us with life and light, and give us perseverance to serve you all our days; through Jesus Christ our Lord, who with you and the Holy Spirit lives and reigns, one God, for ever and ever. Amen.

People

Please be seated

THE LESSONS

FIRST LESSON

Judges 4:4-9

Reader

A reading from the Book of Judges: At that time Deborah, a prophetess, wife of Lappidoth, was judging Israel. She used to sit under the palm of Deborah between Ramah and Bethel in the hill country of Ephraim; and the Israelites came up to her for judgment. She sent and summoned Barak son of Abinoam from Kedesh in Naphtali, and said to him, "The LORD, the God of Israel, commands you, 'Go, take position at Mount Tabor, bringing ten thousand from the tribe of Naphtali and the tribe of Zebulun. I will draw out Sisera, the general of Jabin's army, to meet you by the Wadi Kishon with his chariots and his troops; and I will give him into your hand.'" Barak said to her, "If you will go with me, I will go; but if you will not go with me, I will not go." And she said, "I will surely go with you; nevertheless, the road on which you are going will not lead to your glory, for the LORD will sell Sisera into the hand of a woman." Then Deborah got up and went with Barak to Kedesh.

Silence is kept for a space

Reader
People

Hear what the Spirit is saying to God's people.
Thanks be to God.

PSALM 138 *Confitebor tibi*

chant: J. Meachen



- 1 I will give thanks to you, O LORD, with my whole **heart**; *
before the gods I will sing your **praise**.
- 2 I will bow down toward your holy temple
and praise your **Name**; *
because of your love and **faithfulness**;
- 3 For you have glorified your **Name** *
and your word above all **things**.
- 4 When I called, you **answered me**; *
you increased my strength with-**in me**.
- 5 All the kings of the earth will praise you, O **LORD**; *
when they have heard the words of your **mouth**.
- 6 They will sing of the ways of the **LORD**; *
that great is the glory of the **LORD**.
- 7 Though the Lord be high, he cares for the **lowly**; *
he perceives the haughty from a-**far**.
- 8 Though I walk in the midst of trouble, you keep me **safe**; *
you stretch forth your hand against the fury of my enemies;
your right hand shall **save me**.

Second half of the chant

- 9 The Lord will make good his purpose *for me*; *
 O LORD, your love endures for ever;
 do not abandon the works of your *hands*.

SECOND LESSON

1 Corinthians 1:26-31

Reader

A reading from the First Letter of Paul to the Corinthians. Consider your own call, brothers and sisters: not many of you were wise by human standards, not many were powerful, not many were of noble birth. But God chose what is foolish in the world to shame the wise; God chose what is weak in the world to shame the strong; God chose what is low and despised in the world, things that are not, to reduce to nothing things that are, so that no one might boast in the presence of God. He is the source of your life in Christ Jesus, who became for us wisdom from God, and righteousness and sanctification and redemption, in order that, as it is written, "Let the one who boasts, boast in the Lord."

Silence is kept for a space

*Reader
 People*

Hear what the Spirit is saying to God's people.
 Thanks be to God.

Please stand for the Gospel procession and sing

HYMN

Hymnal 1982, 483

1 Lord of all hope - ful - ness, Lord of all joy,
 2 Lord of all ea - ger - ness, Lord of all faith,
 3 Lord of all kind - li - ness, Lord of all grace,
 4 Lord of all gen - tle - ness, Lord of all calm,

whose trust, ev - er child - like, no cares could des - troy,
 whose strong hands were skilled at the plane and the lathe,
 your hands swift to wel - come, your arms to em - brace,
 whose voice is con - tent - ment, whose pres - ence is balm,

be there at our wak - ing, and give us, we pray,
 be there at our la - bors, and give us, we pray,
 be there at our hom - ing, and give us, we pray,
 be there at our sleep - ing, and give us, we pray,

your bliss in our hearts, Lord, at the break of the day.
 your strength in our hearts, Lord, at the noon of the day.
 your love in our hearts, Lord, at the eve of the day.
 your peace in our hearts, Lord, at the end of the day.

Words: Jan Struther, 1933
 Tune: Traditional Irish Melody

Please remain standing as you are able.

*The Gospel will be read in four languages: English, Spanish, Korean, Malayalam.
Worship services are held every week in congregations in this diocese using these languages.*

GOSPEL LESSON

Matthew 6:25-33

Deacon The Holy Gospel of our Lord Jesus Christ according to Matthew.

People Glory to you, Lord Christ.

Deacon [Jesus said,] “Therefore I tell you, do not worry about your life, what you will eat or what you will drink, or about your body, what you will wear. Is not life more than food, and the body more than clothing? Look at the birds of the air; they neither sow nor reap nor gather into barns, and yet your heavenly Father feeds them. Are you not of more value than they? And can any of you by worrying add a single hour to your span of life? And why do you worry about clothing? Consider the lilies of the field, how they grow; they neither toil nor spin, yet I tell you, even Solomon in all his glory was not clothed like one of these. But if God so clothes the grass of the field, which is alive today and tomorrow is thrown into the oven, will he not much more clothe you—you of little faith? Therefore do not worry, saying, ‘What will we eat?’ or ‘What will we drink?’ or ‘What will we wear?’ For it is the Gentiles who strive for all these things; and indeed your heavenly Father knows that you need all these things. But strive first for the kingdom of God and his righteousness, and all these things will be given to you as well.”

Spanish

El evangelio de nuestro Señor Jesucristo según San Mateo

[Jesús les dijo] »Por lo tanto, yo les digo: No se preocupen por lo que han de comer o beber para vivir, ni por la ropa que necesitan para el cuerpo. ¿No vale la vida más que la comida y el cuerpo más que la ropa? Miren las aves que vuelan por el aire: no siembran ni cosechan ni guardan la cosecha en graneros; sin embargo, el Padre de ustedes que está en el cielo les da de comer. ¡Y ustedes valen más que las aves! En todo caso, por mucho que uno se preocupe, ¿cómo podrá prolongar su vida ni siquiera una hora? ¿Y por qué se preocupan ustedes por la ropa? Fíjense cómo crecen los lirios del campo: no trabajan ni hilan. Sin embargo, les digo que ni siquiera el rey Salomón, con todo su lujo, se vestía como uno de ellos. Pues si Dios viste así a la hierba, que hoy está en el campo y mañana se quema en el horno, ¡con mayor razón los vestirá a ustedes, gente falta de fe! Así que no se preocupen, preguntándose: “¿Qué vamos a comer?” o “¿Qué vamos a beber?” o “¿Con qué vamos a vestirnos?” Todas estas cosas son las que preocupan a los paganos, pero ustedes tienen un Padre celestial que ya sabe que las necesitan. Por lo tanto, pongan toda su atención en el reino de los cielos y en hacer lo que es justo ante Dios, y recibirán también todas estas cosas.»

Korean

+ 성 마태오(6:25-33)가 전한 거룩한 복음입니다.

● 주님께 영광을 드립니다.

25 "그러므로 나는 분명히 말한다. 너희는 무엇을 먹고 마시며 살아갈까, 또 몸에는 무엇을 걸칠까 하고 걱정하지 마라. 목숨이 음식보다 소중하지 않느냐? 또 몸이 옷보다 소중하지 않느냐?

26 공중의 새들을 보아라. 그것들은 씨를 뿌리거나 거두거나 곳간에 모아들이지 않아도 하늘에 계신 너희의 아버지께서 먹여주신다. 너희는 새보다 훨씬 귀하지 않느냐?

27 너희 가운데 누가 걱정한다고 목숨을 한 시간인들 더 늘일 수 있겠느냐?

28 또 너희는 어찌하여 옷 걱정을 하느냐? 들꽃이 어떻게 자라는가 살펴보아라. 그것들은 수고도 하지 않고 길쌈도 하지 않는다.

29 그러나 온갖 영화를 누린 솔로몬도 이 꽃 한 송이만큼 화려하게 차려 입지 못하였다.

30 너희는 어찌하여 그렇게도 믿음이 약하냐? 오늘 피었다가 내일 아궁이에 던져질 들꽃도 하느님께서 이처럼 입히시거든 하물며 너희야 얼마나 더 잘 입히시겠느냐?

31 그러므로 무엇을 먹을까 무엇을 마실까, 또 무엇을 입을까 하고 걱정하지 마라.

32 이런 것들은 모두 이방인들이 찾는 것이다. 하늘에 계신 아버지께서는 이 모든 것이 너희에게 있어야 할 것을 잘 알고 계신다.

33 너희는 먼저 하느님의 나라와 하느님께서 의롭게 여기시는 것을 구하여라. 그러면 이 모든 것도 곁들여 받게 될 것이다.

+ 이것은 주님의 말씀입니다.

● 그리스도를 찬미합니다.

Malayalam

25. അതുകൊണ്ടു ഞാൻ നിങ്ങളോടു പറയുന്നതു: എന്തു തിന്നും എന്തു കുടിക്കും എന്നു നിങ്ങളുടെ ജീവനായിക്കൊണ്ടും എന്തു ഉടുക്കും എന്നു ശരീരത്തിനായിക്കൊണ്ടും വിചാരപ്പെടരുതു. ആഹാരത്തെക്കാൾ ജീവനും ഉടുപ്പിനെക്കാൾ ശരീരവും വലുതല്ലേയോ? 26 ആകാശത്തിലെ പറവകളെ നോക്കുവിൻ: അവ വിതെക്കുന്നില്ല, കൊയ്യുന്നില്ല, കളപ്പുരയിൽ കുട്ടിവെക്കുന്നതുമില്ല എങ്കിലും സ്വർഗ്ഗസ്ഥനായ നിങ്ങളുടെ പിതാവു അവയെ പുലർത്തുന്നു; അവയെക്കാൾ നിങ്ങൾ ഏറ്റവും വിശേഷതയുള്ളവരല്ലേയോ? 27 വിചാരപ്പെടുന്നതിനാൽ തന്നെ നീളത്തോടു ഒരു മുഴം കൂട്ടുവാൻ നിങ്ങളിൽ ആർക്കും കഴിയും? 28 ഉടുപ്പിനെക്കുറിച്ചു വിചാരപ്പെടുന്നതും എന്തു? വയലിലെ താമര എങ്ങനെ വളരുന്നു എന്നു നിരൂപിപ്പിൻ: അവ അധാനിക്കുന്നില്ല, നൂലക്കുന്നതുമില്ല. 29 എന്നാൽ ശലോമോൻ പോലും തന്നെ സർവ്വ മഹത്വത്തിലും ഇവയിൽ ഒന്നിനോളം ചമഞ്ഞിരുന്നില്ല എന്നു ഞാൻ നിങ്ങളോടു പറയുന്നു. 30 ഇന്നുള്ളതും നാളെ അടുപ്പിൽ ഇടുന്നതുമായ വയലിലെ പുല്ലിനെ ദൈവം ഇങ്ങനെ ചമയിക്കുന്നു എങ്കിൽ, അല്പവിശ്വാസികളേ, നിങ്ങളെ എത്ര അധികം. 31 ആകയാൽ നാം എന്തു തിന്നും എന്തു കുടിക്കും എന്തു ഉടുക്കും എന്നിങ്ങനെ നിങ്ങൾ വിചാരപ്പെടരുതു. 32 ഈ വക ഒക്കെയും

ജാതികൾ അന്വേഷിക്കുന്നു. സ്വർഗ്ഗസ്ഥനായ നിങ്ങളുടെ പിതാവു ഇതൊക്കെയും നിങ്ങൾക്കു ആവശ്യം എന്നു അറിയുന്നുവല്ലോ. 33. മുനെ അവന്റെ രാജ്യവും നീതിയും അന്വേഷിപ്പിൻ : അതോടുകൂടെ ഇതൊക്കെയും നിങ്ങൾക്കു കിട്ടും.

Silence is kept for a space

Deacon The Gospel of the Lord.
People Praise to you, Lord Christ.
Please be seated

SERMON

The Right Reverend Carlye J. Hughes

A period of silence is kept

Please stand as you are able and say

NICENE CREED

Enriching Our Worship, 53-54

All **We believe in one God,**
 the Father, the Almighty,
 maker of heaven and earth,
 of all that is, seen and unseen.

We believe in one Lord, Jesus Christ,
 the only Son of God,
 eternally begotten of the Father,
 God from God, Light from Light,
 true God from true God,
 begotten, not made,
 of one Being with the Father.
 through him all things were made.
For us and for our salvation
 he came down from heaven:
 was incarnate of the Holy Spirit and the Virgin Mary,
 and became truly human.
 For our sake he was crucified under Pontius Pilate;
 he suffered death and was buried.
 On the third day he rose again
 in accordance with the Scriptures;
 he ascended into heaven
 and is seated at the right hand of the Father.
 He will come again in glory to judge the living and the dead,
 and his kingdom will have no end.

We believe in the Holy Spirit, the Lord, the giver of life,
 who proceeds from the Father [and the Son].
 who with the Father and the Son he is worshipped and glorified.

who has spoken through the prophets.
We believe in one holy catholic and apostolic Church.
We acknowledge one baptism for the forgiveness of sins.
We look for the resurrection of the dead,
and the life of the world to come. Amen.

THE PRAYERS OF THE PEOPLE

Deacon O God, hear us as we pray for the mission of your Church:

For the outpouring of your Spirit upon the Church, for your way to be known upon earth, and your salvation among all nations, we pray to you, O God.

People **Lord, hear our prayer.**

Deacon For the church; for Michael our Presiding Bishop; for this Diocese, and Carlye our Bishop; for grace and strength to lead us in mission, we pray to you, O God.

People **Lord, hear our prayer.**

Deacon For grace to work together in the growth of your kingdom, we pray to you, O God.

People **Lord, hear our prayer.**

Deacon For grace to serve you, and preach the Gospel to all people, we pray to you, O God.

People **Lord, hear our prayer.**

Deacon For grace to worship you in spirit and in truth, we pray to you, O God.

People **Lord, hear our prayer.**

Deacon For growth in prayer and the life of the spirit we pray to you, O God.

People **Lord, hear our prayer.**

Deacon For growth in sound learning and faithful discipleship we pray to you, O God.

People **Lord, hear our prayer.**

Deacon For growth as servants in mission, to use the gifts you have given us we pray to you, O God.

People **Lord, hear our prayer.**

Deacon For growth as witnesses to Christ in our community, to reach out to our neighbors with imagination and understanding we pray to you, O God.

People **Lord, hear our prayer.**

Deacon For the courage, imagination, and energy to continue on the road of mission in this, our journey of faith we pray to you, O God.

People **Lord, hear our prayer.**

Silence is kept for a space, then the Bishop says

Bishop Almighty God, by your Holy Spirit you have made us one with your saints in heaven and on earth: Grant that in our earthly pilgrimage we may always be supported by this fellowship of love and prayer, and know ourselves to be surrounded by their witness to your power and mercy. We ask this for the sake of Jesus Christ, in whom all our intercessions are acceptable through the Spirit, and who lives and reigns for ever and ever.

People Amen.

UTO INGATHERING

Please be seated

The Bishop will invite representatives to come forward with their UTO offering.

If you are presenting a UTO offering, please line up at the center microphone to announce your congregation and then move forward to present the gift to the UTO representative.



Congregational representatives will come forward, announce their congregation and place their offering in the UTO basket.

The Bishop then says

THE UNITED THANK OFFERING PRAYER

Bishop O Holy One, source of all creation, all love, all true joy: accept, we pray these outward signs of our profound and continuing thankfulness for all of life. Bless those who will benefit from these gifts through the outreach of the United Thank Offering; and keep each of us ever thankful for all the blessings of joy and challenge that come our way; through Him who is the greatest gift and blessing of all, Jesus Christ our Lord and Savior.

People **Amen.**

Following the UTO prayer, please observe a period of silence for self-reflection

Please stand as you are able

THE PEACE

Bishop The peace of Christ be always with you.
People **And also with you.**

Greet those near you with a sign of Christ's peace.

Please be seated

WELCOME AND ANNOUNCEMENTS

THE HOLY COMMUNION

The Bishop begins the Offertory with a sentence from scripture. A Deacon prepares the Holy Table while the People's offerings of bread and wine, food, and money are brought forward.

OFFERTORY ANTHEM

Carl Schalk

*God of the sparrow
God of the whale
God of the swirling stars
How does the creature say Ave
How does the creature say Praise*

*God of the earthquake
God of the storm
God of the trumpet blast
How does the creature cry Woe
How does the creature cry Save*

*God of the rainbow
God of the cross
God of the empty grave
How does the creature say Grace
How does the creature say Thanks*

*God of the hungry
God of the sick
God of the wayward child
How does the creature say Care
How does the creature say Life*

*God of the neighbor
God of the foe
God of the pruning hook
How does the creature say Love
How does the creature say Peace*

*God of the ages
God near at hand
God of the loving heart
How do your children say Joy
How do your children say Home*

—Jaroslav Vajda, 1983

The Diocesan Council has designated today's offering for

**CrossRoads Camp and Retreat Center
&
Good Shepherd Sustainable Learning Foundation**

Please give generously.

Checks may be made payable to 'The Diocese of Newark.'

To make an offering online, please visit e-giving.dioceseofnewark.org:



THE GREAT THANKSGIVING

Eucharistic Prayer B, BCP 367

Bishop The Lord be with you.
People **And also with you.**

Bishop Lift up your hearts.
People **We lift them to the Lord.**

Bishop Let us give thanks to the Lord our God.
People **It is right to give God thanks and praise.**

Bishop It is right, and a good and joyful thing, always and everywhere to give thanks to you Father Almighty, Creator of heaven and earth, for the wonderful grace and virtue declared in all your saints, who have been the chosen vessels of your grace, and the lights of the world in their generations.

Therefore we praise you, joining our voices with Angels and Archangels and with all the company of heaven, who for ever sing this hymn to proclaim the glory of our Name:

SANCTUS

Wonder, Love and Praise, 785

The People sing one verse in Spanish and one verse in English

San - to, san - to, san - to, mi cor - a - zon te a - do - ra! Mi
 Ho - ly, ho - ly, ho - ly, my heart, my heart a - dores you! My

cor - a - zon te sa - be de - cir: san - to - res Se - ñor.
 heart is glad to say the words: you are ho - ly, Lord.

Words: Variation on a traditional liturgical text
 Music: Composer unknown; arr. based on a two-part version as taught by Pablo D. Sosa (b. 1933)

The Bishop continues

We give thanks to you, O God, for the goodness and love which you have made known to us in creation; in the calling of Israel to be your people; in our Word spoken through the prophets and above all in the Word made flesh, Jesus, your Son. For in these last days you sent him to be incarnate from the Virgin Mary, to be the Savior and Redeemer of the world. In him, you have delivered us from evil, and made us worthy to stand before you. In him, you have brought us out of error into truth, out of sin into righteousness, out of death into life.

On the night before he died for us, our Lord Jesus Christ took bread; and when he had given thanks to you, he broke it, and gave it to his disciples, and said, "Take, eat: This is my Body, which is given for you. Do this for the remembrance of me."

After supper he took the cup of wine; and when he had given thanks, he gave it to them, and said, "Drink this, all of you: This is my Blood of the new Covenant, which is shed for you and for many for the forgiveness of sins. Whenever you drink it, do this for the remembrance of me."

Therefore, according to his command, O Father,

Bishop and People

**We remember his death,
We proclaim his resurrection,
We await his coming in glory;**

The Bishop continues

And we offer our sacrifice of praise and thanksgiving to you, O Lord of all; presenting to you, from your creation, this bread and this wine.

We pray you, gracious God, to send your Holy Spirit upon these gifts that they may be the Sacrament of the Body of Christ and his Blood of the new Covenant. Unite us to your Son in his sacrifice, that we may be acceptable through him, being sanctified by the Holy Spirit. In the fullness of time, put all things in subjection under your Christ, and bring us to that heavenly country where, with the Blessed Virgin Mary, blessed Brigid, and all your saints, we may enter the everlasting heritage of your sons and daughters; through Jesus Christ our Lord, the firstborn of all creation, the head of the Church, and the author of our salvation.

By him, and with him, and in him, in the unity of the Holy Spirit all honor and glory is yours, Almighty Father, now and for ever.

All

AMEN.

Bishop

And our Savior Christ has taught us, we now pray,

All

Our Father in heaven, hallowed be your Name, your kingdom come, your will be done, on earth as in heaven. Give us today our daily bread. Forgive us our sins as we forgive those who sin against us. Save us from the time of trial, and deliver us from evil. For the kingdom, the power, and the glory are yours, now and forever. Amen.

THE BREAKING OF THE BREAD

The Hymnal 1982, S-154

The Bishop breaks the bread, the consecrated Bread. A period of silence is kept, then all sing

Al - le - lu - ia, al - le - lu - ia, al - le - lu - ia.
Christ our Pass - o - ver is sac - ri - ficed for us;
there - fore let us keep the feast.
Al - le - lu - ia, al - le - lu - ia, al - le - lu - ia.

Setting From *New Plainsong* David Hurd (b. 1950)

Please follow the direction of the ushers who will guide you to one of the communion stations. Gluten-free, dairy-free, nut-free bread is being served to everyone at all stations of the ballroom. Grape juice and wine are available at all stations. The wine is red and the grape juice is white.



COMMUNION MUSIC

ANTHEM

Per Harling

*You are holy, you are whole.
 You are always ever more than we ever understand.
 You are always at hand.
 Blessed are you coming near.
 Blessed are you coming here
 to your church in wine and bread,
 raised from soil, raised from dead.
 You are holy, you are wholeness; you are present.
 Let the cosmos praise you, Lord!
 Hallelujah, our Lord.*

—Per Harling

HYMN

Sound the Bamboo, 241



1. O	-	so	-	sō,	o	-	so	-	sō,	pyong	-	hwa	-	ūi	im	-	gūm
오	-	소	-	서,	오	-	소	-	서,	평	-	화	-	의	임	-	금
2. O	-	so	-	sō,	o	-	so	-	sō,	sa	-	rang	-	ūi	im	-	gūm
오	-	소	-	서,	오	-	소	-	서,	사	-	랑	-	의	임	-	금
1. Come	now,	O	Prince	of	peace,	make	us	one	bod - y,								
2. Come	now,	O	God	of	love,	make	us	one	bod - y,								



u	-	ri	-	ga	han	-	mom	i	-	ru	-	ge	ha	-	so	-	sō.
우	-	리	-	가	한	-	몸	이	-	루	-	게	하	-	소	-	서.
u	-	ri	-	ga	han	-	mom	i	-	ru	-	ge	ha	-	so	-	sō.
우	-	리	-	가	한	-	몸	이	-	루	-	게	하	-	소	-	서.
come,	O	Lord	Je	-	sus,	re	-	con	-	cile	your	peo	-	ple.			
come,	O	Lord	Je	-	sus,	re	-	con	-	cile	your	peo	-	ple.			

- | | | | |
|---|--------------------------------------------------------------------------------------------------|---|-------------------------------------------------------------------------------------------|
| 3 | Come now and set us free,
O God, our Savior,
Come, O Lord Jesus,
Reconcile all nations. | 4 | Come Hope of unity,
Make us one body,
Come, O Lord Jesus,
Reconcile all nations. |
|---|--------------------------------------------------------------------------------------------------|---|-------------------------------------------------------------------------------------------|

Words: Geonyong Lee, para. Marion Pope, alt., 1990
 Tune: OSOSO Geonyong Lee, 1990

Estrofas/Verses

1. Tú has ve - ni - do a la o - ri - lla,
 2. Tú sa - bes bien lo que ten - go;
 3. Tú ne - ce - si - tas mis ma - nos,
 4. Tú, pes - ca - dor de o - tros la - gos,
 1. Lord, you have come to the sea shore,
 2. Lord, see my goods, my pos - ses - sions;
 3. Lord, take my hands and di - rect them,
 4. Lord, as I drift on the wa - ters,

1. no has bus - ca - do ni a sa - bios ni a ri - cos;
 2. en mi bar - ca no hay o - ro ni es - pa - das,
 3. mi can - san - cio que a o - tros des - can - se,
 4. an - sia e - ter - na de al - mas que es - pe - ran,
 1. nei - ther search - ing for the rich nor the wise,
 2. in my boat you find no pow - er, no wealth.
 3. Help me spend my - self in seek - ing the lost,
 4. be the rest - ing place of my rest - less heart,

1. tan só - lo quie - res que yo te si - ga.
 2. tan só - lo re - des y mi tra - ba - jo.
 3. a - mor que quie - ra se - guir a - man - do.
 4. a - mi - go bue - no, que a - sí me lla - mas.
 1. de - sir - ing on - ly that I should fol - low,
 2. Will you ac - cept, then, my nets and la - bor?
 3. re - turn - ing love for the love you gave me.
 4. my life's com - pan - ion, my friend and ref - uge.

Estribillo/Refrain

Se - ñor, me has mi - ra - do a los o - jos,
 O, Lord, with your eyes set up - on me,
 son - ri - en - do has di - cho mi nom - bre,
 gent - ly smil - ing, you have spo - ken my name;
 en la a - re - na he de - ja - do mi bar - ca,
 all I longed for I have found by the wa - ter,
 jun - to a ti bus - ca - ré o - tro mar.
 at your side, I will seek oth - er shores.

HYMN

The Hymnal 1982, 405

Descant

All things bright and beau - ti - ful, crea-tures great and small,

Refrain

All things bright and beau - ti - ful, all crea-tures great and small,

all things wise and won - der - ful, God made them all.

all things wise and won - der - ful, the Lord God made them all.

1 Each lit - tle flower that o - pens, each lit - tle bird that sings,
 2 The pur - ple - head - ed moun - tain, the riv - er run - ning by,
 3 The cold wind in the win - ter, the pleas - ant sum - mer sun,
 4 He gave us eyes to see them, and lips that we might tell

Repeat Refrain

he made their glow - ing col - ors, he made their ti - ny wings.
 the sun - set, and the morn - ing that bright - ens up the sky.
 the ripe fruits in the gar - den, he made them ev - ery one.
 how great is God Al - might - y, who has made all things well.

Words: Cecil Frances Alexander, 1848
 Music: ROYAL OAK, arr. Martin Shaw, 1915



1. I have de - cid - ed to fol - low Je - sus,
2. Though no one join me, still I will fol - low,
3. The world be - hind me, the cross be - fore me.

1. I have de - cid - ed to fol - low Je - sus,
2. Though no one join me, still I will fol - low,
3. The world be - hind me, the cross be - fore me.

1. I have de - cid - ed to fol - low Je - sus,
2. Though no one join me, still I will fol - low,
3. The world be - hind me, the cross be - fore me.

No turn - ing back, no turn - ing back!
(no turn - ing back.)

The musical score is written in 2/2 time. It consists of four systems. The first three systems each contain a vocal line (treble clef) and a bass line (bass clef). The lyrics are aligned with the notes. The fourth system contains a vocal line with the refrain and a bass line. The key signature has one flat (Bb).

Words: Ascribed to an Indian Prince; as sung in Garo, Assam
Music: Indian Folk Melody; arr. Norman Johnson
Copyright: Arr. © 1963 Singspiration Music/ASCAP. All Rights Reserved. Used by permission of Benson Music Group, Inc.

Ostinato Refrain

In the Lord I'll be ev - er thank - ful, in the Lord

I will re - joice! Look to God,

do not be a - fraid; lift up your voic - es, the Lord is

near; lift up your voic - es, the Lord is near.

Text: Taizé Community
 Tune: Jacques Berthier, 1923-1994
 © 1986, 1991, Les Presses de Taizé, GIA Publications, Inc., agent

AFTER COMMUNION

Please stand as you are able

*Bishop
 All*

Let us pray.
Eternal God, heavenly Father, you have graciously accepted us as living members of your Son our Savior Jesus Christ, and you have fed us with spiritual food in the Sacrament of his Body and Blood. Send us now into the world in peace, and grant us strength and courage to love and serve you with gladness and singleness of heart; through Christ our Lord. Amen.

