

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

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

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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 the Neighborhood.”**

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.

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 Episcopal House is conveniently located 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.

As a Diocese, we pledge to and support The Episcopal Church, and we take pride in our involvement in the wider Church. Our ecumenical and interfaith relationships are also critical to our work. Our primary governing bodies include the Standing Committee, Diocesan Council, and 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.

Most recently, our Diocese has been on a listening journey to discern what God is up to in our communities. Many Diocesan members have experimented and found ways to experience God outside the four walls of our church buildings.

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.



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

The Diocese of Newark will always remain an active witness in and around our region, and we seek a Bishop who will support our ministries in the 21st 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



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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

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>

Justice Board

The Justice Board is a group committed to justice issues in the Diocese of Newark, and it **serves to advise the Bishop and Bishop's staff on social justice issues.** Issues of justice include those that affect the life and dignity of any person. Currently the Board is focused on supporting and protecting children, addressing violence in its many forms, and human trafficking. Learn more here: <http://dioceseofnewark.org/justice-board>

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.learnj.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

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 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'**

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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.

We seek a Bishop who has the ability to:

- † **Articulate a clear vision for the future;**
- † **Work effectively within our Diocese;**
- † **Create unity of purpose among diverse groups;**
- † **Be pastoral and approachable; and**
- † **Identify and develop new leaders.**

Our next Bishop should possess the following characteristics:

- † **Integrity;**
- † **Sound judgment and wisdom;**
- † **Flexible, open minded;**
- † **Deeply spiritual and prayerful; and**
- † **Compassionate.**



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:

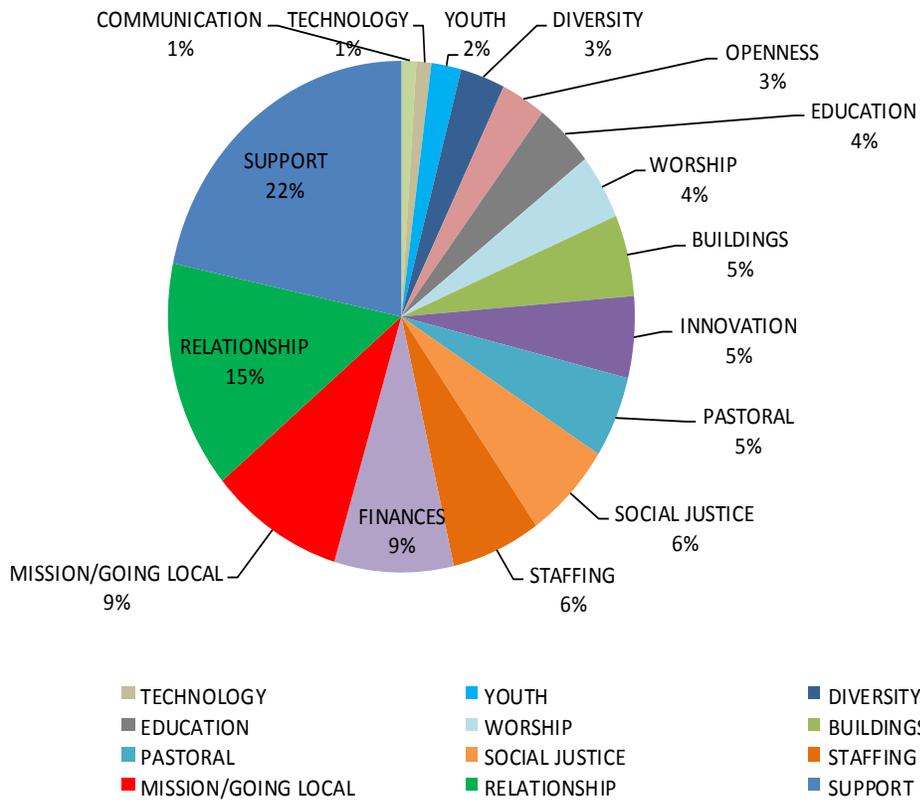
- † 2 laity-only sessions;
- † 1 Diocesan staff session;
- † 1 clergy-only session; and
- † 3 combined laity and clergy sessions.

