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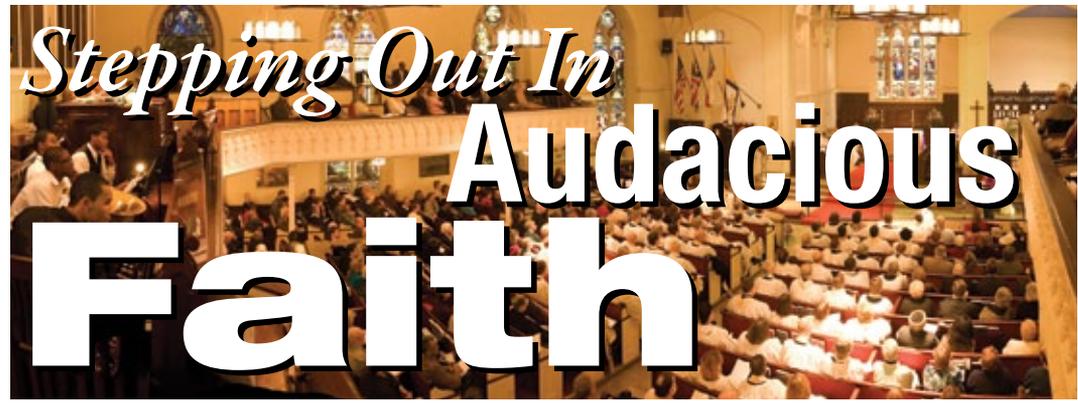


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Deputies gather for the Eucharist at Diocesan Convention 2010. STEVEN BOSTON PHOTO

*The annual convention of the Diocese of Newark will be a place for transformation and inspiration*

*By the Rev. Barry M. Signorelli*

On January 28-29, 2011, representatives of parishes and missions from every part of the Diocese of Newark will gather with Bishop Mark Beckwith at the Hilton Hotel in Parsippany for the 137th Diocesan Convention, under the theme “Stepping Out in Audacious Faith.” They will be tending to the usual, necessary business of running the Diocese – passing the budget, electing officials (including deputies to General Convention), and debating resolutions. These are the things that the governing body of any organization does. But the Convention’s theme suggests something much more, something that will make this gathering stand out from the usual.

The difference is that these individuals gather as representatives of the People of God, taking their share in the councils of the church to discern how God’s work is best undertaken in this corner

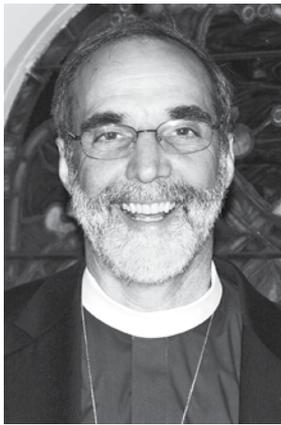
of the vineyard. Following the mandate expressed in the diocese’s mission statement “Equipping congregations... Empowering people... Engaging the world... with the hope and justice of Jesus” requires the deputies to do more than approve expenditures and fill vacant offices; they are also called to discover together how that mission can best be undertaken in different settings. Their work is not ended when the closing gavel falls, for they then go and share what they have learned with their parishes and communities, empowering them to take up their part.

This year’s convention theme is taken from “A Vision for the Diocese of Newark” (see pages 2 and 3). Created by Bishop Beckwith in collaboration with a visioning team and adopted by Diocesan Council, the Vision Statement is a new description of the covenantal relationship that flows from the Mission Statement. The Rev. Canon Gregory

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# A “Right Brain” Vision To Shape Our “Left Brain” Work

“Stepping out in audacious faith,” a metaphor drawn from the vision statement, will be the theme of our upcoming Diocesan Convention. The theme will help to frame the considerable amount of business that is to be done during our day and a half together. A budget needs to be passed, resolutions need to be considered, reports will be presented, deputies to General Convention will be elected – along with elections to the various organizational bodies of the diocese. Much of it will be “left brain” work – work that is linear and logical, and that requires concrete decisions.

But among the work there will be opportunity to build community, stretch the imagination, expand horizons – and consider the prospect of stepping out in audacious faith. It will be “right brain” work. Work that is more artistic and metaphorical. A Newark chapter of Episcopal Church & Visual Arts (ECVA) has just been created. Visual artists from all over the diocese are being invited to submit slide representations of their art – and those slides will provide a visual backdrop for our time together. There will be an opportunity during Convention to hear stories – and to tell stories. Not just the data stories of budget and committee reports – but we will intentionally invite the deputies to share parts of their own stories with each other.

Our Mission Minutes will feature stories of congregations that have stepped out in audacious faith. We will give time for people to reflect on moments when they have stepped out in audacious faith, and how they envision their congregation doing the same. Near the end of Convention, we will give people the opportunity to have their hands anointed – as a symbolic empowerment of stepping out in audacious faith.

As the mission statement outlines the work we are called to do as a diocese – equipping congregations, empowering people, engaging the world, with the hope and justice of Jesus – the vision statement provides a picture of what our life will look like as we keep at this work.

The vision statement is a “right brain” document. It is metaphorical, if not poetic. It is meant to invite people’s imagination and vision. It is meant to orient, but not to prescribe. It has been written (by a small committee of staff and visionary leaders from around the diocese) to provide individuals and congregations space to reflect on their own vision and creativity, at a time in our culture – and in our diocese – when we deeply need it.

*Mark M. Beckwith*

## Una Visión Del Cerebro Derecho Para Darle Forma Al Trabajo De Nuestro Cerebro Izquierdo

“Responder con la audacia de la fe”, una metáfora sacada de la declaración de la misión, será el tema de nuestra Convención Diocesana. El tema ayudará a enmarcar la cantidad considerable de negocios que se tendrán que conducir, reportes, elección de delegados a la Convención General y la elección a varios organismos de la Diócesis. La mayoría de esto será trabajo de “la parte izquierda del cerebro,” trabajo que es lineal y lógico y que requiere decisiones concretas.

