

# Search for the XI Bishop of Newark

## A Prayer for the Search for the XI Bishop of Newark

*Gracious God,  
We, your people in the Diocese of Newark,  
give you thanks and praise for your work  
among us and through us,  
generation to generation.*

*Lead us in the months ahead as we  
prayerfully search for our next Bishop.  
Raise up for us a steadfast steward who  
will embrace our broad and blessed  
diversity and uphold the apostolic  
heritage of your Church. Guide us to a  
faithful witness who speaks the Gospel  
truth in love and joy, and intimately  
knows your Word and world. And direct  
us, your disciples, in our discernment, so  
our faith may increase and our works  
glorify your Name.*

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

## Welcome

Welcome to the search process for our XI Bishop! On behalf of the Episcopal Diocese of Newark, we thank you for your interest in learning more about what God is up to in our Diocese. For several years now, our congregations have been on a listening journey, and since the beginning of our search for the XI Bishop, our listening has exponentially increased.



As we seek to discern the Holy Spirit's guidance throughout this process, we also know that you are seeking the same. Our intention is to provide the space and hospitality for our mutual discernment.

Our hope is that while you review this profile and other materials, **you are able to witness the passion that exists** within the Diocese of Newark. Our past, present and, we pray our future, boldly speak to how we live as the Body of Christ in Northern New Jersey. Of course, this **profile only offers a snapshot of who we are**. Please visit our [Diocesan website](#) for a more thorough look at who and what we are.

As you discern your next call to ministry and we continue to listen to the Spirit, we invite you to join us in unceasing prayer. Our hope is that, together, we will vividly experience God's presence among us as we further God's work within the Diocese of Newark. May God bless all of us as we walk this path together.

If the members of the Bishop Search/Nominating Committee may be of any further assistance, please do not hesitate to contact us via email: [BishopSearch@DioceseofNewark.org](mailto:BishopSearch@DioceseofNewark.org)

## Who We Are

### Past



In 1729, missionaries like John Talbot, known as the “Apostle of New Jersey,” began work in what would become The Diocese of Newark. However, our first Bishop, The Rt.

Rev. John Croes, was not consecrated until 1815. The Diocese originally included the entire state of New Jersey but growth in church membership made a division necessary. So, in 1874, the Diocese of Northern Jersey was created, which later would become the Diocese of Newark.

The Diocese of Newark now includes 99 churches throughout seven northern New Jersey counties consisting of urban, suburban and rural areas. This geographical setting impacted our growth and identity. Historically, factors like anti-English sentiment during the Revolutionary period, urban industrialization, and proximity to New York City influenced our Diocese. Ethnic diversity and social issues pushed our Diocese to address gender roles, race relations, and issues related to sexual orientation. Not surprisingly, debates raged in this Diocese over racism, women’s ordination, inclusion of the LGBTQ community, the vocational Diaconate, wars, ecology and immigration.

Dedicated lay people, Deacons, Priests, and Bishops have wrestled with these issues while remaining faithful to the Gospel call to serve those in need of housing, food, sanctuary and security.

Our most familiar and controversial figure is The Rt. Rev. John Shelby Spong, elected and consecrated in 1976. Bishop Spong became a

prolific author and advocate for progressive causes both nationally and within The Episcopal Church. He led our Diocese to champion women’s ordination and later, gay rights, far earlier than most other Episcopal Dioceses. One result of Bishop Spong’s 24-year tenure was an ongoing and transformative dialogue on issues that would later threaten schism within the larger church. Women and gay clergy found this Diocese to be a safe place to explore ministry, which influenced change in other dioceses. All this contributed to Newark’s reputation as a progressive Diocese.

Since then, our two succeeding Bishops have given us years of equally progressive ministry, devoted service and pastoral care. The Rt. Rev. John P. Croneberger emphasized the Baptismal

*Continued on page 3*

## Table of Contents

Prayer	p. 1
Welcome	p. 1
Who We Are	p. 2
Past	p. 2
Present	p. 3
Future	p. 4
Our Ministries	p. 4
How We Listened	p. 6
Results of Online Survey	p. 7
Results of Listening Meetings	p. 8
Our Finances	p. 16
The Bishop We Seek	p. 17
Search Process	p. 19
Timeline	p. 20

Covenant and instituted the Vocational Diaconate. The Rt. Rev. Mark Beckwith brought gifts for efficient administration, including putting our financial house in order, and he has encouraged congregations to be more engaged in their local communities by *Joining God in Shaping Our Future*.

This Diocese, which first began as 20 ailing congregations left behind by England in post-revolutionary New Jersey, has survived and grown even in the face of social change, theological disagreements, and economic fluctuations. We have faced revolutions and riots, blizzards and hurricanes.

Throughout it all, we have sought and found God in our neighbors and served them with love and passion, prayer and action.

Our history seeds our faith today, and assures us of God's ever-present guiding hand.

## Present

We are a Diocese of [99 congregations](#) and 4 affiliated worship communities located in upper Central and Northern NJ, bordering New York at the Northern end, and Pennsylvania at the Western end. Each Sunday, worship services are held predominantly in English, but we also worship in Spanish, Malayalam/Hindi (Indian) and Korean. Our lay and ordained disciples represent many cultural backgrounds, but all are committed to helping, feeding, sheltering, healing and transforming the lives of our members and those who walk through our doors. To learn more, visit the [Our Journey](#) page of the Diocese of Newark website.

Our Diocesan staff includes a Diocesan Bishop, a Canon to the Ordinary, and 15 dedicated staff

members, who work at Episcopal House in the heart of Newark. Today, Newark is experiencing a strong revival, and both Episcopal House and our Cathedral are located at the center of that growth – adjacent to the New Jersey Performing Arts Center (NJPAC) and three blocks away from the Prudential Center, home of the New Jersey Devils hockey team, regular concerts and other entertainment opportunities.

Our Diocese pledges financial support to The Episcopal Church, and we take pride in our involvement in the wider Church. Our

ecumenical and interfaith relation-

ships are also critical to our work. Our primary governing bodies include the Standing Committee, Diocesan Council, and the Trustees of the Episcopal Fund and Diocesan

Properties. Our congregations are divided into 10 Districts. This allows for collegial cooperation and joint ministry. The Bishop meets regularly with lay and clergy leaders at District meetings, official parish visitations, and Confirmation services, and, as time allows, visits sites of local ministries.

*Joining God in Shaping Our Future* has been a major initiative led by our current Bishop. This initiative is informed by the belief that God invites us into a new way of living together in the world – one that is loving, liberating and life-giving for ourselves and for the neighborhoods where God has placed us. *Joining God in Shaping Our Future* has encouraged and supported the development of numerous local ministries and generated a heightened awareness about what is going on in our local communities.

*Joining God in Shaping Our Future* is a clarion



call: to get to know our neighbors by walking our church neighborhoods to understand the needs and hopes of those who live around us; to recognize that we do not serve a God who gives us a mission but a God who invites us to participate in God's mission; to listen to God not only by Dwelling in the Word but also by getting to know and listening to our neighbors.

We have both full-time and part-time clergy, and supply clergy ministries. Currently, more than half of our clergy leaders serve part-time. In addition, we have a strong Diaconal community. Deacons actively serve those who are homeless, battered, and hungry, and offer a special leadership within our worshipping communities.

We are known for influencing national conversations on issues such as gun violence, immigration and detention, and human trafficking as well as actively working against the evils of oppression and hatred.

The Diocese of Newark will always remain a vital witness in and around our region and we seek a Bishop who will take an active role in supporting our ministries in the 21<sup>st</sup> century.



## **Future**

We are a Diocese that continues to live on the edge of social justice issues, pushing the envelope for radical inclusion. Our future ministries will continue to be steeped in love for Christ, one another, and for those on the margins.

Our rich diversity has formed us and yet, in this

global age, we are called to move even further beyond our rural farms, suburban neighborhoods, and urban cities to spread God's message of love, redemption and reconciliation globally. Our environmental stewardship must also grow so that future generations have a clean and safe world to inhabit.

We must look for additional ways to support and enliven God's children and challenge our youth. We must continue to face the adaptive challenges regarding our church buildings and smaller congregations. And we must continue to seek out the marginalized.

We are a Diocese that makes ALL people – regardless of political views, gender identity, race, creed, color, marital and familial status, gender, sexual orientation, educational level, socio-economic status, disability and health issues – feel welcomed, valued and heard.

The future is full of possibilities and opportunities to serve God in the world.

## **Our Ministries**

Thanks to the generosity and dedication of faithful Episcopalians past and present, the Diocese of Newark is home to vital, innovative, and meaningful ministries. Some of these efforts have been fixtures of Diocesan life for many years, while others are newer initiatives designed to meet new challenges and opportunities in the Church and in our communities.