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

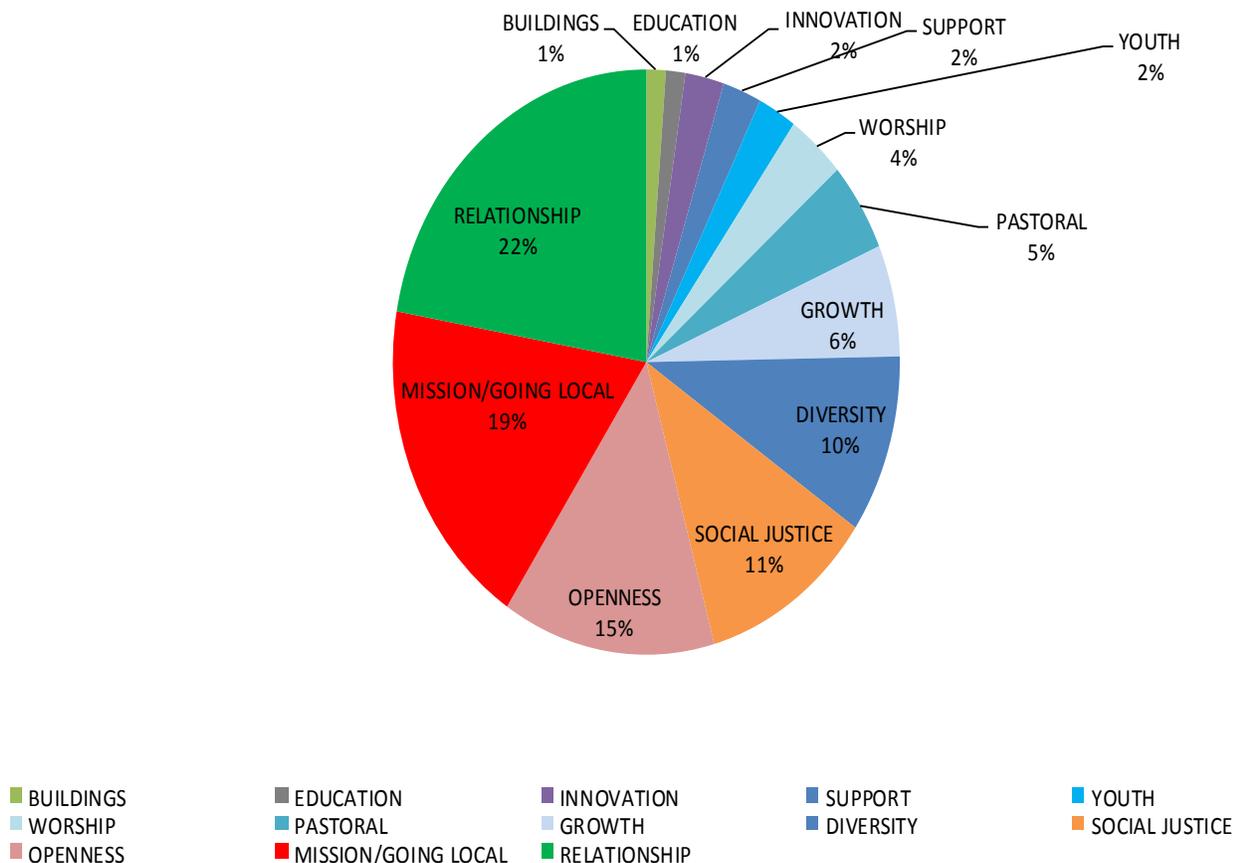
- | | |
|----------------------|-----------------------|
| Buildings | Openness |
| Communication | Pastoral |
| Consolidation | Relationship |
| Diversity | Social Justice |
| Education | Staffing |
| Finances | Support |
| Growth | Technology |
| Innovation | Worship |
| Mission | Youth |

The total percentage of responses for each category was calculated. Results for the two lay-only and three combined listening tables are presented in the next four graphs:

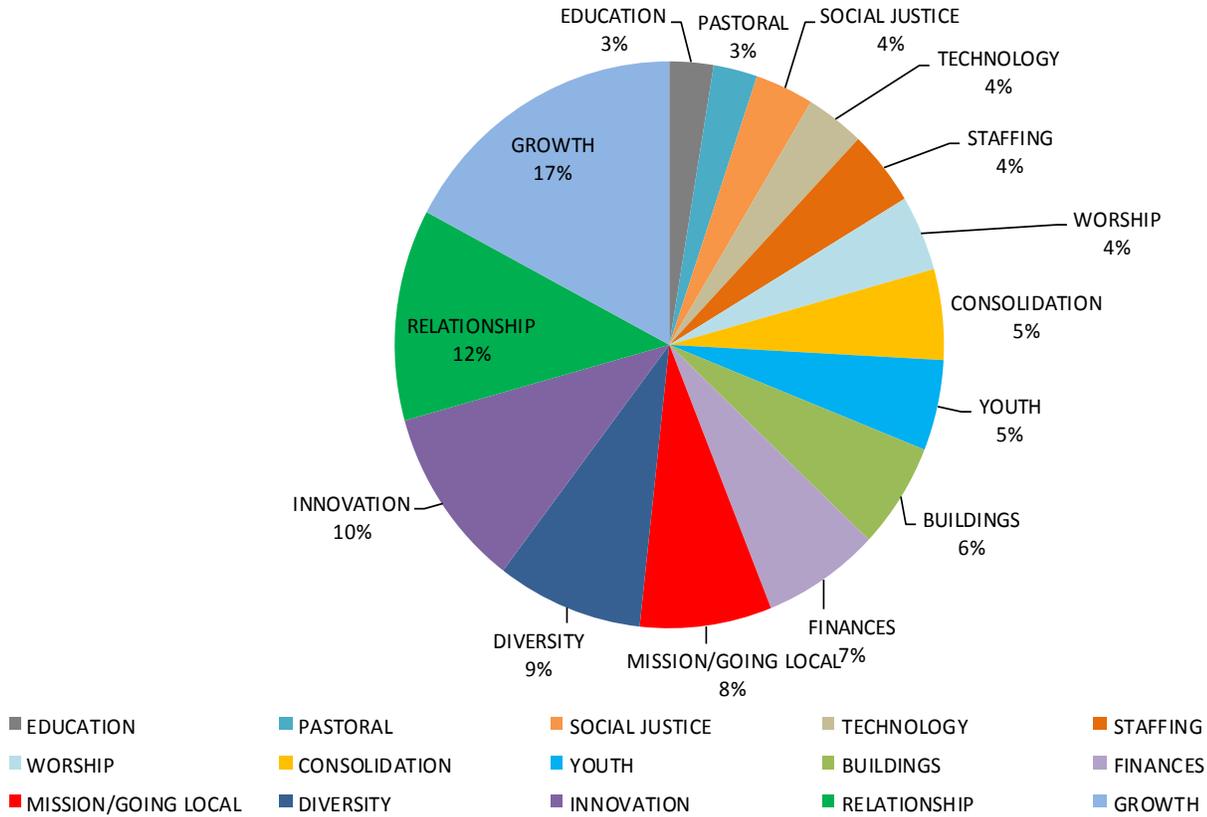
Q1. In what ways has the Diocese been a blessing to you and/or your parish?