Pero con este trabajo, también habrá oportunidad de construir comunidad, trabajar la imaginación, expandir los horizontes y considerar la perspectiva de responder con la audacia de la fe. Será trabajo del “lado derecho del cerebro”. Trabajo que es mas artístico y metafórico. Se ha creado un Capitulo de Newark, de la iglesia episcopal y Artes Visuales (ECVA, por las iniciales en Ingles). Artistas visuales de todas partes de la Diócesis están siendo invitados para que envíen filminas *continuado en la paginación 15*



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## *A Vision For The Diocese Of Newark*

**We are called to be passionate disciples of Jesus**, living in covenant with each other and God, fully equipped, empowered and engaged to undertake God's mission in the world.

As communities of the faithful, we serve as beacons of hope and justice in our cities, towns and villages, planted and rooted in Northern New Jersey, stretching from the Delaware Water Gap to the Hudson River; from High Point to Route 78.

**We are called to be a Covenant People who embrace the richness and beauty of worship** that knows no confines other than the Holy, joined together by our fierce love for one another and sharing a Common Prayer.

Drawing on the genius of our Anglican tradition and its incredible resources for movement and language, music and color, symbol and sacrament, we create worship experiences that take peoples' breath away and mystery that invites transformation.

Knowing that how we worship determines our future, we dare to bring the altar out into the world.

**We are called to step out in audacious faith, spiritually formed by**

**a rule of life that resonates with God's promises**, empowering people to become alive and confident in their faith.

Following the example of Christ we joyfully and fearlessly bear witness to God's story and our own.

Forever seeking new venues in which to proclaim the Gospel, we dare to cross the invisible barriers in our communities and venture into places where we are not expected – indeed, where we are not even welcomed – to be seed throwers, fire starters, hope peddlers, risk takers and dreamers on behalf of the Good News of Jesus Christ.

**We are called to enter into the ever flowing stream of God's justice**, emboldened by the Holy Spirit to claim the Gospel, which calls us to stand up and speak up wherever we encounter injustice against both humankind and this earth.

We call upon our own communities and the world to challenge and repent of the false gods that enslave the soul in sin, create social structures of oppression, and tempt us away from fulfilling the spirit of "Ubuntu" – an interconnected world in which "I am because you are."

Cherishing God's gift of creation, we strive against the temptations of over-

consumption and waste that oppress nature in the name of progress, devastate whole regions, and destroy species.

We dare to speak of God in an increasingly secular world, sharing the wisdom of scripture and telling our stories of God's grace, love and justice in our lives.

**We are called to practice radical hospitality** and live into God's abundant future, celebrating the many talents with which God has endowed each of us.

We seek out and dare to embrace the "Other," inviting them in, listening to their stories, seeking to be transformed by their presence among us, so that we are all brought deeper into relationship with God.

Embodying an ever-widening circle of concern for the Stranger, the Forgotten and the Outcast, we work to level the playing field, transcending differences, prejudices and misunderstandings.

**In faithful response to God's leading us beyond what we ever thought was possible, we recognize and respond to the need for institutional reformation that will incarnate Christ's holy mission for our times.**

## *Una Visión Para La Diócesis De Newark*

**Estamos llamados a ser discípulos apasionados de Jesús**, viviendo en compromiso con los demás y con Dios, completamente equipados, involucrados y comprometidos para emprender la misión de Dios en el mundo.

Como comunidades de creyentes, servimos como faros de esperanza y justicia en nuestras ciudades, pueblos y villas, plantados y enraizados en el Norte de New Jersey, extendiéndonos del puente del Delaware al río Hudson, de High Point a la ruta 78.

**Estamos llamados a ser la gente del compromiso que abrazan la riqueza y la belleza del culto**, que no conoce otros límites que lo Sagrado, amalgamado

por nuestro ferviente amor mutuo y compartiendo la oración común.

Sacando del genio de nuestra tradición Anglicana y de sus increíbles recursos de movimiento y lenguaje, de música y color, símbolo y sacramento; creamos experiencias litúrgicas que dejan a la gente sin admirada y de misterios que invitan a la transformación.

Conocedores de que la manera como damos culto determina nuestro futuro, llevamos el altar afuera, al mundo.

**Estamos llamados a responder con la audacia de la fe, formados espiritualmente por una regla de vida que resuena con las promesas de Dios**, involucrando la gente para que se vuelva

viva y segura en su propia fe.

Siguiendo el ejemplo de Cristo, con alegría y sin miedo, somos testigos de la historia de Dios y de la nuestra.

Por siempre buscando nuevas posibilidades para proclamar el evangelio, nos atrevemos a cruzar las barreras invisibles en nuestras comunidades y nos aventuramos en lugares donde no somos esperados- y que ni siquiera somos bienvenidos- para ser sembradores de semillas, iniciadores del fuego, traficantes de la esperanza, gente que se arriesga y soñadores en nombre de las buenas nuevas de Jesucristo.

*continuado en la paginación 15*

# Crafting A Plan For Action

**Core  
Values**

**Mission  
Statement**

**Alignment**

**Vision  
Statement**

**Planning  
Platform**

*By David Manting,  
founder of Omega Strategy Group, LLC*

What is the purpose of the diocese? How can a focused and effective diocesan ministry be created in the hierarchical structure and traditional congregational mindset that, historically, has been the reality of Episcopal life?

These questions were the catalyst for a courageous venture initiated by Bishop Beckwith two years ago. I was privileged to partner in an organic, individualized process to address these challenges. The ultimate goal was to shape a clear diocesan identity and a direction for ministry that strengthens the ministry of every congregation within the Diocese of Newark.

Diocesan leadership chose to work thoughtfully and methodically through a planning model designed by Omega Strategy Group. OSG's individualized approach is designed on the following principle:

*The Mission Statement is the mirror for all decisions,*

*The Vision Statement becomes the blueprint for all actions,*

*The Action Plan becomes the catalyst that gives life and energy to the mission statement.*

Over the past two years, the strategic planning process has incorporated interviewing leadership, staff, lay leaders, and clergy; establishing core values; declaring a mission statement; aligning key leadership; determining objectives; beginning action planning; creating a vision statement; and expanding objectives and action.

The core values are affirmations of Bishop Beckwith's emphasis on the *Four Gates of Hope* as a foundation for the diocese. The mission statement, *Equipping Congregations... Empowering People... Engaging the World... with the hope and justice of Jesus* becomes the mirror in which all diocesan decisions are reflected.