### **Cross Roads Camp and Retreat Center**

Located in rural Warren County, our camp and retreat center is cosponsored by our Diocese and the New Jersey Synod of the Evangelical Lutheran Church in America. The fully accredited camp has undergone significant capital improvements in recent years, including the spectacular addition of the Christ Center, a retreat house built especially for adult groups.



Cross Roads provides a beautiful and nurturing place year-round for renewal, healing, inspiration, and allows for transformation of body, mind, and spirit. Over the past few years, more of our parishioners have discovered the amazing gift that Cross Roads offers for retreats and spiritual refreshment. In addition to a full summer camp schedule at Cross Roads, camp staff also offers week-long day camp experiences at local parishes in our cities and suburbs. Cross Roads is undoubtedly one of the jewels of the Diocese of Newark. Learn more here: [www.crossroadsretreat.com](http://www.crossroadsretreat.com)

### **Commission on Hispanic/Latino Ministry**

The Commission strives to provide the Diocese with an effective model for multilingual and multi-ethnic ministry that brings the Hispanic/Latino voice to the Church. It promotes the development of Hispanic leadership within both the laity and clergy, provides a supportive community, and raises awareness to the presence of Hispanics and Latinos in the Church. Learn more here: <http://dioceseofnewark.org/hispanic-latino>



## **Lutheran Episcopal Advocacy Ministry of New Jersey**

The LEAMNJ represents the official positions of the Evangelical Lutheran Church in America and the Episcopal Church on issues of justice and social policy. The Director, the Bishop of the New Jersey Synod, the Bishop of Newark, the Bishop of New Jersey, and the LEAMNJ Policy Board work together to identify particular issues in the state where advocacy can make a difference. While some of its advocacy efforts are focused on state government, it also addresses more local issues. Its greatest effort, however, is directed toward empowering congregations to embrace their Baptismal calling to strive for justice and peace. Learn more here: [www.leanmj.org](http://www.leanmj.org)

### **The Oasis**

The Oasis was founded in 1989, a prophetic justice ministry which led the way for LGBTQ individuals to fully participate and lead in the Church. Our Diocese was the first in The Episcopal Church to include LGBTQ individuals in the Church, and today, The Oasis continues to work to make the Church safe for all people. Learn more here: [www.oasisnewark.org](http://www.oasisnewark.org)



### **Prison Ministry**

The Prison Ministry is motivated by the Gospel imperative of Matthew 25:36: "I was in prison and you visited me." When volunteers visit the incarcerated, their children and families, they experience Christ. This ministry advocates for

*Continued from page 5*

restorative justice, interfaith programs, and personal healing for prisoners and their families, and communities. Volunteers also offer Bible study groups at Northern State Prison in Newark. Children of those in prison are mentored, and visits to the jail are facilitated. Prison Ministry organizes a holiday gift drive and provide 'camperships' at Cross Roads. Learn more here: <http://prisonministry.dioceseofnewark.org/>

### **Senior Ministries Commission**

The mission of the Senior Ministries Commission is to help the Diocese and its congregations establish ministries which celebrate the involvement of seniors in congregational life and respond to seniors' needs. Commission members assist



congregations in developing ministries and provide presentations on topics such as health and health insurance, planning for one's later years, advance directives, hospice, and much more. All programs are designed to support and enrich participants, expand awareness and sensitivity, educate clergy and laity about community resources available, and to provide practical answers to specific concerns. Learn more here: <http://dioceseofnewark.org/seniors>

### **Youth and Young Adult Ministries**

This summer, an Interim Coordinator for Youth and Young Adult Ministries was hired to rethink and reimagine how we might best serve and learn from young people in our rapidly changing Church and world. We recognize that programs

and approaches of the past may no longer work and are excited to experiment with new ideas. Members of the Diocese and Cross Roads Camp and Retreat Center have volunteered to assist with reinventing youth retreats and Confirmation retreats.

In July 2017, six high school youth and two chaperones attended the Episcopal Youth Event in Edmond, OK.

### **NAMASTE - Anti-Racism Dialogues**

A cadre of lay and clergy guide the curriculum of anti-racism dialogues for members of the Diocese. This Commission works to engage Diocesan members with the ongoing challenges of race and race relations, and all leaders in our Church are required to participate in formal

anti-racism dialogues. Learn more here: <http://dioceseofnewark.org/anti-racism>

### **Affiliated Organizations**

In addition to the ministries listed, many other organizations are affiliated with the Diocese. These affiliated organizations include schools, residences for seniors, community development corporations, and more. A full list can be found at: [www.dioceseofnewark.org/organizations](http://www.dioceseofnewark.org/organizations)

### **How We Listened**

#### **Survey**

In order to understand who we are as a Church and as a people of God in the Diocese of Newark, we prayerfully reached out to the

*Continued on page 7*

Continued from page 6

members of our Diocese through an online survey for input about the characteristics and traits they would like to see in their next Bishop. The survey included 58 questions, was offered in 3 languages (English, Spanish and Korean), and went 'live' on Wednesday July 12, 2017.

We declared Sunday, July 16 and Sunday, July 23 as "Survey Days" when members of our Diocese were encouraged to bring their iPhones, iPads, laptops and other electronic devices to church to fill out their surveys, and to assist members who are electronically challenged so that their voices could also be heard. In addition, we provided paper versions of the survey that could be completed at their convenience and brought back to churches or mailed to the Search/Nominating Committee to be entered into the survey database.

On Wednesday, August 16 the survey closed. Responses far exceeded our expectations. Over



860 surveys were completed, and every church was represented. Approximately 290 people-hours were dedicated to discerning who we are, where we are now and where we would like to be in the future.

The information that we gathered shows that regardless of the number of years of church attendance, the age, gender or the involvement in church ministries, we are much more alike than we are different.

Below are responses to two questions which asked participants to force rank abilities and qualities of our next Bishop:

**What are the critical abilities our Bishop needs to possess in order to be effective in our Diocese? You may consider many abilities to be important, but some are more important than others. Please rank the abilities in the list below. Because you are ranking these items, you can only have one "highest importance", one "extremely important", etc. – there are 9 (nine) critical positions and 9 (nine) degrees of importance.**

Ability to...	Least Important	Slightly Important	Somewhat Important	Fairly Important	Important	Moderately Important	Very Important	Extremely Important	Highest Importance
...articulate a clear vision for the future	2.14%	4.27%	5.69%	7.47%	9.43%	11.21%	12.63%	20.11%	27.05%
...work effectively within our Diocese	11.56%	9.01%	9.86%	8.50%	9.69%	8.16%	13.61%	13.78%	15.82%
...be pastoral and approachable	4.15%	7.76%	11.91%	13.18%	13.54%	13.18%	10.29%	13.72%	12.27%
...create unity of purpose among diverse groups	5.55%	8.23%	11.45%	11.99%	13.42%	13.77%	13.77%	12.52%	9.30%
...identify and develop new leaders	10.12%	9.41%	9.06%	10.30%	13.50%	14.03%	14.03%	11.01%	8.53%
...work with congregations of all sizes	13.29%	16.34%	13.82%	10.05%	10.59%	9.52%	9.87%	8.80%	7.72%
...preach	11.67%	10.05%	12.75%	13.64%	12.39%	11.67%	12.21%	8.98%	6.64%
...administer and insure fiscal responsibility	9.19%	10.25%	9.19%	12.90%	13.96%	12.90%	14.66%	12.37%	4.59%
...organize	21.55%	18.23%	15.29%	13.81%	8.84%	9.39%	7.92%	3.31%	1.66%

**What are the personal qualities our Bishop needs to possess in order to be effective in our Diocese? You may consider many qualities to be important, but some are more important than others. Please rank the abilities in the list below. Because you are ranking these items, you can only have one "highest importance", one "extremely important", etc. – there are 9 (nine) critical positions and 9 (nine) degrees of importance.**

	Least Important	Slightly Important	Somewhat Important	Fairly Important	Important	Moderately Important	Very Important	Extremely Important	Highest Importance
Integrity	1.05%	4.57%	6.33%	6.68%	10.54%	10.54%	16.52%	20.04%	23.73%
Sound judgment and wisdom	1.89%	2.92%	5.67%	7.90%	8.59%	9.11%	18.73%	21.65%	23.54%
Deeply spiritual and prayerful	4.19%	10.82%	12.91%	11.69%	10.82%	11.34%	9.42%	13.09%	15.71%
Flexible, open-minded	9.90%	8.51%	7.99%	9.55%	11.81%	9.55%	17.36%	14.93%	10.42%
Compassionate	2.03%	4.24%	9.59%	17.16%	19.56%	16.97%	13.84%	9.59%	7.01%
Commitment to traditional creeds of the church	40.63%	14.71%	9.98%	7.01%	4.90%	7.36%	5.78%	4.38%	5.25%
Strong theological background	9.11%	23.75%	15.00%	12.50%	9.82%	11.43%	8.57%	6.61%	3.21%
Possesses and exhibits humility	9.37%	12.25%	18.92%	14.59%	14.59%	11.89%	9.19%	7.03%	2.16%
Sense of humor	14.80%	14.44%	13.90%	14.08%	13.54%	16.43%	6.86%	4.15%	1.81%

## Listening Meetings

Between the end of July and the middle of September we held 7 “Listening Meetings” in various geographical locations throughout the Diocese. In order to facilitate purposeful listening and honest conversation the sessions were planned as follows:

- † 2 laity-only sessions;
- † 1 Diocesan staff session;
- † 1 clergy-only session; and
- † 3 combined laity and clergy sessions.