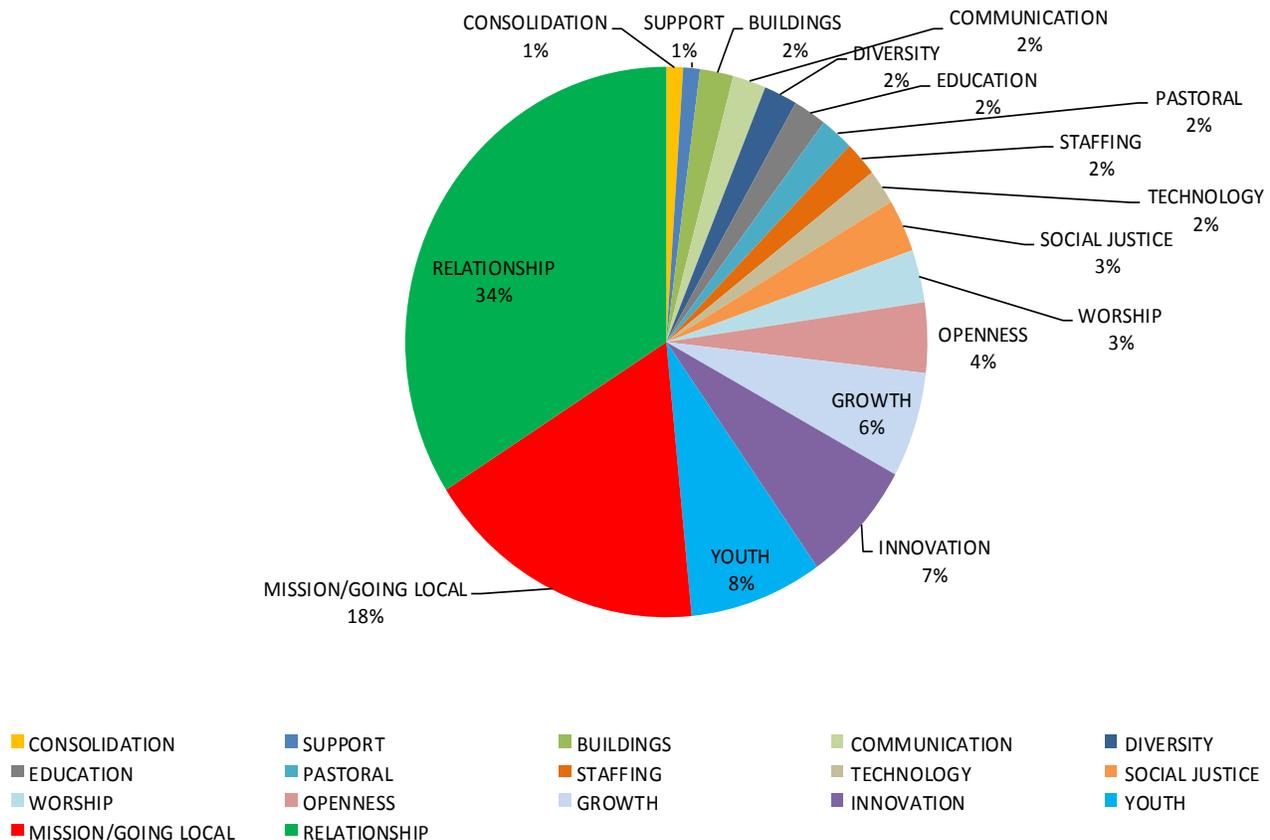
Q2. When Jesus comes to the Diocese of Newark, what one thing do you want Christ to see in the Episcopal Church?