Bishop Beckwith's vision for the diocese, created in collaboration with a visioning team, is becoming the picture, the blueprint, for real and specific programs, resources, and training offered by diocesan leadership.

To make this transformation a reality, a realignment of key leadership was needed. This started with the Diocesan Leadership Team, each position now reflecting one of the components of the mission statement. The reorganization of Diocesan Council followed with the development of three Action Teams, each reflecting a facet of the mission statement, and overseen by a Steering Committee. Council members were invited to follow their passions and serve on the team of their choice. With renewed energy and enthusiasm, Council responded to the call to creatively develop or discover new resources that equip congregations, empower people and engage the world. The major leadership entities of the diocese – the Trustees, Standing Committee, and Council – are currently aligning under the mission statement and have met together to understand and support each other in this effort.

The goal of the Bishop's office and diocesan leadership is to be unified and focused in fulfilling the purpose to which God has called them: to support, strengthen, uplift, and empower the ministries of all congregations of the Diocese of Newark as together they impact the world. 2011 brings hope and energy as the Spirit of God leads diocesan ministry to new and creative opportunities for spiritual formation and service to each other and the world. ■

# Discernment For Ordained Life... And For Lay Ministry

By Barbara Davey

Engage Paul R. Shackford in a conversation about the recent changes to the ordination process, and the chair of the Commission on Ministry will treat you to an energetic exchange, filled with facts, figures and philosophical insights. A certified public accountant and chief financial officer, Shackford has been a member of the Commission on Ministry since 2004, and has served as chair of the Commission for the past three years.

After the Commission's various roles, purposes and functions were examined several years ago, it was decided to restructure it into three equal committees: the Committee on the Priesthood, the Committee on the Diaconate and the Committee on the Laity.

"Some have viewed our decision to include a separate, yet equal, committee of the Commission devoted exclusively to the laity as a radical move," says Shackford, "but when you consider that our diocese is made of 25,000 individuals, and of that total, only 300 are priests and 25 are deacons, we have an obligation to address the spiritual needs of our laity as well."

In order to achieve this objective, some changes will be evident during next year's workshop *God is Calling – How Will You Answer?*, which will be held on April 2. "We will be instituting a common discernment program for those aspirants to the priesthood and to the diaconate," explains Shackford. "In the past, two separate programs were held – one for those seeking ordination as a priest, and a second for those seeking ordination as a deacon."

"The tenets of the program – to seek an appropriate ministry in community – remain unchanged," says Shackford. The changes made to what he calls "the mechanics" address concerns that may occur during the discernment process. "For instance," he adds, "some aspirants seeking the priesthood may discover they are called

to the diaconate instead; sometimes, the reverse can occur."

"To better prepare the aspirants for the period of discernment that will begin on that day," Shackford says, "aspirants will attend this event together with their priests and discernment committees to discuss the process of discerning their calls during the following months. Other times, aspirants may find that they are called to a different yet enhanced ministry as a lay person. It is our goal to include discussion of discernment models for lay persons not seeking ordained ministry at the April 2 event, and then to expand that in future Discernment Day programs."

Shackford views the development and expansion to the laity of spiritual programs for the ministry as the next challenge for the diocese. "If someone were to pose

the question, what is your ministry, how would the typical lay person respond?" he asks. "If someone were to ask our laity, who are your ministers, how would they respond? Most people would not recognize their day-to-day routine as a potential ministry. Most people would identify a 'minister' as a priest or deacon, and some may expand that image to include a Sunday school teacher, a Eucharist minister, or a member of the altar guild."

"It's very difficult to articulate, and requires a critical mind shift, but celebrating daily life is a ministry," Shackford adds. "Our goal is to cultivate a community and to create a process to help make that happen."

To learn more about the Commission on Ministry and the ordination process, please visit [www.dioceseofnewark.org/comhome](http://www.dioceseofnewark.org/comhome). ■

## Summary Of Important Dates

### For Those Interested In The Ordination Process

**No later than February 4, 2011:**

Rector or priest-in-charge of a sponsoring congregation is to advise the Chair of the Commission on Ministry of any individual who is interested in seeking ordination to the priesthood or diaconate. *Individuals not identified to the Commission on Ministry by February 4, 2011 must wait until 2012 to enter the ordination process.*

**No later than March 15, 2011:**

The rector or priest-in-charge, with the guidance of the Commission on Ministry, will appoint a committee to assist the individual during the discernment period.

**Saturday, April 2, 2011:**

Attendance at the *God is Calling* discernment event, which is required, by the rector or priest-in-charge, the individual interested in seeking ordination, and the chair and at least three other members

of the Discernment Committee to begin the formal diocesan discernment period.

### For Those Desiring To Grow Into Their Ministry As Lay Persons

**No later than March 15, 2011:**

Lay persons interested in attending to learn more about discernment are to register by following the instructions below.

## Registration Details

*God is Calling – How Will You Answer? Discernment for All God's People* will be held at St. Andrew and Holy Communion Church in South Orange on Saturday, April 2, 2011 from 8:30 a.m. until 4:00 p.m.

Registration is required. The cost is \$10 per person (or \$5 per person if three or more attend from the same congregation or as part of a group with an individual). For questions about registration, please contact Kitty Kawecki at [kkawecki@dioceseofnewark.org](mailto:kkawecki@dioceseofnewark.org) or 973-430-9902. ■

# A Teacher Steps Aside For His Students

*Louie Crew, a vocal vanguard for diversity and inclusion, makes way for a new generation of diocesan leadership.*

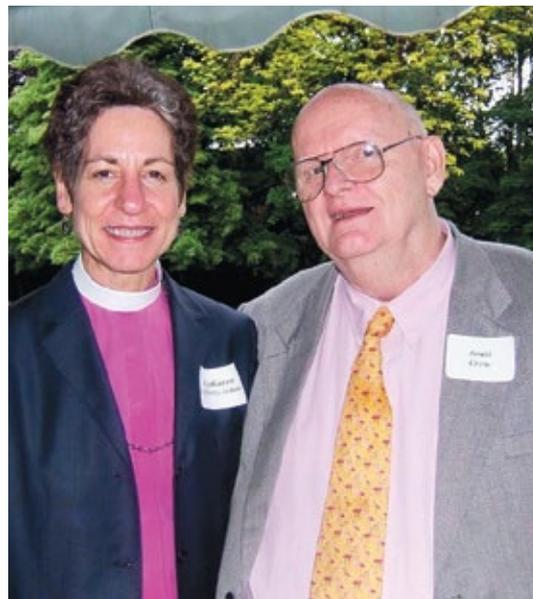
By Solange De Santis

After decades of vigorous service on behalf of the Diocese of Newark, Louie Crew is gradually applying the brakes. For the first time in 15 years, he will not be standing for election at Diocesan Convention as a deputy to General Convention. He has represented Newark at six General Conventions, four of them as chair or co-chair of the deputation, but won't be in Indianapolis in 2012.