Over 200 people from the Diocese had the opportunity to pray, Dwell in the Word, and share their perspectives. Responses were grouped into the following topics:

<b>Buildings</b>	<b>Openness</b>
<b>Communication</b>	<b>Pastoral</b>
<b>Consolidation</b>	<b>Relationship</b>
<b>Diversity</b>	<b>Social Justice</b>
<b>Education</b>	<b>Staffing</b>
<b>Finances</b>	<b>Support</b>
<b>Growth</b>	<b>Technology</b>
<b>Innovation</b>	<b>Worship</b>
<b>Mission</b>	<b>Youth</b>

After each Listening Meeting, a Search/Nominating Committee member reviewed all comments captured on the flip charts to group similar topics. The Committee identified over twenty topics. These groupings were then assigned to three categories that are used in preparing our Diocesan budget:

- † ***Equipping Congregations...***
- † ***Empowering People...***
- † ***Engaging the World...***
- ...with the hope and justice of Jesus.***



### Equipping:

Providing local congregations with the training, people, and financial resources necessary to **equip** and advance their unique ministries.

### Empowering:

Creatively developing or discovering resources that **empower** individuals, groups, and congregations to fully live out their mission and calling within and outside our Diocese.

### Engaging:

To creatively develop or discover resources that equip and empower individuals and congregations to **engage** the world with the hope and justice of Jesus.

After a rigorous review, the Committee allocated the topics as follows:

<b><u>Equipping:</u></b>	<b><u>Empowering:</u></b>	<b><u>Engaging:</u></b>
Buildings	Communication	Diversity
Education	Consolidation	Evangelism
Finances	Going Local	Mission
Innovation	Growth	Openness
Staffing	Relationship	Outreach
Support	Social Justice	Pastoral
Systems	Worship	Youth
Technology		

As we have learned through *Joining God in Shaping Our Future*, we believe that God is inviting us into a new way of living together in the world – one that is loving, liberating and life-giving for us and for the neighborhoods where God has placed us. God is calling us out of our churches and into the world: to see what God is up to; to listen to what God is up to; and to join God there.

The chart below shows a summary of all questions asked at Listening Meetings (there were three sets of questions), and grouped by the three categories by which we group our Diocesan budget.



### **LISTENING MEETING DATA GROUPED BY THREE E's**

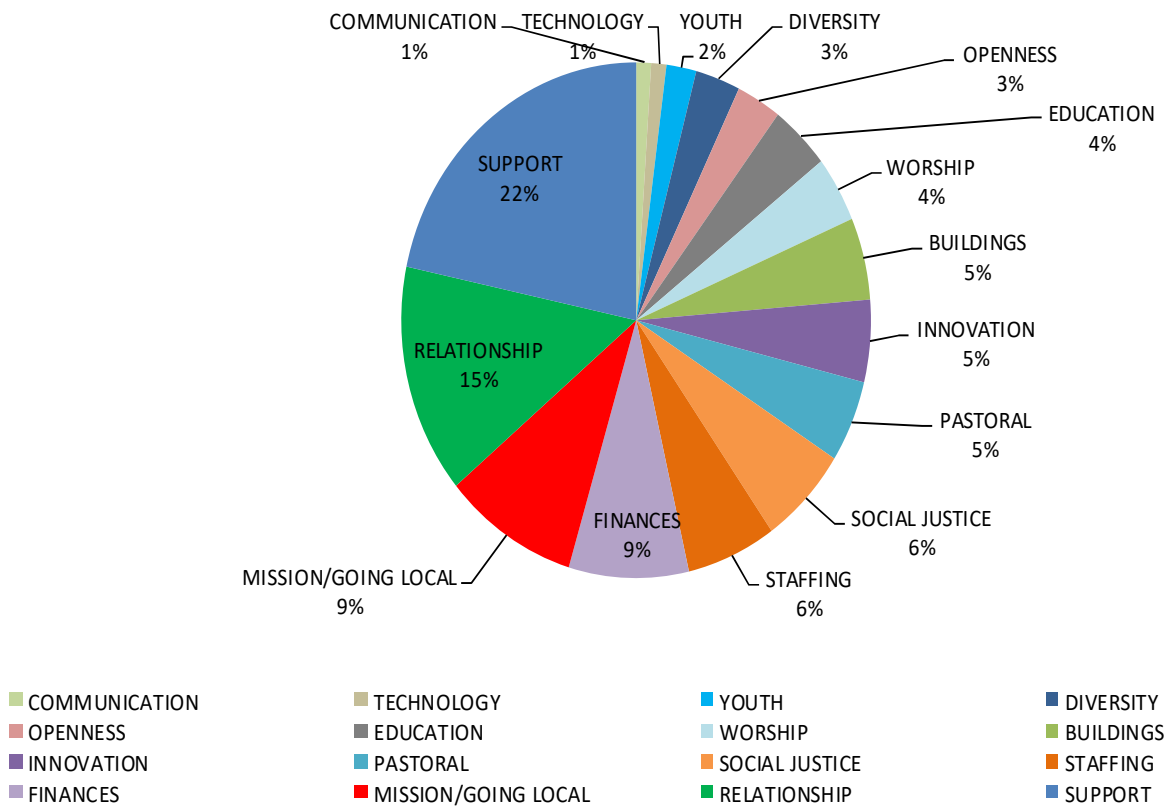
<u>WITHIN DIOCESE (5 meetings)</u>	<u><b>Equipping</b></u>	<u><b>Empowering</b></u>	<u><b>Engaging</b></u>
Q1. In what ways has the Diocese been a blessing to you and/or your parish?	52%	26%	22%
Q2. When Jesus comes to the Diocese of Newark, what one thing do you want Christ to see in the Episcopal Church?	7%	47%	46%
Q3. What opportunities and challenges face our Diocese and new Bishop in the next five years?	32%	46%	22%
Q4. Imagine that we have been together for 5 years, serving joyfully with our new Bishop, what would we be doing, and how would you have helped make it happen?	16%	53%	31%

<u>WITH EPISCOPAL HOUSE STAFF (1 meeting)</u>	<u><b>Equipping</b></u>	<u><b>Empowering</b></u>	<u><b>Engaging</b></u>
Q1. What are the three (3) most important things you have learned while working as a staff member that would be helpful to know as we search for our next Bishop?	44%	37%	19%
Q2. What has happened in this Diocese in the last ten (10) years that one would consider successful, a miracle, a joy, a move forward for the Diocese?	39%	38%	23%
Q3. What opportunities may have been missed – NOT “what went wrong” in the last ten (10) years? Please be specific about the life of the Diocese.	26%	57%	17%
Q4. What structural or institutional systems are in place that have created barriers and have minimized opportunities for change?	47%	18%	35%