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



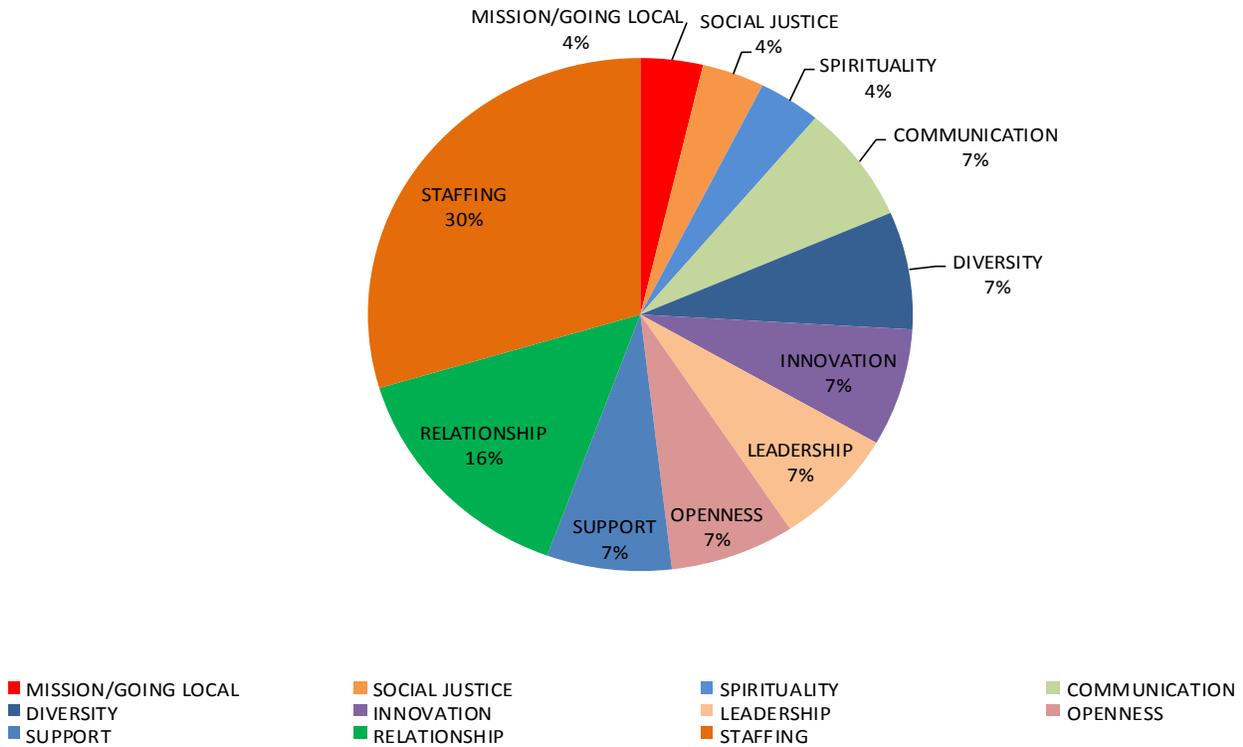
Q4. Imagine that we have been together for 5 years, serving joyfully with our new Bishop, what would we be doing, and how would you have helped make it happen?