THE BLESSING

CLOSING HYMN

The Hymnal 1982, 423

1 Im - mor - tal, in - vis - i - ble, God on - ly wise,
2 Un - rest - ing, un - hast - ing, and si - lent as light,
3 To all life thou giv - est, to both great and small;
4 Thou reign - est in glo - ry, thou rul - est in light,
in light in - ac - ces - si - ble hid from our eyes,
nor want - ing, nor wast - ing, thou rul - est in might;
in all life thou liv - est, the true life of all;
thine an - gels a - dore thee, all veil - ing their sight;
most bless - ed, most glo - rious, the An - cient of Days,
thy jus - tice like moun - tains high soar - ing a - bove
we blos - som and flour - ish, like leaves on the tree,
all laud we would ren - der: O help us to see
al - might - y, vic - tor - ious, thy great Name we praise.
thy clouds, which are foun - tains of good - ness and love.
then with - er and per - ish; but nought chan - geth thee.
'tis on - ly the splen - dor of light hid - eth thee.

Words: Walter Chalmers Smith, 1867, alt.
Music: ST DENIO, Welsh melody, adapt. 1839

DISMISSAL

Deacon As we go forth in our ministry and work at Convention, let us rejoice in the power of the Spirit. Alleluia, alleluia!

People Thanks be to God. Alleluia, alleluia!



The 146th Annual Convention
of the Episcopal Diocese of Newark

January 31–February 1, 2020





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Welcome to the *Unconventional* portion of Convention!

This year we will spend time together on ways each of us -- as individuals, as parishioners, as children of God-- can more fully **behold God's gifts and become God's steward**. We will do this through prayer, through reflection, and through group exercises designed to get us moving toward putting God's gifts to work.

Building on last year's Convention, we will continue to think, talk and work with spiritual giftedness. If you were not a part of Convention last year, do not worry! Just make sure to take the spiritual gifts assessment (there's a link to the online assessment given on the next page) and make a note for yourself of your leading spiritual gifts. You'll need to know these to be a full participant.

An awareness of spiritual giftedness can help lead us to a better understanding of God's generosity to us. But it is not enough to be aware. Beyond awareness, we need to accept our responsibility in taking care of those gifts, and in putting those gifts to work.

In other words: Stewardship. It has, unfortunately, become a cultural norm to equate the word "Stewardship" with a six week campaign in the fall. You hear it in our language: 'Who's doing Stewardship this year?,' 'How'd we do with Stewardship?,' and that sense of relief come December, "Phew, Stewardship's over for the year." Time to rethink our language.

Stewardship is about something much larger than a few weeks in the fall. **Stewardship is about the way we live our lives in response to God's generosity to us**. We will spend important time in Convention claiming this more challenging and robust meaning, as we explore practical ways that we can help our congregations understand it as well. Thus, our Unconventional modules will focus Saturday morning on how we might **behold God's gifts** more powerfully, and in the afternoon with exercises that help us **become God's steward**.

Each module is designed to help us push our own boundaries, knowledge, and acceptance to get us to more robust understanding of the power of Stewardship. And each module is designed around "train the trainer" possibilities. We want you to be able to take back ideas to your congregation - each of you, whether clergy or lay. So keep this workbook with you. Take plenty of notes. We're sure you'll want to try some of these ideas back in your own congregation!



Spiritual Gifts Assessment

Have you taken it yet?

The Spiritual Gifts Assessment tool is a quick survey you can take to identify your spiritual gifts. It takes less than 15 minutes to complete.

All Convention members have been asked to take the Spiritual Gifts Assessment in advance. If you are reading this, and you have not yet taken it, please go here now:

<https://www.elca.org/Our-Work/Congregations-and-Synods/Faith-Practices/Spiritual-Renewal/Assessment-Tools>

You will need to know your top four spiritual gifts to participate in this Saturday's "Behold God's Gifts; Become God's Steward" activities.



Spiritual Gifts Chart

Gifts - Definitions and References



Administration: the gift that enables a believer to formulate, direct and carry out plans necessary to fulfill a purpose.

1 Corinthians 12:28, Acts 14:23



Artistry: the gift that gives the believer the skill of creating artistic expressions that produce a spiritual response of strength and inspiration.

Exodus 31:1-11, Psalm 149:3



Discernment: the gift that motivates a believer to seek God's will and purpose and apply that understanding to individual and congregational situations.

John 16:6-15, Romans 9:1, 1 Cor. 2:9-16



Evangelism: the gift that moves believers to reach non-believers in such a way that they are baptized and become active members of the Believing community.

Matt.28:16-20, Eph. 4:11-16, Acts 2:36-40



Exhortation: the gift that moves the believer to reach out with brotherly love and presence to people in personal conflict of facing a spiritual void.

John 14:1, 2 Tim. 1:16-18, 3 John 5-8



Faith: the gift that gives a believer the eyes to see the Spirit at work and the ability to trust the Spirit's leading without indication of where it all might lead.

Genesis 12: 1-4, Mark 5:25-34, 1 Thess. 1: 8-10



Giving: the gift that enables a believer to recognize God's blessings and to respond to those blessings by generously and sacrificially giving of one's resources (time, talent, and treasure).

2 Cor. 9:6-15, Luke 21:1-4



Hospitality: the gift that causes a believer to joyfully welcomes and receives guests and those in need of food and lodging.

Romans 12:13, Romans 16:23, Luke 10:38



Intercession: the gift that drives a person to learn, analyze and uncover new insights with regard to the Bible and faith.

Matthew 6:6-15, Luke 11:1-10, Eph. 6:18.



Knowledge: the gift that drives a person to learn, analyze and uncover new insights with regard to the Bible and faith.

1 Cor. 12:8, 1 Cor. 14:6, Romans 12:2.



Leadership: the gift that gives a believer the confidence to step forward, give direction and provide motivation to fulfill a dream or complete a task. *Romans 12:8, John*

21:15-17, 2 Tim. 4:1-5.



Mercy: the gift that motivates a believer to feel deeply for those in physical, spiritual, or emotional need and then act to meet that need. *Luke 7:12-15, Luke 10:30-37, Matthew 25:34-36.*



Music Vocal: the gift that gives a believer the capability and opportunity to present personal witness and inspiration to others through singing. *Psalms 96:1-9, Psalm 100:1-2, Psalm 149:1-2*



Music Instrumental: the gift that inspires a believer to express personal faith and provide inspiration and comfort through the playing of a musical instrument. *Psalms 33:1-5, Psalm 150, 1 Samuel 16:14-23.*



Pastoring (Shepherding): the gift that gives a believer the confidence, capability and compassion to provide spiritual leadership and direction for individuals or groups of believers. *1 Tim. 4:12-16, 1 Tim. 3:1-13, 2 Tim. 4:1-2.*



Service (Helps): the gift that enables a believer to work gladly behind the scenes in order that God's work is fulfilled.

Luke 23:50-54, Romans 16:1-16, Philippians 2:19-23



Skilled Craft: the gift that enables a believer to create, build, maintain or repair items used within the body.

Exodus 30:1-6, Exodus 31:3-5, Ezekiel 27:4-11.



Teaching: the gift that enables a believer to communicate a personal understanding of the Bible and faith in such a way that it becomes clear and understood by others.

1 Cor. 12:28, Matthew 5:1-12, Acts 18:24-48.



Wisdom: the gift that allows the believer to sort through opinions, facts and thoughts in order to determine what solution would be best for the individual believer or the community of believers. *1 Cor. 2:6-13, James 3:13-18, 2 Chronicles 1:7-11.*



Writing: the gift that gives a believer the ability to express truth in a written form; a form that can edify, instruct and strengthen the community of believers. *1 John 2:1-6, 12-14, 1 Tim. 3:14-15, Jude 3.*



Saturday Morning

Module 1, Behold God's Gifts

The word *Behold* appears often in Scripture as a call to see and respond to something remarkable that God is creating. In Hebrew, the word *hinneh*, meaning behold translates to the act of **paying attention**, or **beholding**.

To behold is to stand in awe and wonder of the glory of God in the big things of life as well as in the minute details that, when they come together, help to express intimacy of God's love for all creation. When we intentionally watch and look for the things that God is sharing in our lives, we can experience spirituality in a deeper way.

God created each of us with a unique purpose. He has called us to a specific ministry and given us gifts to use to accomplish what we are called to do. It is part of our journey to discover the gifts, the calling of God for us and our communities and then pursue them intentionally.

The Apostle Paul gives us an explanation on how the Gifts of God operate. Romans 12:6-7: *We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; if it is serving, then serve; if it is teaching, then teach.*

These gifts enable us to 'serve one another' in the church and in the world. Our gifts give us the ability to care for our brothers and sisters. Each gift represents a ministry that God calls us to participate in and in the process witness to God's love.

In Deuteronomy 10:14 we read, "Behold, to the Lord your God belong heaven and the highest heavens, the earth and all that is in it." Even though God owns all things, God entrusts us with a portion of those possessions through grace.

Only as we actively use our "spiritual gifts" are we able to evolve into good stewards of the grace of God. Each gift is important, and none are more important than any other. Only when each member actively uses their gift can a congregation or a diocese grow as God intends.

Stewardship is an attitude toward life. It is recognizing the gifts that God has given to us, and, in gratitude to God for those gifts, we give back to God in many ways. Stewardship is a way of thinking and expressing thanks. As we come to a deeper understanding of the knowledge that all we receive is a gift from God, and our gift back to God requires prayerful discernment of what



God is calling us to share with others and the church, can we demonstrate good Stewardship through the use of our spiritual gifts.

In our first module, we will have the opportunity to personally reflect and share with others how we experience beholding God's gifts in our own lives and how we can intentionally use our spiritual gifts to become God's stewards.

After a time of reflection, you will have the opportunity to join with others at a table where there is a topic that interests you. But before we get started, I invite you to enter a time of personal reflection. In that time focus is on the awesomeness of God's gifts, in what ways can we intentionally take time to practice beholding, and how our personal Stewardship helps to draw us closer into relationship with God.





At your tables

Beholding God's Gifts: Environment

1. Think of an experience of awe or wonder from your encounters with God's creation. Where did it take place? Use as many senses as you can to describe that experience.
2. Jesus and his disciples often prayed out of doors. When have you had a deep experience of prayer out of doors?
3. Where have you seen joyful abundance in God's creation?
4. Think of the many ways that animals enrich your life. How might you grow in gratitude for those animals and offer thanksgiving to God?

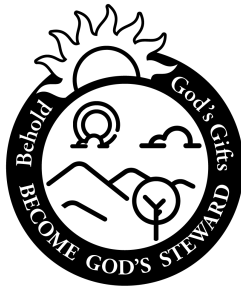




More questions for discussion and reflection

Beholding God's Gifts: Environment

1. Many of the stories of the Bible take place in gardens. Why do you think that is?
2. What particular spot in God's creation are you most grateful for?
3. How has your relationship to Christ been strengthened or challenged by your experiences of God's creation? Where have you seen power on display in God's creation?
4. How did witnessing that power make you feel?
5. Describe a time you saw God's creation being damaged or wasted. What emotions were stirred in you and how did you respond?





At your tables

Beholding God's Gifts: Larger Community

1. What do you most value about your community? For what do you feel most grateful?
2. Do you ever notice God's presence or God's activity in your neighborhood? Describe a time when you felt God being active in your community.
3. Who is in the community? What sort of people are there? Who do you notice is not there?
4. How much do you talk to your neighbors (however you define that term)? Where do you get your information about your community from?





More questions for discussion and reflection...

Beholding God's Gifts: Larger Community

1. What makes you sad or frustrated about your community?
2. What personal/spiritual gifts do you have that can offer additional joy to the neighborhood?
3. Name some ways that you or others have been good stewards of your neighborhood.
4. What do you imagine God longs to say to your community about its life and people?
5. Do you see changes in your community? How do you feel about those changes? Do you notice God's presence in those changes?





At your tables

Beholding God's Gifts: Parish

1. Think about your congregational community – who comes on Sundays, who attends other events regularly at your church, who is a long-time member but no longer able to come – think about who makes up your faith community. Are there some older members? What about younger members? What cultures and ethnicities? ? Are there a variety of income levels or mostly similar? What gifts might each of these different folks bring?
2. Think about the gift of welcoming and hospitality in your congregation. Do you know people who have that gift in your church? How is it exercised? Think about the physical plant of your church, the design of worship and other programs that you have – how do we enact the gift of hospitality and how do we welcome all sorts and conditions of people? What are some ways that we could do more with this gift?
3. How can a church be a gift to its community? Think about some of the ways that the church acts as a gift to the neighborhood and community around it.
4. If a tree fell through the roof of your worship space tonight (God forbid), how long would it take before your church felt “back to normal?” What resources would you need to get “back to normal?”





More questions for discussion and reflection...

Beholding God's Gifts: Parish

1. Think about lay leadership in your church. Are younger people represented? What can you do to facilitate diverse leaders? What about other populations minoritized in the wider world, such as by race or national origin, sexual orientation, gender or gender identity, or physical or mental handicap? What about folks experiencing economic hardship?
2. How does your parish invite and challenge people of all ages to keep growing and changing and to consider new dimensions for their ministry?
3. Clergy are very visible in the Episcopal Church. Imagine a congregation without clergy for a moment (some churches won't have to imagine!) and think about the gifts of the baptized that make churches work. What are the gifts of lay people that are essential to building a faith community?
4. Are there lay ministry positions that are, by design or custom, certain group's roles (ie, Men's or Women's)? Why? Is this important?
5. How does your parish care for, support, and thank people in ministry lay or ordained?
6. What gifts do you most appreciate that you see in someone else in your church? How do they live that out? If you're thinking of a clergy person, be sure to also include gifts you see in a lay person.
7. How often is your worship space open for quiet prayer and contemplation?
8. How are your church investments aligned with your mission? Is this important?





At your tables

Beholding God's Gifts: Finances

1. Think back to your childhood and the ways your family discussed (or avoided discussing) money when you were growing up. Did you have the sense that there was "enough" or was there an abundance or scarcity? What messages did you receive about money as a child? How might that impact you today?
2. When you think about the gift of money, what does it represent to you? Is it a reminder of labor (whether your own or others)? Is it in some ways a representation of worth—of time, of life, of you?
3. Some people have mistakenly thought Jesus said, "Where your heart is, there your treasure will be also." In fact, Jesus said, "Where your treasure is, there your heart will be also." (Matthew 6.21). Why do you think Jesus said it this way?
4. Think about the parables that Jesus told that talk about money. Is money an appropriate topic for conversation in church or not? What happens when we bracket off conversations about money?





More questions for discussion and reflection...

Beholding God's Gifts: Finances

1. Think about your own personal finances. What money and other assets are available to you to maintain your living? Think about whether you have what you need to just make it, whether you are able to plan/save for the future or whether you really aren't making it at all. Think about the gift that money is in your life. What are some ways that you can celebrate and respond to the gift of money in your life?
2. In our worship, we bring forward the offering of "bread, wine, and money or other gifts" (BCP, p. 361). What does it mean that we present money in church at the altar? That we do that as part of our worship? What does it mean to put the money we've been given into the plate and present that to God? Where are we and our spiritual lives in that ritual?
3. Imagine a stranger walked up to you on the street and handed you a \$100 bill. How would you react to this unexpected gift? Describe the emotions you might feel.
4. Do you feel that Stewardship is a way of living in which the parish and all its members are growing all year and every year? Do you feel that you live this way?
5. How does Stewardship relate to the way a parent supports and cares for their children or other dependents?
6. How does money coming in as income or going out as paying expenses affect our spiritual lives? Does money affect how we think about our relationship with God? With each other?
7. What about the idea of savings? Does the way we save money, or not, suggest something about how we see God and our relationship with God?
8. What would a space alien think about your faith based on how you give to the church?





Saturday Afternoon

Module 2: Become God's Steward

In this morning's session, we spent some time expanding our awareness of the magnitude and complexity of God's gifts. by looking in some detail at areas of particular interest and focus. -- and our responsibility as God's stewards in relation to those gifts

Our watchword was **behold**. Some of us looked and talked about beholding God's gifts in our natural world. Others wanted to think about how we can behold God's gifts in our individual parishes. Still others looked through the lens of the larger community, and finally some of us looked at finances and with particular attention to how we behold God's gifts in financial terms and take responsibility for them.

This afternoon's watchwords are **become** and **begin**. For the next 70 minutes or so we will be talking and working with our own individual spiritual gifts. We'll be playing a game specially designed for us - a game to help us all build up some of those Stewardship muscles, and put those spiritual gifts to work.

Perhaps you've known someone who has said to you: I am so blessed. Perhaps you have said it too. But here's the rub, if you have been blessed with spiritual gifts, you were blessed with them for a reason. And that reason is to put them to work. To put them to work, let's play...



BEHOLD | BECOME | BEGIN

THE STEWARDSHIP GAME

Please reach into your caddy and inside you will find an envelope with a Behold Become Begin box inside. There's one envelope for each congregation, but for now you only need to open one - we'll be playing as a table and you only need one box.

Open the box and take the cards out and put them in a pile face down on the table...



Become God's Steward



BEHOLD | BECOME | BEGIN

THE STEWARDSHIP GAME

How to Play

Lightning/Icebreaker Round

This round is to help you feel comfortable with thinking about your spiritual gifts. Have the results of your spiritual gifts inventory where you can refer to them. Simply go around the table, one at a time, and respond to each question—**brief answers only**, please, and if you can't think of a response or don't wish to share, simply say, "Pass." The person whose birthday falls closest to All Saints' Day begins.

1. What gift did you score highest on in the Spiritual Gifts Assessment?
2. Can you think of a specific example when you used one of your spiritual gifts? Share with the table.
3. Which of your spiritual gifts, as revealed by the inventory, surprises you the most?
4. Name a spiritual gift that you see as a characteristic of your parish.



Round One

Applying Your Gifts to Scenarios

Keep the results of your spiritual gifts inventory at hand for this round!

1. The player who was first to answer in the Lightning Round shuffles the Scenario deck of cards and places it face down in the middle of the table.
2. The person seated to the *left* of the person who started the lightning round draws the first scenario card and reads it aloud, placing it face-up next to the card pile.
3. The starting player then chooses one of their spiritual gifts and considers how to apply it to the scenario, stating aloud how they would do so.
4. Play continues around the table toward the left, with each person turning over a new card and choosing one of their spiritual gifts to play for the scenario.
5. If a person is unable to play their gift, they say "Pass" and play continues with the next person using the *same* scenario.
6. The round ends when everyone has had a chance to draw a card and play the scenario. Leave the cards you have played in this round in a pile separate from the cards you have *not* yet played.



Round Two

A Wee Bit of Randomness

For this round, you'll be considering various spiritual gifts that can come into play in a parish. You will need the matrix chart of spiritual gifts from the game packet, a 20-sided die, and the scenario cards.

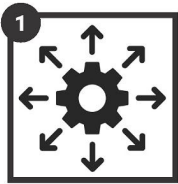
1. Leave aside the scenario cards played in Round One.
2. The person whose birthday is *furthest* from All Saints' Day begins play by flipping over a scenario card, reading it aloud, and placing it face-up next to the card pile.
3. The starting player then rolls the 20-side die. Match the number that faces up on the die with the matrix chart of spiritual gifts. This will be their Spiritual Gift for the scenario.
4. The starting player then attempts to figure out how to best use that gift for the given scenario.
5. Play passes to the person to the left around the table, rolling for a gift and playing that gift with the same scenario. Should someone else roll the same gift, fear not! Each person will have their own take on how to apply the gift. (If the same gift is rolled three times in a row, you may want to consider if the Holy Spirit is sending you a message. Ask someone with the gift of discernment to help you consider that!)
6. If a person is unable to play their gift, they say "Pass" and play continues with the next person.
7. Once everyone has contributed to the scenario, the person to the left of the starting player turns over a card, reads the scenario, and rolls the 20-sided die for a gift to play; play continues as above.
8. The game is finished when everyone has had the opportunity to draw a card and present a scenario.



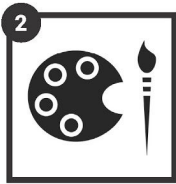
The Game Grid



BEHOLD | BECOME | BEGIN
THE STEWARDSHIP GAME



ADMINISTRATION



ARTISTRY



DISCERNMENT



EVANGELISM



EXHORTATION



FAITH



GIVING



HOSPITALITY



INTERCESSION



KNOWLEDGE



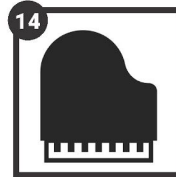
LEADERSHIP



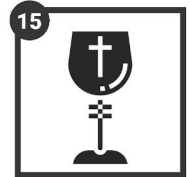
MERCY



MUSIC VOCAL



MUSIC INSTRUMENTAL



PASTORING (SHEPHERDING)



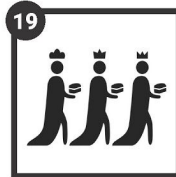
SERVICE (HELPS)



SKILLED CRAFT



TEACHING



WISDOM



WRITING



The Game Grid: Reverse



BEHOLD | BECOME | BEGIN
THE STEWARDSHIP GAME

1 | ADMINISTRATION

The gift that enables a believer to formulate, direct and carry out plans necessary to fulfill a purpose.

1 Corinthians 12:28, Acts 14:23

2 | ARTISTRY

The gift that gives the believer the skill of creating artistic expressions that produce a spiritual response of strength and inspiration.

Exodus 31:1-11, Psalm 149:3

3 | DISCERNMENT

The gift that motivates a believer to seek God's will and purpose and apply that understanding to individual and congregational situations.

John 16:6-15, Romans 9:1, 1 Cor. 2:9-16

4 | EVANGELISM

The gift that moves believers to reach non-believers in such a way that they are baptized and become active members of the Believing community.

Matt.28:16-20, Eph. 4:11-16, Acts 2:36-40

5 | EXHORTATION

The gift that moves the believer to reach out with brotherly love and presence to people in personal conflict of facing a spiritual void.

John 14:1, 2 Tim. 1:16-18, 3 John 5-8

6 | FAITH

The gift that gives a believer the eyes to see the Spirit at work and the ability to trust the Spirit's leading without indication of where it all might lead.

Genesis 12: 1-4, Mark 5:25-34, 1 Thess. 1:8-10

7 | GIVING

The gift that enables a believer to recognize God's blessings and to respond to those blessings by generously and sacrificially giving of one's resources (time, talent, and treasure).

2 Cor. 9:6-15, Luke 21:1-4

8 | HOSPITALITY

The gift that causes a believer to joyfully welcomes and receives guests and those in need of food and lodging. *Romans 12:13, Romans 16:23, Luke 10:38*

9 | INTERCESSION

The gift that drives a person to learn, analyze and uncover new insights with regard to the Bible and faith.

Matthew 6:6-15, Luke 11:1-10, Eph. 6:18

10 | KNOWLEDGE

The gift that drives a person to learn, analyze and uncover new insights with regard to the Bible and faith.

1 Cor. 12:8, 1 Cor. 14:6, Romans 12:2

11 | LEADERSHIP

The gift that gives a believer the confidence to step forward, give direction and provide motivation to fulfill a dream or complete a task.

Romans 12:8, John 21:15-17, 2 Tim. 4:1-5

12 | MERCY

The gift that motivates a believer to feel deeply for those in physical, spiritual, or emotional need and then act to meet that need.

Luke 7:12-15, Luke 10:30-37, Matthew 25:34-36

13 | MUSIC VOCAL

The gift that gives a believer the capability and opportunity to present personal witness and inspiration to others through singing.

Psalm 96:1-9, Psalm 100:1-2, Psalm 149:1-2

14 | MUSIC INSTRUMENTAL

The gift that inspires a believer to express personal faith and provide inspiration and comfort through the playing of a musical instrument.

Psalm 33:1-5, Psalm 150, 1 Samuel 16:14-23.

15 | PASTORING (SHEPHERDING)

The gift that gives a believer the confidence, capability and compassion to provide spiritual leadership and direction for individuals or groups of believers.

1 Tim. 4:12-16, 1 Tim. 3:1-13, 2 Tim. 4:1-2

16 | SERVICE (HELPS)

The gift that enables a believer to work gladly behind the scenes in order that God's work is fulfilled.

Luke 23:50-54, Romans 16:1-16, Philippians 2:19-23

17 | SKILLED CRAFT

The gift that enables a believer to create, build, maintain or repair items used within the body.

Exodus 30:1-6, Exodus 31:3-5, Ezekiel 27:4-11.

18 | TEACHING

The gift that enables a believer to communicate a personal understanding of the Bible and faith in such a way that it becomes clear and understood by others.

1 Cor. 12:28, Matthew 5:1-12, Acts 18:24-48

19 | WISDOM

The gift that allows the believer to sort through opinions, facts and thoughts in order to determine what solution would be best for the individual believer or the community of believers.

1 Cor. 2:6-13, James 3:13-18, 2 Chronicles 1:7-11

20 | WRITING

The gift that gives a believer the ability to express truth in a written form; a form that can edify, instruct and strengthen the community of believers.

1 John 2:1-6, 12-14, 1 Tim. 3:14-15, Jude 3



Do try this at home!

Each of the exercises outlined in this Workbook is meant to take back to your congregations. Here are some ideas of how you might put them to work:

Spiritual Gifts Assessment Have people take the Spiritual Gifts Assessment. Introduced to the Diocese at the 2019 Convention, this Assessment was produced by the Evangelical Lutheran Church in America (ELCA) and is readily available online.

It is certainly not the only way to discern one's spiritual gifts, but we have found it an easy and accessible one. It's a great tool for vestries, other small groups, even the entire congregation. A PDF of the gifts chart included in this workbook are available from the Diocese.

Behold God's Gifts In Module 1, Behold God's Gifts, we broke our large Convention group into four areas: Environment, Community, Parish, and Finances for more focused discussion, allowing us a way of understanding God's giftedness in a more life-giving way.

Why not try this in your congregation? You can do all four areas at once, with tables set up as we did at Convention (you don't need colored tablecloths, just put up signs). Or, perhaps it makes more sense in your parish to focus on one area at a time, Stewardship of the Environment one week, followed by the other areas on subsequent weeks.

Feel free to use the same questions we did during Convention, and to supplement them with the additional questions we provided.

Behold, Become, Begin: The Stewardship Game *Behold Become Begin* has over 40 different scenarios as well as blank cards to add your own. Take it home and play it in your church. It's a great way for anyone in the congregation to see how fun it is to put their spiritual gifts to work!

Like Module 1, you got a taste of how the game works during Convention, but we only scratched the surface. Be flexible - make up your own rules! (And in fact the Diocese has alternate "game rules" available if you'd like them).



Design Team Bios

Scott Bennett has been a member of the Church of the Saviour, Denville, for 26 years. During his time there he has served twice as a warden and three times on the vestry. He is and has been a Eucharistic Minister, a Bible teacher and a member and/or chair of various committees. He also helps COTS in various outreach activities, most notably Family Promise. On the diocesan level he currently chairs Senior Ministries, has been a member of the Technology Committee, chaired the Commission on Church Growth and Evangelism and served as convener for District 2. Outside of the parochial and diocesan activities Scott is a professor of German at County College of Morris and a licensed insurance agent helping people with Medicare and Affordable Care Act health insurance. He and his wife Sue have been married for nearly 50 years.

The Rev. Dr. Debra Brewin-Wilson serves as the Rector of St. Mary's, Sparta. Her Doctor of Ministry thesis focused on helping people identify and claim their spiritual gifts through exploring the spiritual gifts of several Celtic saints. Debbie studies the work of Dr. Brené Brown on shame resilience and leadership and is a Certified Daring Way Facilitator™. Besides spending time with family and friends, Debbie loves to play the Celtic harp and sing. She believes she is called to be God's bard, using music and story to help people connect with God and with one another.

The Rev. Shawn Carty is priest associate at All Saints' Episcopal Church in Millington. In 25 years of parish ministry he has served in Washington State, in the Rocky Mountains of Idaho, and in New Jersey. In our Diocese of Newark, he has served as chaplain for the search and transition committees for the election of our current bishop, chaplain to Diocesan Convention, a member of the Interweave board and the Cross Roads Camp and Retreat

board. He regularly teaches a class on "Small and Thriving Churches" in our Church Leader University. In a previous diocese, Shawn served as deputy to General Convention, member of diocesan council, and diocesan Ecumenical and Interfaith Officer. Shawn was raised on Whidbey Island near Seattle, and is a graduate of Seattle Pacific University and the Theological School at Drew University. He is married to Jeanne, a hospice nurse, and together they have one adult daughter.