"I'll be 74 in a few days," he said in an interview in late November, "and I feel people ought to move out of the way and let some fine young leaders move into position. I'm also doing all right, but I'm not in the strongest of health. And I'll have more time to read, watch movies and travel, and spend more time with my friends."

In addition, he has decided to not be a candidate for the deputation from Grace Church, Newark to Diocesan Convention. Crew fulfilled that task from 1991 to 2000 and from 2005 to 2010, although he is more widely known for his work nationally and internationally on behalf of gay and lesbian Christians.

He will, however, continue to write – an assertion that may come as no surprise to the many familiar with his prodigious output of articles, stories, poetry and blog entries on such Internet locations as his own Web site ("Unofficial Anglican Pages of Louie Crew"), his comments on the weekly Scripture readings ("Queer Eye for the Lectionary") and his exhaustive collections of statistics and information about the Episcopal Church. He has said, however, he will be stepping down from several of his Web ministries – some of his Anglican pages, a diocesan discussion group and the House of Bishops/House of Deputies e-



**Louie Crew with Presiding Bishop Katharine Jefferts Schori at a reception the night before the consecration of Bishop Prince Singh.**

mail discussion group. Groups of volunteers are forming to continue the tasks.

Crew, who became an Episcopalian in 1961, joined the Diocese of Newark after moving to New Jersey in 1989 to accept a position as associate professor of English at Rutgers University. Already prominent as a founder of Integrity, a support and advocacy group for gay and lesbian Episcopalians, Crew also helped start Oasis, a diocesan gay/lesbian ministry. Then-diocesan Bishop John Shelby Spong was active in supporting the full inclusion of gay and lesbian Episcopalians in the church and Crew said Spong, who early on ordained an openly gay priest, attracted him to Newark. "It is a wonderful friendship, a mutual admiration society," Crew says.

The two had a Southern upbringing in common and a passion for justice. Crew, who has been married for 36 years to African-American Ernest Clay, also served on an anti-racism task force and a task force studying reparations for slavery. In 2000, Spong

continued on page 7

*"I have never felt my obligation was to get people to agree with me," says Crew.*

*"I am trained to be a teacher, which is not an indoctrinator."*

## Faith In Action Brings Diocesan Churches Together

St. Michael's, Wayne spearheaded its fifth Faith in Action weekend, October 23 and 24, helping a sister church, Holy Trinity, West Orange. Some 146 St. Michael's parishioners worked with Holy Trinity folks in their soup kitchen, food pantry, and thrift shop. They also painted Holy Trinity's rectory, planted perennials in its garden, and shared resources for their worship music and prayer ministry.

Holy Trinity's priest-in-charge, the Rev. Liz Golub, described the help her church received from St. Michael's as "awesome." Members of the two churches culminated the weekend with a shared communion service and lunch at which there was much joy and appreciation.

St. Michael's Lighthouse Committee worked many months on developing a plan to offer these services to Holy Trinity. Mother Ellen Donnelly, co-rector of St. Michael's, was the clergy leader of the project, working along with co-chairs Barb Tanis and Kristin DeVos, and 17 other St. Michael's members. ■



LIZ GOLUB PHOTOS

**Ted Drake and Ernie Peterson hard at work painting the Holy Trinity Rectory on St. Michael's Faith in Action weekend.**



**St. Michael's and Holy Trinity's parishioners preparing dessert for Holy Trinity's Soup Kitchen outreach.**

CREW continued from page 6

awarded Crew the Bishop's Cross, citing his many areas of involvement in diocesan leadership, including service with the Cathedral Chapter, a Bishop Coadjutor Nominating Committee and the Task Force on Episcopal Identity. But Crew's greatest contribution, said Spong, was in "improving the quality of the Church's life by seeing to it that gay, lesbian, bisexual and transgendered people are not invisible, marginalized or rejected."

Crew says he loved serving on Diocesan Council. "It was a way for me to get to know individual congregations. We moved the council meetings around and the priest would give the background of the congregation; the clergy wanted you to know more about their situation." Through it, he acquired a broad knowledge of the diocese. "What surprised me was the variety of worship styles. I was also disillusioned in my notions of how wealthy Episcopalians are."

He muses about the changes he has seen while representing Newark at Gen-

eral Conventions, from being an Integrity lobbyist in the 1970s and 1980s and being instrumental in wording a resolution that asserted that "homosexual persons are children of God" to witnessing the election of gay bishops V. Gene Robinson and Mary Glasspool. Critics of these moves – and of Crew – point to the turmoil they have caused in the Episcopal Church and Anglican Communion. "I have never felt my obligation was to get people to agree with me," says Crew. "I am trained to be a teacher, which is not an indoctrinator." The one thing the opposition cannot muster, Crew adds, is "the personal witness of gay and lesbian people and our friends."

Crew grew up with a Southern Baptist background. He fell away from church in the 1950s before becoming attracted to the Episcopal Church. "I was still not sure I believed in God, but they (Episcopalians) sure did know how to talk to God in a nice



**Louie Crew speaking at the First National Convention of Integrity at the Cathedral of St. James in Chicago in the summer of 1975.**

way," he says. "I loved the Book of Common Prayer and the liturgy and the respect for the mind. I went from a church with the minister in the center to one with the altar and the cross in the center of the space."

And although he may have stopped believing in God for a time, Crew notes, "God never stopped believing in me."