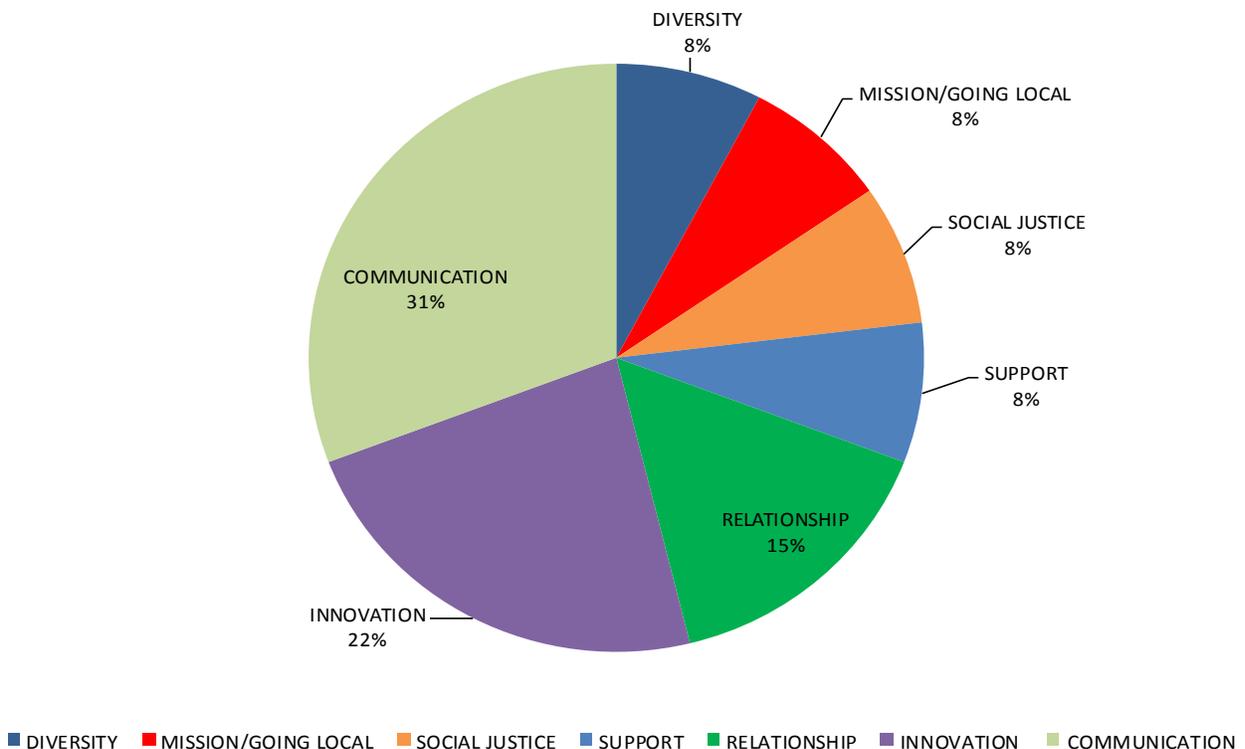
Diocesan staff had the opportunity to dwell on a different set of questions, and their responses are summarized in the next four graphs:



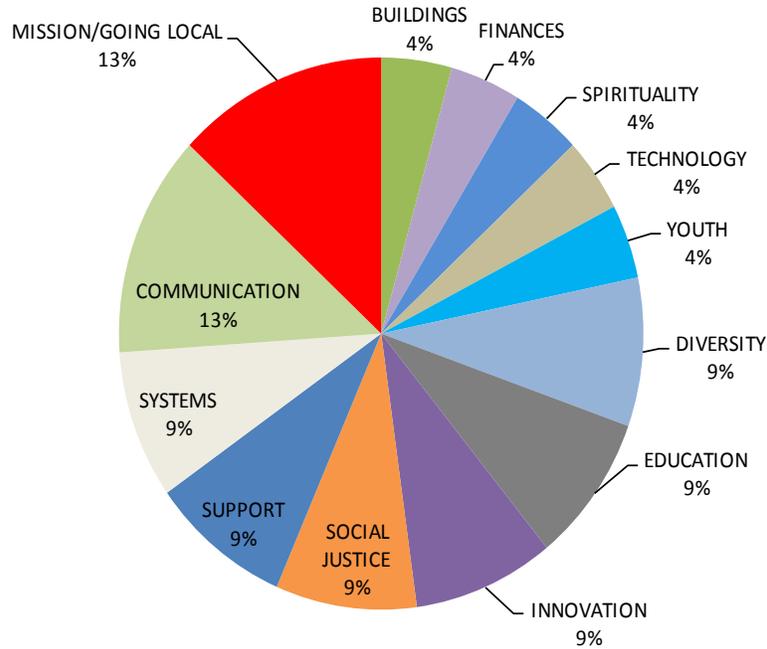
Q1. What are the three (3) most important things you have learned while working as a staff member that would be helpful to know as we search for our next Bishop?



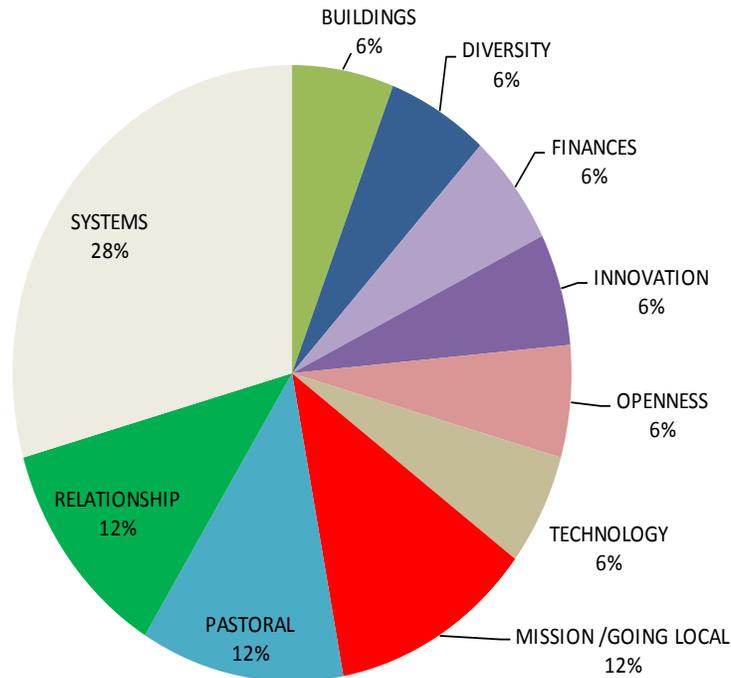
Q2. What has happened in this Diocese in the last ten (10) years that one would consider successful, a miracle, a joy, a move forward for the Diocese?