Libby Clarke is a member of Christ Church Short Hills. She is an artist, designer, and educator who uses her abilities to develop solutions for mission-driven organizations. Libby has developed websites and graphics, social media campaigns, and print pieces for special programs with the staff of CCSH. She also works on projects for the Diocese of Newark—such as the last two years of Convention branding. Access her work portfolio at libbyclarkedesign.com. She is an avid gardener and woodworker who delights in transforming found materials into cherished objects. In her spare time, Libby produces positive activist graphics under the moniker *Go High Signs*.

Christopher Dwyer is a member of Christ Church in Bloomfield/Glen Ridge, serving in a variety of lay ministries: as a chorister, worship assistant, lector, altar guild member, itinerant cantor, and deputy to Diocesan Convention. Christopher also serves as Vice President of the Newark Chapter of the Union of Black Episcopalians. Outside of church, Christopher works for the US Department of Housing and Urban Development, assisting units of government and non-profit organizations with homelessness and community planning grants, and is finishing up a Master of Arts degree at Drew Theological School, with a primary academic focus on the letters of Paul. When not serving,



working, or studying, Christopher enjoys romance novels, video games, and very, very long walks.

The Rev. Sylvester Ekunwe is the Vicar at St. Andrew's Episcopal church, Newark, NJ. Served as Director of Youth Group for 5 years and Coordinator for Adult Christian Formation for 3 years at the now Epiphany and Christ's Church, Orange. Presently, he is a member of the Resolution Committee and serves as Board member on the ACTS/VIM of the Diocese. Prior to his call to ministry, he worked with the New Jersey State Mental Health Agency that served children and young adults with behavioral challenges as Counselor. He is married with three children.

The Rev. Rose Cohen Hassan holds an STM from the General Theological Seminary. She is also a Professional Life Coach with certification from The International Coach Federation and the Coaches Training Institute. Having been ordained in 1993, she brings a passion for social justice, mission with and in the community, collaborative decision making, and creative worship to each congregation she serves. She is presently the Priest-in-Charge of the Episcopal Church of St. Luke and St. Mary in Hope and Belvidere. Her spirituality is enhanced by her love of the outdoors. As an avid gardener, she nurtures her flowers and her ministry is aptly focused on growing deep spiritual roots in the congregation and in the community at large. Her enthusiasm for life is shared with her wife, Judy and dog, Selena. Knowing that God's love is what binds all of us, she receives her inspiration from long walks on the beach, quiet reading, photography, and learning the bass ukulele.

John King, is Director of Administration and Secretary to Convention in the Bishop's Office. He is a member of Saint Andrew's, Harrington Park.

Eloise Monzillo, PhD, RN, AHN-BC, received her MA and PhD from NYU. In her earlier years she held clinical administrative positions in End of Life Care, beginning with the first hospice in acute care

in the U.S. Continuing to study with Elisabeth Kubler-Ross, she launched programs in: Palliative, Hospice, and Supportive Care. She served as an Adjunct Professor at both Hunter College CUNY, and at NYU, while being the CEO/President of Trellis Health and Healing, LLC, providing independent consultation to healthcare institutions, and as a practitioner working with clients to support, and strengthen their innate healing potential. She has been retired since 2017. Currently, she has been accepted into General Theological Seminary's Spiritual Direction program with an emphasis on Grief counseling. Eloise will be received into the Episcopal Church in May 2020 and is currently a parishioner of Church of the Holy Spirit Verona.

Cynthia McChesney is Advisor to the Bishop for Stewardship. Cynthia serves as a resource for congregations in building up Stewardship capacities through congregational coaching, workshops, and working directly with clergy, vestries, Stewardship committees and others.. She is a member of Christ Church in Short Hills.

The Rev. Victoria Geer McGrath is the rector of All Saints', Millington (Long Hill Township). She has also served at All Saints', Glen Rock, and Christ Church, Short Hills, and has often been the chaplain for the Royal School of Church Music summer training course in Wilkes Barre, PA. She has also served in various diocesan capacities including Commission on Ministry, Diocesan Council, and Co-Chair with Louis Crew Clay of the Search/Nominating Committee for Bishop Beckwith. Evangelism (listening for the presence of Jesus in others) is an emerging ministry focus for her. Vicki and John have two adult children, and love spending time at the beach in Rhode Island. Before seminary, the family spent several years living in Tokyo – a life-changing experience for all of them. During her off hours Vicki enjoys reading, singing, gardening, knitting, and walking.



The Rev. Tristan Shin is an Assistant Priest at Christ Church in Short Hills. He attended Lutheran Theological Seminary at Philadelphia for a Master of Arts in Public Leadership (MAPL), which is a combination of theological studies and social work classes at Temple University. During the MAPL program, he opted to obtain a Master of Divinity as well. This discernment came from a wonderfully transformative trip to Southeast Asia, which gave him new eyes that helped him to see the great things that the Church can do. Tristan suffers from having too many hobbies, such as videogames, origami, drawing, photography, and hiking.

The Rev. George Wong. Elected in July 2017, George Wong serves as the third Rector of the Church of the Saviour in Denville. A Los Angeles native, George was ordained in the Diocese of Washington (EDOW) and has previously served

parishes in Bethesda, Maryland and in Ocean City, New Jersey. Prior to pursuing holy orders, he worked in international business development in the telecommunications industry. In that capacity, he focused on crafting partnership goals and vision statements, identifying partner competencies and working out financial, strategic and operational venture details. While the end goals differ between the corporate and church worlds, he finds that experience vision casting, identifying gifts and developing action plans are useful in nurturing and growing faith communities. In his free time, he enjoys traveling, working out, reading, watching Netflix and making earnest efforts to sing and play the piano.

The Rev. Canon Andrew Wright, Th.D is Canon to the Ordinary and Chief of Staff.



Credits

Design Work by Libby Clarke, www.libbyclarkedesign.com

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Icons, all from the Noun Project.

Artist credits include Adrien Coquet, Smalllike, Susannanova, Andrew Doane, Marco Olgio, Ben Davis, Symbolon, Andrejs Kirma, Marco Fleseri, Nithinan Tatah, Joseph Wilson, Yu Luck, HeadsOfBirds, Nikita Kozin, Gan Khoon Lay, Isabel Martinez Isabel, Rediffusion

Inspiration for *Behold, Become, Begin The Stewardship Game*
From the Vertellis Game, Family Edition: www.vertellis.com

The Spiritual Gifts Assessment we used was developed by the
Evangelical Lutheran Church in America and is found at
www.elca.org

Hashtags associated with this event

#dionewark

#beholdbecome

#dionewark146



APPENDIX C

2019

PAROCHIAL REPORT STATISTICS

CHURCH DIRECTORY

**CANONICALLY RESIDENT
CLERGY**

2019 Parochial Reports

Name	City	Mbrs. 2018	Increase	Decrease	Mbrs. 2019
Trinity	Allendale	110	19	10	119
Calvary	Bayonne	36	0	1	35
Trinity Parish	Bayonne	164	1	6	159
St Luke & St Mary	Hope/Belvidere	95	5	15	85
All Saints' Korean	Bergenfield	37	0	2	35
St Johns	Boonton	248	0	6	242
Christ	Budd Lake	80	0	20	60
St Pauls	Chatham	418	20	10	428
Messiah	Chester	175	23	15	183
Trinity	Cliffside Park	52	4	2	54
St Peters	Clifton	66	3	6	63
The of the Saviour	Denville	336	10	37	309
St Johns	Dover	112	2	5	109
St Agnes & St Pauls	East Orange	110	31	0	141
St Pauls	Englewood	413	6	12	407
St Peters	Essex Fells	553	15	8	560
Atonement	Fair Lawn	53	2	1	54
Good Shepherd	Fort Lee	105	0	18	87
Christ	Glen Ridge	291	6	0	297
All Saints	Glen Rock	303	17	9	311
Christ	Hackensack	222	8	4	226
St Anthony Padua	Hackensack	716	8	1	723
St Cyprians	Hackensack	22	3	0	25
St James	Hackettstown	161	3	35	129
St Andrews	Harrington Park	117	5	12	110
Christ	Harrison	58	0	0	58
St John the Divine	Hasbrouck Hgts.	49	2	1	50
St Lukes	Haworth	64	1	0	65
St Clements	Hawthorne	176	3	0	179
Holy Trinity	Hillsdale	125	5	9	121
St Bartholomews	Ho Ho Kus	184	2	1	185
All Saints Parish	Hoboken	593	15	257	351
Incarnation	Jersey City	228 0	0	0	0

2019 Parochial Reports

Name	City	Mbrs. 2018	Increase	Decrease	Mbrs. 2019
Grace Van Vorst	Jersey City	412	14	5	421
St Pauls	Jersey City	261	20	38	243
St Davids	Kinnelon	97	6	3	100
All Saints	Leonia	96	2	6	92
St Agnes	Little Falls	84	3	4	83
St Peters	Livingston	118	0	5	113
St Thomas	Lyndhurst	38	0	1	37
Grace	Madison	854	6	10	850
St Georges	Maplewood	436	6	5	437
St Martins	Maywood	43	5	0	48
St Marks	Mendham	139	0	7	132
St Stephens	Millburn	230	14	1	243
All Saints	Millington	227	6	4	229
St Johns	Montclair	327	9	13	323
St Lukes	Montclair	655	97	75	677
St Pauls	Montvale	373	7	1	379
St Pauls	Morris Plains	173	5	17	161
Redeemer	Morristown	314	14	4	324
St Peters	Morristown	1262	23	14	1271
St Peters	Mt. Arlington	44	1	10	35
St Peters	Mtn. Lakes	392	0	0	392
Grace	Newark	181	24	14	191
House of Prayer	Newark	65	3	0	68
St Andrews	Newark	96	12	4	104
Trinity & St Philips	Newark	69	1	8	62
Christ	Newton	619	27	32	614
Holy Communion	Norwood	92	2	13	81
Grace	Nutley	549	19	9	559
St Gabriels	Oak Ridge	27	0	2	25
St Albans	Oakland	170	3	17	156
Annunciation	Oradell	86	2	3	85
Epiphany & Christ	Orange	243	7	4	246
St Matthews	Paramus	229 98	2	2	98

2019 Parochial Reports

Name	City	Mbrs. 2018	Increase	Decrease	Mbrs. 2019
St Gregorys	Parsippany	86	0	3	83
St Johns	Passaic	142	0	7	135
St Pauls	Paterson	426	6	2	430
St Luke	Phillipsburg	217	9	4	222
Christ	Pompton Lks.	511	33	21	523
St Johns Memorial	Ramsey	255	12	5	262
St James	Ridgefield	247	0	5	242
Christ	Ridgewood	377	43	34	386
St Elizabeths	Ridgewood	758	46	82	722
Good Shepherd	Ringwood	66	0	0	66
Grace	Rutherford	170	0	0	170
Our Saviour	Secaucus	173	2	120	55
Christ	Short Hills	586	22	24	584
St Andrew & Holy Communion	South Orange	640	8	3	645
St Marys	Sparta	190	7	22	175
St Dunstans	Succasunna	92	4	7	89
Calvary	Summit	1685	31	798	918
Christ	Teaneck	100	11	0	111
St Marks	Teaneck	516	8	4	520
Atonement	Tenafly	214	2	4	212
Good Shepherd	Towaco	101	0	5	96
Grace	Union City	105	0	6	99
St James	Up. Montclair	587	50	11	626
Holy Spirit	Verona	136	22	6	152
Good Shepherd	Wantage	134	8	11	131
St Peters	Washington	170	0	0	170
St Michaels	Wayne	229	11	132	108
Holy Innocents	West Orange	84	4	11	77
Holy Trinity	West Orange	38	2	0	40
Grace	Westwood	63	2	2	63
St Paul & Resurrection	Wood Ridge	99	1	6	94

2019 Parochial Reports

Name	City	Cmncnt 16 Up	Cmncnt Under 16	Ttl. Cmncnt	Others In Cong.
Trinity	Allendale	76	13	89	0
Calvary	Bayonne	26	4	30	2
Trinity Parish	Bayonne	78	9	87	0
St Luke & St Mary	Hope/Belvidere	57	8	65	4
All Saints' Korean	Bergenfield	29	6	35	0
St Johns	Boonton	119	13	132	11
Christ	Budd Lake	50	10	60	0
St Pauls	Chatham	367	59	426	2
Messiah	Chester	150	33	183	0
Trinity	Cliffside Park	54	0	54	6
St Peters	Clifton	59	4	63	10
The of the Saviour	Denville	182	40	222	1
St Johns	Dover	32	8	40	10
St Agnes & St Pauls	East Orange	75	12	87	0
St Pauls	Englewood	214	49	263	19
St Peters	Essex Fells	520	40	560	0
Atonement	Fair Lawn	47	7	54	0
Good Shepherd	Fort Lee	69	6	75	0
Christ	Glen Ridge	242	25	267	16
All Saints	Glen Rock	225	37	262	49
Christ	Hackensack	61	1	62	40
St Anthony Padua	Hackensack	350	48	398	65
St Cyprians	Hackensack	16	0	16	9
St James	Hackettstown	87	12	99	0
St Andrews	Harrington Park	96	14	110	1
Christ	Harrison	16	4	20	0
St John the Divine	Hasbrouck Hgts.	49	1	50	0
St Lukes	Haworth	57	8	65	3
St Clements	Hawthorne	157	22	179	0
Holy Trinity	Hillsdale	71	6	77	0
St Bartholomews	Ho Ho Kus	156	8	164	0
All Saints Parish	Hoboken	227	124	351	0
Incarnation	Jersey City	0	0	0	0

2019 Parochial Reports

Name	City	Cmncnt 16 Up	Cmncnt Under 16	Ttl. Cmncnt	Others In Cong.
Grace Van Vorst	Jersey City	151	46	197	82
St Pauls	Jersey City	194	49	243	83
St Davids	Kinnelon	82	10	92	0
All Saints	Leonia	63	13	76	27
St Agnes	Little Falls	50	2	52	0
St Peters	Livingston	61	19	80	0
St Thomas	Lyndhurst	19	4	23	5
Grace	Madison	454	187	641	35
St Georges	Maplewood	316	59	375	60
St Martins	Maywood	39	9	48	0
St Marks	Mendham	61	11	72	0
St Stephens	Millburn	230	13	243	0
All Saints	Millington	139	15	154	6
St Johns	Montclair	283	32	315	10
St Lukes	Montclair	493	137	630	70
St Pauls	Montvale	214	78	292	40
St Pauls	Morris Plains	95	22	117	1
Redeemer	Morristown	170	14	184	50
St Peters	Morristown	791	74	865	80
St Peters	Mt. Arlington	31	3	34	3
St Peters	Mtn. Lakes	188	63	251	2
Grace	Newark	139	27	166	4
House of Prayer	Newark	59	9	68	1
St Andrews	Newark	66	19	85	4
Trinity & St Philips	Newark	60	2	62	0
Christ	Newton	558	56	614	59
Holy Communion	Norwood	74	7	81	5
Grace	Nutley	298	48	346	0
St Gabriels	Oak Ridge	16	0	16	5
St Albans	Oakland	113	18	131	29
Annunciation	Oradell	17	2	19	2
Epiphany & Christ	Orange	95	9	104	21
St Matthews	Paramus	232 92	4	96	1

2019 Parochial Reports

Name	City	Cmncnt 16 Up	Cmncnt Under 16	Ttl. Cmncnt	Others In Cong.
St Gregorys	Parsippany	68	12	80	4
St Johns	Passaic	93	4	97	20
St Pauls	Paterson	165	35	200	22
St Luke	Phillipsburg	110	27	137	2
Christ	Pompton Lks.	196	39	235	0
St Johns Memorial	Ramsey	206	54	260	0
St James	Ridgefield	191	24	215	0
Christ	Ridgewood	286	67	353	35
St Elizabeths	Ridgewood	540	140	680	25
Good Shepherd	Ringwood	15	3	18	0
Grace	Rutherford	130	22	152	0
Our Saviour	Secaucus	21	10	31	24
Christ	Short Hills	250	140	390	67
St Andrew & Holy Communion	South Orange	94	15	109	40
St Marys	Sparta	108	12	120	17
St Dunstans	Succasunna	70	9	79	0
Calvary	Summit	570	255	825	0
Christ	Teaneck	85	20	105	0
St Marks	Teaneck	138	12	150	0
Atonement	Tenafly	119	13	132	29
Good Shepherd	Towaco	90	0	90	4
Grace	Union City	37	5	42	5
St James	Up. Montclair	571	52	623	0
Holy Spirit	Verona	71	31	102	18
Good Shepherd	Wantage	118	7	125	0
St Peters	Washington	170	0	170	0
St Michaels	Wayne	100	8	108	0
Holy Innocents	West Orange	68	9	77	0
Holy Trinity	West Orange	30	10	40	22
Grace	Westwood	55	0	55	5
St Paul & Resurrection	Wood Ridge	80	0	80	8

2019 Parochial Reports

Name	City	Ttl. Yr. Sun. Attend	Ttl. Yr. Sun. Svc.	Sun. Attend	Wkdy. Attend	Easter Attend
Trinity	Allendale	0	0	0	58	126
Calvary	Bayonne	0	0	12	0	19
Trinity Parish	Bayonne	0	0	52	0	83
St Luke & St Mary	Hope/Belvidere	0	0	35	0	82
All Saints' Korean	Bergenfield	0	0	19	0	29
St Johns	Boonton	0	0	39	0	151
Christ	Budd Lake	0	0	21	0	37
St Pauls	Chatham	0	0	105	0	220
Messiah	Chester	0	0	62	0	142
Trinity	Cliffside Park	0	0	17	0	43
St Peters	Clifton	0	0	28	0	60
The of the Saviour	Denville	0	0	98	0	265
St Johns	Dover	0	0	36	0	70
St Agnes & St Pauls	East Orange	0	0	50	0	71
St Pauls	Englewood	0	0	165	0	687
St Peters	Essex Fells	0	0	110	0	395
Atonement	Fair Lawn	0	0	21	0	45
Good Shepherd	Fort Lee	0	0	43	0	69
Christ	Glen Ridge	0	0	84	0	265
All Saints	Glen Rock	0	0	75	0	224
Christ	Hackensack	0	0	41	0	71
St Anthony Padua	Hackensack	0	0	218	0	490
St Cyprians	Hackensack	0	0	18	0	28
St James	Hackettstown	0	0	42	0	80
St Andrews	Harrington Park	0	0	48	0	112
Christ	Harrison	0	0	15	0	0
St John the Divine	Hasbrouck Hgts.	0	0	33	0	68
St Lukes	Haworth	0	0	38	0	71
St Clements	Hawthorne	0	0	50	0	82
Holy Trinity	Hillsdale	0	0	43	0	100
St Bartholomews	Ho Ho Kus	0	0	36	0	80
All Saints Parish	Hoboken	0	0	106	0	284
Incarnation	Jersey City	234	0	0	2	0

2019 Parochial Reports

Name	City	Ttl. Yr. Sun. Attend	Ttl. Yr. Sun. Svc.	Sun. Attend	Wkdy. Attend	Easter Attend
Grace Van Vorst	Jersey City	0	0	111	0	275
St Pauls	Jersey City	0	0	121	0	248
St Davids	Kinnelon	0	0	52	0	92
All Saints	Leonia	0	0	28	0	70
St Agnes	Little Falls	0	0	23	0	56
St Peters	Livingston	0	0	20	0	40
St Thomas	Lyndhurst	0	0	15	0	30
Grace	Madison	0	0	225	0	511
St Georges	Maplewood	0	0	133	0	455
St Martins	Maywood	0	0	19	0	50
St Marks	Mendham	0	0	27	0	82
St Stephens	Millburn	0	0	47	0	79
All Saints	Millington	0	0	69	0	178
St Johns	Montclair	0	0	76	0	205
St Lukes	Montclair	0	0	197	0	454
St Pauls	Montvale	0	0	63	0	207
St Pauls	Morris Plains	0	0	56	0	145
Redeemer	Morristown	0	0	57	0	138
St Peters	Morristown	0	0	249	0	856
St Peters	Mt. Arlington	0	0	22	0	45
St Peters	Mtn. Lakes	0	0	68	0	198
Grace	Newark	0	0	70	0	200
House of Prayer	Newark	0	0	23	0	45
St Andrews	Newark	0	0	40	0	67
Trinity & St Philips	Newark	0	0	66	0	138
Christ	Newton	0	0	216	0	453
Holy Communion	Norwood	0	0	31	0	62
Grace	Nutley	0	0	96	0	229
St Gabriels	Oak Ridge	0	0	16	0	28
St Albans	Oakland	0	0	54	0	97
Annunciation	Oradell	0	0	37	0	47
Epiphany & Christ	Orange	0	0	104	0	226
St Matthews	Paramus	235	0	25	0	43

2019 Parochial Reports

Name	City	Ttl. Yr. Sun. Attend	Ttl. Yr. Sun. Svc.	Sun. Attend	Wkdy. Attend	Easter Attend
St Gregorys	Parsippany	0	0	33	0	62
St Johns	Passaic	0	0	45	0	88
St Pauls	Paterson	0	0	161	0	157
St Luke	Phillipsburg	0	0	66	0	139
Christ	Pompton Lks.	0	0	108	0	266
St Johns Memorial	Ramsey	0	0	78	0	178
St James	Ridgefield	0	0	37	0	66
Christ	Ridgewood	0	0	176	0	417
St Elizabeths	Ridgewood	0	0	176	0	478
Good Shepherd	Ringwood	0	0	17	0	22
Grace	Rutherford	0	0	53	0	82
Our Saviour	Secaucus	0	0	30	0	51
Christ	Short Hills	0	0	111	0	449
St Andrew & Holy Communion	South Orange	0	0	85	0	350
St Marys	Sparta	0	0	73	0	222
St Dunstans	Succasunna	0	0	43	0	50
Calvary	Summit	0	0	263	0	1399
Christ	Teaneck	0	0	45	0	110
St Marks	Teaneck	0	0	86	0	183
Atonement	Tenafly	0	0	69	0	169
Good Shepherd	Towaco	0	0	21	0	62
Grace	Union City	0	0	34	0	75
St James	Up. Montclair	0	0	170	0	394
Holy Spirit	Verona	0	0	40	0	127
Good Shepherd	Wantage	0	0	41	0	78
St Peters	Washington	0	0	22	0	53
St Michaels	Wayne	0	0	65	0	91
Holy Innocents	West Orange	0	0	37	0	68
Holy Trinity	West Orange	0	0	62	0	105
Grace	Westwood	0	0	44	0	61
St Paul & Resurrection	Wood Ridge	0	0	56	0	79

2019 Parochial Reports

Name	City	Xmas Attend	Sat Sun Euch.	Wkdy. Euch.	Private Euch.
Trinity	Allendale	0	145	34	192
Calvary	Bayonne	0	33	3	8
Trinity Parish	Bayonne	0	51	3	7
St Luke & St Mary	Hope/Belvidere	0	50	9	1
All Saints' Korean	Bergenfield	0	0	0	4
St Johns	Boonton	0	35	23	0
Christ	Budd Lake	0	65	5	0
St Pauls	Chatham	0	101	45	30
Messiah	Chester	0	109	67	22
Trinity	Cliffside Park	0	52	5	15
St Peters	Clifton	0	92	3	0
The of the Saviour	Denville	0	102	0	7
St Johns	Dover	0	51	5	0
St Agnes & St Pauls	East Orange	0	6	6	0
St Pauls	Englewood	0	155	76	32
St Peters	Essex Fells	0	0	44	65
Atonement	Fair Lawn	0	64	4	9
Good Shepherd	Fort Lee	0	104	52	5
Christ	Glen Ridge	0	109	11	7
All Saints	Glen Rock	0	103	5	2
Christ	Hackensack	0	51	5	0
St Anthony Padua	Hackensack	0	260	255	262
St Cyprians	Hackensack	0	30	0	0
St James	Hackettstown	0	82	8	43
St Andrews	Harrington Park	0	68	4	2
Christ	Harrison	0	0	0	0
St John the Divine	Hasbrouck Hgts.	0	42	0	24
St Lukes	Haworth	0	52	6	0
St Clements	Hawthorne	0	59	3	25
Holy Trinity	Hillsdale	0	49	3	1
St Bartholomews	Ho Ho Kus	0	53	40	20
All Saints Parish	Hoboken	0	151	13	0
Incarnation	Jersey City	237	0	0	0

2019 Parochial Reports

Name	City	Xmas Attend	Sat Sun Euch.	Wkdy. Euch.	Private Euch.
Grace Van Vorst	Jersey City	0	0	0	41
St Pauls	Jersey City	0	157	75	183
St Davids	Kinnelon	0	95	55	26
All Saints	Leonia	0	42	4	21
St Agnes	Little Falls	0	50	2	0
St Peters	Livingston	0	51	2	11
St Thomas	Lyndhurst	0	52	4	0
Grace	Madison	0	158	138	21
St Georges	Maplewood	0	74	10	2
St Martins	Maywood	0	42	1	3
St Marks	Mendham	0	54	10	0
St Stephens	Millburn	0	101	7	2
All Saints	Millington	0	101	45	1
St Johns	Montclair	0	0	0	22
St Lukes	Montclair	0	148	49	12
St Pauls	Montvale	0	40	52	6
St Pauls	Morris Plains	0	94	16	17
Redeemer	Morristown	0	92	5	20
St Peters	Morristown	0	169	62	93
St Peters	Mt. Arlington	0	50	3	1
St Peters	Mtn. Lakes	0	101	10	14
Grace	Newark	0	102	93	8
House of Prayer	Newark	0	30	1	0
St Andrews	Newark	0	3	2	0
Trinity & St Philips	Newark	0	38	38	1
Christ	Newton	0	112	15	20
Holy Communion	Norwood	0	66	5	0
Grace	Nutley	0	104	32	34
St Gabriels	Oak Ridge	0	48	0	0
St Albans	Oakland	0	89	10	10
Annunciation	Oradell	0	48	0	0
Epiphany & Christ	Orange	0	0	40	132
St Matthews	Paramus	238	0	51	3

2019 Parochial Reports

Name	City	Xmas Attend	Sat Sun Euch.	Wkdy. Euch.	Private Euch.
St Gregorys	Parsippany	0	51	8	14
St Johns	Passaic	0	88	8	0
St Pauls	Paterson	0	112	24	15
St Luke	Phillipsburg	0	83	6	34
Christ	Pompton Lks.	0	108	51	88
St Johns Memorial	Ramsey	0	89	51	2
St James	Ridgefield	0	94	43	49
Christ	Ridgewood	0	154	78	20
St Elizabeths	Ridgewood	0	96	31	26
Good Shepherd	Ringwood	0	0	0	0
Grace	Rutherford	0	51	48	0
Our Saviour	Secaucus	0	50	3	4
Christ	Short Hills	0	97	21	0
St Andrew & Holy Communion	South Orange	0	52	7	0
St Marys	Sparta	0	89	9	35
St Dunstans	Succasunna	0	42	3	7
Calvary	Summit	0	132	34	6
Christ	Teaneck	0	50	20	50
St Marks	Teaneck	0	114	5	3
Atonement	Tenafly	0	86	10	7
Good Shepherd	Towaco	0	53	0	3
Grace	Union City	0	104	15	0
St James	Up. Montclair	0	100	21	34
Holy Spirit	Verona	0	106	1	27
Good Shepherd	Wantage	0	68	22	17
St Peters	Washington	0	0	0	0
St Michaels	Wayne	0	58	0	103
Holy Innocents	West Orange	0	52	3	17
Holy Trinity	West Orange	0	0	0	0
Grace	Westwood	0	92	53	20
St Paul & Resurrection	Wood Ridge	0	57	2	0