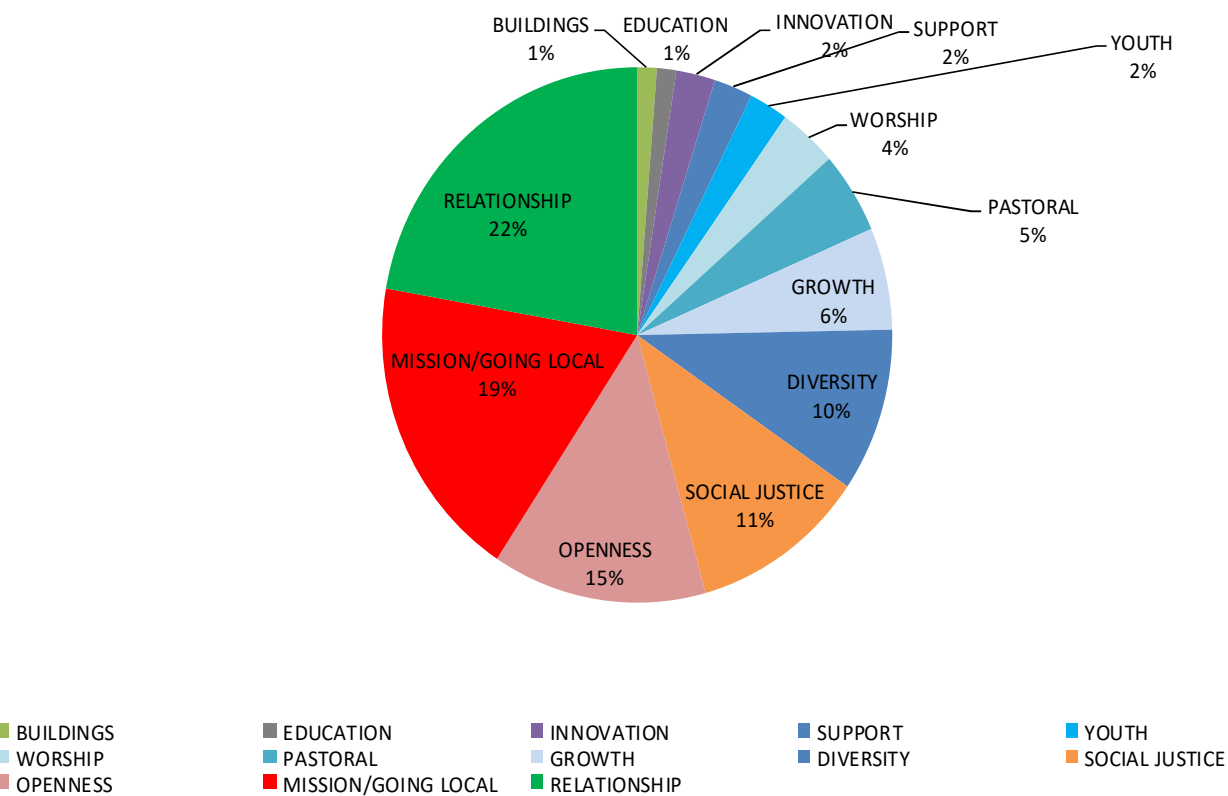
<u>CLERGY DAY (1 meeting)</u>	<u><b>Equipping</b></u>	<u><b>Empowering</b></u>	<u><b>Engaging</b></u>
Q1. Name the greatest challenges awaiting the next Bishop of Newark?	24%	36%	40%
Q2. What are the resources of this Diocese that we offer the next bishop in meeting those challenges?	56%	16%	28%
Q3. What is our most significant opportunity as a Diocese?, i.e. What is God calling us to become?	44%	12%	44%

The total percentage of responses for each topic was calculated. Results for the **two lay-only and three combined** (lay and clergy) listening meetings are presented in the next four graphs:

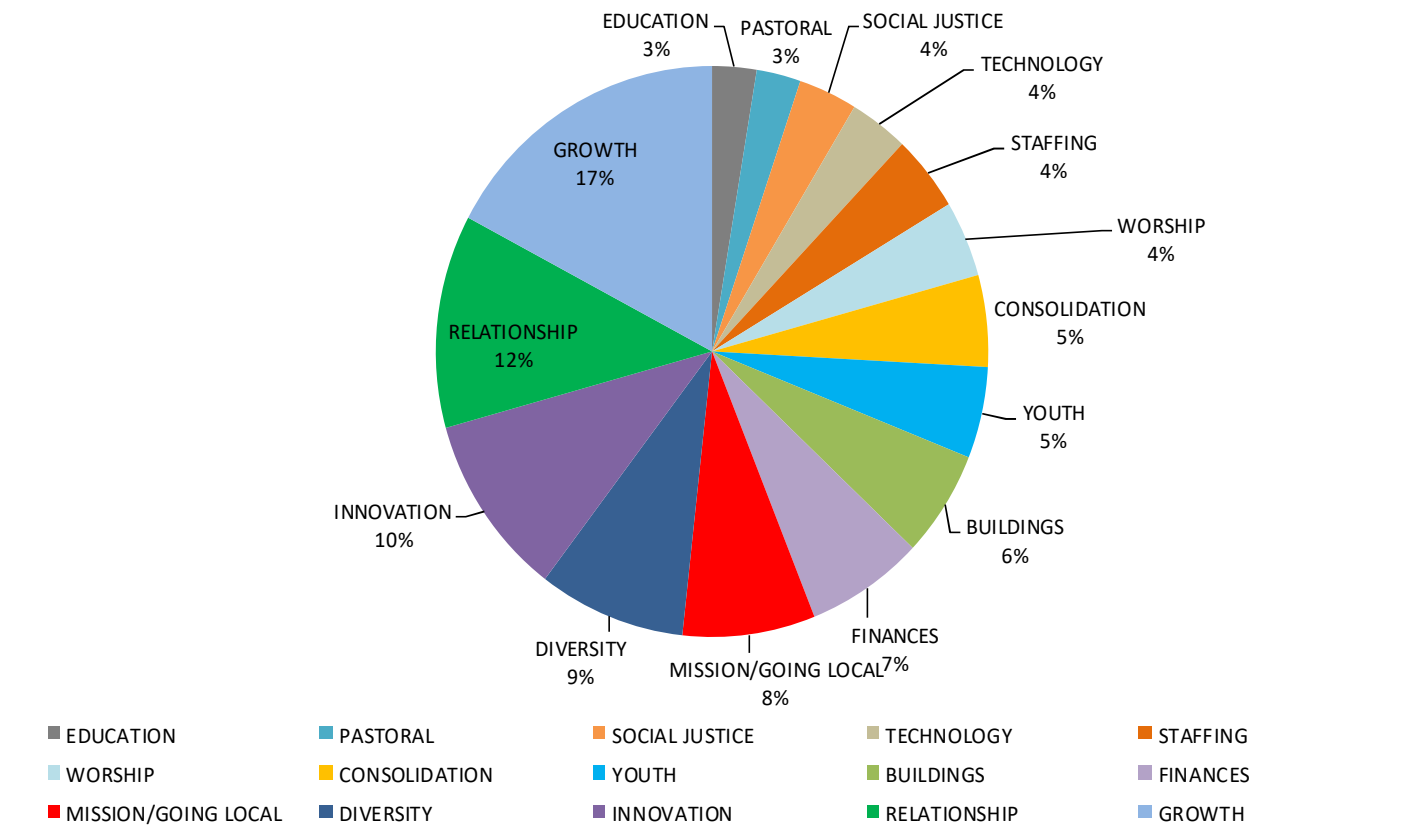
**Q1. In what ways has the Diocese been a blessing to you and/or your parish?**



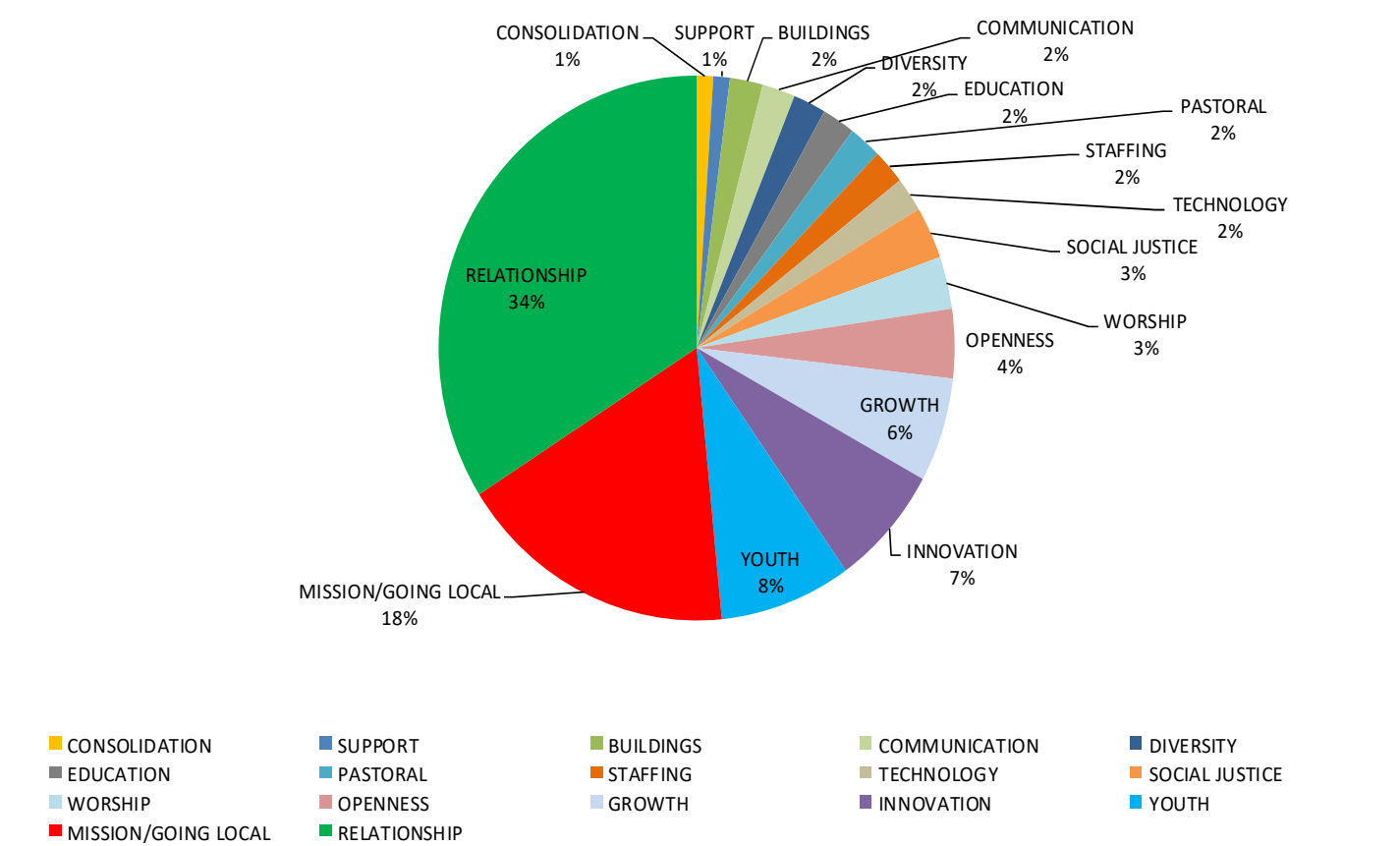
**Q2. When Jesus comes to the Diocese of Newark, what one thing do you want Christ to see in the Episcopal Church?**