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 topics:

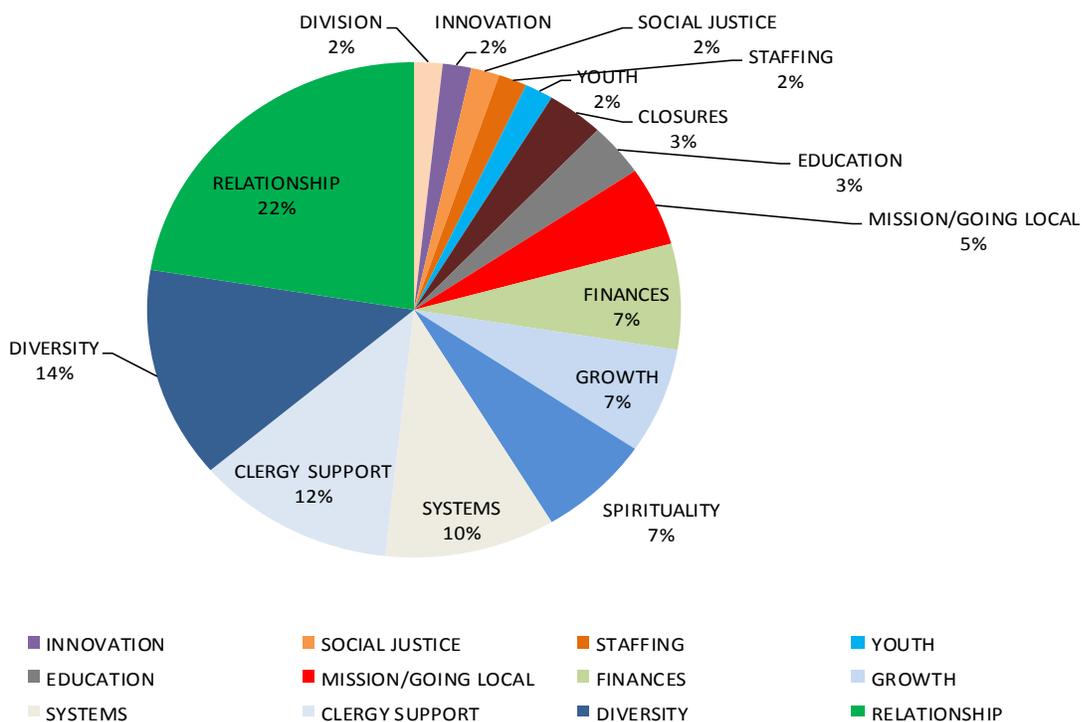
- † Challenges awaiting the new Bishop;
- † Resources the Diocese offers the Bishop in meeting those challenges;
- † Significant opportunities;
- † Things the new Bishop needs to do to support the clergy community; and
- † Gifts the Bishop needs to have to help the Diocese in the years ahead.

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

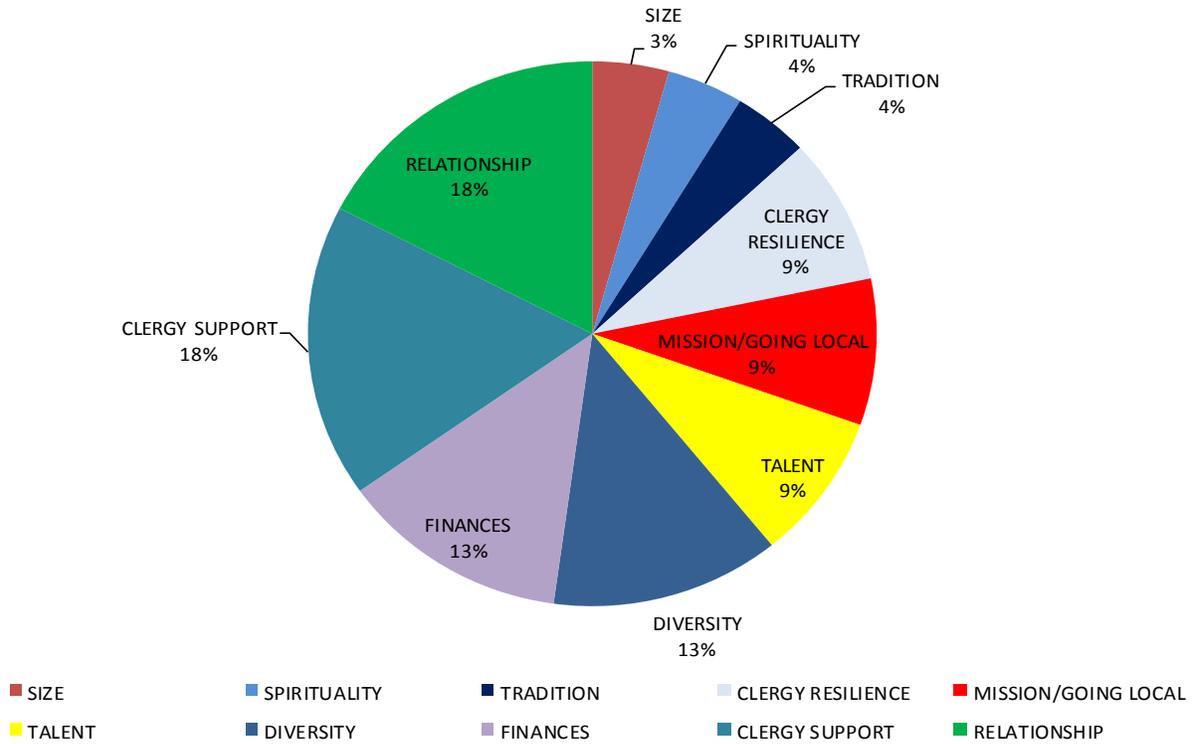
- | | |
|--------------------------|---------------------|
| Clergy Resilience | Talent |
| Clergy Support | Tradition |
| Closures | Size |
| Division | Spirituality |
| Leadership | |