2019 Parochial Reports

Name	City	Sun. Offices	Wkdy. Offices	Marry	Burial
Trinity	Allendale	59	253	0	7
Calvary	Bayonne	18	0	0	1
Trinity Parish	Bayonne	2	2	1	2
St Luke & St Mary	Hope/Belvidere	1	2	0	4
All Saints' Korean	Bergenfield	0	0	1	0
St Johns	Boonton	0	47	0	1
Christ	Budd Lake	0	0	0	0
St Pauls	Chatham	2	3	2	6
Messiah	Chester	24	372	1	7
Trinity	Cliffside Park	10	0	1	4
St Peters	Clifton	12	10	0	6
The of the Saviour	Denville	0	0	1	4
St Johns	Dover	0	0	0	3
St Agnes & St Pauls	East Orange	0	6	1	0
St Pauls	Englewood	40	18	3	11
St Peters	Essex Fells	0	0	0	9
Atonement	Fair Lawn	13	1	1	3
Good Shepherd	Fort Lee	0	0	0	0
Christ	Glen Ridge	0	0	3	5
All Saints	Glen Rock	0	8	1	4
Christ	Hackensack	0	0	1	4
St Anthony Padua	Hackensack	52	165	0	6
St Cyprians	Hackensack	0	0	0	0
St James	Hackettstown	3	4	0	2
St Andrews	Harrington Park	5	0	1	3
Christ	Harrison	0	0	0	0
St John the Divine	Hasbrouck Hgts.	0	0	0	1
St Lukes	Haworth	5	6	2	0
St Clements	Hawthorne	0	27	0	3
Holy Trinity	Hillsdale	4	3	0	0
St Bartholomews	Ho Ho Kus	0	0	1	3
All Saints Parish	Hoboken	2	43	1	3
Incarnation	Jersey City	240	0	0	0

2019 Parochial Reports

Name	City	Sun. Offices	Wkdy. Offices	Marry	Burial
Grace Van Vorst	Jersey City	0	50	1	0
St Pauls	Jersey City	0	105	2	4
St Davids	Kinnelon	3	5	1	0
All Saints	Leonia	20	3	0	6
St Agnes	Little Falls	1	0	0	6
St Peters	Livingston	8	0	0	3
St Thomas	Lyndhurst	2	0	0	1
Grace	Madison	8	277	0	12
St Georges	Maplewood	0	0	1	5
St Martins	Maywood	4	2	1	1
St Marks	Mendham	0	2	1	1
St Stephens	Millburn	0	31	0	3
All Saints	Millington	6	3	0	10
St Johns	Montclair	0	0	1	1
St Lukes	Montclair	2	1	2	7
St Pauls	Montvale	15	4	1	5
St Pauls	Morris Plains	7	3	1	7
Redeemer	Morristown	16	1	1	2
St Peters	Morristown	1	7	6	7
St Peters	Mt. Arlington	0	43	0	0
St Peters	Mtn. Lakes	0	7	2	5
Grace	Newark	0	0	0	1
House of Prayer	Newark	0	0	0	0
St Andrews	Newark	1	0	1	5
Trinity & St Philips	Newark	13	0	1	4
Christ	Newton	6	95	3	10
Holy Communion	Norwood	4	0	0	2
Grace	Nutley	47	525	7	11
St Gabriels	Oak Ridge	2	0	0	2
St Albans	Oakland	7	5	0	1
Annunciation	Oradell	1	0	0	4
Epiphany & Christ	Orange	0	2	0	3
St Matthews	Paramus	<u>241</u>	0	0	0

2019 Parochial Reports

Name	City	Sun. Offices	Wkdy. Offices	Marry	Burial
St Gregorys	Parsippany	4	0	0	5
St Johns	Passaic	28	4	0	0
St Pauls	Paterson	14	22	0	4
St Luke	Phillipsburg	9	1	0	4
Christ	Pompton Lks.	0	3	6	11
St Johns Memorial	Ramsey	11	7	0	3
St James	Ridgefield	0	0	3	5
Christ	Ridgewood	0	5	1	5
St Elizabeths	Ridgewood	49	275	2	9
Good Shepherd	Ringwood	0	0	0	2
Grace	Rutherford	0	6	0	2
Our Saviour	Secaucus	3	0	0	0
Christ	Short Hills	6	3	3	10
St Andrew & Holy Communion	South Orange	1	0	0	0
St Marys	Sparta	0	1	0	6
St Dunstans	Succasunna	9	0	0	7
Calvary	Summit	0	29	6	11
Christ	Teaneck	0	0	1	1
St Marks	Teaneck	0	44	1	7
Atonement	Tenafly	13	5	1	1
Good Shepherd	Towaco	18	0	0	3
Grace	Union City	0	30	1	1
St James	Up. Montclair	0	48	2	6
Holy Spirit	Verona	0	6	2	9
Good Shepherd	Wantage	19	2	0	3
St Peters	Washington	0	0	0	1
St Michaels	Wayne	18	0	0	3
Holy Innocents	West Orange	0	0	0	3
Holy Trinity	West Orange	0	0	0	2
Grace	Westwood	27	107	1	2
St Paul & Resurrection	Wood Ridge	1	0	0	0

2019 Parochial Reports

Name	City	Sat Sun Euch. Online	Wkdy. Euch. Online	Private Euch. Online
Trinity	Allendale	0	0	0
Calvary	Bayonne	0	0	0
Trinity Parish	Bayonne	0	0	0
St Luke & St Mary	Hope/Belvidere	0	0	0
All Saints' Korean	Bergenfield	0	0	0
St Johns	Boonton	0	0	0
Christ	Budd Lake	0	0	0
St Pauls	Chatham	0	0	0
Messiah	Chester	0	0	0
Trinity	Cliffside Park	0	0	0
St Peters	Clifton	0	0	0
The of the Saviour	Denville	0	0	0
St Johns	Dover	0	0	0
St Agnes & St Pauls	East Orange	0	0	0
St Pauls	Englewood	0	0	0
St Peters	Essex Fells	0	0	0
Atonement	Fair Lawn	0	0	0
Good Shepherd	Fort Lee	0	0	0
Christ	Glen Ridge	0	0	0
All Saints	Glen Rock	0	0	0
Christ	Hackensack	0	0	0
St Anthony Padua	Hackensack	0	0	0
St Cyprians	Hackensack	0	0	0
St James	Hackettstown	0	0	0
St Andrews	Harrington Park	0	0	0
Christ	Harrison	0	0	0
St John the Divine	Hasbrouck Hgts.	0	0	0
St Lukes	Haworth	0	0	0
St Clements	Hawthorne	0	0	0
Holy Trinity	Hillsdale	0	0	0
St Bartholomews	Ho Ho Kus	0	0	0
All Saints Parish	Hoboken	0	0	0
Incarnation	Jersey City	243	0	0

2019 Parochial Reports

Name	City	Sat Sun Euch. Online	Wkdy. Euch. Online	Private Euch. Online
Grace Van Vorst	Jersey City	0	0	0
St Pauls	Jersey City	0	0	0
St Davids	Kinnelon	0	0	0
All Saints	Leonia	0	0	0
St Agnes	Little Falls	0	0	0
St Peters	Livingston	0	0	0
St Thomas	Lyndhurst	0	0	0
Grace	Madison	0	0	0
St Georges	Maplewood	0	0	0
St Martins	Maywood	0	0	0
St Marks	Mendham	0	0	0
St Stephens	Millburn	0	0	0
All Saints	Millington	0	0	0
St Johns	Montclair	0	0	0
St Lukes	Montclair	0	0	0
St Pauls	Montvale	0	0	0
St Pauls	Morris Plains	0	0	0
Redeemer	Morristown	0	0	0
St Peters	Morristown	0	0	0
St Peters	Mt. Arlington	0	0	0
St Peters	Mtn. Lakes	0	0	0
Grace	Newark	0	0	0
House of Prayer	Newark	0	0	0
St Andrews	Newark	0	0	0
Trinity & St Philips	Newark	0	0	0
Christ	Newton	0	0	0
Holy Communion	Norwood	0	0	0
Grace	Nutley	0	0	0
St Gabriels	Oak Ridge	0	0	0
St Albans	Oakland	0	0	0
Annunciation	Oradell	0	0	0
Epiphany & Christ	Orange	0	0	0
St Matthews	Paramus	244	0	0

2019 Parochial Reports

Name	City	Sat Sun Euch. Online	Wkdy. Euch. Online	Private Euch. Online
St Gregorys	Parsippany	0	0	0
St Johns	Passaic	0	0	0
St Pauls	Paterson	0	0	0
St Luke	Phillipsburg	0	0	0
Christ	Pompton Lks.	0	0	0
St Johns Memorial	Ramsey	0	0	0
St James	Ridgefield	0	0	0
Christ	Ridgewood	0	0	0
St Elizabeths	Ridgewood	0	0	0
Good Shepherd	Ringwood	0	0	0
Grace	Rutherford	0	0	0
Our Saviour	Secaucus	0	0	0
Christ	Short Hills	0	0	0
St Andrew & Holy Communion	South Orange	0	0	0
St Marys	Sparta	0	0	0
St Dunstans	Succasunna	0	0	0
Calvary	Summit	0	0	0
Christ	Teaneck	0	0	0
St Marks	Teaneck	0	0	0
Atonement	Tenafly	0	0	0
Good Shepherd	Towaco	0	0	0
Grace	Union City	0	0	0
St James	Up. Montclair	0	0	0
Holy Spirit	Verona	0	0	0
Good Shepherd	Wantage	0	0	0
St Peters	Washington	0	0	0
St Michaels	Wayne	0	0	0
Holy Innocents	West Orange	0	0	0
Holy Trinity	West Orange	0	0	0
Grace	Westwood	0	0	0
St Paul & Resurrection	Wood Ridge	0	0	0

2019 Parochial Reports

Name	City	Sun. Offices Online	Wkdy. Offices Online	Marry Online	Burial Online
Trinity	Allendale	0	0	0	0
Calvary	Bayonne	0	0	0	0
Trinity Parish	Bayonne	0	0	0	0
St Luke & St Mary	Hope/Belvidere	0	0	0	0
All Saints' Korean	Bergenfield	0	0	0	0
St Johns	Boonton	0	0	0	0
Christ	Budd Lake	0	0	0	0
St Pauls	Chatham	0	0	0	0
Messiah	Chester	0	0	0	0
Trinity	Cliffside Park	0	0	0	0
St Peters	Clifton	0	0	0	0
The of the Saviour	Denville	0	0	0	0
St Johns	Dover	0	0	0	0
St Agnes & St Pauls	East Orange	0	0	0	0
St Pauls	Englewood	0	0	0	0
St Peters	Essex Fells	0	0	0	0
Atonement	Fair Lawn	0	0	0	0
Good Shepherd	Fort Lee	0	0	0	0
Christ	Glen Ridge	0	0	0	0
All Saints	Glen Rock	0	0	0	0
Christ	Hackensack	0	0	0	0
St Anthony Padua	Hackensack	0	0	0	0
St Cyprians	Hackensack	0	0	0	0
St James	Hackettstown	0	0	0	0
St Andrews	Harrington Park	0	0	0	0
Christ	Harrison	0	0	0	0
St John the Divine	Hasbrouck Hgts.	0	0	0	0
St Lukes	Haworth	0	0	0	0
St Clements	Hawthorne	0	0	0	0
Holy Trinity	Hillsdale	0	0	0	0
St Bartholomews	Ho Ho Kus	0	0	0	0
All Saints Parish	Hoboken	0	0	0	0
Incarnation	Jersey City	246	0	0	0

2019 Parochial Reports

Name	City	Sun. Offices Online	Wkdy. Offices Online	Marry Online	Burial Online
Grace Van Vorst	Jersey City	0	0	0	0
St Pauls	Jersey City	0	0	0	0
St Davids	Kinnelon	0	0	0	0
All Saints	Leonia	0	0	0	0
St Agnes	Little Falls	0	0	0	0
St Peters	Livingston	0	0	0	0
St Thomas	Lyndhurst	0	0	0	0
Grace	Madison	0	0	0	0
St Georges	Maplewood	0	0	0	0
St Martins	Maywood	0	0	0	0
St Marks	Mendham	0	0	0	0
St Stephens	Millburn	0	0	0	0
All Saints	Millington	0	0	0	0
St Johns	Montclair	0	0	0	0
St Lukes	Montclair	0	0	0	0
St Pauls	Montvale	0	0	0	0
St Pauls	Morris Plains	0	0	0	0
Redeemer	Morristown	0	0	0	0
St Peters	Morristown	0	0	0	0
St Peters	Mt. Arlington	0	0	0	0
St Peters	Mtn. Lakes	0	0	0	0
Grace	Newark	0	0	0	0
House of Prayer	Newark	0	0	0	0
St Andrews	Newark	0	0	0	0
Trinity & St Philips	Newark	0	0	0	0
Christ	Newton	0	0	0	0
Holy Communion	Norwood	0	0	0	0
Grace	Nutley	0	0	0	0
St Gabriels	Oak Ridge	0	0	0	0
St Albans	Oakland	0	0	0	0
Annunciation	Oradell	0	0	0	0
Epiphany & Christ	Orange	0	0	0	0
St Matthews	Paramus	<u>247</u>	0	0	0

2019 Parochial Reports

Name	City	Sun. Offices Online	Wkdy. Offices Online	Marry Online	Burial Online
St Gregorys	Parsippany	0	0	0	0
St Johns	Passaic	0	0	0	0
St Pauls	Paterson	0	0	0	0
St Luke	Phillipsburg	0	0	0	0
Christ	Pompton Lks.	0	0	0	0
St Johns Memorial	Ramsey	0	0	0	0
St James	Ridgefield	0	0	0	0
Christ	Ridgewood	0	0	0	0
St Elizabeths	Ridgewood	0	0	0	0
Good Shepherd	Ringwood	0	0	0	0
Grace	Rutherford	0	0	0	0
Our Saviour	Secaucus	0	0	0	0
Christ	Short Hills	0	0	0	0
St Andrew & Holy Communion	South Orange	0	0	0	0
St Marys	Sparta	0	0	0	0
St Dunstans	Succasunna	0	0	0	0
Calvary	Summit	0	0	0	0
Christ	Teaneck	0	0	0	0
St Marks	Teaneck	0	0	0	0
Atonement	Tenafly	0	0	0	0
Good Shepherd	Towaco	0	0	0	0
Grace	Union City	0	0	0	0
St James	Up. Montclair	0	0	0	0
Holy Spirit	Verona	0	0	0	0
Good Shepherd	Wantage	0	0	0	0
St Peters	Washington	0	0	0	0
St Michaels	Wayne	0	0	0	0
Holy Innocents	West Orange	0	0	0	0
Holy Trinity	West Orange	0	0	0	0
Grace	Westwood	0	0	0	0
St Paul & Resurrection	Wood Ridge	0	0	0	0

2019 Parochial Reports

Name	City	Bapt. 16 Up	Bapt. Under 16	Confirm 16 Up	Confirm Under 16
Trinity	Allendale	1	5	0	3
Calvary	Bayonne	0	0	0	0
Trinity Parish	Bayonne	0	1	0	0
St Luke & St Mary	Hope/Belvidere	0	1	0	0
All Saints' Korean	Bergenfield	0	0	0	0
St Johns	Boonton	0	1	0	0
Christ	Budd Lake	0	0	0	0
St Pauls	Chatham	0	2	0	0
Messiah	Chester	0	4	2	0
Trinity	Cliffside Park	0	2	0	0
St Peters	Clifton	0	3	0	0
The of the Saviour	Denville	0	4	1	7
St Johns	Dover	0	2	0	1
St Agnes & St Pauls	East Orange	0	0	0	0
St Pauls	Englewood	0	4	0	3
St Peters	Essex Fells	0	9	0	16
Atonement	Fair Lawn	0	0	0	0
Good Shepherd	Fort Lee	1	0	1	0
Christ	Glen Ridge	0	3	0	0
All Saints	Glen Rock	0	3	0	0
Christ	Hackensack	0	0	0	0
St Anthony Padua	Hackensack	1	7	0	0
St Cyprians	Hackensack	0	0	0	0
St James	Hackettstown	0	0	2	0
St Andrews	Harrington Park	2	2	0	4
Christ	Harrison	0	0	0	0
St John the Divine	Hasbrouck Hgts.	0	0	0	0
St Lukes	Haworth	0	1	0	0
St Clements	Hawthorne	0	0	0	0
Holy Trinity	Hillsdale	0	4	0	3
St Bartholomews	Ho Ho Kus	0	0	0	2
All Saints Parish	Hoboken	0	16	1	0
Incarnation	Jersey City	2 0	0	0	0

2019 Parochial Reports

Name	City	Bapt. 16 Up	Bapt. Under 16	Confirm 16 Up	Confirm Under 16
Grace Van Vorst	Jersey City	0	8	3	6
St Pauls	Jersey City	1	4	0	0
St Davids	Kinnelon	0	4	2	2
All Saints	Leonia	0	2	0	4
St Agnes	Little Falls	0	1	0	0
St Peters	Livingston	0	0	1	1
St Thomas	Lyndhurst	0	1	0	0
Grace	Madison	0	5	1	9
St Georges	Maplewood	0	6	2	7
St Martins	Maywood	0	0	0	0
St Marks	Mendham	0	0	0	1
St Stephens	Millburn	0	5	0	0
All Saints	Millington	0	2	0	3
St Johns	Montclair	0	2	0	0
St Lukes	Montclair	0	4	2	3
St Pauls	Montvale	0	7	1	0
St Pauls	Morris Plains	0	2	0	6
Redeemer	Morristown	0	1	0	0
St Peters	Morristown	2	16	2	3
St Peters	Mt. Arlington	0	1	0	0
St Peters	Mtn. Lakes	0	4	1	3
Grace	Newark	0	1	0	0
House of Prayer	Newark	0	3	0	0
St Andrews	Newark	0	3	0	0
Trinity & St Philips	Newark	0	1	0	0
Christ	Newton	1	5	2	14
Holy Communion	Norwood	0	0	0	0
Grace	Nutley	0	9	0	4
St Gabriels	Oak Ridge	0	0	0	0
St Albans	Oakland	0	4	1	0
Annunciation	Oradell	0	2	0	0
Epiphany & Christ	Orange	0	7	0	0
St Matthews	Paramus	2 50	0	0	0

2019 Parochial Reports

Name	City	Bapt. 16 Up	Bapt. Under 16	Confirm 16 Up	Confirm Under 16
St Gregorys	Parsippany	0	0	0	0
St Johns	Passaic	0	1	0	0
St Pauls	Paterson	0	2	0	0
St Luke	Phillipsburg	0	3	0	0
Christ	Pompton Lks.	0	16	2	0
St Johns Memorial	Ramsey	0	2	0	6
St James	Ridgefield	0	2	0	0
Christ	Ridgewood	1	13	0	9
St Elizabeths	Ridgewood	0	7	0	16
Good Shepherd	Ringwood	1	0	0	0
Grace	Rutherford	2	0	0	0
Our Saviour	Secaucus	0	0	0	0
Christ	Short Hills	1	10	0	2
St Andrew & Holy Communion	South Orange	0	8	0	0
St Marys	Sparta	0	1	0	0
St Dunstans	Succasunna	0	1	0	0
Calvary	Summit	0	17	0	16
Christ	Teaneck	1	6	0	0
St Marks	Teaneck	0	5	2	2
Atonement	Tenafly	0	0	0	1
Good Shepherd	Towaco	0	0	1	0
Grace	Union City	0	7	0	0
St James	Up. Montclair	1	15	0	0
Holy Spirit	Verona	0	1	0	0
Good Shepherd	Wantage	0	5	0	0
St Peters	Washington	0	1	0	0
St Michaels	Wayne	0	0	0	0
Holy Innocents	West Orange	0	0	0	2
Holy Trinity	West Orange	0	4	0	0
Grace	Westwood	0	0	0	0
St Paul & Resurrection	Wood Ridge	0	1	0	0

2019 Parochial Reports

Name	City	Recv'd	Church School Students	Adult Education
Trinity	Allendale	0	10	TRUE
Calvary	Bayonne	0	5	FALSE
Trinity Parish	Bayonne	0	7	FALSE
St Luke & St Mary	Hope/Belvidere	0	5	TRUE
All Saints' Korean	Bergenfield	0	0	TRUE
St Johns	Boonton	0	0	TRUE
Christ	Budd Lake	0	0	FALSE
St Pauls	Chatham	0	43	TRUE
Messiah	Chester	1	18	TRUE
Trinity	Cliffside Park	0	0	FALSE
St Peters	Clifton	0	0	TRUE
The of the Saviour	Denville	0	27	TRUE
St Johns	Dover	0	8	TRUE
St Agnes & St Pauls	East Orange	0	0	TRUE
St Pauls	Englewood	0	37	TRUE
St Peters	Essex Fells	0	40	TRUE
Atonement	Fair Lawn	0	7	TRUE
Good Shepherd	Fort Lee	0	0	TRUE
Christ	Glen Ridge	0	27	TRUE
All Saints	Glen Rock	0	37	FALSE
Christ	Hackensack	0	0	FALSE
St Anthony Padua	Hackensack	0	37	TRUE
St Cyprians	Hackensack	0	0	FALSE
St James	Hackettstown	0	9	FALSE
St Andrews	Harrington Park	0	10	TRUE
Christ	Harrison	0	3	FALSE
St John the Divine	Hasbrouck Hgts.	0	0	FALSE
St Lukes	Haworth	0	8	TRUE
St Clements	Hawthorne	0	0	TRUE
Holy Trinity	Hillsdale	0	20	FALSE
St Bartholomews	Ho Ho Kus	0	5	TRUE
All Saints Parish	Hoboken	0	26	FALSE
Incarnation	Jersey City	252 0	0	FALSE

2019 Parochial Reports

Name	City	Recv'd	Church School Students	Adult Education	
Grace Van Vorst	Jersey City	1	29	TRUE	
St Pauls	Jersey City	0	17	TRUE	
St Davids	Kinnelon	2	0	TRUE	
All Saints	Leonia	0	12	TRUE	
St Agnes	Little Falls	0	0	FALSE	
St Peters	Livingston	0	16	TRUE	
St Thomas	Lyndhurst	0	0	FALSE	
Grace	Madison	1	24	TRUE	
St Georges	Maplewood	220	0	FALSE	
St Martins	Maywood	0	6	FALSE	
St Marks	Mendham	0	0	TRUE	
St Stephens	Millburn	0	10	TRUE	
All Saints	Millington	0	15	FALSE	
St Johns	Montclair	0	23	TRUE	
St Lukes	Montclair	0	124	TRUE	
St Pauls	Montvale	0	17	TRUE	
St Pauls	Morris Plains	0	18	TRUE	
Redeemer	Morristown	0	12	TRUE	
St Peters	Morristown	7	20	TRUE	
St Peters	Mt. Arlington	0	5	FALSE	
St Peters	Mtn. Lakes	0	18	TRUE	
Grace	Newark	0	17	TRUE	
House of Prayer	Newark	0	6	FALSE	
St Andrews	Newark	0	10	TRUE	
Trinity & St Philips	Newark	0	2	FALSE	
Christ	Newton	4	32	TRUE	
Holy Communion	Norwood	0	0	TRUE	
Grace	Nutley	0	48	TRUE	
St Gabriels	Oak Ridge	0	0	TRUE	
St Albans	Oakland	2	17	TRUE	
Annunciation	Oradell	0	2	FALSE	
Epiphany & Christ	Orange	0	15	TRUE	
St Matthews	Paramus	2 53	0	4	FALSE

2019 Parochial Reports

Name	City	Recv'd	Church School Students	Adult Education
St Gregorys	Parsippany	0	7	TRUE
St Johns	Passaic	0	3	FALSE
St Pauls	Paterson	0	5	TRUE
St Luke	Phillipsburg	0	19	TRUE
Christ	Pompton Lks.	0	28	TRUE
St Johns Memorial	Ramsey	1	40	TRUE
St James	Ridgefield	0	8	TRUE
Christ	Ridgewood	0	100	TRUE
St Elizabeths	Ridgewood	0	187	TRUE
Good Shepherd	Ringwood	0	0	FALSE
Grace	Rutherford	0	4	FALSE
Our Saviour	Secaucus	0	10	FALSE
Christ	Short Hills	0	92	TRUE
St Andrew & Holy Communion	South Orange	0	8	FALSE
St Marys	Sparta	0	11	TRUE
St Dunstans	Succasunna	0	9	TRUE
Calvary	Summit	7	93	TRUE
Christ	Teaneck	5	20	TRUE
St Marks	Teaneck	1	10	FALSE
Atonement	Tenafly	0	10	TRUE
Good Shepherd	Towaco	0	0	FALSE
Grace	Union City	0	0	TRUE
St James	Up. Montclair	0	52	TRUE
Holy Spirit	Verona	0	29	TRUE
Good Shepherd	Wantage	0	5	TRUE
St Peters	Washington	0	0	FALSE
St Michaels	Wayne	0	8	TRUE
Holy Innocents	West Orange	0	7	FALSE
Holy Trinity	West Orange	0	12	TRUE
Grace	Westwood	0	0	TRUE
St Paul & Resurrection	Wood Ridge	0	14	TRUE

2019 Parochial Reports

Name	City	Spiritual Formation	Spiritual Formation Children	Pledge Cards
Trinity	Allendale	41	0	44
Calvary	Bayonne	1	0	0
Trinity Parish	Bayonne	0	0	32
St Luke & St Mary	Hope/Belvidere	9	0	25
All Saints' Korean	Bergenfield	0	0	13
St Johns	Boonton	8	0	54
Christ	Budd Lake	0	0	18
St Pauls	Chatham	50	0	89
Messiah	Chester	25	0	45
Trinity	Cliffside Park	13	0	12
St Peters	Clifton	8	0	26
The of the Saviour	Denville	8	0	70
St Johns	Dover	4	0	39
St Agnes & St Pauls	East Orange	40	0	64
St Pauls	Englewood	46	0	41
St Peters	Essex Fells	25	0	119
Atonement	Fair Lawn	19	0	21
Good Shepherd	Fort Lee	0	0	32
Christ	Glen Ridge	28	0	56
All Saints	Glen Rock	25	0	56
Christ	Hackensack	30	0	36
St Anthony Padua	Hackensack	60	0	0
St Cyprians	Hackensack	0	0	15
St James	Hackettstown	0	0	41
St Andrews	Harrington Park	26	0	33
Christ	Harrison	0	0	160
St John the Divine	Hasbrouck Hgts.	0	0	13
St Lukes	Haworth	6	0	31
St Clements	Hawthorne	17	0	44
Holy Trinity	Hillsdale	0	0	42
St Bartholomews	Ho Ho Kus	10	0	38
All Saints Parish	Hoboken	0	0	45
Incarnation	Jersey City	255	0	0

2019 Parochial Reports

Name	City	Spiritual Formation	Spiritual Formation Children	Pledge Cards
Grace Van Vorst	Jersey City	51	0	80
St Pauls	Jersey City	17	0	103
St Davids	Kinnelon	12	0	37
All Saints	Leonia	18	0	23
St Agnes	Little Falls	0	0	0
St Peters	Livingston	23	0	20
St Thomas	Lyndhurst	0	0	7
Grace	Madison	45	0	180
St Georges	Maplewood	14	0	84
St Martins	Maywood	0	0	7
St Marks	Mendham	6	0	22
St Stephens	Millburn	15	0	26
All Saints	Millington	23	0	66
St Johns	Montclair	75	0	66
St Lukes	Montclair	80	0	139
St Pauls	Montvale	12	0	39
St Pauls	Morris Plains	12	0	54
Redeemer	Morristown	15	0	48
St Peters	Morristown	170	0	219
St Peters	Mt. Arlington	0	0	23
St Peters	Mtn. Lakes	1	0	69
Grace	Newark	12	0	61
House of Prayer	Newark	11	0	20
St Andrews	Newark	5	0	40
Trinity & St Philips	Newark	0	0	48
Christ	Newton	102	0	104
Holy Communion	Norwood	11	0	28
Grace	Nutley	14	0	93
St Gabriels	Oak Ridge	16	0	13
St Albans	Oakland	7	0	32
Annunciation	Oradell	0	0	16
Epiphany & Christ	Orange	12	0	105
St Matthews	Paramus	256	0	26