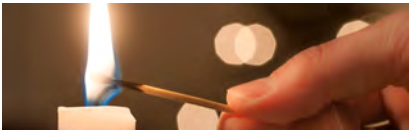
**Q3. What opportunities and challenges face our Diocese and new Bishop in the next five years?**



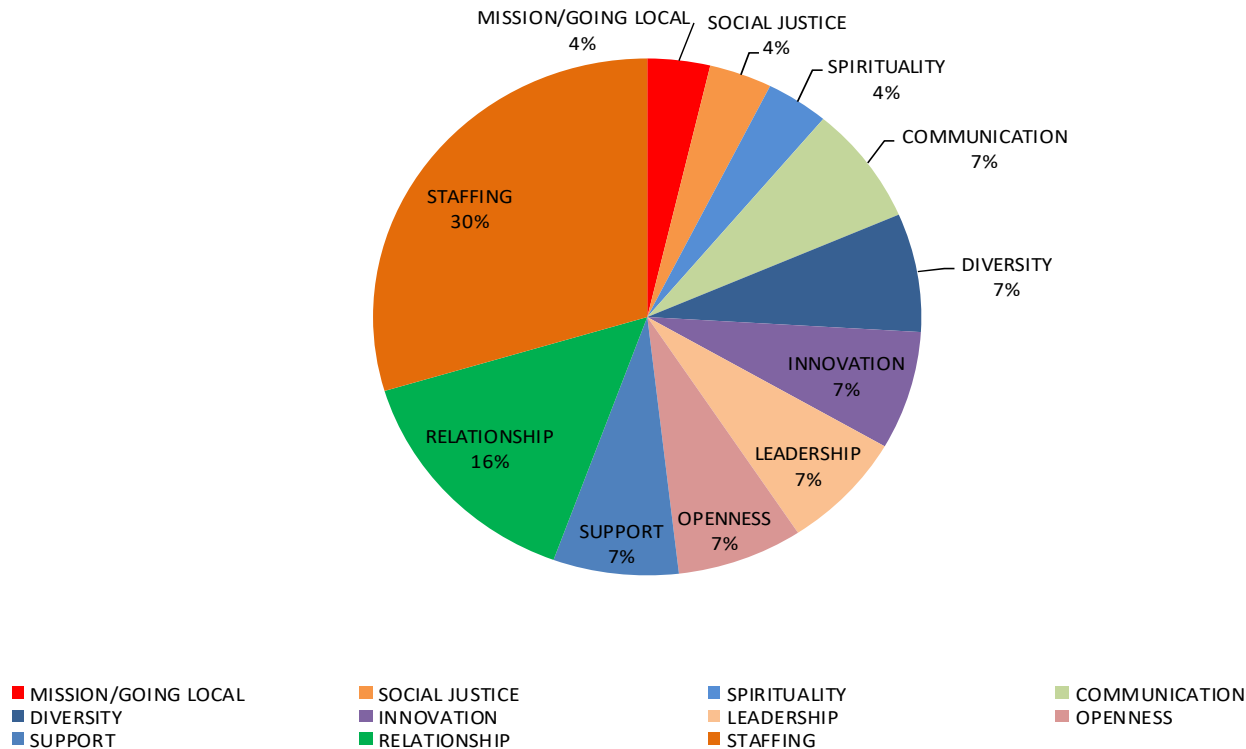
**Q4. Imagine that we have been together for 5 years, serving joyfully with our new Bishop, what would we be doing, and how would you have helped make it happen?**



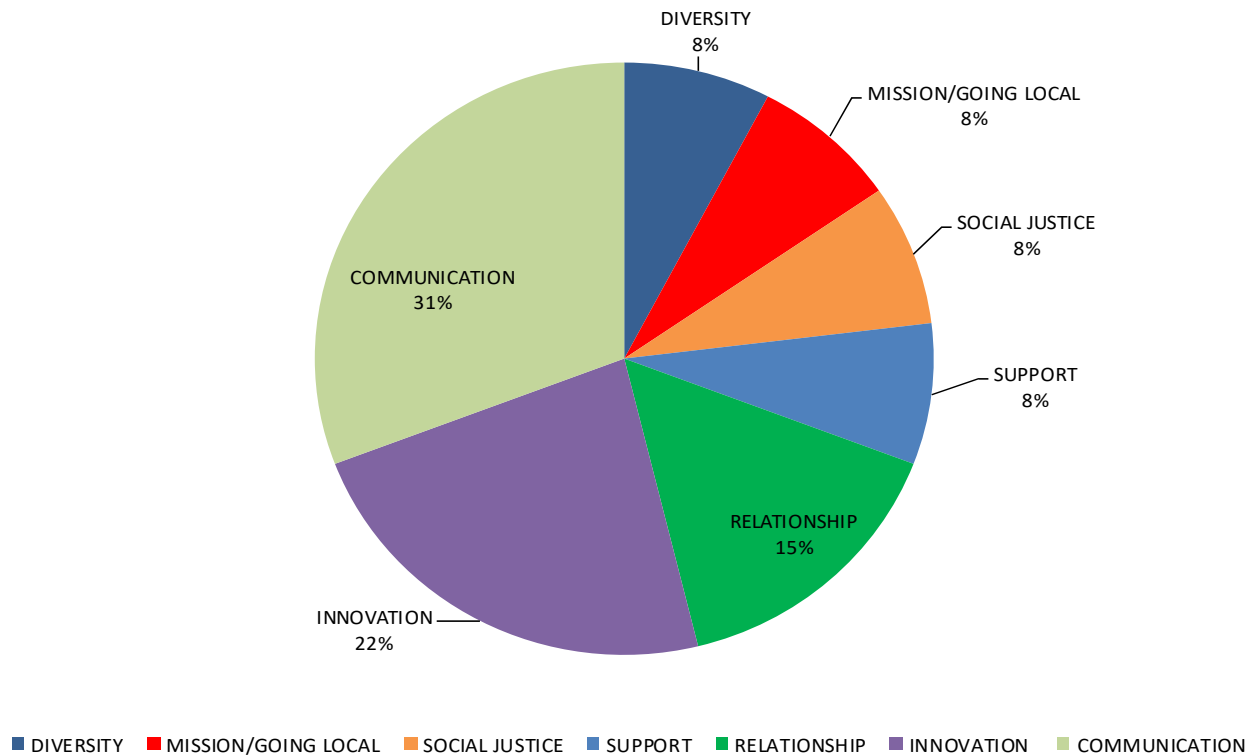
Diocesan staff had the opportunity to dwell on a different set of questions, and their responses are summarized in the next four graphs:



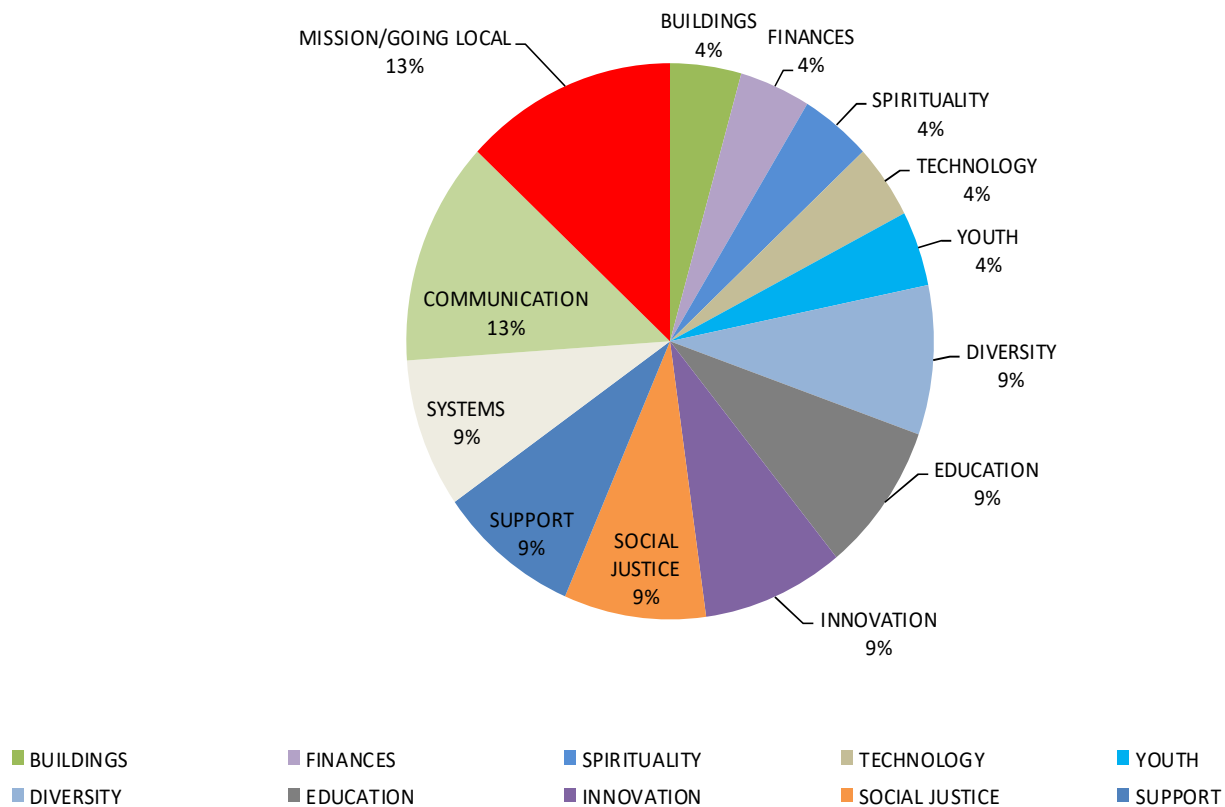
**Q1. What are the three (3) most important things you have learned while working as a staff member that would be helpful to know as we search for our next Bishop?**



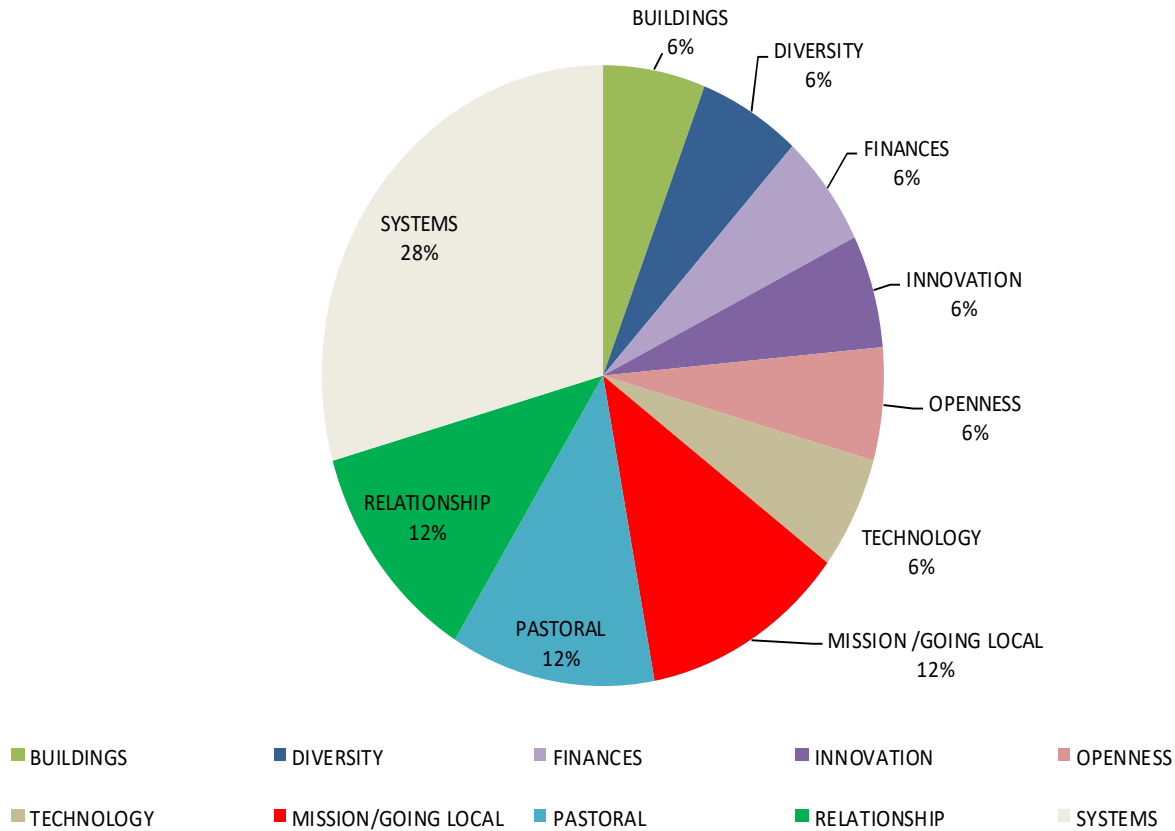
**Q2. What has happened in this Diocese in the last ten (10) years that one would consider successful, a miracle, a joy, a move forward for the Diocese?**



**Q3. What opportunities may have been missed – NOT “what went wrong” in the last ten (10) years. Please be specific about the life of the Diocese.**



**Q4. What structural or institutional systems are in place that have created barriers and have minimized opportunities for change?**



A total of 65 **clergy from all over the Diocese** gathered at a clergy-only session. They discussed the following areas:

- † Challenges awaiting the new Bishop;
- † Resources the Diocese offers the Bishop in meeting those challenges;
- † Significant opportunities;
- † Things the new Bishop needs to do to support the clergy community; and
- † Gifts the Bishop needs to have to help the Diocese in the years ahead.

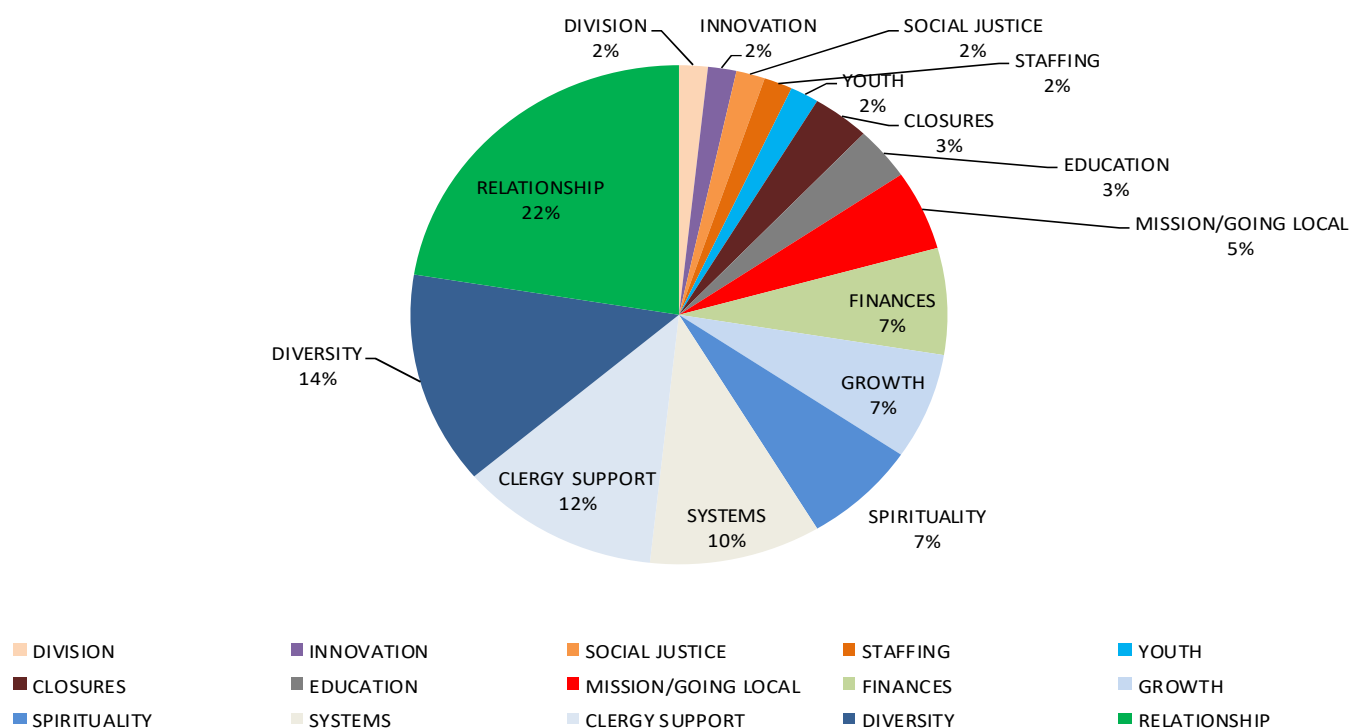
Responses to the first three areas were tabulated using the same topic groupings utilized for the lay, combined and Diocesan staff gatherings, with the addition of the following categories:

**Clergy Resilience**  
**Clergy Support**  
**Closures**  
**Division**  
**Leadership**

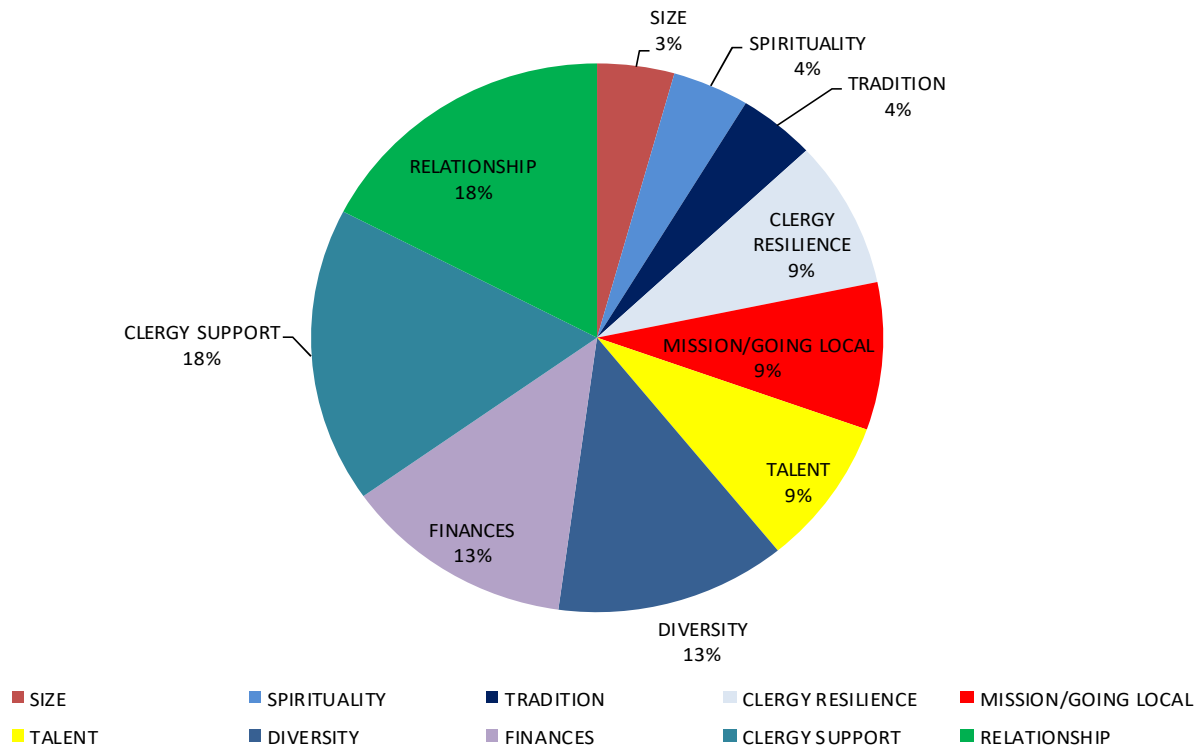
**Talent**  
**Tradition**  
**Size**  
**Spirituality**

Results are presented in the following graphs:

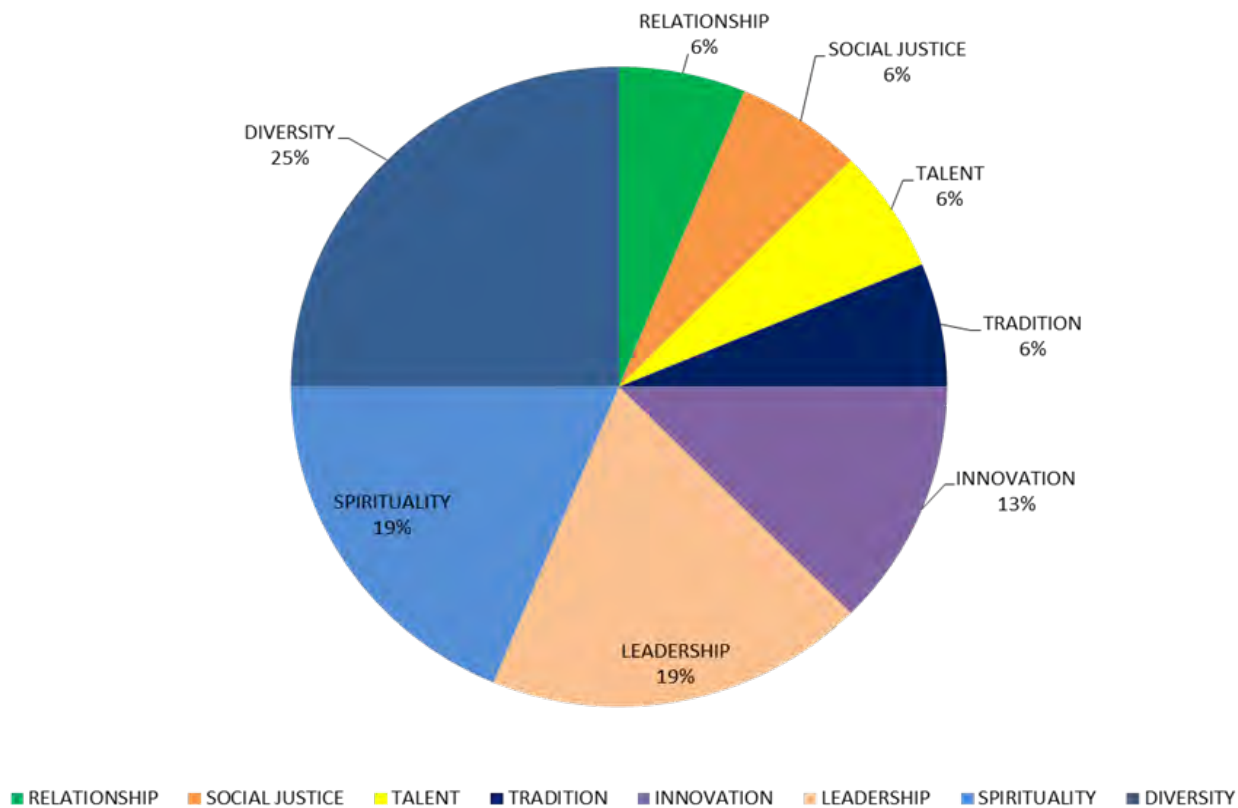
### Q1. Name the greatest challenges awaiting the next Bishop of Newark?



**Q2. What are the resources of this Diocese that we offer the next Bishop in meeting those challenges?**



**Q3. What is our most significant opportunity as a Diocese?, i.e. What is God calling us to become?**



The clergy community provided a list of hopes for the new Bishop:

- † **Be consistent and steady;**
- † **Model living into full stature of Christ; be honest;**
- † **Authentic interest in change;**
- † **Help us to be a clergy family;**
- † **Recognize that part-time ministry is vibrant and worth supporting;**
- † **Develop pastoral relationships;**
- † **Sense of humor, humility; and**
- † **Touch base with each clergy.**

The following is a list of gifts the clergy would like the new Bishop to have to move the Diocese forward:

- † **Capacity for relationship;**
- † **Faith, hope, love... the greatest of these is love;**
- † **Make this place home;**
- † **Courage and conviction;**
- † **Decisive in decision-making;**
- † **Contagious joy in the Gospel;**
- † **Charism from the heart; and**
- † **The Bishop will love others because the Bishop knows he/she is loved by God.**



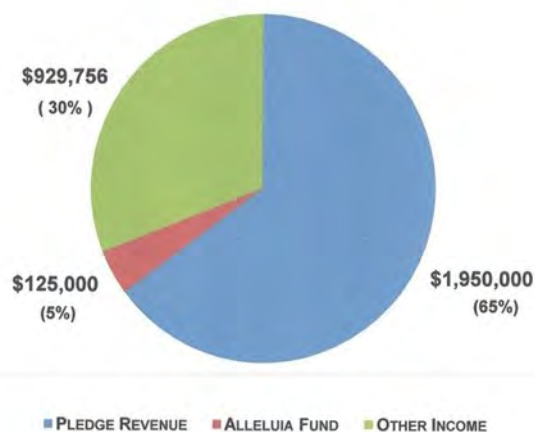
## Our Finances

Our 2017 Budget is balanced, as required by Diocesan canon, and it reflects our Diocesan mission:

***“Equipping Congregations... Empowering People...Engaging the World... with the hope and justice of Jesus.”***

Parish pledge income represents 65% of the Diocesan budget resources. While our Diocese does not assess parishes, parishes are encouraged to tithe 10% of their operating income. The sale of closed churches and related properties provide another income stream as we seek to lower the expenses associated with maintaining our beautiful buildings while equipping our churches for ministry. The net proceeds of these sales, which must be approved by the Standing Committee, are allocated according to a formula agreed to by Diocesan governing bodies.