Results are presented in the following graphs:

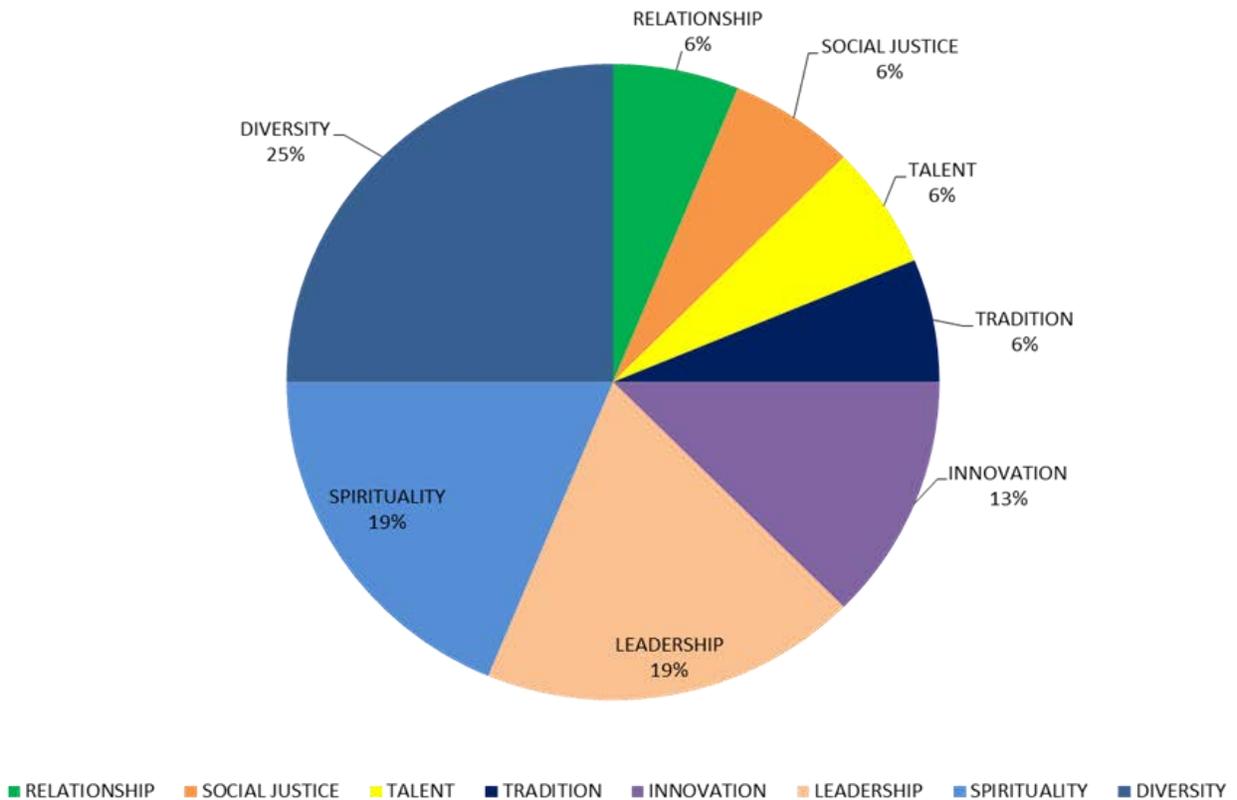
Q1. Name the greatest challenges awaiting the next Bishop of Newark?