"I love the church," Crew adds. "It is a sacred mystery. I believe in Jesus and I operate best in community." ■

# 2011 Candidate Listing

As of December 15, 2010

## 1) ACTS/VIM BOARD (13 members)

*\*To be elected: Class of 2014, 1 clergy/2 lay members*

**CLERGY: TBD**

**LAY:**

**Ms. Pat Ferrin, St. Barnabas', Newark**



**Experience:** twenty years government service Trinidad and Tobago as a senior financial officer; Diocese of Trinidad and Tobago financial committee; department head in auditing, accounting and financial systems; am a graduate of London School of

Accountancy and Management (Londonsam). **Statement:** Accounting is not just about debits and credits anymore. Accounting is about the management of vital information that flows through the Episcopal Diocese of Newark.

**Mr. Sidney King, Church of the Incarnation, Jersey City**



**Experience:** Vestry, Jr. & Sr. Wardens; Chair: Stewardship and Finance committees. Diocese:- Dept. of Missions, ACTS/VIM and Ward J. Herbert Boards, Diocesan Council, Cathedral Chapter, and Alternate Deputy to General Convention (3 times) Community:-President and Treasurer Jersey City Episcopal CDC, and Union of Black Episcopalians (UBE). Civic: Trustee and President, Hudson County Supervisors' Union. **Statement:** I would like to return to this Board to serve and help congregations that need support in planning and implementing their programs.

**Ms. Cathie Studwell, St. John the Divine, Hasbrouck Heights:**



**Experience:** Seven years in non-profit program development and grant writing. Trained in grant writing from the Foundation Center in New York. Completed my first three year term on the ACTS/VIM Board. **Statement:** I have enjoyed learning about the wonderful ministries that have come before the committee and helping people learn about grant writing and how to find other sources of funding. I would appreciate the opportunity to serve again and continue this important work.

**Ms. Martha Wolf, St. Paul's, Paterson**



**Experience:** Over 20 years of non-profit management experience including extensive grant writing. Very involved in the children and youth ministries at St. Paul's and through the Christian Formation Commission. Have completed my first 3 year term on ACTS/VIM. **Statement:** I enjoy making connections, sharing my skills and helping the many ministries in our Diocese to grow. My time on ACTS/VIM has been a very positive experience. I would like to continue serving in this way.

## 2) CONSTITUTION AND CANONS COMMITTEE (10 members and the Chancellor and 1 Vice Chancellor)

*\*To be elected: 10 members - (lay or clergy)*

**Mr. Thomas A. Bisdale, Grace Church, Westwood**



**Experience:** I have served Grace, Westwood as warden, vestry member, treasurer, District 9 representative and search committee clerk, the Diocese on the Constitution & Canons Committee, Ecclesiastical Court, Diocesan Council and Role Clarification Task Force, and practiced law for 25 years, all of which provides useful guidance.

**Mr. T. Donald Cairns, St. Clement's, Hawthorne**



**Experience:** Diocesan: I am the Dist. 10 representative to Council, am on the task force for the new adult retreat center at Cross Roads Outdoor Ministries and on the Christian Formation Commission. **Parish:** I am a deputy to convention, choir member, LEM and former Vestry member and Warden. I am a retired high school business teacher and have completed EFM. **Statement:** I would like to continue to serve on this committee.

**Ms. Marge Christie, Christ Church, Ridgewood**



**Experience:** Member: Constitution & Canons; Trustees of Episcopal Fund and Diocesan Properties; Diocesan Women's Commission; North Porch Treasurer; Anglican Women's Empowerment; Trustees of The General Theological Seminary. **Statement:** The Constitution and the Canons are valuable tools to provide guidance in the democratic process necessary to the orderly exercise of mission and ministry in the life of the diocese and its congregations. I believe I have the skills, vision and experience to continue as an effective member.

**Mr. Canute W. Ferrin, St. Barnabas, Newark**



**Experience:** Warden; vestry member; Stewardship chair; Member of Diocese of Newark Canon and Constitution. **Statement:** I am serving on the Constitution and Canon Committee and want to continue building and not be effected by term limits, thus building a strong diocese for all.

**Mr. John C. Garde, Grace Church, Madison**



**Experience:** Member and President, Trustees of Episcopal Funds and Diocesan Properties; Vice Chancellor; Committee on Constitution and Canons; Convention Deputy; Senior Warden; Vestry Member; Ward J. Herbert Board; Presiding Judge Ecclesiastical Court; Attorney and Partner - McCarter & English. **Statement:** I look forward to continuing on this committee as we move the church forward addressing a

variety of issues: church status, discipline, accountability and the structure and mission of the Diocese. My experiences bring an important perspective.

**The Rev. Joseph A. Harmon, Church of the Incarnation, Jersey City**



**Experience:** Diocesan Council member (Steering Committee; co-convener, Engaging the World Action Team); Budget & Finance Committee; Member, Ecclesiastical Court; Anti-Racism Dialogues Trainer; Congregational Consultant; Member, Women's Commission.

**Statement:** As an actively licensed attorney and priest, it has been a privilege to serve on the Committee on Constitution and Canons for the past three years. I would welcome the opportunity to continue to serve as we consider revisions to our canons and implementation of a new disciplinary canon.

**Mr. George F. Mackey, St. Elizabeth's, Ridgewood**

**Experience:** St. Elizabeth's: Former vestry member; newsletter editor; choir member; annual visitation. Diocese: Member, Committee on Constitution and Canons; Nominations Committee; former Lay Assessor to Ecclesiastical Trial Court National: Appeals Judge, Province II. Practicing lawyer and arbitrator in New York and New Jersey. **Statement:** I wish to continue to serve on the Committee to help complete the work of revising Canons as required by the National church.

**Mr. Peter Madison, St. Stephen's, Millburn**

**Experience:** Vestry and several search committees, 1990-2003, St. Andrew's Harrington Park; Member Oasis Board/Commission, 1998-Present; Member Diocesan Convention Resolutions Committee, 2003-Present. **Statement:** My background as a trial lawyer and my involvement with Parish leadership and involvement with social justice issues at the Diocesan level combine to equip me to make a contribution to this committee.