2019 Parochial Reports

Name	City	Spiritual Formation	Spiritual Formation Children	Pledge Cards
St Gregorys	Parsippany	6	0	24
St Johns	Passaic	0	0	26
St Pauls	Paterson	22	0	61
St Luke	Phillipsburg	10	0	55
Christ	Pompton Lks.	9	0	77
St Johns Memorial	Ramsey	26	0	72
St James	Ridgefield	12	0	42
Christ	Ridgewood	50	0	112
St Elizabeths	Ridgewood	100	0	199
Good Shepherd	Ringwood	0	0	7
Grace	Rutherford	1	0	39
Our Saviour	Secaucus	0	0	26
Christ	Short Hills	146	0	145
St Andrew & Holy Communion	South Orange	1	0	80
St Marys	Sparta	10	0	59
St Dunstans	Succasunna	16	0	31
Calvary	Summit	100	0	231
Christ	Teaneck	4	0	27
St Marks	Teaneck	8	0	70
Atonement	Tenafly	48	0	53
Good Shepherd	Towaco	0	0	24
Grace	Union City	7	0	25
St James	Up. Montclair	23	0	132
Holy Spirit	Verona	12	0	33
Good Shepherd	Wantage	0	0	39
St Peters	Washington	0	0	20
St Michaels	Wayne	38	0	45
Holy Innocents	West Orange	1	0	15
Holy Trinity	West Orange	0	0	40
Grace	Westwood	0	0	40
St Paul & Resurrection	Wood Ridge	30	0	10

2019 Parochial Reports

Name	City	Amount Pledged	Plate Pledge
Trinity	Allendale	\$ 147,908.00	\$ 159,447.00
Calvary	Bayonne	\$ 23,340.00	\$ 21,139.00
Trinity Parish	Bayonne	\$ 49,805.00	\$ 65,459.00
St Luke & St Mary	Hope/Belvidere	\$ 64,000.00	\$ 80,845.00
All Saints' Korean	Bergenfield	\$ 35,459.00	\$ 49,505.00
St Johns	Boonton	\$ 87,572.00	\$ 91,844.00
Christ	Budd Lake	\$ 76,000.00	\$ 116,398.00
St Pauls	Chatham	\$ 260,000.00	\$ 340,917.00
Messiah	Chester	\$ 116,306.00	\$ 129,902.00
Trinity	Cliffside Park	\$ 21,844.00	\$ 26,438.00
St Peters	Clifton	\$ 406,540.00	\$ 55,217.00
The of the Saviour	Denville	\$ 140,000.00	\$ 145,392.00
St Johns	Dover	\$ 54,924.00	\$ 58,912.00
St Agnes & St Pauls	East Orange	\$ 122,400.00	\$ 136,400.00
St Pauls	Englewood	\$ 105,860.00	\$ 194,530.00
St Peters	Essex Fells	\$ 260,584.00	\$ 282,365.00
Atonement	Fair Lawn	\$ 56,100.00	\$ 54,643.00
Good Shepherd	Fort Lee	\$ 58,432.00	\$ 73,950.00
Christ	Glen Ridge	\$ 84,257.00	\$ 109,336.00
All Saints	Glen Rock	\$ 206,000.00	\$ 227,131.00
Christ	Hackensack	\$ 62,376.00	\$ 59,070.00
St Anthony Padua	Hackensack	\$ -	\$ 116,032.00
St Cyprians	Hackensack	\$ 9,178.00	\$ 9,508.00
St James	Hackettstown	\$ 66,576.00	\$ 86,161.00
St Andrews	Harrington Park	\$ 112,748.00	\$ 128,106.00
Christ	Harrison	\$ 15,000.00	\$ 17,221.00
St John the Divine	Hasbrouck Hgts.	\$ 23,045.00	\$ 23,943.00
St Lukes	Haworth	\$ 87,292.00	\$ 97,440.00
St Clements	Hawthorne	\$ 74,124.00	\$ 81,383.00
Holy Trinity	Hillsdale	\$ 75,000.00	\$ 77,269.00
St Bartholomews	Ho Ho Kus	\$ 85,610.00	\$ 145,557.00
All Saints Parish	Hoboken	\$ 156,050.00	\$ 230,315.00
Incarnation	Jersey City	258 -	\$ 27,731.00

2019 Parochial Reports

Name	City	Amount Pledged	Plate Pledge
Grace Van Vorst	Jersey City	\$ 203,996.00	\$ 223,949.00
St Pauls	Jersey City	\$ 115,914.00	\$ 140,667.00
St Davids	Kinnelon	\$ 113,715.00	\$ 127,412.00
All Saints	Leonia	\$ 49,881.00	\$ 54,992.00
St Agnes	Little Falls	\$ 49,885.00	\$ 55,449.00
St Peters	Livingston	\$ 34,020.00	\$ 44,370.00
St Thomas	Lyndhurst	\$ 11,320.00	\$ 17,591.00
Grace	Madison	\$ 453,521.00	\$ 494,834.00
St Georges	Maplewood	\$ 330,000.00	\$ 350,362.00
St Martins	Maywood	\$ 11,640.00	\$ 16,252.00
St Marks	Mendham	\$ 97,500.00	\$ 114,492.00
St Stephens	Millburn	\$ 115,500.00	\$ 136,812.00
All Saints	Millington	\$ 161,256.00	\$ 179,072.00
St Johns	Montclair	\$ 200,024.00	\$ 217,296.00
St Lukes	Montclair	\$ 391,619.00	\$ 436,564.00
St Pauls	Montvale	\$ 116,065.00	\$ 170,592.00
St Pauls	Morris Plains	\$ 140,342.00	\$ 160,397.00
Redeemer	Morristown	\$ 130,765.00	\$ 145,906.00
St Peters	Morristown	\$ 500,962.00	\$ 572,259.00
St Peters	Mt. Arlington	\$ 30,300.00	\$ 41,092.00
St Peters	Mtn. Lakes	\$ 184,848.00	\$ 211,796.00
Grace	Newark	\$ 127,221.00	\$ 138,986.00
House of Prayer	Newark	\$ 35,000.00	\$ 56,406.00
St Andrews	Newark	\$ 63,866.00	\$ 77,040.00
Trinity & St Philips	Newark	\$ 75,000.00	\$ 99,262.00
Christ	Newton	\$ 369,655.00	\$ 411,679.00
Holy Communion	Norwood	\$ 59,007.00	\$ 66,543.00
Grace	Nutley	\$ 152,487.00	\$ 161,091.00
St Gabriels	Oak Ridge	\$ 20,000.00	\$ 21,726.00
St Albans	Oakland	\$ 82,716.00	\$ 93,826.00
Annunciation	Oradell	\$ 51,039.00	\$ 55,538.00
Epiphany & Christ	Orange	\$ 184,492.00	\$ 273,760.00
St Matthews	Paramus	259 43,000.00	\$ 45,744.00

2019 Parochial Reports

Name	City	Amount Pledged	Plate Pledge
St Gregorys	Parsippany	\$ 58,300.00	\$ 57,300.00
St Johns	Passaic	\$ 59,700.00	\$ 98,000.00
St Pauls	Paterson	\$ 87,176.00	\$ 97,547.00
St Luke	Phillipsburg	\$ 114,126.00	\$ 134,449.00
Christ	Pompton Lks.	\$ 137,372.00	\$ 208,689.00
St Johns Memorial	Ramsey	\$ 234,095.00	\$ 246,795.00
St James	Ridgefield	\$ 42,082.00	\$ 34,611.00
Christ	Ridgewood	\$ 329,212.00	\$ 397,727.00
St Elizabeths	Ridgewood	\$1,035,099.00	\$ 1,113,252.00
Good Shepherd	Ringwood	\$ 6,610.00	\$ 18,620.00
Grace	Rutherford	\$ 60,328.00	\$ 69,313.00
Our Saviour	Secaucus	\$ 48,564.00	\$ 58,279.00
Christ	Short Hills	\$ 375,784.00	\$ 409,933.00
St Andrew & Holy Communion	South Orange	\$ 188,515.00	\$ 237,960.00
St Marys	Sparta	\$ 235,796.00	\$ 219,201.00
St Dunstons	Succasunna	\$ 92,029.00	\$ 103,098.00
Calvary	Summit	\$ 714,861.00	\$ 800,961.00
Christ	Teaneck	\$ 86,024.00	\$ 90,132.00
St Marks	Teaneck	\$ 207,947.00	\$ 234,724.00
Atonement	Tenafly	\$ 149,355.00	\$ 150,199.00
Good Shepherd	Towaco	\$ 61,134.00	\$ 119,675.00
Grace	Union City	\$ 64,564.00	\$ 113,995.00
St James	Up. Montclair	\$ 345,035.00	\$ 373,068.00
Holy Spirit	Verona	\$ 88,840.00	\$ 100,063.00
Good Shepherd	Wantage	\$ 61,480.00	\$ 52,165.00
St Peters	Washington	\$ 37,000.00	\$ 38,674.00
St Michaels	Wayne	\$ 141,204.00	\$ 228,656.00
Holy Innocents	West Orange	\$ 44,360.00	\$ 70,930.00
Holy Trinity	West Orange	\$ 61,546.00	\$ 67,490.00
Grace	Westwood	\$ 103,576.00	\$ 116,015.00
St Paul & Resurrection	Wood Ridge	\$ 32,300.00	\$ 85,977.00

2019 Parochial Reports

Name	City	From Investments	Other Income
Trinity	Allendale	\$ 38,532.00	\$ 20,245.00
Calvary	Bayonne	\$ 4,227.00	\$ 30,600.00
Trinity Parish	Bayonne	\$ 10,186.00	\$ 71,084.00
St Luke & St Mary	Hope/Belvidere	\$ 365.00	\$ 30,158.00
All Saints' Korean	Bergenfield	\$ -	\$ 79,080.00
St Johns	Boonton	\$ -	\$ 18,058.00
Christ	Budd Lake	\$ -	\$ -
St Pauls	Chatham	\$ 12,062.00	\$ 159,918.00
Messiah	Chester	\$ -	\$ 44,226.00
Trinity	Cliffside Park	\$ 15,000.00	\$ 63,145.00
St Peters	Clifton	\$ -	\$ -
The of the Saviour	Denville	\$ 70,719.00	\$ 65,607.00
St Johns	Dover	\$ 1,407.00	\$ 46,873.00
St Agnes & St Pauls	East Orange	\$ 33,500.00	\$ 4,000.00
St Pauls	Englewood	\$ 173,710.00	\$ 174,149.00
St Peters	Essex Fells	\$ 15,317.00	\$ 110,303.00
Atonement	Fair Lawn	\$ -	\$ 16,888.00
Good Shepherd	Fort Lee	\$ -	\$ 141,085.00
Christ	Glen Ridge	\$ 64,800.00	\$ 164,590.00
All Saints	Glen Rock	\$ -	\$ 53,568.00
Christ	Hackensack	\$ -	\$ 90,657.00
St Anthony Padua	Hackensack	\$ -	\$ 57,184.00
St Cyprians	Hackensack	\$ 372.00	\$ 19,425.00
St James	Hackettstown	\$ -	\$ 19,787.00
St Andrews	Harrington Park	-\$ 1,200.00	\$ 21,852.00
Christ	Harrison	\$ 3,014.00	\$ 34,888.00
St John the Divine	Hasbrouck Hgts.	\$ -	\$ 49,086.00
St Lukes	Haworth	\$ 31,247.00	\$ 25,988.00
St Clements	Hawthorne	\$ 23,650.00	\$ 24,476.00
Holy Trinity	Hillsdale	\$ -	\$ 40,454.00
St Bartholomews	Ho Ho Kus	\$ 26,623.00	\$ 2,927.00
All Saints Parish	Hoboken	\$ 4,948.00	\$ 167,567.00
Incarnation	Jersey City	\$ 22,266.00	\$ 854.00

2019 Parochial Reports

Name	City	From Investments	Other Income
Grace Van Vorst	Jersey City	\$ -	\$ 179,804.00
St Pauls	Jersey City	\$ 150,000.00	\$ 14,297.00
St Davids	Kinnelon	\$ -	\$ 68,507.00
All Saints	Leonia	\$ 17,695.00	\$ 39,544.00
St Agnes	Little Falls	\$ -	\$ 95,886.00
St Peters	Livingston	\$ 11,193.00	\$ 124,325.00
St Thomas	Lyndhurst	\$ 2,196.00	\$ 50,927.00
Grace	Madison	\$ 137,280.00	\$ 124,062.00
St Georges	Maplewood	\$ 9,686.00	\$ 97,816.00
St Martins	Maywood	\$ 13,924.00	\$ 41,954.00
St Marks	Mendham	\$ 4,494.00	\$ 14,477.00
St Stephens	Millburn	\$ 68,693.00	\$ 64,083.00
All Saints	Millington	\$ 3,922.00	\$ 62,615.00
St Johns	Montclair	\$ 1,321.00	\$ 25,691.00
St Lukes	Montclair	\$ -	\$ 103,842.00
St Pauls	Montvale	\$ -	\$ 10,916.00
St Pauls	Morris Plains	\$ -	\$ 17,236.00
Redeemer	Morristown	\$ 110,845.00	\$ 95,528.00
St Peters	Morristown	\$ 36,650.00	\$ 137,413.00
St Peters	Mt. Arlington	\$ 1,505.00	\$ 250.00
St Peters	Mtn. Lakes	\$ 9,356.00	\$ 69,249.00
Grace	Newark	\$ 151,017.00	\$ 23,900.00
House of Prayer	Newark	\$ 9,781.00	\$ -
St Andrews	Newark	\$ 12,597.00	\$ 14,500.00
Trinity & St Philips	Newark	\$ 42,174.00	\$ 37,115.00
Christ	Newton	\$ 44,151.00	\$ 23,276.00
Holy Communion	Norwood	\$ 62.00	\$ 117,450.00
Grace	Nutley	\$ 55,622.00	\$ 36,725.00
St Gabriels	Oak Ridge	\$ -	\$ 15,936.00
St Albans	Oakland	\$ -	\$ 44,808.00
Annunciation	Oradell	\$ 10,350.00	\$ 700.00
Epiphany & Christ	Orange	\$ 48,901.00	\$ 31,200.00
St Matthews	Paramus	262 -	\$ 29,845.00

2019 Parochial Reports

Name	City	From Investments	Other Income
St Gregorys	Parsippany	\$ 14,900.00	\$ 81,600.00
St Johns	Passaic	\$ -	\$ 28,224.00
St Pauls	Paterson	\$ 141,552.00	\$ 78,995.00
St Luke	Phillipsburg	\$ -	\$ 35,458.00
Christ	Pompton Lks.	\$ -	\$ 16,413.00
St Johns Memorial	Ramsey	\$ -	\$ 71,362.00
St James	Ridgefield	\$ 181,101.00	\$ 3,919.00
Christ	Ridgewood	\$ 26,473.00	\$ 153,890.00
St Elizabeths	Ridgewood	\$ 6,722.00	\$ 8,175.00
Good Shepherd	Ringwood	\$ -	\$ 11,526.00
Grace	Rutherford	\$ 20,856.00	\$ 61,349.00
Our Saviour	Secaucus	\$ -	\$ 42,870.00
Christ	Short Hills	\$ 275,514.00	\$ 469,488.00
St Andrew & Holy Communion	South Orange	\$ -	\$ 42,118.00
St Marys	Sparta	\$ -	\$ 15,903.00
St Dunstans	Succasunna	\$ -	\$ 23,611.00
Calvary	Summit	\$ 86,707.00	\$ 73,750.00
Christ	Teaneck	\$ 6,378.00	\$ 123,461.00
St Marks	Teaneck	\$ 282.00	\$ 28,488.00
Atonement	Tenafly	\$ 93,425.00	\$ 79,384.00
Good Shepherd	Towaco	\$ 6,550.00	\$ 57,769.00
Grace	Union City	\$ -	\$ -
St James	Up. Montclair	\$ 47,231.00	\$ 70,231.00
Holy Spirit	Verona	\$ 16,009.00	\$ 32,363.00
Good Shepherd	Wantage	\$ -	\$ 23,051.00
St Peters	Washington	\$ -	\$ 4,630.00
St Michaels	Wayne	\$ -	\$ -
Holy Innocents	West Orange	\$ 25,000.00	\$ 39,686.00
Holy Trinity	West Orange	\$ 682.00	\$ 44,429.00
Grace	Westwood	\$ 5,000.00	\$ 16,429.00
St Paul & Resurrection	Wood Ridge	\$ 26,324.00	\$ 26,638.00

2019 Parochial Reports

Name	City	Bequests	Operating Income
Trinity	Allendale	\$ -	\$ 218,224.00
Calvary	Bayonne	\$ -	\$ 55,966.00
Trinity Parish	Bayonne	\$ -	\$ 146,729.00
St Luke & St Mary	Hope/Belvidere	\$ -	\$ 111,368.00
All Saints' Korean	Bergenfield	\$ -	\$ 128,585.00
St Johns	Boonton	\$ 50,000.00	\$ 159,902.00
Christ	Budd Lake	\$ -	\$ 116,398.00
St Pauls	Chatham	\$ -	\$ 512,897.00
Messiah	Chester	\$ -	\$ 174,128.00
Trinity	Cliffside Park	\$ -	\$ 104,583.00
St Peters	Clifton	\$ -	\$ 55,217.00
The of the Saviour	Denville	\$ -	\$ 281,718.00
St Johns	Dover	\$ 6,558.00	\$ 113,750.00
St Agnes & St Pauls	East Orange	\$ -	\$ 173,900.00
St Pauls	Englewood	\$ -	\$ 542,389.00
St Peters	Essex Fells	\$ 6,922.00	\$ 414,907.00
Atonement	Fair Lawn	\$ -	\$ 71,531.00
Good Shepherd	Fort Lee	\$ -	\$ 215,035.00
Christ	Glen Ridge	\$ -	\$ 338,726.00
All Saints	Glen Rock	\$ -	\$ 280,699.00
Christ	Hackensack	\$ -	\$ 149,727.00
St Anthony Padua	Hackensack	\$ -	\$ 173,216.00
St Cyprians	Hackensack	\$ 1,600.00	\$ 30,905.00
St James	Hackettstown	\$ -	\$ 105,948.00
St Andrews	Harrington Park	\$ -	\$ 148,758.00
Christ	Harrison	\$ -	\$ 55,123.00
St John the Divine	Hasbrouck Hgts.	\$ -	\$ 73,029.00
St Lukes	Haworth	\$ -	\$ 154,675.00
St Clements	Hawthorne	\$ -	\$ 129,509.00
Holy Trinity	Hillsdale	\$ 6,250.00	\$ 123,973.00
St Bartholomews	Ho Ho Kus	\$ -	\$ 175,107.00
All Saints Parish	Hoboken	\$ -	\$ 402,830.00
Incarnation	Jersey City	264 -	\$ 50,851.00

2019 Parochial Reports

Name	City	Bequests	Operating Income
Grace Van Vorst	Jersey City	\$ -	\$ 403,753.00
St Pauls	Jersey City	\$ -	\$ 304,964.00
St Davids	Kinnelon	\$ -	\$ 195,919.00
All Saints	Leonia	\$ -	\$ 112,231.00
St Agnes	Little Falls	\$ -	\$ 151,335.00
St Peters	Livingston	\$ -	\$ 179,888.00
St Thomas	Lyndhurst	\$ -	\$ 70,714.00
Grace	Madison	\$ -	\$ 756,176.00
St Georges	Maplewood	\$ 3,440.00	\$ 461,304.00
St Martins	Maywood	\$ -	\$ 72,130.00
St Marks	Mendham	\$ -	\$ 133,463.00
St Stephens	Millburn	\$ -	\$ 269,588.00
All Saints	Millington	\$ -	\$ 245,609.00
St Johns	Montclair	\$ -	\$ 244,308.00
St Lukes	Montclair	\$ -	\$ 540,406.00
St Pauls	Montvale	\$ -	\$ 181,508.00
St Pauls	Morris Plains	\$ -	\$ 177,633.00
Redeemer	Morristown	\$ -	\$ 352,279.00
St Peters	Morristown	\$ -	\$ 746,322.00
St Peters	Mt. Arlington	\$ -	\$ 42,847.00
St Peters	Mtn. Lakes	\$ -	\$ 290,401.00
Grace	Newark	\$ -	\$ 313,903.00
House of Prayer	Newark	\$ -	\$ 66,187.00
St Andrews	Newark	\$ -	\$ 104,137.00
Trinity & St Philips	Newark	\$ -	\$ 178,551.00
Christ	Newton	\$ -	\$ 479,106.00
Holy Communion	Norwood	\$ -	\$ 184,055.00
Grace	Nutley	\$ -	\$ 253,438.00
St Gabriels	Oak Ridge	\$ -	\$ 37,662.00
St Albans	Oakland	\$ -	\$ 138,634.00
Annunciation	Oradell	\$ -	\$ 66,588.00
Epiphany & Christ	Orange	\$ -	\$ 353,861.00
St Matthews	Paramus	265 -	\$ 75,589.00

2019 Parochial Reports

Name	City	Bequests	Operating Income
St Gregorys	Parsippany	\$ -	\$ 153,800.00
St Johns	Passaic	\$ -	\$ 126,224.00
St Pauls	Paterson	\$ -	\$ 318,094.00
St Luke	Phillipsburg	\$ -	\$ 169,907.00
Christ	Pompton Lks.	\$ 41,420.00	\$ 266,522.00
St Johns Memorial	Ramsey	\$ -	\$ 318,157.00
St James	Ridgefield	\$ -	\$ 219,631.00
Christ	Ridgewood	\$ -	\$ 578,090.00
St Elizabeths	Ridgewood	\$ -	\$ 1,128,149.00
Good Shepherd	Ringwood	\$ -	\$ 30,146.00
Grace	Rutherford	-\$ 1.00	\$ 151,517.00
Our Saviour	Secaucus	\$ -	\$ 101,149.00
Christ	Short Hills	\$ -	\$ 1,154,935.00
St Andrew & Holy Communion	South Orange	\$ 28,190.00	\$ 308,268.00
St Marys	Sparta	\$ -	\$ 235,104.00
St Dunstans	Succasunna	\$ -	\$ 126,709.00
Calvary	Summit	\$ -	\$ 961,418.00
Christ	Teaneck	\$ -	\$ 219,971.00
St Marks	Teaneck	\$ -	\$ 263,494.00
Atonement	Tenafly	\$ -	\$ 323,008.00
Good Shepherd	Towaco	\$ -	\$ 183,994.00
Grace	Union City	\$ -	\$ 113,995.00
St James	Up. Montclair	\$ -	\$ 490,530.00
Holy Spirit	Verona	\$ -	\$ 148,435.00
Good Shepherd	Wantage	\$ -	\$ 75,216.00
St Peters	Washington	\$ -	\$ 43,304.00
St Michaels	Wayne	\$ -	\$ 228,656.00
Holy Innocents	West Orange	\$ -	\$ 135,616.00
Holy Trinity	West Orange	\$ -	\$ 112,601.00
Grace	Westwood	\$ -	\$ 137,444.00
St Paul & Resurrection	Wood Ridge	\$ -	\$ 138,939.00

2019 Parochial Reports

Name	City	Assistance From Diocese	Operating Revenues
Trinity	Allendale	\$ -	\$ 218,224.00
Calvary	Bayonne	\$ -	\$ 55,966.00
Trinity Parish	Bayonne	\$ -	\$ 146,729.00
St Luke & St Mary	Hope/Belvidere	\$ -	\$ 111,368.00
All Saints' Korean	Bergenfield	\$ -	\$ 128,585.00
St Johns	Boonton	\$ -	\$ 159,902.00
Christ	Budd Lake	\$ -	\$ 116,398.00
St Pauls	Chatham	\$ -	\$ 512,897.00
Messiah	Chester	\$ -	\$ 174,128.00
Trinity	Cliffside Park	\$ -	\$ 104,583.00
St Peters	Clifton	\$ -	\$ 55,217.00
The of the Saviour	Denville	\$ -	\$ 281,718.00
St Johns	Dover	\$ -	\$ 113,750.00
St Agnes & St Pauls	East Orange	\$ -	\$ 173,900.00
St Pauls	Englewood	\$ -	\$ 542,389.00
St Peters	Essex Fells	\$ -	\$ 414,907.00
Atonement	Fair Lawn	\$ -	\$ 71,531.00
Good Shepherd	Fort Lee	\$ -	\$ 215,035.00
Christ	Glen Ridge	\$ -	\$ 338,726.00
All Saints	Glen Rock	\$ -	\$ 280,699.00
Christ	Hackensack	\$ -	\$ 149,727.00
St Anthony Padua	Hackensack	\$ -	\$ 173,216.00
St Cyprians	Hackensack	\$ -	\$ 30,905.00
St James	Hackettstown	\$ -	\$ 105,948.00
St Andrews	Harrington Park	\$ -	\$ 148,758.00
Christ	Harrison	\$ -	\$ 55,123.00
St John the Divine	Hasbrouck Hgts.	\$ -	\$ 73,029.00
St Lukes	Haworth	\$ -	\$ 154,675.00
St Clements	Hawthorne	\$ -	\$ 129,509.00
Holy Trinity	Hillsdale	\$ -	\$ 123,973.00
St Bartholomews	Ho Ho Kus	\$ -	\$ 175,107.00
All Saints Parish	Hoboken	\$ -	\$ 402,830.00
Incarnation	Jersey City	\$ -	\$ 50,851.00

2019 Parochial Reports

Name	City	Assistance From Diocese	Operating Revenues
Grace Van Vorst	Jersey City	\$ 29,000.00	\$ 432,753.00
St Pauls	Jersey City	\$ 29,000.00	\$ 333,964.00
St Davids	Kinnelon	\$ -	\$ 195,919.00
All Saints	Leonia	\$ -	\$ 112,231.00
St Agnes	Little Falls	\$ -	\$ 151,335.00
St Peters	Livingston	\$ -	\$ 179,888.00
St Thomas	Lyndhurst	\$ -	\$ 70,714.00
Grace	Madison	\$ -	\$ 756,176.00
St Georges	Maplewood	\$ -	\$ 461,304.00
St Martins	Maywood	\$ -	\$ 72,130.00
St Marks	Mendham	\$ -	\$ 133,463.00
St Stephens	Millburn	\$ -	\$ 269,588.00
All Saints	Millington	\$ -	\$ 245,609.00
St Johns	Montclair	\$ -	\$ 244,308.00
St Lukes	Montclair	\$ -	\$ 540,406.00
St Pauls	Montvale	\$ -	\$ 181,508.00
St Pauls	Morris Plains	\$ -	\$ 177,633.00
Redeemer	Morristown	\$ -	\$ 352,279.00
St Peters	Morristown	\$ -	\$ 746,322.00
St Peters	Mt. Arlington	\$ -	\$ 42,847.00
St Peters	Mtn. Lakes	\$ -	\$ 290,401.00
Grace	Newark	\$ -	\$ 313,903.00
House of Prayer	Newark	\$ -	\$ 66,187.00
St Andrews	Newark	\$ -	\$ 104,137.00
Trinity & St Philips	Newark	\$ -	\$ 178,551.00
Christ	Newton	\$ -	\$ 479,106.00
Holy Communion	Norwood	\$ -	\$ 184,055.00
Grace	Nutley	\$ -	\$ 253,438.00
St Gabriels	Oak Ridge	\$ -	\$ 37,662.00
St Albans	Oakland	\$ -	\$ 138,634.00
Annunciation	Oradell	\$ -	\$ 66,588.00
Epiphany & Christ	Orange	\$ -	\$ 353,861.00
St Matthews	Paramus	268 -	\$ 75,589.00