INCOME - 2017 BUDGET

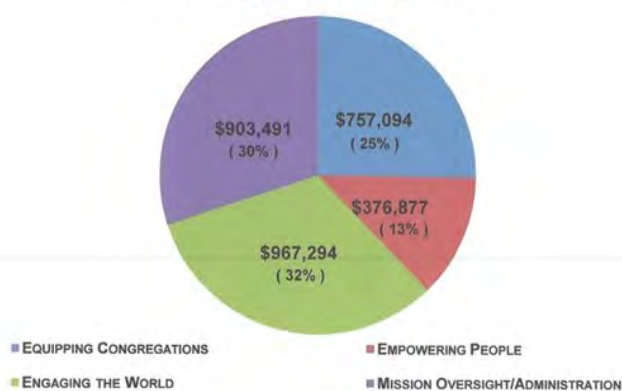


While our 2017 Budget includes pledge income lower than recent years, we have been able to:

- † **Provide for outreach equal to 2016;**
- † **Meet our pledge to the Episcopal Church;**

- † **Continue to invest in our congregations, funding new and exciting ways of living together and initiating ministries that will shape our future; and**
- † **Continue to fund many other important ministries that provide opportunities to grow spiritually, to serve and advocate for those who are marginalized, to receive expressions of healing and care and transform the world.**

EXPENSES - 2017 BUDGET



Our Diocesan website provides additional financial information:

- † [General Finance](#)
- † [ACTSVIM Fund](#)
- † [Bishop's Church Emergency Fund](#)
- † [Episcopal Capital Loan Fund](#)
- † [Marge Christie Congregational Growth & Vitality Fund](#)
- † [Ward J. Herbert Fund](#)
- † [Alleluia Fund](#)

## The Bishop We Seek

In seeking our next Bishop, we would like to discover a prayerful individual, guided by her or his relationship with God, who has an ability to present the Gospel in ways that are attractive, inspiring, and comprehensible to a society that often dismisses the Church and her message.



During the past decade, our Diocese has invested time, energy and resources in discerning who are our neighbors. It has led us to push boundaries, break down walls, and see those who were previously 'unseen.' We offer shelter, hospitality, food, and clothing to individuals throughout Northern New Jersey. Many of our churches tend community gardens to feed community needs. The Port of Newark is rich with opportunities for ministry and The Seamen's Church Institute offers respite and aid to weary seafarers from across the globe. Our art, music, and children's camps create joyful sounds heard well beyond our walls. We respond to cries for help in crises and offer prayers for healing in places where violence has occurred.

The Bishop we seek will understand, value and live out the central importance of relationship. She/he will engage members and clergy within our Diocese, the communities in and around our congregations, as well as connect us to the wider Episcopal Church. We have used the phrases "Equipping congregations... Empowering peo-



ple... Engaging the world" as language to describe and frame our work and relationships as a Diocese. These terms help us see the multiplicity and richness of our relationships as a Diocese and within our local communities. We hope our next Bishop will work with us to sustain and enlarge these relationships.

Members of our Diocese responded to questions about the abilities desirable in our next Bishop.

joy-filled times, but also lead us in times when we struggle and are in conflict.

Just as conflict is a given, so too is change. Change is God's invitation into the future. Dealing with ongoing change takes courage. Presiding Bishop Michael Curry stated, "We never know what can happen when we feel called to follow Jesus' gospel witness of welcome. Heeding such a call can require incredible courage."



The highest importance was that the next Bishop "articulate a clear vision for the future." When asked to rank the qualities for our next Bishop, respondents ranked "integrity" as of the highest importance, closely followed by "sound judgment and wisdom." For a complete list of the responses and their rankings, see the chart on page 7.

A hallmark of Bishop Beckwith's episcopate has been an emphasis upon openness and transparency at all levels of our Diocese. This emphasis has been seen in everything from our financial reporting and accountability to working with congregations in dealing with the "Killer Bs" of budget, boilers and buildings. While the need to put our Search Process on hold in November frustrated many, it is but another example of our Diocese's commitment to openness and transparency as, in that case, we make hard decisions around unethical and poor choices. Our next Bishop should also value openness and transparency and rejoice with us in our gifts and

Members of our Diocese, through Dwelling in the Word, have discovered that prayer and active listening helps us to heed God's call and become more faithful witnesses to the gospel of Jesus.

We have reflected on change and intentionally experimented with it, all in the name of answering God's call to new ways of being. There have been surprises: some have uncovered completely new paths for ministry while others have tried new paths and failed. During the process, some discovered that failure is not to be feared but is an opportunity to try another path. The learning, all along, has been that the God who called the Hebrew people out of Egypt and led them to the other side of the Jordan River is the same faithful God yesterday, today and tomorrow.



We believe God is calling us to venture outside our sanctuary walls, to hear and see what God is saying and doing in the communities around us, and to join God there. We believe God is inviting us into a new way of living together in the world – one that is loving, liberating and life-giving for us and for the neighborhoods where God has placed us. We pray our next Bishop will inspire us to action, encouraging us to seek and serve all people as we continue to become the body of Christ in northern New Jersey and beyond.



## The Search Process

In February 2017, our current Bishop, The Rt. Rev. Mark Beckwith, called for the election of the XI Bishop of the Diocese of Newark. The Standing Committee was charged with overseeing the search process. The Standing Committee called for nominations to a Search/Nominating Committee and a Transition Committee. Committee members were selected by the Standing Committee based on nominees' leadership and particular gifts. The committees are diverse and represent each of the Diocese's ten districts. Co-chairs (1 clergy and 1 lay) were named for each committee.

A retreat was held in June for the committee members to meet and begin their work together. The Search/Nominating Committee created a Covenant and prayer for guidance during this process. Next, to ensure that every member of the Diocese was given the opportunity to inform

and give voice to the search, the committee created an online survey and hosted 7 "Listening Meetings" throughout the Diocese.

Nominations for the XI Bishop will open on October 2, 2017 and remain open until November 3, 2017. The application form is available on the [Diocesan website](#). Persons may nominate themselves or be nominated by another. The Petition Process in the Diocese of Newark will begin March 5, 2018.

On November 20, 2017, we paused our process until January 2, 2018. We will accept new applications until January 10. Current applicants, should they choose, may revise and resubmit their essays during this 8-day period.

Please prayerfully read the full profile before completing your paperwork. The requirements as an applicant for the XI Bishop are:

- † A cover letter;
- † A completed copy of the application form (including the responses to 5 essay questions);
- † A current resume or CV;
- † Three letters of recommendation (at least one from a clergy person and at least one from a lay person); and
- † An updated OTM profile.

The compensation package for the XI Bishop of

*Continued from page 19*

Newark is the work of our three primary governing bodies: the Trustees, the Standing Committee, and Diocesan Council, with input from our Diocesan Chief Financial Officer. The compensation package is available on the Bishop Search page of the [Diocesan website](#). The final compensation package provided to the Bishop-elect will require final review by and approval of the Diocesan Council.

The Search/Nominating Committee will confidentially deliberate over the nominations and through prayer and God's guidance will select a slate of candidates for the election.

The Search/Nominating Committee will continue to provide general progress updates to the Standing Committee and the Diocese. The Search/Nominating Committee's work will be concluded when the final candidates are recommended to the Standing Committee for elections. After this, the Transition Committee

will lead the process through election and ordination/consecration of the XI Bishop of the Diocese of Newark.

The election of the XI Bishop of the Diocese of Newark is scheduled for Saturday, May 19, 2018.

The Transition Committee will support the current Bishop, staff, and the Bishop-elect. The Transition Committee is already planning a celebration of the current Bishop's ministry and retirement.

Throughout the entire process, prayer will support and guide all three committees, and be offered for those nominated. To find out what is next, please check the [XI Bishop Search Timeline](#).

Thank you again for learning more about our Diocese and discerning your call to serve God in our Church!

**PROFILE UPDATED: January 2, 2018**

## Updated Timeline (see online version for updates)

### 2017

October 2 — November 17: Applications accepted

November 20: Search Process on Hold

### 2018

January 2: Search Process Reopens / Amended Profile Goes Live

January 2 — 10: Additional Applications Accepted

January 2 — 13: Search Committee Initial Screening

January 15 — February 2: Phone/Zoom Screening of Candidates

February 3 — 5: Final Discernment for Discernment Retreat

February 19 — 22: Discernment Retreat

February 23 — March 2: Identify Final Candidates

March 5: Standing Committee reviews and Announces Candidates

March 5 — 15: Petition Process Open

May 3 — 6: 'Walkabouts' in the Diocese *\*\*these are revised dates\*\**

May 19: Electing Convention

September 22: Ordination of the XI Bishop of the Diocese of Newark