**The Rev. Paul Olsson, St. Paul's, Morris Plains**



**Experience:** Past member, Diocesan Council and Role Clarification Task Force; present member, Bishop's Advisory Committee on Human Resources and the Diaconal Ordination Committee of the COM. Completing my second term on

Constitutions & Canons. **Statement:** I would like to continue my service on this committee as we move forward to make canonical changes in areas on which I have worked in other diocesan ministries, namely congregation status issues and implementation of the changes coming on lay compensation.

**The Rev. Dean Weber, All Saints', Leonia**



**Experience:** My experience includes Constitution and Canons - 3 years, Chancellor and Chancellor Designate - 4 years, present member of Diocesan Council - 2 years, Rector All Saints Leonia since 2002, and the private practice of law until 1999. **Statement:** I enjoy being

a member of this essential diocesan committee. It fulfills a desire to serve the Diocese in a position that combines my practical and professional experiences as a priest and as a lawyer.

**3) DISCIPLINARY BOARD**  
(11 members: 6 clergy, 5 lay)

*\*To be elected: Clergy Class of 2017 (1 for six year term)*



**The Rev. Joseph A. Harmon, Church of the Incarnation, Jersey City**

**Experience:** Diocesan Council member (Steering Committee; co-convenor, Engaging the World Action Team); Budget & Finance Committee; Member, Ecclesiastical Court;

Anti-Racism Dialogues Trainer; Congregational Consultant; Member, Women's Commission. **Statement:** As an actively licensed attorney and priest, it has been a privilege to serve on the Ecclesiastical Court for the past three years. I would welcome the opportunity to continue to serve as we implement the newly created Disciplinary Board.

*\*To be elected: Clergy Class of 2016 (1 for five year term)*

**The Rev. Thomas E. Mathews, Jr., St. Luke's, Phillipsburg**



**Experience:** Diocesan Council Equipping Team & Diocesan Budget and Finance. I have served on the Diocesan Review Committee since 2005. **Statement:** I take the role of the DRC seriously in the event that our

work is needed to review allegations against clergy. As we move forward in the transition to the new Disciplinary Board in 2011, I would like to continue my work in this unfortunate but vital area of our common life.

*\*To be elected: Clergy Class of 2015 (1 for four year term)*

**The Rev. Dr. Canon Sandye Wilson, St. Andrew & Holy Communion, South Orange**



**Experience:** Congregational Development Consultant; Trained Conflict Mediation Diocesan Consultant; Human Resources Task Force on Personnel Policies for the Episcopal

Church; Diocesan Council Equipping Congregations Co-chair. **Statement:** We all live in the hope that we won't need to utilize the Diocesan Disciplinary Board, but if we do, I believe that I can approach the work with a fair mind, heart and spirit so that we can reach a just outcome together.

*\*To be elected: Clergy Class of 2014 (1 for three year term)*

**The Rev. Andrew Butler, St. John's, Montclair**

**Experience:** Before coming to Montclair, served as assistant rector in diocese of Pennsylvania; non-profit development and fundraising consultant; twenty years in variety of ministries – music director, organist, choirmaster, youth minister and parish administrator; taught band and orchestra. **Statement:** Seeking ways to become more involved in my new diocese.

*\*To be elected: Clergy Class of 2013 (1 for two year term)*

**The Rev. Willie Smith, Trinity Church, Cliffside Park**

*\*To be elected: Clergy Class of 2012 (1 for one year term)*

**The Rev. Shane Phelan, St. Luke's and Our Saviour, Haworth**

**Experience:** Priest-in-Charge and Pastor at St. Luke's Episcopal and Our Saviour Lutheran Church in Haworth; taught Political Science and Women Studies for 15 years; served on numerous professional boards and committees. While at the Community of St. John Baptist, served on the Consultative Council and Board of Directors. Recently elected district convenor and a member of the Ecumenical and Interfaith Committee. **Statement:** I have a life-long interest in polity and law, and a desire to serve the diocese.

*\*To be elected: Lay Class of 2016 (1 for five year term)*

**Mr. Thomas A. Bisdale, Grace Church, Westwood**



**Experience:** I have served Grace, Westwood as warden, vestry member, treasurer and search committee clerk, the Diocese on the Constitution & Canons Committee, Ecclesiastical Court, Diocesan Council and Role Clarification Task Force, and practiced law for 25 years, all of which provides useful guidance. **Statement:** Election would allow me to transfer my experience on the Court to the new disciplinary body.

*\*To be elected: Lay Class of 2015 (1 for four year term)*

**Ms. Laura Russell, All Saints', Hoboken**



**Experience:** Former chair, board member, ACTS/VIM; Alternate Deputy, 2009 General Convention; Secretary, Social Justice and Public Policy Committee of the national church; Aide, Canons Committee, 2009 General Convention; Supervising attorney of a large not for profit. **Statement:** As an attorney specializing in helping clients in crisis, the current President of the Diocesan Review Committee, and one who worked on the revision to the Canons that created this board, I can be valuable to its work.

*\*To be elected: Lay Class of 2014 (1 for three year term)*

**Mr. James Greene, Grace Church, Madison**



**Experience:** I have served on Ecclesiastical Court for several years. I am a member of Grace Church, Madison where I serve as a Worship Leader, Usher and former Christian Ed teacher. **Statement:** I would like to serve on Disciplinary Board, it will be a natural extension of my duties thus far on Ecclesiastical Court. I am a practicing attorney in New Jersey, and believe I can bring to this body compassionate application of canon law.

*\*To be elected: Lay Class of 2013 (1 for two year term)*

**Mr. George F. Mackey, St. Elizabeth's, Ridgewood**

**Experience:** St. Elizabeth's: Former vestry member; newsletter editor; choir member. Diocese: Member, Committee on Constitution and Canons; Nominations Committee; former Lay Assessor to Ecclesiastical Trial Court. National: Appeals Judge, Province II. **Statement:** I am qualified to serve on the Disciplinary Board because of my prior experience as a law assessor (legal advisor) to the Diocese's Ecclesiastical Trial Court for actual trials and my present service as a member of the Provincial Appeals Court.