2019 Parochial Reports

Name	City	Assistance From Diocese	Operating Revenues
St Gregorys	Parsippany	\$ -	\$ 153,800.00
St Johns	Passaic	\$ -	\$ 126,224.00
St Pauls	Paterson	\$ -	\$ 318,094.00
St Luke	Phillipsburg	\$ -	\$ 169,907.00
Christ	Pompton Lks.	\$ -	\$ 266,522.00
St Johns Memorial	Ramsey	\$ -	\$ 318,157.00
St James	Ridgefield	\$ -	\$ 219,631.00
Christ	Ridgewood	\$ -	\$ 578,090.00
St Elizabeths	Ridgewood	\$ -	\$ 1,128,149.00
Good Shepherd	Ringwood	\$ 375.00	\$ 30,521.00
Grace	Rutherford	\$ -	\$ 151,517.00
Our Saviour	Secaucus	\$ -	\$ 101,149.00
Christ	Short Hills	\$ -	\$ 1,154,935.00
St Andrew & Holy Communion	South Orange	\$ -	\$ 308,268.00
St Marys	Sparta	\$ -	\$ 235,104.00
St Dunstans	Succasunna	\$ -	\$ 126,709.00
Calvary	Summit	\$ -	\$ 961,418.00
Christ	Teaneck	\$ -	\$ 219,971.00
St Marks	Teaneck	\$ -	\$ 263,494.00
Atonement	Tenafly	\$ -	\$ 323,008.00
Good Shepherd	Towaco	\$ -	\$ 183,994.00
Grace	Union City	\$ -	\$ 113,995.00
St James	Up. Montclair	\$ -	\$ 490,530.00
Holy Spirit	Verona	\$ -	\$ 148,435.00
Good Shepherd	Wantage	\$ -	\$ 75,216.00
St Peters	Washington	\$ -	\$ 43,304.00
St Michaels	Wayne	\$ -	\$ 228,656.00
Holy Innocents	West Orange	\$ -	\$ 135,616.00
Holy Trinity	West Orange	\$ -	\$ 112,601.00
Grace	Westwood	\$ -	\$ 137,444.00
St Paul & Resurrection	Wood Ridge	\$ -	\$ 138,939.00

2019 Parochial Reports

Name	City	Capital Funds	Additions To Endowment
Trinity	Allendale	\$ -	\$ 53,077.00
Calvary	Bayonne	\$ -	\$ -
Trinity Parish	Bayonne	\$ -	\$ -
St Luke & St Mary	Hope/Belvidere	\$ 2,373.00	\$ 13,331.00
All Saints' Korean	Bergenfield	\$ -	\$ -
St Johns	Boonton	\$ -	\$ -
Christ	Budd Lake	\$ -	\$ -
St Pauls	Chatham	\$ 3,190.00	\$ 350,000.00
Messiah	Chester	\$ -	\$ -
Trinity	Cliffside Park	\$ 30,000.00	\$ -
St Peters	Clifton	\$ -	\$ -
The of the Saviour	Denville	\$ 400.00	\$ 1,347.00
St Johns	Dover	\$ 2,374.00	\$ -
St Agnes & St Pauls	East Orange	\$ 950.00	\$ -
St Pauls	Englewood	\$ 31,715.00	\$ -
St Peters	Essex Fells	\$ -	\$ -
Atonement	Fair Lawn	\$ -	\$ -
Good Shepherd	Fort Lee	\$ -	\$ -
Christ	Glen Ridge	\$ 59,250.00	\$ -
All Saints	Glen Rock	\$ -	\$ -
Christ	Hackensack	\$ 22,323.00	\$ -
St Anthony Padua	Hackensack	\$ -	\$ -
St Cyprians	Hackensack	\$ -	\$ -
St James	Hackettstown	\$ 119,194.00	\$ -
St Andrews	Harrington Park	\$ -	\$ -
Christ	Harrison	\$ -	\$ -
St John the Divine	Hasbrouck Hgts.	\$ -	\$ -
St Lukes	Haworth	\$ -	\$ -
St Clements	Hawthorne	\$ 14,820.00	\$ -
Holy Trinity	Hillsdale	\$ -	\$ -
St Bartholomews	Ho Ho Kus	\$ 17,946.00	\$ 2,796.00
All Saints Parish	Hoboken	\$ 480.00	\$ -
Incarnation	Jersey City	270 -	\$ -

2019 Parochial Reports

Name	City	Capital Funds	Additions To Endowment
Grace Van Vorst	Jersey City	\$ 23,000.00	\$ -
St Pauls	Jersey City	\$ 91,261.00	\$ -
St Davids	Kinnelon	\$ -	\$ 19,320.00
All Saints	Leonia	\$ -	\$ -
St Agnes	Little Falls	\$ -	\$ -
St Peters	Livingston	\$ 8,108.00	\$ -
St Thomas	Lyndhurst	\$ -	\$ -
Grace	Madison	\$ 49,120.00	\$ -
St Georges	Maplewood	\$ -	\$ 13,014.00
St Martins	Maywood	\$ -	\$ 20.00
St Marks	Mendham	\$ 3,855.00	\$ -
St Stephens	Millburn	\$ -	\$ -
All Saints	Millington	\$ 37,883.00	\$ -
St Johns	Montclair	\$ -	\$ -
St Lukes	Montclair	\$ 147,765.00	\$ 1,750.00
St Pauls	Montvale	\$ -	\$ 52,852.00
St Pauls	Morris Plains	\$ 113,704.00	\$ -
Redeemer	Morristown	\$ 60,430.00	\$ 3,327.00
St Peters	Morristown	\$ 208,924.00	\$ -
St Peters	Mt. Arlington	\$ -	\$ -
St Peters	Mtn. Lakes	\$ -	\$ -
Grace	Newark	\$ -	\$ -
House of Prayer	Newark	\$ -	\$ 10,721.00
St Andrews	Newark	\$ -	\$ -
Trinity & St Philips	Newark	\$ -	\$ -
Christ	Newton	\$ 83,340.00	\$ -
Holy Communion	Norwood	\$ 2,524.00	\$ 2,135.00
Grace	Nutley	\$ -	\$ 2,000.00
St Gabriels	Oak Ridge	\$ 887.00	\$ -
St Albans	Oakland	\$ -	\$ -
Annunciation	Oradell	\$ 4,900.00	\$ 2,875.00
Epiphany & Christ	Orange	\$ 85,000.00	\$ -
St Matthews	Paramus	271 -	\$ -

2019 Parochial Reports

Name	City	Capital Funds	Additions To Endowment
St Gregorys	Parsippany	\$ 7,700.00	\$ -
St Johns	Passaic	\$ -	\$ -
St Pauls	Paterson	\$ 20,426.00	\$ -
St Luke	Phillipsburg	\$ -	\$ -
Christ	Pompton Lks.	\$ 2,170.00	\$ 39,848.00
St Johns Memorial	Ramsey	\$ 10,038.00	\$ -
St James	Ridgefield	\$ -	\$ -
Christ	Ridgewood	\$ 16,550.00	\$ -
St Elizabeths	Ridgewood	\$ -	\$ 35,705.00
Good Shepherd	Ringwood	\$ -	\$ -
Grace	Rutherford	\$ 1,685.00	\$ -
Our Saviour	Secaucus	\$ 7,850.00	\$ -
Christ	Short Hills	\$ -	\$ 50,000.00
St Andrew & Holy Communion	South Orange	\$ -	\$ -
St Marys	Sparta	\$ -	\$ 1,525.00
St Dunstans	Succasunna	\$ 750.00	\$ 10,120.00
Calvary	Summit	\$ 292,545.00	\$ 5,500.00
Christ	Teaneck	\$ 11,000.00	\$ -
St Marks	Teaneck	\$ 41,503.00	\$ -
Atonement	Tenafly	\$ 11,881.00	\$ 500.00
Good Shepherd	Towaco	\$ -	\$ -
Grace	Union City	\$ 10,975.00	\$ -
St James	Up. Montclair	\$ 16,181.00	\$ 5,000.00
Holy Spirit	Verona	\$ 14,514.00	\$ -
Good Shepherd	Wantage	\$ 6,600.00	\$ -
St Peters	Washington	\$ 8,000.00	\$ -
St Michaels	Wayne	\$ -	\$ -
Holy Innocents	West Orange	\$ 25,000.00	\$ 2,700.00
Holy Trinity	West Orange	\$ -	\$ -
Grace	Westwood	\$ -	\$ -
St Paul & Resurrection	Wood Ridge	\$ -	\$ -

2019 Parochial Reports

Name	City	Outreach Mission Revenue	Transmittal Revenue
Trinity	Allendale	\$ 382.00	\$ -
Calvary	Bayonne	\$ -	\$ -
Trinity Parish	Bayonne	\$ -	\$ -
St Luke & St Mary	Hope/Belvidere	\$ 10,128.00	\$ -
All Saints' Korean	Bergenfield	\$ -	\$ -
St Johns	Boonton	\$ -	\$ -
Christ	Budd Lake	\$ -	\$ -
St Pauls	Chatham	\$ 4,446.00	\$ -
Messiah	Chester	\$ -	\$ -
Trinity	Cliffside Park	\$ -	\$ -
St Peters	Clifton	\$ 89,857.00	\$ -
The of the Saviour	Denville	\$ 3,193.00	\$ 439.00
St Johns	Dover	\$ 4,000.00	\$ 3,050.00
St Agnes & St Pauls	East Orange	\$ -	\$ -
St Pauls	Englewood	\$ 35,458.00	\$ -
St Peters	Essex Fells	\$ -	\$ -
Atonement	Fair Lawn	\$ -	\$ -
Good Shepherd	Fort Lee	\$ 4,376.00	\$ -
Christ	Glen Ridge	\$ -	\$ -
All Saints	Glen Rock	\$ -	\$ -
Christ	Hackensack	\$ -	\$ -
St Anthony Padua	Hackensack	\$ -	\$ 500.00
St Cyprians	Hackensack	\$ -	\$ -
St James	Hackettstown	\$ 38,000.00	\$ -
St Andrews	Harrington Park	\$ 525.00	\$ 721.00
Christ	Harrison	\$ -	\$ -
St John the Divine	Hasbrouck Hgts.	\$ 9,140.00	\$ -
St Lukes	Haworth	\$ -	\$ -
St Clements	Hawthorne	\$ 8,000.00	\$ -
Holy Trinity	Hillsdale	\$ 500.00	\$ -
St Bartholomews	Ho Ho Kus	\$ 934.00	\$ -
All Saints Parish	Hoboken	\$ -	\$ -
Incarnation	Jersey City	273 61,017.00	\$ 1,224.00

2019 Parochial Reports

Name	City	Outreach Mission Revenue	Transmittal Revenue
Grace Van Vorst	Jersey City	\$ 9,096.00	\$ -
St Pauls	Jersey City	\$ 21,767.00	\$ 4,610.00
St Davids	Kinnelon	\$ 2,300.00	\$ 7,200.00
All Saints	Leonia	\$ -	\$ -
St Agnes	Little Falls	\$ -	\$ -
St Peters	Livingston	\$ -	\$ -
St Thomas	Lyndhurst	\$ -	\$ -
Grace	Madison	\$ 11,535.00	\$ 8,148.00
St Georges	Maplewood	\$ -	\$ -
St Martins	Maywood	\$ -	\$ -
St Marks	Mendham	\$ -	\$ -
St Stephens	Millburn	\$ 10,000.00	\$ -
All Saints	Millington	\$ 11,665.00	\$ -
St Johns	Montclair	\$ 500.00	\$ -
St Lukes	Montclair	\$ 942,814.00	\$ 12,394.00
St Pauls	Montvale	\$ -	\$ 1,261.00
St Pauls	Morris Plains	\$ 8,795.00	\$ 1,157.00
Redeemer	Morristown	\$ 16,415.00	\$ 2,675.00
St Peters	Morristown	\$ 482,663.00	\$ -
St Peters	Mt. Arlington	\$ -	\$ -
St Peters	Mtn. Lakes	\$ 7,918.00	\$ 289.00
Grace	Newark	\$ 33,895.00	\$ -
House of Prayer	Newark	\$ 551.00	\$ 250.00
St Andrews	Newark	\$ 2,750.00	\$ -
Trinity & St Philips	Newark	\$ 750.00	\$ -
Christ	Newton	\$ 43,280.00	\$ 7,287.00
Holy Communion	Norwood	\$ 8,461.00	\$ -
Grace	Nutley	\$ 2,000.00	\$ 1,507.00
St Gabriels	Oak Ridge	\$ -	\$ 350.00
St Albans	Oakland	\$ -	\$ 9,500.00
Annunciation	Oradell	\$ 7,179.00	\$ -
Epiphany & Christ	Orange	\$ 4,283.00	\$ -
St Matthews	Paramus	274 -	\$ -

2019 Parochial Reports

Name	City	Outreach Mission Revenue	Transmittal Revenue
St Gregorys	Parsippany	\$ 1,400.00	\$ 2,600.00
St Johns	Passaic	\$ -	\$ -
St Pauls	Paterson	\$ 21,000.00	\$ -
St Luke	Phillipsburg	\$ 2,749.00	\$ -
Christ	Pompton Lks.	\$ -	\$ 5,112.00
St Johns Memorial	Ramsey	\$ -	\$ 9,258.00
St James	Ridgefield	\$ 675.00	\$ -
Christ	Ridgewood	\$ -	\$ -
St Elizabeths	Ridgewood	\$ -	\$ 45,324.00
Good Shepherd	Ringwood	\$ -	\$ -
Grace	Rutherford	\$ -	\$ 2,681.00
Our Saviour	Secaucus	\$ -	\$ 930.00
Christ	Short Hills	\$ 30,052.00	\$ -
St Andrew & Holy Communion	South Orange	\$ -	\$ -
St Marys	Sparta	\$ -	\$ 115.00
St Dunstans	Succasunna	\$ 2,019.00	\$ 4,454.00
Calvary	Summit	\$ 35,688.00	\$ 2,175.00
Christ	Teaneck	\$ 2,357.00	\$ 57,329.00
St Marks	Teaneck	\$ 5,197.00	\$ 6,648.00
Atonement	Tenafly	\$ 11,500.00	\$ 1,123.00
Good Shepherd	Towaco	\$ -	\$ -
Grace	Union City	\$ -	\$ 3,785.00
St James	Up. Montclair	\$ 2,470.00	\$ -
Holy Spirit	Verona	\$ 12,153.00	\$ 500.00
Good Shepherd	Wantage	\$ -	\$ -
St Peters	Washington	\$ -	\$ -
St Michaels	Wayne	\$ -	\$ -
Holy Innocents	West Orange	\$ 2,669.00	\$ 952.00
Holy Trinity	West Orange	\$ -	\$ -
Grace	Westwood	\$ -	\$ -
St Paul & Resurrection	Wood Ridge	\$ -	\$ -

2019 Parochial Reports

Name	City	Non Operating Revenues	Ttl. Revenues
Trinity	Allendale	\$ 53,459.00	\$ 271,683.00
Calvary	Bayonne	\$ -	\$ 55,966.00
Trinity Parish	Bayonne	\$ -	\$ 146,729.00
St Luke & St Mary	Hope/Belvidere	\$ 25,832.00	\$ 137,200.00
All Saints' Korean	Bergenfield	\$ -	\$ 128,585.00
St Johns	Boonton	\$ -	\$ 159,902.00
Christ	Budd Lake	\$ -	\$ 116,398.00
St Pauls	Chatham	\$ 357,636.00	\$ 870,533.00
Messiah	Chester	\$ -	\$ 174,128.00
Trinity	Cliffside Park	\$ 30,000.00	\$ 134,583.00
St Peters	Clifton	\$ 89,857.00	\$ 145,074.00
The of the Saviour	Denville	\$ 5,379.00	\$ 287,097.00
St Johns	Dover	\$ 9,424.00	\$ 123,174.00
St Agnes & St Pauls	East Orange	\$ 950.00	\$ 174,850.00
St Pauls	Englewood	\$ 67,173.00	\$ 609,562.00
St Peters	Essex Fells	\$ -	\$ 414,907.00
Atonement	Fair Lawn	\$ -	\$ 71,531.00
Good Shepherd	Fort Lee	\$ 4,376.00	\$ 219,411.00
Christ	Glen Ridge	\$ 59,250.00	\$ 397,976.00
All Saints	Glen Rock	\$ -	\$ 280,699.00
Christ	Hackensack	\$ 22,323.00	\$ 172,050.00
St Anthony Padua	Hackensack	\$ 500.00	\$ 173,716.00
St Cyprians	Hackensack	\$ -	\$ 30,905.00
St James	Hackettstown	\$ 157,194.00	\$ 263,142.00
St Andrews	Harrington Park	\$ 1,246.00	\$ 150,004.00
Christ	Harrison	\$ -	\$ 55,123.00
St John the Divine	Hasbrouck Hgts.	\$ 9,140.00	\$ 82,169.00
St Lukes	Haworth	\$ -	\$ 154,675.00
St Clements	Hawthorne	\$ 22,820.00	\$ 152,329.00
Holy Trinity	Hillsdale	\$ 500.00	\$ 124,473.00
St Bartholomews	Ho Ho Kus	\$ 21,676.00	\$ 196,783.00
All Saints Parish	Hoboken	\$ 480.00	\$ 403,310.00
Incarnation	Jersey City	275 62,241.00	\$ 113,092.00

2019 Parochial Reports

Name	City	Non Operating Revenues	Ttl. Revenues
Grace Van Vorst	Jersey City	\$ 32,096.00	\$ 464,849.00
St Pauls	Jersey City	\$ 117,638.00	\$ 451,602.00
St Davids	Kinnelon	\$ 28,820.00	\$ 224,739.00
All Saints	Leonia	\$ -	\$ 112,231.00
St Agnes	Little Falls	\$ -	\$ 151,335.00
St Peters	Livingston	\$ 8,108.00	\$ 187,996.00
St Thomas	Lyndhurst	\$ -	\$ 70,714.00
Grace	Madison	\$ 68,803.00	\$ 824,979.00
St Georges	Maplewood	\$ 13,014.00	\$ 474,318.00
St Martins	Maywood	\$ 20.00	\$ 72,150.00
St Marks	Mendham	\$ 3,855.00	\$ 137,318.00
St Stephens	Millburn	\$ 10,000.00	\$ 279,588.00
All Saints	Millington	\$ 49,548.00	\$ 295,157.00
St Johns	Montclair	\$ 500.00	\$ 244,808.00
St Lukes	Montclair	\$ 1,104,723.00	\$ 1,645,129.00
St Pauls	Montvale	\$ 54,113.00	\$ 235,621.00
St Pauls	Morris Plains	\$ 123,656.00	\$ 301,289.00
Redeemer	Morristown	\$ 82,847.00	\$ 435,126.00
St Peters	Morristown	\$ 691,587.00	\$ 1,437,909.00
St Peters	Mt. Arlington	\$ -	\$ 42,847.00
St Peters	Mtn. Lakes	\$ 8,207.00	\$ 298,608.00
Grace	Newark	\$ 33,895.00	\$ 347,798.00
House of Prayer	Newark	\$ 11,522.00	\$ 77,709.00
St Andrews	Newark	\$ 2,750.00	\$ 106,887.00
Trinity & St Philips	Newark	\$ 750.00	\$ 179,301.00
Christ	Newton	\$ 133,907.00	\$ 613,013.00
Holy Communion	Norwood	\$ 13,120.00	\$ 197,175.00
Grace	Nutley	\$ 5,507.00	\$ 258,945.00
St Gabriels	Oak Ridge	\$ 1,237.00	\$ 38,899.00
St Albans	Oakland	\$ 9,500.00	\$ 148,134.00
Annunciation	Oradell	\$ 14,954.00	\$ 81,542.00
Epiphany & Christ	Orange	\$ 89,283.00	\$ 443,144.00
St Matthews	Paramus	27 -	\$ 75,589.00

2019 Parochial Reports

Name	City	Non Operating Revenues	Ttl. Revenues
St Gregorys	Parsippany	\$ 11,700.00	\$ 165,500.00
St Johns	Passaic	\$ -	\$ 126,224.00
St Pauls	Paterson	\$ 41,426.00	\$ 359,520.00
St Luke	Phillipsburg	\$ 2,749.00	\$ 172,656.00
Christ	Pompton Lks.	\$ 47,130.00	\$ 313,652.00
St Johns Memorial	Ramsey	\$ 19,296.00	\$ 337,453.00
St James	Ridgefield	\$ 675.00	\$ 220,306.00
Christ	Ridgewood	\$ 16,550.00	\$ 594,640.00
St Elizabeths	Ridgewood	\$ 81,029.00	\$ 1,209,178.00
Good Shepherd	Ringwood	\$ -	\$ 30,521.00
Grace	Rutherford	\$ 4,366.00	\$ 155,883.00
Our Saviour	Secaucus	\$ 8,780.00	\$ 109,929.00
Christ	Short Hills	\$ 80,052.00	\$ 1,234,987.00
St Andrew & Holy Communion	South Orange	\$ -	\$ 308,268.00
St Marys	Sparta	\$ 1,640.00	\$ 236,744.00
St Dunstans	Succasunna	\$ 17,343.00	\$ 144,052.00
Calvary	Summit	\$ 335,908.00	\$ 1,297,326.00
Christ	Teaneck	\$ 70,686.00	\$ 290,657.00
St Marks	Teaneck	\$ 53,348.00	\$ 316,842.00
Atonement	Tenafly	\$ 25,004.00	\$ 348,012.00
Good Shepherd	Towaco	\$ -	\$ 183,994.00
Grace	Union City	\$ 14,760.00	\$ 128,755.00
St James	Up. Montclair	\$ 23,651.00	\$ 514,181.00
Holy Spirit	Verona	\$ 27,167.00	\$ 175,602.00
Good Shepherd	Wantage	\$ 6,600.00	\$ 81,816.00
St Peters	Washington	\$ 8,000.00	\$ 51,304.00
St Michaels	Wayne	\$ -	\$ 228,656.00
Holy Innocents	West Orange	\$ 31,321.00	\$ 166,937.00
Holy Trinity	West Orange	\$ -	\$ 112,601.00
Grace	Westwood	\$ -	\$ 137,444.00
St Paul & Resurrection	Wood Ridge	\$ -	\$ 138,939.00

2019 Parochial Reports

Name	City	To Diocese	Outreach
Trinity	Allendale	\$ 18,545.00	\$ 9,500.00
Calvary	Bayonne	\$ 7,412.00	\$ -
Trinity Parish	Bayonne	\$ 11,390.00	\$ 6,403.00
St Luke & St Mary	Hope/Belvidere	\$ 12,137.00	\$ -
All Saints' Korean	Bergenfield	\$ -	\$ 500.00
St Johns	Boonton	\$ 10,800.00	\$ 100.00
Christ	Budd Lake	\$ 7,334.00	\$ 910.00
St Pauls	Chatham	\$ 46,000.00	\$ 11,606.00
Messiah	Chester	\$ 21,037.00	\$ 1,994.00
Trinity	Cliffside Park	\$ 2,582.00	\$ 1,188.00
St Peters	Clifton	\$ 2,167.00	\$ 100.00
The of the Saviour	Denville	\$ 21,694.00	\$ 5,000.00
St Johns	Dover	\$ 3,250.00	\$ 5,606.00
St Agnes & St Pauls	East Orange	\$ 6,000.00	\$ 6,000.00
St Pauls	Englewood	\$ 41,047.00	\$ -
St Peters	Essex Fells	\$ 44,319.00	\$ 1,108.00
Atonement	Fair Lawn	\$ 6,442.00	\$ -
Good Shepherd	Fort Lee	\$ 21,978.00	\$ 4,847.00
Christ	Glen Ridge	\$ 13,794.00	\$ 14,138.00
All Saints	Glen Rock	\$ 22,742.00	\$ 5,030.00
Christ	Hackensack	\$ 14,400.00	\$ 1,812.00
St Anthony Padua	Hackensack	\$ 9,000.00	\$ 1,000.00
St Cyprians	Hackensack	\$ 2,900.00	\$ -
St James	Hackettstown	\$ 10,500.00	\$ 948.00
St Andrews	Harrington Park	\$ 7,212.00	\$ 5.00
Christ	Harrison	\$ 8,415.00	\$ 200.00
St John the Divine	Hasbrouck Hgts.	\$ 1,349.00	\$ 13,037.00
St Lukes	Haworth	\$ 14,607.00	\$ 1,957.00
St Clements	Hawthorne	\$ 10,020.00	\$ -
Holy Trinity	Hillsdale	\$ 15,854.00	\$ -
St Bartholomews	Ho Ho Kus	\$ 17,511.00	\$ -
All Saints Parish	Hoboken	\$ 37,967.00	\$ 7,010.00
Incarnation	Jersey City	279 3,300.00	\$ 100.00

2019 Parochial Reports

Name	City	To Diocese	Outreach
Grace Van Vorst	Jersey City	\$ 22,964.00	\$ 15,121.00
St Pauls	Jersey City	\$ 27,408.00	\$ 2,604.00
St Davids	Kinnelon	\$ 13,088.00	\$ 1,844.00
All Saints	Leonia	\$ 13,500.00	\$ 3,017.00
St Agnes	Little Falls	\$ 13,900.00	\$ 35,015.00
St Peters	Livingston	\$ 10,000.00	\$ 350.00
St Thomas	Lyndhurst	\$ 2,335.00	\$ 960.00
Grace	Madison	\$ 121,022.00	\$ 32,500.00
St Georges	Maplewood	\$ 86,485.00	\$ 21,398.00
St Martins	Maywood	\$ 6,692.00	\$ 150.00
St Marks	Mendham	\$ 14,810.00	\$ 1,500.00
St Stephens	Millburn	\$ 20,235.00	\$ 1,670.00
All Saints	Millington	\$ 18,348.00	\$ 1,220.00
St Johns	Montclair	\$ 20,397.00	\$ 3,608.00
St Lukes	Montclair	\$ 51,611.00	\$ 42,304.00
St Pauls	Montvale	\$ 29,040.00	\$ 5,424.00
St Pauls	Morris Plains	\$ 17,000.00	\$ -
Redeemer	Morristown	\$ 19,620.00	\$ 1,642.00
St Peters	Morristown	\$ 83,375.00	\$ -
St Peters	Mt. Arlington	\$ 4,124.00	\$ 118.00
St Peters	Mtn. Lakes	\$ 9,333.00	\$ 3,830.00
Grace	Newark	\$ 12,000.00	\$ -
House of Prayer	Newark	\$ 6,500.00	\$ -
St Andrews	Newark	\$ 7,055.00	\$ 125.00
Trinity & St Philips	Newark	\$ -	\$ -
Christ	Newton	\$ 62,284.00	\$ 7,997.00
Holy Communion	Norwood	\$ 10,015.00	\$ 475.00
Grace	Nutley	\$ 31,945.00	\$ 3,300.00
St Gabriels	Oak Ridge	\$ 2,400.00	\$ 100.00
St Albans	Oakland	\$ 1,027.00	\$ 300.00
Annunciation	Oradell	\$ 2,700.00	\$ -
Epiphany & Christ	Orange	\$ 12,666.00	\$ 2,942.00
St Matthews	Paramus	280 7,409.00	\$ 1,000.00

2019 Parochial Reports

Name	City	To Diocese	Outreach
St Gregorys	Parsippany	\$ 10,000.00	\$ 700.00
St Johns	Passaic	\$ 13,200.00	\$ 15,000.00
St Pauls	Paterson	\$ 14,500.00	\$ 161.00
St Luke	Phillipsburg	\$ 13,473.00	\$ 1,043.00
Christ	Pompton Lks.	\$ 22,000.00	\$ -
St Johns Memorial	Ramsey	\$ 22,000.00	\$ 10,000.00
St James	Ridgefield	\$ 25,281.00	\$ 5,451.00
Christ	Ridgewood	\$ 60,562.00	\$ 8,281.00
St Elizabeths	Ridgewood	\$ 227,910.00	\$ 82,500.00
Good Shepherd	Ringwood	\$ 1,200.00	\$ 2,225.00
Grace	Rutherford	\$ 15,347.00	\$ -
Our Saviour	Secaucus	\$ 14,432.00	\$ -
Christ	Short Hills	\$ 135,000.00	\$ 62,096.00
St Andrew & Holy Communion	South Orange	\$ 3,000.00	\$ -
St Marys	Sparta	\$ 31,500.00	\$ 7,774.00
St Dunstans	Succasunna	\$ 11,924.00	\$ 956.00
Calvary	Summit	\$ 75,000.00	\$ 14,243.00
Christ	Teaneck	\$ 10,000.00	\$ 3,469.00
St Marks	Teaneck	\$ 11,838.00	\$ 1,828.00
Atonement	Tenafly	\$ 32,100.00	\$ -
Good Shepherd	Towaco	\$ 7,645.00	\$ -
Grace	Union City	\$ 500.00	\$ -
St James	Up. Montclair	\$ 51,639.00	\$ 35,538.00
Holy Spirit	Verona	\$ 8,644.00	\$ 1,157.00
Good Shepherd	Wantage	\$ 5,921.00	\$ -
St Peters	Washington	\$ 2,418.00	\$ -
St Michaels	Wayne	\$ 4,125.00	\$ 100.00
Holy Innocents	West Orange	\$ 12,000.00	\$ 1,161.00
Holy Trinity	West Orange	\$ 4,100.00	\$ 100.00
Grace	Westwood	\$ 6,000.00	\$ -
St Paul & Resurrection	Wood Ridge	\$ 15,000.00	\$ 1,400.00