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.**



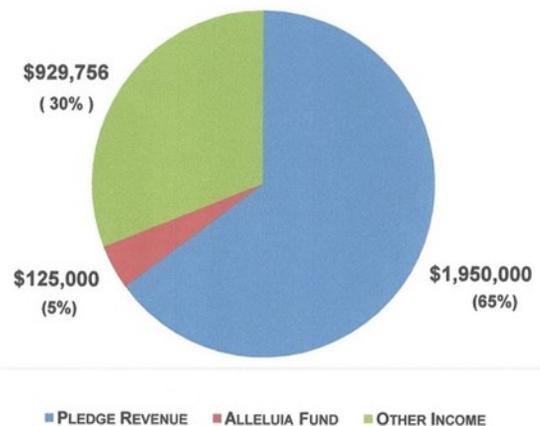
Our Finances

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

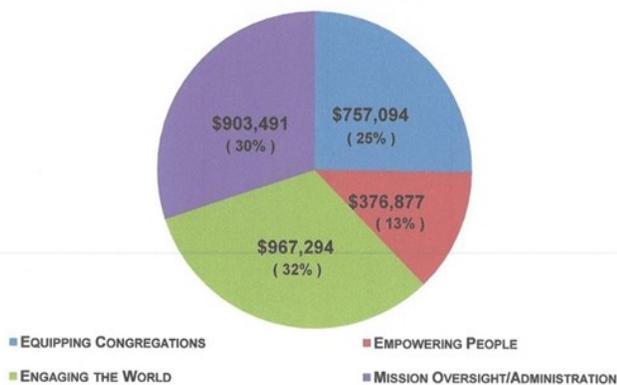


While our 2017 Budget includes pledge income lower than recent years, we have been able to:

- † **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

Over the last several months, the people of the Diocese of Newark have walked humbly in pilgrimage and conversed about the future of our Diocese and about the person who will partner with us as our XI Bishop.



Drawing on our regional gatherings, responses to an online survey, and special listening meetings, trends and expectations emerged about the person and the gifts necessary to realize our vision.

In general, our next Bishop should live a Godly life of love reflected in his/her ministry. The Bishop should possess skills in pastoral care for clergy and laity alike, and an ability to exercise the ministry of oversight in love. One person noted, "A Bishop must ask in love what he or she could demand by right."

More specifically, the Diocese of Newark seeks a candidate who:

- † Is creative, imaginative and willing to take risks.
- † Possesses an energetic spirit, is prepared to listen and learn from the Diocese, pays attention to our needs, understands our DNA, builds trust, and works aggressively on the core foundation of our Diocesan mission.

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- † Is prepared to take action with us to begin to develop mission strategies in the varied regions of our Diocese and wisely align financial resources.
- † **Is able to take the ‘long view:’ Our challenges** will not be resolved by quick fixes; our opportunities require a clearly articulated strategy.

believe there is an exciting opportunity in our Diocese to be a witness to the larger church; to try new things, take risks, and be a model for connection, communication, and collaborative ministry. We want our next Bishop to pull from his/her experiences and gifts in collaboration with the leadership of this Diocese. We want our next Bishop to celebrate our differences and continue to envision a strong and healthy Diocese.

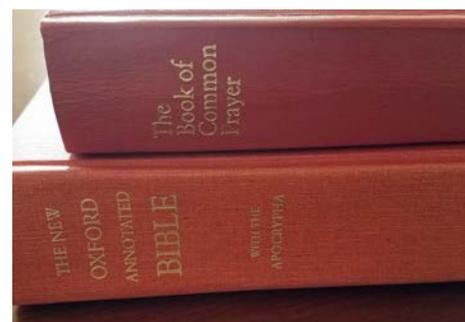


- † Has a proven record of collaboration and working with a diverse group of people to make things happen.
- † Is a reconciler who seeks to resolve conflict in a spirit of compassion.
- † Is a leader with passion for social and international justice.
- † Exhibits emotional intelligence, transparency, and maturity.
- † Will get in the "sandbox" and play. This is a Diocese that enjoys having fun.

Finally, and importantly, we hope our next Bishop will view this as a rich opportunity to build something with us that we cannot yet imagine. We offer our next Bishop gifted clergy and competent, dedicated, spirit-filled lay leaders devoted to the Church and eager to get to work. We want to live in Christian love with our Bishop, one another, and our neighbors. We

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 a 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.



Please prayerfully read the full profile before making your nominations. The requirements for nomination 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 Newark is under review and 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. A link to the compensation package will be provided by November 3, 2017 on 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.

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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!



Timeline

2017

October 2 — November 3: Nominations accepted

November 3 — 21: Search Committee Initial Screening

November 28 — January 7: Phone/Skype Screening of Candidates

2018

January 7 — 24: Screening 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

April 30 — **May 3: 'Walkabouts' in the Diocese**

May 19: Electing Convention

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