*\*To be elected: Lay Class of 2012 (1 for one year term)*

**Mr. Canute W. Ferrin, St. Barnabas, Newark**



**Experience:** Warden; vestry member; Stewardship chair; Member of Diocese of Newark Canon and Constitution. **Statement:** I am serving on the Canon and Constitution committee and want to build a strong Disciplinary Board, thus building a strong diocese for all.

**Ms. Clare Thompson, Christ Church, Teaneck**

**Experience:** Serving second term on the Diocesan Review Committee; Junior Warden; previous Senior and Junior Wardens, Sunday School Superintendent and President of the Women's Group; current Coordinator of the United Thank Offering, Coordinator of the Parish Health Ministry. **Statement:** As an Elected Official of a 375,000 Health-Care Workers' Union for nearly twenty-five years and a strong proponent for equal justice and fairness, I will with God's help serve and bring great value to this new Board.

**4) DIOCESAN REVIEW COMMITTEE**  
(7 members: 4 clergy, 3 lay)

*\*To be elected: Class of 2015, 1 clergy member*

**CLERGY:**

**The Rev. John Donnelly, St. Michael's, Wayne**



**Experience:** Co-rector, St. Michael's, 1991-present; Constitution & Canons Committee; Convention Nominations Committee; Chaplain, Order of St. Luke; named New Jersey Hospice Chaplain of 2010 by NJ Hospice & Palliative Care Organization. **Statement:**

Working for great reconciliation within our denomination for the glory of Jesus Christ (Mt. 5:24)

*\*To be elected: Class of 2014, 1 lay member*

**LAY:**

**Ms. Laura Russell, All Saints', Hoboken**



**Experience:** President, Diocesan Review Committee; former chair and board member, ACTS/VIM; Alternate Deputy, 2009 General Convention; Secretary, Social Justice and Public Policy Committee of the

continued on page 10

National Church; Aide to the Canons Committee of the 2009 General Convention; Supervising attorney of a large not for profit. **Statement:** As an attorney specializing in helping clients in crisis, and the current President of the Diocesan Review Committee, I feel I can be valuable to the work of this Committee.

**5) ECCLESIASTICAL COURT  
(7 members: 4 clergy, 3 lay)**

*\*To be elected: Class of 2015, 1 clergy member*

**CLERGY: TBD**

*\*To be elected: Class of 2014, 1 lay member*

**LAY:**

**Mr. Thomas A. Bisdale, Grace Church, Westwood**



**Experience:** I have served Grace, Westwood as warden, vestry member, treasurer and search committee clerk, the Diocese on the Constitution & Canons Committee, Ecclesiastical Court, Diocesan Council and Role Clarification Task Force, and practiced law for 25 years, all of which provides useful guidance. **Statement:** Election would avoid having someone new join for a six month term.

**6) GENERAL CONVENTION DEPUTIES & ALTERNATES**

*Term: July 5, 2012 until the opening of General Convention in 2015*

*\*To be elected: 4 clergy deputies, 4 lay deputies, 4 clergy alternates, 4 lay alternates.*

**LAY:**

**Mr. Edgar Kim Byham, All Saints', Hoboken**

**Experience:** President, Diocesan Standing Committee, 2004-2007; Member, Executive Council of the Episcopal Church, 2003-2009; Chair, Committee on Corporate Social Responsibility, current. **Statement:** General Convention committees do most of the work, but only 1/3 of deputies are members. When I served as deputy (1997) I was on a committee. Critical issues will include the Anglican Communion and Israel-Palestine. I co-authored both the church's response to the proposed Anglican Covenant and the church's position on Mid-East peace.

**Ms. Issie Cherevko, St. Paul's, Englewood**

**Experience:** Active parishioner the past 19 years, teaching Sunday School, Youth Group Advisor, Vestry, Warden. Currently serve on the Nominations and Arrangements Committee and Committee on the Laity of the Commission on Ministry. **Statement:** I seek this opportunity to serve, as the Episcopal Church offers the ability of the laity to have voice and vote. It is important for all voices to be heard regarding the critical issues that present themselves to us everyday.

**Ms. Caroline Christie, St. Luke's, Montclair**



**Experience:** 2011 Diocesan Convention Youth Deputy; Diocesan youth events planning team member; Girls Advocate for Anglican Women's Empowerments Committee on Status of Women; Sunday School Teacher.

**Statement:** Young Adults are vital members of the church and therefore should have a say in its governance. As a young person who has grown up in the Episcopal Church and observed a prior General Convention I understand how important its legislation is and that young people's contributions should be included.

**Ms. Marge Christie, Christ Church, Ridgewood**



**Experience:** Deputy or Alternate since 1976; Former Member: Executive Council, Social Responsibility in Investments, Program, Budget & Finance, Social & Urban Affairs; Current Member: Trustees of The General Theological Seminary

(chair Bishop Tutu Education Center); Anglican Women's Empowerment; Episcopal Urban Caucus; Vestry; Diocesan Women's Commission; North Porch Treasurer; Justice Network. **Statement:** The democratic nature of our Church is among its strengths; my long-term experience, nationally and locally, provides insightful and visionary tools to be an effective member.

**Ms. Martha Gardner, St. George's, Maplewood**



**Experience:** General Convention Deputy (2003-present), Executive Council of The Episcopal Church (Committees: Finance, Status of Women, elected partner to Anglican Church of Canada), Church World Service (board member), The Episcopal Church (consultant-12 years), Anglican Women's Empowerment (chair). Diocese: Standing Committee, Justice Board, Women's Commission (chair), ECW, ACTS/VIM, Alleluia Fund, Jubilee Officer, ERD Coordinator, Companion Diocese (chair). Vestry member. NJ Council of Churches (president).

**Statement:** Using my experiences and knowledge, I would be honored to represent the Diocese.

**Mr. Sidney W. King, Jr., Church of the Incarnation, Jersey City**



**Experience:** Vestry, Warden; Chair: Stewardship and Finance committees. Diocese: Dept. of Missions, ACTS/VIM and Ward J. Herbert Boards, Diocesan Council, Cathedral Chapter, and Alternate

Deputy to General Convention (3 times) Community: President and Treasurer Jersey City Episcopal CDC, and Union of Black Episcopalians (UBE). Civic: Trustee and President, Hudson County Supervisors' Union. **Statement:** Having attended three of the last four General Conventions as an Alternate, I would like the opportunity to represent this Diocese in 2012.