2019 Parochial Reports

Name	City	Other Expenses	Operating Expenses
Trinity	Allendale	\$ 210,990.00	\$ 239,035.00
Calvary	Bayonne	\$ 60,072.00	\$ 67,484.00
Trinity Parish	Bayonne	\$ 131,603.00	\$ 149,396.00
St Luke & St Mary	Hope/Belvidere	\$ 99,231.00	\$ 111,368.00
All Saints' Korean	Bergenfield	\$ 128,084.00	\$ 128,584.00
St Johns	Boonton	\$ 86,889.00	\$ 97,789.00
Christ	Budd Lake	\$ 68,659.00	\$ 76,903.00
St Pauls	Chatham	\$ 455,291.00	\$ 512,897.00
Messiah	Chester	\$ 159,940.00	\$ 182,971.00
Trinity	Cliffside Park	\$ 97,928.00	\$ 101,698.00
St Peters	Clifton	\$ 53,900.00	\$ 56,167.00
The of the Saviour	Denville	\$ 255,024.00	\$ 281,718.00
St Johns	Dover	\$ 103,631.00	\$ 112,487.00
St Agnes & St Pauls	East Orange	\$ 122,400.00	\$ 134,400.00
St Pauls	Englewood	\$ 533,754.00	\$ 574,801.00
St Peters	Essex Fells	\$ 380,691.00	\$ 426,118.00
Atonement	Fair Lawn	\$ 69,652.00	\$ 76,094.00
Good Shepherd	Fort Lee	\$ 171,300.00	\$ 198,125.00
Christ	Glen Ridge	\$ 333,139.00	\$ 361,071.00
All Saints	Glen Rock	\$ 262,291.00	\$ 290,063.00
Christ	Hackensack	\$ 141,357.00	\$ 157,569.00
St Anthony Padua	Hackensack	\$ 157,798.00	\$ 167,798.00
St Cyprians	Hackensack	\$ 24,416.00	\$ 27,316.00
St James	Hackettstown	\$ 112,963.00	\$ 124,411.00
St Andrews	Harrington Park	\$ 135,952.00	\$ 143,169.00
Christ	Harrison	\$ 33,516.00	\$ 42,131.00
St John the Divine	Hasbrouck Hgts.	\$ 64,566.00	\$ 78,952.00
St Lukes	Haworth	\$ 93,735.00	\$ 110,299.00
St Clements	Hawthorne	\$ 136,727.00	\$ 146,747.00
Holy Trinity	Hillsdale	\$ 135,720.00	\$ 151,574.00
St Bartholomews	Ho Ho Kus	\$ 186,255.00	\$ 203,766.00
All Saints Parish	Hoboken	\$ 324,969.00	\$ 369,946.00
Incarnation	Jersey City	282 46,064.00	\$ 49,464.00

2019 Parochial Reports

Name	City	Other Expenses	Operating Expenses
Grace Van Vorst	Jersey City	\$ 364,118.00	\$ 402,203.00
St Pauls	Jersey City	\$ 314,579.00	\$ 344,591.00
St Davids	Kinnelon	\$ 198,722.00	\$ 213,654.00
All Saints	Leonia	\$ 92,980.00	\$ 109,497.00
St Agnes	Little Falls	\$ 107,994.00	\$ 156,909.00
St Peters	Livingston	\$ 135,818.00	\$ 146,168.00
St Thomas	Lyndhurst	\$ 62,777.00	\$ 66,072.00
Grace	Madison	\$ 755,156.00	\$ 908,678.00
St Georges	Maplewood	\$ 311,878.00	\$ 419,761.00
St Martins	Maywood	\$ 65,951.00	\$ 72,793.00
St Marks	Mendham	\$ 119,608.00	\$ 135,918.00
St Stephens	Millburn	\$ 247,684.00	\$ 269,589.00
All Saints	Millington	\$ 232,532.00	\$ 252,100.00
St Johns	Montclair	\$ 236,500.00	\$ 260,505.00
St Lukes	Montclair	\$ 423,630.00	\$ 517,545.00
St Pauls	Montvale	\$ 147,044.00	\$ 181,508.00
St Pauls	Morris Plains	\$ 172,254.00	\$ 189,254.00
Redeemer	Morristown	\$ 331,017.00	\$ 352,279.00
St Peters	Morristown	\$ 608,943.00	\$ 692,318.00
St Peters	Mt. Arlington	\$ 50,886.00	\$ 55,128.00
St Peters	Mtn. Lakes	\$ 254,772.00	\$ 267,935.00
Grace	Newark	\$ 301,904.00	\$ 313,904.00
House of Prayer	Newark	\$ 60,160.00	\$ 66,660.00
St Andrews	Newark	\$ 107,088.00	\$ 114,268.00
Trinity & St Philips	Newark	\$ 186,963.00	\$ 186,963.00
Christ	Newton	\$ 408,825.00	\$ 479,106.00
Holy Communion	Norwood	\$ 168,797.00	\$ 179,287.00
Grace	Nutley	\$ 223,437.00	\$ 258,682.00
St Gabriels	Oak Ridge	\$ 35,965.00	\$ 38,465.00
St Albans	Oakland	\$ 173,064.00	\$ 174,391.00
Annunciation	Oradell	\$ 66,017.00	\$ 68,717.00
Epiphany & Christ	Orange	\$ 332,309.00	\$ 347,917.00
St Matthews	Paramus	283 74,589.00	\$ 82,998.00

2019 Parochial Reports

Name	City	Other Expenses	Operating Expenses
St Gregorys	Parsippany	\$ 142,200.00	\$ 152,900.00
St Johns	Passaic	\$ 112,964.00	\$ 141,164.00
St Pauls	Paterson	\$ 301,532.00	\$ 316,193.00
St Luke	Phillipsburg	\$ 163,886.00	\$ 178,402.00
Christ	Pompton Lks.	\$ 268,890.00	\$ 290,890.00
St Johns Memorial	Ramsey	\$ 272,438.00	\$ 304,438.00
St James	Ridgefield	\$ 191,115.00	\$ 221,847.00
Christ	Ridgewood	\$ 518,688.00	\$ 587,531.00
St Elizabeths	Ridgewood	\$ 788,711.00	\$ 1,099,121.00
Good Shepherd	Ringwood	\$ 18,843.00	\$ 22,268.00
Grace	Rutherford	\$ 127,686.00	\$ 143,033.00
Our Saviour	Secaucus	\$ 85,543.00	\$ 99,975.00
Christ	Short Hills	\$ 889,565.00	\$ 1,086,661.00
St Andrew & Holy Communion	South Orange	\$ 214,460.00	\$ 217,460.00
St Marys	Sparta	\$ 209,617.00	\$ 248,891.00
St Dunstans	Succasunna	\$ 111,092.00	\$ 123,972.00
Calvary	Summit	\$ 872,176.00	\$ 961,419.00
Christ	Teaneck	\$ 189,550.00	\$ 203,019.00
St Marks	Teaneck	\$ 245,861.00	\$ 259,527.00
Atonement	Tenafly	\$ 290,938.00	\$ 323,038.00
Good Shepherd	Towaco	\$ 204,546.00	\$ 212,191.00
Grace	Union City	\$ 109,633.00	\$ 110,133.00
St James	Up. Montclair	\$ 410,128.00	\$ 497,305.00
Holy Spirit	Verona	\$ 145,548.00	\$ 155,349.00
Good Shepherd	Wantage	\$ 82,494.00	\$ 88,415.00
St Peters	Washington	\$ 46,670.00	\$ 49,088.00
St Michaels	Wayne	\$ 169,570.00	\$ 173,795.00
Holy Innocents	West Orange	\$ 101,016.00	\$ 114,177.00
Holy Trinity	West Orange	\$ 102,221.00	\$ 106,421.00
Grace	Westwood	\$ 134,217.00	\$ 140,217.00
St Paul & Resurrection	Wood Ridge	\$ 114,362.00	\$ 130,762.00

2019 Parochial Reports

Name	City	Improvements	Mission Outreach Expense
Trinity	Allendale	\$ 3,500.00	\$ -
Calvary	Bayonne	\$ -	\$ 1,296.00
Trinity Parish	Bayonne	\$ 2,157.00	\$ -
St Luke & St Mary	Hope/Belvidere	\$ 2,373.00	\$ 10,128.00
All Saints' Korean	Bergenfield	\$ -	\$ -
St Johns	Boonton	\$ 2,700.00	\$ -
Christ	Budd Lake	\$ -	\$ -
St Pauls	Chatham	\$ 62,712.00	\$ 3,991.00
Messiah	Chester	\$ 1,991.00	\$ -
Trinity	Cliffside Park	\$ 3,364.00	\$ -
St Peters	Clifton	\$ -	\$ 70,698.00
The of the Saviour	Denville	\$ -	\$ 4,271.00
St Johns	Dover	\$ -	\$ -
St Agnes & St Pauls	East Orange	\$ 20,000.00	\$ 3,000.00
St Pauls	Englewood	\$ 26,972.00	\$ 31,935.00
St Peters	Essex Fells	\$ -	\$ -
Atonement	Fair Lawn	\$ -	\$ -
Good Shepherd	Fort Lee	\$ -	\$ -
Christ	Glen Ridge	\$ 65,833.00	\$ -
All Saints	Glen Rock	\$ -	\$ -
Christ	Hackensack	\$ 16,803.00	\$ -
St Anthony Padua	Hackensack	\$ -	\$ -
St Cyprians	Hackensack	\$ 3,477.00	\$ 383.00
St James	Hackettstown	\$ 21,050.00	\$ 38,000.00
St Andrews	Harrington Park	\$ -	\$ 525.00
Christ	Harrison	\$ -	\$ -
St John the Divine	Hasbrouck Hgts.	\$ -	\$ 9,140.00
St Lukes	Haworth	\$ -	\$ -
St Clements	Hawthorne	\$ 10,000.00	\$ 8,000.00
Holy Trinity	Hillsdale	\$ -	\$ -
St Bartholomews	Ho Ho Kus	\$ 26,710.00	\$ 2,274.00
All Saints Parish	Hoboken	\$ -	\$ -
Incarnation	Jersey City	\$ -	\$ 371.00

2019 Parochial Reports

Name	City	Improvements	Mission Outreach Expense
Grace Van Vorst	Jersey City	\$ 29,925.00	\$ -
St Pauls	Jersey City	\$ 73,378.00	\$ 29,967.00
St Davids	Kinnelon	\$ 174.00	\$ 1,025.00
All Saints	Leonia	\$ -	\$ -
St Agnes	Little Falls	\$ -	\$ 8,064.00
St Peters	Livingston	\$ 48,500.00	\$ -
St Thomas	Lyndhurst	\$ 3,292.00	\$ 1,000.00
Grace	Madison	\$ 74,465.00	\$ 14,872.00
St Georges	Maplewood	\$ 15,750.00	\$ 3,843.00
St Martins	Maywood	\$ -	\$ -
St Marks	Mendham	\$ -	\$ 7,427.00
St Stephens	Millburn	\$ -	\$ 10,687.00
All Saints	Millington	\$ 8,870.00	\$ 4,932.00
St Johns	Montclair	\$ 19,847.00	\$ -
St Lukes	Montclair	\$ 70,523.00	\$ 951,130.00
St Pauls	Montvale	\$ -	\$ -
St Pauls	Morris Plains	\$ 39,827.00	\$ 6,848.00
Redeemer	Morristown	\$ 113,577.00	\$ 17,071.00
St Peters	Morristown	\$ 228,054.00	\$ 455,307.00
St Peters	Mt. Arlington	\$ -	\$ -
St Peters	Mtn. Lakes	\$ -	\$ 8,184.00
Grace	Newark	\$ -	\$ 33,895.00
House of Prayer	Newark	\$ 400.00	\$ -
St Andrews	Newark	\$ 9,939.00	\$ 2,750.00
Trinity & St Philips	Newark	\$ -	\$ -
Christ	Newton	\$ 11,836.00	\$ 45,129.00
Holy Communion	Norwood	\$ 4,246.00	\$ 4,674.00
Grace	Nutley	\$ -	\$ 4,145.00
St Gabriels	Oak Ridge	\$ -	\$ -
St Albans	Oakland	\$ -	\$ -
Annunciation	Oradell	\$ 4,900.00	\$ 7,179.00
Epiphany & Christ	Orange	\$ -	\$ 6,481.00
St Matthews	Paramus	285 -	\$ -

2019 Parochial Reports

Name	City	Improvements	Mission Outreach Expense
St Gregorys	Parsippany	\$ 7,700.00	\$ 1,700.00
St Johns	Passaic	\$ -	\$ -
St Pauls	Paterson	\$ 59,751.00	\$ 9,484.00
St Luke	Phillipsburg	\$ -	\$ -
Christ	Pompton Lks.	\$ 63,374.00	\$ -
St Johns Memorial	Ramsey	\$ 85,577.00	\$ -
St James	Ridgefield	\$ -	\$ -
Christ	Ridgewood	\$ 12,964.00	\$ -
St Elizabeths	Ridgewood	\$ 194,700.00	\$ 75,000.00
Good Shepherd	Ringwood	\$ -	\$ -
Grace	Rutherford	\$ 1,695.00	\$ -
Our Saviour	Secaucus	\$ 11,632.00	\$ 2,088.00
Christ	Short Hills	\$ 127,738.00	\$ 40,734.00
St Andrew & Holy Communion	South Orange	\$ 43,000.00	\$ 1,500.00
St Marys	Sparta	\$ 33,308.00	\$ -
St Dunstans	Succasunna	\$ -	\$ 2,390.00
Calvary	Summit	\$ 347,147.00	\$ 25,150.00
Christ	Teaneck	\$ 17,638.00	\$ -
St Marks	Teaneck	\$ 53,501.00	\$ 3,706.00
Atonement	Tenafly	\$ 10,732.00	\$ 11,500.00
Good Shepherd	Towaco	\$ -	\$ -
Grace	Union City	\$ 10,600.00	\$ -
St James	Up. Montclair	\$ 27,950.00	\$ 5,116.00
Holy Spirit	Verona	\$ 13,861.00	\$ 16,097.00
Good Shepherd	Wantage	\$ -	\$ -
St Peters	Washington	\$ 6,438.00	\$ -
St Michaels	Wayne	\$ -	\$ -
Holy Innocents	West Orange	\$ 31,889.00	\$ -
Holy Trinity	West Orange	\$ -	\$ -
Grace	Westwood	\$ -	\$ -
St Paul & Resurrection	Wood Ridge	\$ 24,278.00	\$ -

2019 Parochial Reports

Name	City	Seminary Contribution Expense	Transmittal Expense
Trinity	Allendale	\$ -	\$ -
Calvary	Bayonne	\$ -	\$ 285.00
Trinity Parish	Bayonne	\$ -	\$ -
St Luke & St Mary	Hope/Belvidere	\$ -	\$ -
All Saints' Korean	Bergenfield	\$ -	\$ -
St Johns	Boonton	\$ -	\$ -
Christ	Budd Lake	\$ -	\$ -
St Pauls	Chatham	\$ -	\$ -
Messiah	Chester	\$ -	\$ -
Trinity	Cliffside Park	\$ -	\$ -
St Peters	Clifton	\$ -	\$ 540.00
The of the Saviour	Denville	\$ -	\$ 420.00
St Johns	Dover	\$ -	\$ 3,050.00
St Agnes & St Pauls	East Orange	\$ -	\$ -
St Pauls	Englewood	\$ -	\$ -
St Peters	Essex Fells	\$ -	\$ -
Atonement	Fair Lawn	\$ -	\$ -
Good Shepherd	Fort Lee	\$ -	\$ -
Christ	Glen Ridge	\$ -	\$ -
All Saints	Glen Rock	\$ -	\$ -
Christ	Hackensack	\$ -	\$ -
St Anthony Padua	Hackensack	\$ -	\$ 500.00
St Cyprians	Hackensack	\$ -	\$ -
St James	Hackettstown	\$ -	\$ -
St Andrews	Harrington Park	\$ -	\$ 721.00
Christ	Harrison	\$ -	\$ -
St John the Divine	Hasbrouck Hgts.	\$ -	\$ -
St Lukes	Haworth	\$ -	\$ -
St Clements	Hawthorne	\$ -	\$ -
Holy Trinity	Hillsdale	\$ -	\$ -
St Bartholomews	Ho Ho Kus	\$ -	\$ -
All Saints Parish	Hoboken	\$ -	\$ -
Incarnation	Jersey City	288 -	\$ 56,322.00

2019 Parochial Reports

Name	City	Seminary Contribution Expense	Transmittal Expense
Grace Van Vorst	Jersey City	\$ -	\$ -
St Pauls	Jersey City	\$ -	\$ 2,693.00
St Davids	Kinnelon	\$ -	\$ 7,200.00
All Saints	Leonia	\$ -	\$ -
St Agnes	Little Falls	\$ -	\$ -
St Peters	Livingston	\$ -	\$ -
St Thomas	Lyndhurst	\$ -	\$ -
Grace	Madison	\$ 1,000.00	\$ 5,490.00
St Georges	Maplewood	\$ -	\$ 1,539.00
St Martins	Maywood	\$ -	\$ -
St Marks	Mendham	\$ -	\$ -
St Stephens	Millburn	\$ -	\$ -
All Saints	Millington	\$ -	\$ -
St Johns	Montclair	\$ -	\$ -
St Lukes	Montclair	\$ -	\$ 9,367.00
St Pauls	Montvale	\$ -	\$ 1,261.00
St Pauls	Morris Plains	\$ -	\$ 895.00
Redeemer	Morristown	\$ -	\$ 2,810.00
St Peters	Morristown	\$ -	\$ -
St Peters	Mt. Arlington	\$ -	\$ -
St Peters	Mtn. Lakes	\$ -	\$ 85.00
Grace	Newark	\$ -	\$ -
House of Prayer	Newark	\$ -	\$ 250.00
St Andrews	Newark	\$ -	\$ -
Trinity & St Philips	Newark	\$ 105.00	\$ -
Christ	Newton	\$ -	\$ 19,660.00
Holy Communion	Norwood	\$ -	\$ -
Grace	Nutley	\$ 500.00	\$ 2,007.00
St Gabriels	Oak Ridge	\$ -	\$ 350.00
St Albans	Oakland	\$ -	\$ 11,443.00
Annunciation	Oradell	\$ -	\$ 2,875.00
Epiphany & Christ	Orange	\$ -	\$ -
St Matthews	Paramus	\$ -	\$ -

2019 Parochial Reports

Name	City	Seminary Contribution Expense	Transmittal Expense
St Gregorys	Parsippany	\$ -	\$ 2,100.00
St Johns	Passaic	\$ 1,500.00	\$ -
St Pauls	Paterson	\$ -	\$ -
St Luke	Phillipsburg	\$ -	\$ -
Christ	Pompton Lks.	\$ -	\$ -
St Johns Memorial	Ramsey	\$ -	\$ 9,258.00
St James	Ridgefield	\$ -	\$ -
Christ	Ridgewood	\$ 500.00	\$ -
St Elizabeths	Ridgewood	\$ -	\$ 42,333.00
Good Shepherd	Ringwood	\$ -	\$ -
Grace	Rutherford	\$ -	\$ 2,099.00
Our Saviour	Secaucus	\$ -	\$ 987.00
Christ	Short Hills	\$ -	\$ -
St Andrew & Holy Communion	South Orange	\$ -	\$ 100.00
St Marys	Sparta	\$ -	\$ 115.00
St Dunstans	Succasunna	\$ -	\$ 4,454.00
Calvary	Summit	\$ -	\$ 1,265.00
Christ	Teaneck	\$ -	\$ 57,329.00
St Marks	Teaneck	\$ -	\$ 7,376.00
Atonement	Tenafly	\$ -	\$ 1,123.00
Good Shepherd	Towaco	\$ -	\$ -
Grace	Union City	\$ -	\$ 3,949.00
St James	Up. Montclair	\$ -	\$ -
Holy Spirit	Verona	\$ -	\$ 500.00
Good Shepherd	Wantage	\$ -	\$ -
St Peters	Washington	\$ -	\$ -
St Michaels	Wayne	\$ -	\$ -
Holy Innocents	West Orange	\$ -	\$ -
Holy Trinity	West Orange	\$ -	\$ -
Grace	Westwood	\$ -	\$ -
St Paul & Resurrection	Wood Ridge	\$ -	\$ 1,400.00

2019 Parochial Reports

Name	City	Non Operating Expenses	Ttl. Expenses
Trinity	Allendale	\$ 3,500.00	\$ 242,535.00
Calvary	Bayonne	\$ 1,581.00	\$ 69,065.00
Trinity Parish	Bayonne	\$ 2,157.00	\$ 151,553.00
St Luke & St Mary	Hope/Belvidere	\$ 12,501.00	\$ 123,869.00
All Saints' Korean	Bergenfield	\$ -	\$ 128,584.00
St Johns	Boonton	\$ 2,700.00	\$ 100,489.00
Christ	Budd Lake	\$ -	\$ 76,903.00
St Pauls	Chatham	\$ 66,703.00	\$ 579,600.00
Messiah	Chester	\$ 1,991.00	\$ 184,962.00
Trinity	Cliffside Park	\$ 3,364.00	\$ 105,062.00
St Peters	Clifton	\$ 71,238.00	\$ 127,405.00
The of the Saviour	Denville	\$ 4,691.00	\$ 286,409.00
St Johns	Dover	\$ 3,050.00	\$ 115,537.00
St Agnes & St Pauls	East Orange	\$ 23,000.00	\$ 157,400.00
St Pauls	Englewood	\$ 58,907.00	\$ 633,708.00
St Peters	Essex Fells	\$ -	\$ 426,118.00
Atonement	Fair Lawn	\$ -	\$ 76,094.00
Good Shepherd	Fort Lee	\$ -	\$ 198,125.00
Christ	Glen Ridge	\$ 65,833.00	\$ 426,904.00
All Saints	Glen Rock	\$ -	\$ 290,063.00
Christ	Hackensack	\$ 16,803.00	\$ 174,372.00
St Anthony Padua	Hackensack	\$ 500.00	\$ 168,298.00
St Cyprians	Hackensack	\$ 3,860.00	\$ 31,176.00
St James	Hackettstown	\$ 59,050.00	\$ 183,461.00
St Andrews	Harrington Park	\$ 1,246.00	\$ 144,415.00
Christ	Harrison	\$ -	\$ 42,131.00
St John the Divine	Hasbrouck Hgts.	\$ 9,140.00	\$ 88,092.00
St Lukes	Haworth	\$ -	\$ 110,299.00
St Clements	Hawthorne	\$ 18,000.00	\$ 164,747.00
Holy Trinity	Hillsdale	\$ -	\$ 151,574.00
St Bartholomews	Ho Ho Kus	\$ 28,984.00	\$ 232,750.00
All Saints Parish	Hoboken	\$ -	\$ 369,946.00
Incarnation	Jersey City	291 56,693.00	\$ 106,157.00

2019 Parochial Reports

Name	City	Non Operating Expenses	Ttl. Expenses
Grace Van Vorst	Jersey City	\$ 29,925.00	\$ 432,128.00
St Pauls	Jersey City	\$ 106,038.00	\$ 450,629.00
St Davids	Kinnelon	\$ 8,399.00	\$ 222,053.00
All Saints	Leonia	\$ -	\$ 109,497.00
St Agnes	Little Falls	\$ 8,064.00	\$ 164,973.00
St Peters	Livingston	\$ 48,500.00	\$ 194,668.00
St Thomas	Lyndhurst	\$ 4,292.00	\$ 70,364.00
Grace	Madison	\$ 95,827.00	\$ 1,004,505.00
St Georges	Maplewood	\$ 21,132.00	\$ 440,893.00
St Martins	Maywood	\$ -	\$ 72,793.00
St Marks	Mendham	\$ 7,427.00	\$ 143,345.00
St Stephens	Millburn	\$ 10,687.00	\$ 280,276.00
All Saints	Millington	\$ 13,802.00	\$ 265,902.00
St Johns	Montclair	\$ 19,847.00	\$ 280,352.00
St Lukes	Montclair	\$ 1,031,020.00	\$ 1,548,565.00
St Pauls	Montvale	\$ 1,261.00	\$ 182,769.00
St Pauls	Morris Plains	\$ 47,570.00	\$ 236,824.00
Redeemer	Morristown	\$ 133,458.00	\$ 485,737.00
St Peters	Morristown	\$ 683,361.00	\$ 1,375,679.00
St Peters	Mt. Arlington	\$ -	\$ 55,128.00
St Peters	Mtn. Lakes	\$ 8,269.00	\$ 276,204.00
Grace	Newark	\$ 33,895.00	\$ 347,799.00
House of Prayer	Newark	\$ 650.00	\$ 67,310.00
St Andrews	Newark	\$ 12,689.00	\$ 126,957.00
Trinity & St Philips	Newark	\$ 105.00	\$ 187,068.00
Christ	Newton	\$ 76,625.00	\$ 555,731.00
Holy Communion	Norwood	\$ 8,920.00	\$ 188,207.00
Grace	Nutley	\$ 6,652.00	\$ 265,334.00
St Gabriels	Oak Ridge	\$ 350.00	\$ 38,815.00
St Albans	Oakland	\$ 11,443.00	\$ 185,834.00
Annunciation	Oradell	\$ 14,954.00	\$ 83,671.00
Epiphany & Christ	Orange	\$ 6,481.00	\$ 354,398.00
St Matthews	Paramus	292 -	\$ 82,998.00

2019 Parochial Reports

Name	City	Non Operating Expenses	Ttl. Expenses
St Gregorys	Parsippany	\$ 11,500.00	\$ 164,400.00
St Johns	Passaic	\$ 1,500.00	\$ 142,664.00
St Pauls	Paterson	\$ 69,235.00	\$ 385,428.00
St Luke	Phillipsburg	\$ -	\$ 178,402.00
Christ	Pompton Lks.	\$ 63,374.00	\$ 354,264.00
St Johns Memorial	Ramsey	\$ 94,835.00	\$ 399,273.00
St James	Ridgefield	\$ -	\$ 221,847.00
Christ	Ridgewood	\$ 13,464.00	\$ 600,995.00
St Elizabeths	Ridgewood	\$ 312,033.00	\$ 1,411,154.00
Good Shepherd	Ringwood	\$ -	\$ 22,268.00
Grace	Rutherford	\$ 3,794.00	\$ 146,827.00
Our Saviour	Secaucus	\$ 14,707.00	\$ 114,682.00
Christ	Short Hills	\$ 168,472.00	\$ 1,255,133.00
St Andrew & Holy Communion	South Orange	\$ 44,600.00	\$ 262,060.00
St Marys	Sparta	\$ 33,423.00	\$ 282,314.00
St Dunstans	Succasunna	\$ 6,844.00	\$ 130,816.00
Calvary	Summit	\$ 373,562.00	\$ 1,334,981.00
Christ	Teaneck	\$ 74,967.00	\$ 277,986.00
St Marks	Teaneck	\$ 64,583.00	\$ 324,110.00
Atonement	Tenafly	\$ 23,355.00	\$ 346,393.00
Good Shepherd	Towaco	\$ -	\$ 212,191.00
Grace	Union City	\$ 14,549.00	\$ 124,682.00
St James	Up. Montclair	\$ 33,066.00	\$ 530,371.00
Holy Spirit	Verona	\$ 30,458.00	\$ 185,807.00
Good Shepherd	Wantage	\$ -	\$ 88,415.00
St Peters	Washington	\$ 6,438.00	\$ 55,526.00
St Michaels	Wayne	\$ -	\$ 173,795.00
Holy Innocents	West Orange	\$ 31,889.00	\$ 146,066.00
Holy Trinity	West Orange	\$ -	\$ 106,421.00
Grace	Westwood	\$ -	\$ 140,217.00
St Paul & Resurrection	Wood Ridge	\$ 25,678.00	\$ 156,440.00

2019 Parochial Reports

Name	City	Ttl. Cash	Ttl. Investment
Trinity	Allendale	\$ 107,123.00	\$ 761,205.00
Calvary	Bayonne	\$ 63,843.00	\$ 117,240.00
Trinity Parish	Bayonne	\$ 22,232.00	\$ 295,133.00
St Luke & St Mary	Hope/Belvidere	\$ 67,707.00	\$ 55,439.00
All Saints' Korean	Bergenfield	\$ 1.00	\$ -
St Johns	Boonton	\$ 21,336.00	\$ 127,300.00
Christ	Budd Lake	\$ 100,706.00	\$ 71,091.00
St Pauls	Chatham	\$ 183,954.00	\$ 755,729.00
Messiah	Chester	\$ 29,020.00	\$ 85,291.00
Trinity	Cliffside Park	\$ 38,258.00	\$ 1,118,132.00
St Peters	Clifton	\$ 11,271.00	\$ 302,720.00
The of the Saviour	Denville	\$ 14,963.00	\$ 1,743,600.00
St Johns	Dover	\$ 41,540.00	\$ 49,989.00
St Agnes & St Pauls	East Orange	\$ 15,000.00	\$ 325,000.00
St Pauls	Englewood	\$ 22,615.00	\$ 623,859.00
St Peters	Essex Fells	\$ 52,455.00	\$ 1,923,763.00
Atonement	Fair Lawn	\$ 31,895.00	\$ 7,154.00
Good Shepherd	Fort Lee	\$ 115,554.00	\$ 66,960.00
Christ	Glen Ridge	\$ 32,113.00	\$ 1,292,830.00
All Saints	Glen Rock	\$ 293,119.00	\$ -
Christ	Hackensack	\$ 19,832.00	\$ -
St Anthony Padua	Hackensack	\$ 18,467.00	\$ -
St Cyprians	Hackensack	\$ 4,244.00	\$ 7,058.00
St James	Hackettstown	\$ 167,511.00	\$ 204,010.00
St Andrews	Harrington Park	\$ 6,802.00	\$ 174,415.00
Christ	Harrison	\$ 35,434.00	\$ -
St John the Divine	Hasbrouck Hgts.	\$ 8,504.00	\$ 16,468.00
St Lukes	Haworth	\$ 167,409.00	\$ 579,565.00
St Clements	Hawthorne	\$ 34,681.00	\$ 311,687.00
Holy Trinity	Hillsdale	\$ 80,000.00	\$ 49,000.00
St Bartholomews	Ho Ho Kus	\$ 12,703.00	\$ 622,515.00
All Saints Parish	Hoboken	\$ 264,997.00	\$ 216,475.00
Incarnation	Jersey City	294 14,709.00	\$ 65,977.00

2019 Parochial Reports

Name	City	Ttl. Cash	Ttl. Investment
Grace Van Vorst	Jersey City	\$ 124,525.00	\$ 290,046.00
St Pauls	Jersey City	\$ 71,169.00	\$ 1,654,980.00
St Davids	Kinnelon	\$ 25,786.00	\$ 134,656.00
All Saints	Leonia	\$ 27,547.00	\$ 309,244.00
St Agnes	Little Falls	\$ 10,421.00	\$ 31,345.00
St Peters	Livingston	\$ 85,858.00	\$ 286,959.00
St Thomas	Lyndhurst	\$ 9,930.00	\$ 57,350.00
Grace	Madison	\$ 127,569.00	\$ 4,127,018.00
St Georges	Maplewood	\$ 180,245.00	\$ 787,157.00
St Martins	Maywood	\$ 15,002.00	\$ 473,531.00
St Marks	Mendham	\$ 93,005.00	\$ -
St Stephens	Millburn	\$ 110,458.00	\$ 184,045.00
All Saints	Millington	\$ 93,967.00	\$ 93,954.00
St Johns	Montclair	\$ 2,299.00	\$ 70,283.00
St Lukes	Montclair	\$ 498,975.00	\$ 808,437.00
St Pauls	Montvale	\$ 136,717.00	\$ 309,713.00
St Pauls	Morris Plains	\$ 54,269.00	\$ 101,797.00
Redeemer	Morristown	\$ 146,000.00	\$ 747,927.00
St Peters	Morristown	\$ 182,223.00	\$ 9,994,637.00
St Peters	Mt. Arlington	\$ 39,839.00	\$ 54,749.00
St Peters	Mtn. Lakes	\$ 60,148.00	\$ 453,564.00
Grace	Newark	\$ 16,935.00	\$ 947,052.00
House of Prayer	Newark	\$ 23,782.00	\$ 140,000.00
St Andrews	Newark	\$ 20,257.00	\$ 265,501.00
Trinity & St Philips	Newark	\$ 64,560.00	\$ 528,182.00
Christ	Newton	\$ 155,106.00	\$ 2,679,612.00
Holy Communion	Norwood	\$ 109,739.00	\$ 33,089.00
Grace	Nutley	\$ 59,877.00	\$ 1,522,996.00
St Gabriels	Oak Ridge	\$ 44,511.00	\$ -
St Albans	Oakland	\$ 12,546.00	\$ 52,987.00
Annunciation	Oradell	\$ 14,884.00	\$ 17,127.00
Epiphany & Christ	Orange	\$ 117,747.00	\$ 527,591.00
St Matthews	Paramus	295 37,342.00	\$ 49,586.00

2019 Parochial Reports

Name	City	Ttl. Cash	Ttl. Investment
St Gregorys	Parsippany	\$ 11,236.00	\$ 377,837.00
St Johns	Passaic	\$ 40,685.00	\$ 311,200.00
St Pauls	Paterson	\$ 32,808.00	\$ 728,563.00
St Luke	Phillipsburg	\$ 59,305.00	\$ 54,336.00
Christ	Pompton Lks.	\$ 180,520.00	\$ 729,618.00
St Johns Memorial	Ramsey	\$ 232,975.00	\$ 84,367.00
St James	Ridgefield	\$ 96,762.00	\$ 4,318,395.00
Christ	Ridgewood	\$ 105,168.00	\$ 1,211,911.00
St Elizabeths	Ridgewood	\$ 445,057.00	\$ 1,774,405.00
Good Shepherd	Ringwood	\$ 13,456.00	\$ -
Grace	Rutherford	\$ 33,992.00	\$ 725,676.00
Our Saviour	Secaucus	\$ 14,833.00	\$ 271,793.00
Christ	Short Hills	\$ 606,615.00	\$ 7,138,723.00
St Andrew & Holy Communion	South Orange	\$ 100,827.00	\$ 245,419.00
St Marys	Sparta	\$ 75,470.00	\$ 268,267.00
St Dunstans	Succasunna	\$ 10,322.00	\$ 309,735.00
Calvary	Summit	\$ 190,730.00	\$ 1,241,902.00
Christ	Teaneck	\$ 17,622.00	\$ 166,000.00
St Marks	Teaneck	\$ 106,986.00	\$ 18,223.00
Atonement	Tenafly	\$ 48,867.00	\$ 1,400,805.00
Good Shepherd	Towaco	\$ 108,094.00	\$ -
Grace	Union City	\$ 7,467.00	\$ 285.00
St James	Up. Montclair	\$ 598,190.00	\$ 3,074,891.00
Holy Spirit	Verona	\$ 44,498.00	\$ 275,253.00
Good Shepherd	Wantage	\$ 14,965.00	\$ -
St Peters	Washington	\$ 70,945.00	\$ -
St Michaels	Wayne	\$ 124,036.00	\$ -
Holy Innocents	West Orange	\$ 42,796.00	\$ 318,955.00
Holy Trinity	West Orange	\$ 132,607.00	\$ -
Grace	Westwood	\$ 48,806.00	\$ 225,313.00
St Paul & Resurrection	Wood Ridge	\$ 123,916.00	\$ 697,702.00

Church Directory 2020
[Year of Incorporation]

ALLENDALE: [2010] Trinity Episcopal Church, 55 George Street, 07401; The Rev. E. Michael Allen

BAYONNE: [1859] Calvary Church, 956 Avenue C, 07002

BAYONNE: [1859] Trinity Parish in Bergen Point, 141 Broadway, 07002; The Rev. Gregory Perez

BERGENFIELD: [2012] All Saints' Episcopal Korean Church, 12 West Central Avenue, 07621; The Rev. Hilary Won

BLOOMFIELD/GLEN RIDGE: [1859] Christ Church, 74 Park Avenue, 07028; The Rev. Diana Wilcox

BOONTON: [1856] St. John's Episcopal Church, 226 Cornelia Street, 07005; The Rev. Timothy P. Carr

BUDD LAKE: [1865] Christ Church, 369 Sandshore Road, 07828;

CHATHAM: [1907] St. Paul's Church, 200 Main Street, 07928; The Rev. Mary Elizabeth Davis; The Rev. Ellen Kohn-Perry, Associate Rector

CHESTER: [1980] Church of the Messiah, 50 Route 24, 07930; The Rev. Margaret Otterburn

CLIFFSIDE PARK: [1903] Trinity Church, 555 Palisade Avenue, 07010; The Rev. Willie James Smith

CLIFTON: [1896] St. Peter's Church, 380 Clifton Avenue, 07011

DENVILLE: [1955] Church of The Saviour, 155 Morris Avenue, 07834; The Rev. George Christopher Wong

DOVER: [1852] St. John's Church, 11 South Bergen Street, 07801; The Rev. Rodrigo Perez-Vega

EAST ORANGE: [1876] St. Agnes' & St. Paul's Church, 206 Renshaw Avenue, 07017; The Rev. Esar Budhu

ENGLEWOOD: [1865] St. Paul's Church, 113 Engle Street, 07631; The Rev. Dr. William Allport, II

ESSEX FIELDS: [1896] St. Peter's Church, 271 Roseland Avenue, 07021; The Rev. Michael Muller

FAIR LAWN: [1942] Church of the Atonement, 1-36 30th Street, 07410; The Rev. Kevin Coffey

FORT LEE: [1858] Church of the Good Shepherd, 1576 Palisade Avenue, 07024

GLEN ROCK: [1913] All Saints' Church, 40 Central Avenue, 07452; The Rev. Mark R. Collins

HACKENSACK: [1861] Christ Church, PO Box 1097, 07602; The Rev. Michael Joseph Gerhardt

HACKENSACK: [1925] St. Anthony of Padua, 72 Lodi Street, 07601; The Rev. Brian H. Laffler

HACKENSACK: [1925] St. Cyprian's Church, 269 First Street, 07601

HACKETTSTOWN: [1859] St. James' Church, 214 Washington Street, 07840

HARRINGTON PARK: [1925] St. Andrew's Church, 31 Lynn Street, 07640; The Rev. Diane L. Rhodes

HARRISON: [1883] Christ Church, 100 Frank E. Rodgers Blvd N, 07029;

HASBROUCK HEIGHTS: [1895] St. John the Divine Church, 229 Terrace Avenue, 07604; The Rev. Alexei Khamin

Church Directory 2020
[Year of Incorporation]

HAWORTH: [1921] St. Luke's Church, 43 Massachusetts Avenue, 07641

HAWTHORNE: [1896] St. Clement's Church, 271 Lafayette Avenue, 07506

HILLSDALE: [1890] Holy Trinity Church, 326 Hillsdale Avenue, 07642

HO-HO-KUS: [1909] St. Bartholomew's Church, 70 Sheridan Avenue, 07423, The Rev. Cathie Studwell, Interim

HOBOKEN: [1983] All Saints' Parish, 707 Washington Street, 07030; The Rev. Elaine Ellis Thomas

HOPE: [1828] Episcopal Church of St. Luke & St. Mary, P.O. Box 292, 07844; The Rev. Rosemarie Hassan

JERSEY CITY: [1910] Church of the Incarnation, 68 Storms Avenue, 07306;

JERSEY CITY: [1847] Grace Church Van Vorst, 39 Erie Street, 07302; The Rev. Laurie Jean Wurm

JERSEY CITY: [1861] St. Paul's Church in Bergen, 38 Duncan Avenue, 07304; The Rev. Thomas M. Murphy

KINNELON: [1960] St. David's Church, 91 Kinnelon Road, 07405, The Rev. Jon Richardson

LEONIA: [1898] All Saints' Church, 150 Park Avenue, 07605; The Rev. Dean A. Weber

LITTLE FALLS: [1896] St. Agnes' Church, 65 Union Avenue, 07424, The Rev. Paul Yoon

LIVINGSTON: [1916] St. Peter's Church, 94 East Mt. Pleasant Avenue, 07039; The Rev. Elizabeth Wigg-Maxwell

LYNDHURST: [1912] St. Thomas' Church, P.O. Box 207, 07071; The Rev. Dr. Karen Rezach

MADISON: [1857] Grace Church, Four Madison Avenue, 07940; The Rev. Susan Ironside

MAPLEWOOD: [1893] St. George's Church, 550 Ridgewood Road, 07040; The Rev. Lauren Ackland & The Rev. Gary Commins, Interims

MAYWOOD: [1926] St. Martin's Church, 29 Parkway, 07607; The Rev. Rubén D. Jurado

MENDHAM: [1873] St. Mark's Church, 9 East Main Street, 07945;

MILLBURN: [1853] St. Stephen's Church, 119 Main Street, 07041; The Rev. Paula Toland

MILLINGTON: [1905] All Saints' Church, 15 Basking Ridge Road, 00415; The Rev. Victoria Geer McGrath

MILTON/OAK RIDGE: [1968] St. Gabriel's Church, 153 Milton Road, 07438; The Rev. Mark W. Waldon

MONTCLAIR: [1901] St. John's Church, 55 Montclair Avenue, 07042; The Rev. Candace Sandfort

MONTCLAIR: [1858] St. Luke's Church, 73 South Fullerton Avenue, 07042; The Rev. John Mennell

MONTVALE: [1895] St. Paul's Church, 4 Woodland Road, 07645; The Rev. Edward M. Hasse, III

MORRIS PLAINS: [1922] St. Paul's Church, 29 Hillview Avenue, 07950; The Rev. Paul V. Olsson

MORRISTOWN: [1852] Church of the Redeemer, 36 South Street, 07960; The Rev. Cynthia Black

MORRISTOWN: [1791] St. Peter's Church, 70 Maple Avenue, 07960; The Rev. Janet Broderick

MOUNTAIN LAKES: [1923] St. Peter's Church, 215 Boulevard, 07046; The Rev. Lynne Grifo, Interim

MT. ARLINGTON: [1894] St. Peter's Church, 50 Edgemere Avenue, 00403; The Rev. Wayne C. Sherrer

NEWARK: [1837] Grace Church, 950 Broad Street, 07102; The Rev. J. Brent Bates

NEWARK: [1851] House Of Prayer, 407 Broad Street, 07104;

NEWARK: [1911] St. Andrew's Church, 933 South 17th Street, 07108; The Rev. Sylvester Ekunwe

NEWARK: [1745] Trinity & St. Philip's Cathedral, 24 Rector Street, 07102;

NEWTON: [1759] Christ Church, 62 Main Street, 07860; The Rev. Robert T. Griner

NORWOOD: [1878] Church of the Holy Communion, 66 Summit Street, 07648; The Rev. James V. Petroccione

NUTLEY: [1874] Grace Church, 200 Highfield Lane, 07110; The Rev. Pamela Bakal

OAKLAND/FRANKLIN LAKES: [1959] St. Alban's Episcopal Church, 1 Church Lane, 07436; The Rev. Kathryn L. King

ORADELL: [1902] Church of the Annunciation, 343 Kinderkamack Road, 07649; The Rev. Archie M. Palmer, Jr.

ORANGE: [2016] Church of the Epiphany and Christ Church, 105 Main Street, 07050; The Rev. Joseph A. Harmon; The Rev. George Kaswarra, Assistant

PARAMUS: [1950] St. Matthew's Church, 167 Spring Valley Road, 07652; The Rev. Marjorie D. Lindstrom

PARSIPPANY: [1964] St. Gregory's Church, 480 South Beverwyck Road, 07054; The Rev. Susan Saucedo Sica

PASSAIC: [1860] St. John's Church, 215 Lafayette Avenue, 07055; The Rev. William Charles Thiele

PATERSON: [1817] St. Paul's Church, 451 Van Houten Street, 07501; The Rev. Deacon Erik Soldwedel

PHILLIPSBURG: [1857] St. Luke's Church, 500 Hillcrest Boulevard, 08865;

POMPTON LAKES: [1798] Christ Church, 400 Ramapo Avenue, 07442; The Rev. Stephen M. Rozzelle

RAMSEY: [1904] St. John's Memorial Church, 301 East Main Street, 07446; The Rev. William Cruse

RIDGEFIELD: [1872] St. James' Church, 514 Abbott Avenue, 07657; The Rev. Mariano Gargiulo

RIDGEWOOD: [1864] Christ Church, 105 Cottage Place, 07450; The Rev. Thomas E. Mathews, Jr.

RIDGEWOOD: [1923] St. Elizabeth's Church, 169 Fairmount Road, 07450; The Rev. Pierce Klemmt, Interim

RINGWOOD: [1901] Church of the Good Shepherd, PO Box 727, 07456; The Rev. Stephen M. Rozzelle

RUTHERFORD: [1869] Grace Church, 128 West Passaic Avenue, 07070;

SECAUCUS: [1925] Church of Our Saviour, 191 Flanagan Way, 07094; The Rev. S. Elizabeth Searle

SHORT HILLS: [1882] Christ Church, 66 Highland Avenue, 07078; The Rev. John Stonesifer, Interim

SOUTH ORANGE: [1892] St. Andrew & Holy Communion, 160 West South Orange Avenue, 07079;

SPARTA: [1920] St. Mary's Church, 85 Conestoga Trail, 07871; The Rev. Debra M. Brewin-Wilson

SUCCASUNNA: [1963] St. Dunstan's Church, 179 South Hillside Avenue, 07876;

SUMMIT: [1857] Calvary Church, 31 Woodland Avenue, 07901; The Rev. Matthew Corkern

TEANECK: [1914] Christ Church, 480 Warwick Avenue, 07666; The Rev. Dr. Michelle White

TEANECK: [1925] St. Mark's Church, 118 Chadwick Road, 07666; The Rev. Robert L. Shearer

TENAFLY: [1870] Church of the Atonement, 97 Highwood Avenue, 07670; The Rev. Lynne Bleich Weber

TOWACO: [2014] Good Shepherd Episcopal Church, 9 Two Bridges Road, 07082; The Rev. Canon Lesley Hay

UNION CITY: [1888] Grace Church, 3901 Park Avenue, 07087; The Rev. Juan Antonio Rosario De La Cruz

UPPER MONTCLAIR: [1888] St. James Church, 581 Valley Road, 07043; The Rev. C. Melissa Hall

VERONA: [1929] Church of the Holy Spirit, 36 Gould Street, 07044; The Rev. Gerard Racioppi

WANTAGE: [1871] Church of the Good Shepherd, 200 Route 23, 07461; The Rev. David Rude

WASHINGTON: [1882] St. Peter's Church, 127 Broad Street, 07882; The Rev. Edward Murphy

WAYNE: [1957] St. Michael's Church, 1219 Ratzer Road, 07470;

WEST ORANGE: [1871] Church of the Holy Innocents, 681 Prospect Avenue, 07052;

WEST ORANGE: [1907] Holy Trinity Church, 315 Main Street, 07052; The Rev. Miguel Hernandez

WESTWOOD: [1905] Grace Church, 9 Harrington Avenue, 07675; The Rev. Anthony Puca

WOOD-RIDGE: [1920] St. Paul's & Resurrection, 483 Center Street, 07075; The Rev. Jacob P. Nanthicattu

Canonical List of Clergy for the Diocese of Newark (sorted by year of Residency)

Clergy 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. Frederic A. Alling	1955
The Rev. George Henry Brant	1956
The Rev. A. Wayne Schwab	1956
The Rev. Canon George Bowen	1957
The Rev. Donald W. Kimmick	1957
The Rev. Dr. David St. George	1958
The Rev. Kenneth A. Polglase	1960
The Rev. Robert K. Dixon	1961
The Rev. David K. Taylor	1962
The Rev. Frederick C. Fox III	1963
The Rev. James M. Warrington	1963
The Rev. Canon Wade A. Renn	1964
The Rev. John F. Salmon Jr.	1965
The Rev. Thomas C. Lincoln	1966
The Rev. Gerard A. Pisani Jr.	1966
The Rev. Richard B. Andersen	1967
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. 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
The Rev. David R. Thomas	1972
The Rev. Abigail W. Hamilton	1974
The Rev. Geoffrey Curtiss	1975
The Rev. Donald R. Shearer	1975
The Rt. Rev. John S. Spong	1976
The Rev. J. Carr Holland III	1977
The Rev. James H. Gambrell	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 VIII Bishop of Newark

The IX Bishop of Newark

Canonical List of Clergy for the Diocese of Newark (sorted by year of Residency)

The Rev. Diana Doyle Clark	1988
The Rev. William R. Coats	1988
The Rev. Orion W. Davis	1989
The Rev. Edward M. Hasse III	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 Jr.	1991
The Rev. William A. Guthrie	1992
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 Ph.D.	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

Canonical List of Clergy for the Diocese of Newark (sorted by year of Residency)

The Rev. Dr. Maylin Biggadike	1999
The Rev. Sr. Barbara Jean Packer	2000
The Rev. Archie M. Palmer Jr.	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. Mary Frances Schjonberg	2001
The Rev. Timothy Barrett	2002
The Rev. Anne Bolles-Beaven	2002
The Rev. Janet Broderick	2002
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. Margarita Swetman	2002
The Rev. Margaret Tuttle	2002
The Rev. Dean A. Weber	2002
The Rev. Dr. David W. Cabush	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 Jr.	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. Sandye 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

Canonical List of Clergy for the Diocese of Newark (sorted by year of Residency)

The Rev. Deacon Jeanette T. Hile	2006
The Venerable Peter Jackson	2006
The Rev. Rubén D. Jurado	2006
The Venerable Christine McCloud	2006
The Rev. John Mennell	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. 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. Dr. Michelle White	2010
The Rev. Cynthia Black	2011
The Rev. Sheelagh A. Clarke	2011
The Rev. Matthew Corkern	2011
The Rev. Dr. Timothy Mulder	2011
The Rev. Stephen M. Rozzelle	2011
The Rev. Robert L. Shearer	2011
The Rev. E. Michael Allen	2012
The Rev. Robert Browning Jr.	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 X Bishop of Newark

Canonical List of Clergy for the Diocese of Newark (sorted by year of Residency)

The Rev. David Rude	2013
The Rev. Dr. Howard W. Whitaker III	2013
The Rev. Dr. William Allport II	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. Deacon John Van Dine Jr.	2015
The Rev. Paul Young Yoon	2015
The Rev. Debra M. Brewin-Wilson	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
The Rev. Mark R. Collins	2017
The Rev. Deacon Nancy Hansen	2017
The Rev. Deacon David Jones	2017
The Rev. Anthony Puca	2017
The Rev. Deacon Leonard Roberts	2017
The Rev. George Christopher Wong	2017
The Rev. Elaine Ellis Thomas	2018
The Rev. Jon Richardson	2018
The Rt. Rev. Carlye Juanita Hughes	2018
The Rev. Susan Ironside	2018
The Rev. Paula Toland	2018
The Rev. Sharon Sheridan Hausman	2018
The Rev. Peter Savastano	2019
The Rev. Bowie Snodgrass	2019
The Rev. Canon Anne Kitch	2019
The Rev. William Cruse	2019
The Very Rev. Margaret Peckham Clark	2019
The Rev. Dr. Andrew R. Wright	2019
The Rev. Lorna Erixson	2019
The Rev. Andrew Olivo	2019
The Rev. Deacon Raul E. Ausa	2019

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APPENDIX D

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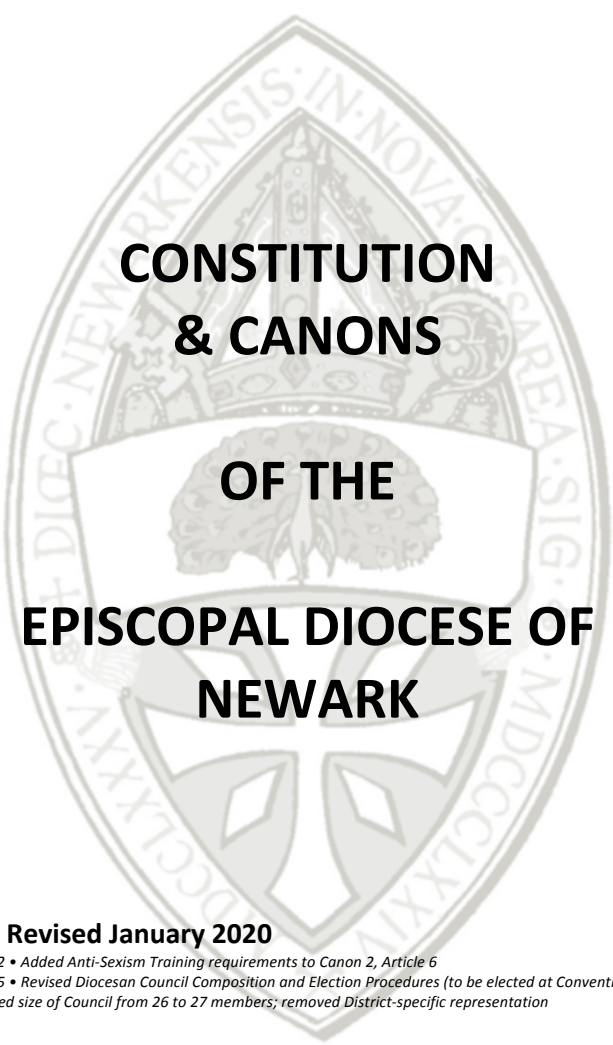
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The seal of the Episcopal Diocese of Newark is a large, faint watermark in the background. It features a central shield with a cross, topped by a mitre and a crozier. The shield is surrounded by a circular border containing the Latin text "DIOECESIS NEWARKENSIS IN NOVA CAESAREA SIG. MDCCLXXVI".

CONSTITUTION & CANONS OF THE EPISCOPAL DIOCESE OF NEWARK

Last Revised January 2020

Canon 2 • Added Anti-Sexism Training requirements to Canon 2, Article 6

Canon 5 • Revised Diocesan Council Composition and Election Procedures (to be elected at Convention); increased size of Council from 26 to 27 members; removed District-specific representation

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CONSTITUTION

ARTICLE I • ACCEDED 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.

THE 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. MANDATED FUNCTIONS AT THE CONVENTION

A celebration of Holy Communion shall be included within the official schedule of every Convention. 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 and anti-sexism training as approved by the Bishop after consultation with the Diocesan bodies responsible for each training.

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 Bishop(s); 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-seven (27) 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, eighteen (18) Council members shall be elected at Diocesan Convention, who shall take office upon adjournment of the Annual Convention. Nine (9) of these members shall be from the clergy order, and nine (9) from the lay order. The remaining nine (9) shall be appointed by the Bishop to ensure broad representation across the diocese, with appointments named and approved at Diocesan Convention.

Members shall be elected or appointed to serve for a term of three (3) years, provided that no person shall be elected to serve more than two (2) full terms in succession. Diocesan Council shall have the authority to establish classes, and to fill vacancies between Annual Conventions.

At the 147th Diocesan Convention in 2021, up to six people shall be elected, three lay and three clergy. The Bishop shall appoint 3 people from either order to the class of 2024 and an additional individual from either order, for a two year term to the class of 2023.

At each of the next two subsequent Conventions, there shall be elections for up to three lay and up to three clergy, and the Bishop shall appoint up to three additional members each year. In all three conventions referenced, all incumbent members of Council as of January 2020 shall have their current terms observed, and if they are eligible for a second term as defined, they may run in their respective elections.

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 committees, boards or positions at the same time: the Standing Committee, the Diocesan Council, Trustees of the Episcopal Fund and Diocesan Properties, the ACTS/VIM Board and the positions of Chancellor and Vice-Chancellor(s). And, be it further

RESOLVED, Any person currently serving as a member of two or more of any of the above-named bodies, boards or positions as specified in Canon 21 shall submit his or her resignation from one or more of the bodies, boards or positions within three (3) months of the adoption of this amendment to Canon 21, so as to only serve on one of the bodies, boards or positions.

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.