**Mr. Gibson Oakley, St. Paul's, Chatham**



**Experience:** I am on the planning team for over four youth events, one of which, (Christophany) I am the leader. I am on the Vestry. In 2009, I attended GC with the Diocesan Youth Program. **Statement:** The voice of young people in the Church is often forgotten. We are the future and must be heard. My energy, leadership, commitment to the Church, and passion are qualities that make me a suitable representative of the Diocese.

**Mr. Michael F. Rehill, St. Thomas', Vernon**



**Experience:** President of Province II, 2000-; Vice President, 1993-1999; Chancellor Emeritus, Diocese of Newark, 2002-; Chancellor, 1991-2002; Chancellor, Diocese of Pennsylvania, 2007-2010; Trustee, Diocese of Newark, 1988-2009;

Deputy to General Convention, 1988, 1991, 1994, 1997, 2000, 2003; 1st Alt. 1985, 2006; Bishop's Distinguished Service Award, 1986; Bishop's Cross, 1988. **Statement:** I believe my broad range of experience (including 8 General Conventions) and knowledge of our Constitution and Canons will be an asset to our deputation.

**Ms. Laura Russell, All Saints', Hoboken**



**Experience:** Advisory Committee, All Saints' CDC; Board member, Care on the Corner, St. John the Divine, Hasbrouck Heights; Alternate Deputy, 2009 General Convention; Secretary, Social Justice and Public Policy Committee; Supervising attorney,

large not-for-profit. **Statement:** Experiences on two national church committees, being a General Convention alternate and aide to the Canons Committee and a board member of several nonprofits aid me to understand our needs. Public interest attorney experiences provide a greater understanding of the Church's mission.

**CLERGY:**

**The Rev. Joseph A. Harmon, Church of the Incarnation, Jersey City**



**Experience:** Priest-in-Charge, Incarnation, Jersey City; Diocesan Council (Steering Committee; Co-Chair, Engaging the World Action Team); Diocesan Budget & Finance Committee; Committee on Constitu-

tion and Canons; Member, Ecclesiastical Court; Convention Resolutions Committee; Anti-Racism Dialogues Trainer; Congregational Consultant. **Statement:** It would be a high honor and special privilege to represent the values and vision of this courageous and outspoken Diocese as we imagine a new vision and way of being God's people in this country and around the globe.

**The Rev. Thomas Mathews, St. Luke's, Phillipsburg**



**Experience:** Rector of a broadly mixed rural, suburban and urban congregation, which offers a wide point of view. Serve on Diocesan Council, Diocesan Budget and Finance, and Review Committee (current), Christian

Formation and Stewardship (recent). **Statement:** Lifelong member of our Diocese who loves what we stand for and our tradition of leadership at GC. I study Ecclesiastical issues and would bring a spirit of energy, faith and humility to my responsibilities as a Deputy if elected.

**The Rev. John Mennell, St. Luke's, Montclair**

**Experience:** I have joyfully served as the Rector of St. Luke's, Montclair for the past four years. **Statement:** My passions are evangelism and stewardship and I have extensive experience in strategic and financial planning. I want to offer my gifts in this area to the efforts of the broader church while carrying the banner of broad inclusivity and diversity so profoundly embraced by the Diocese of Newark.

**The Rev. John J. Negrotto, non-parochial**

**Experience:** served six DoN churches, three as Interim; Standing Committee; Jersey City Area Ministry, JCECDC; Department of Missions, Diocesan Council; ESMHE/ College Work; Hillsdale Board of Ed.; Emergency Services Chaplain; Oblate: Community St. John Baptist. **Statement:** General Convention enables our polity as a Communion of Episcopal Dioceses, and calls us to present the Living Gospel of Jesus Christ to the World, our members/seekers. I would be honored and humbled to represent/serve on the Newark Team.

**The Rev. Shane Phelan, St. Luke's and Our Saviour, Haworth:**

**Experience:** Priest-in-Charge and Pastor of St. Luke's Episcopal Church and Our Saviour Lutheran Church. Taught Political Science and Women Studies for 15 years; served on numerous professional and community boards. Entered the Community of St. John Baptist in 2000 and served on the Consultative Council and Board of Directors. Recent district convener and member of the Ecumenical and Interfaith Committee. **Statement:** While new to diocesan service, I love questions of polity and governance, and am willing to serve.

**The Rev. Erik Soldwedel, Christ Hospital, Jersey City**



**Experience:** Served on stewardship, finance and vestry. Parish additional activities included pastoral care committee, Eucharistic visitor, chalice bearer and lay reader. Assisted in forming and expanding existing

adult education, community out reach and spirituality groups. A former zoning board commissioner, consumer protection investigators association. **Statement:** My professional and civic experience coupled with my life long journey as an Episcopalian have led me to offer my name to represent our Diocese at General Convention sharing our Audacious Faith!

**The Rev. Dr. Canon Sandye Wilson, St. Andrew & Holy Communion, South Orange**



**Experience:** Co-chair General Convention Deputation, 2009; Province 2, Executive Council of TEC; Standing Commission on Liturgy and Music; Committee on The Archives of

the Episcopal Church; Member, The Chicago Consultation, the Union of Black Episcopalians **Statement:** I love this church and its inner workings and believe I bring to this work a deep understanding of our diocese and the larger Church and the part we play. I would be honored to represent you again at General Convention.

**7) THE STANDING COMMITTEE (8 members)**

*\*To be elected: Class of 2015 1 clergy/1 lay members*

**CLERGY:**

**The Rev. Cathy L. Deats, St. James', Hackettstown**



**Experience:** I have served on the Standing Committee and co-chaired the Task Force for the Revision of the Title IV Canons. I bring my extensive experience with property and building matters, as well as discernment for ordination experience. **Statement:** I would like to continue my service to the Diocese, offering my skills as a facilitator of communication and encourager of community.

**LAY:**

**Ms. Martha Gardner, St. George's, Maplewood**



**Experience:** I am completing my first term on Standing Committee and ask for your vote to be elected for a second term. **Statement:** I believe that my experiences in all levels of the church - congregation, diocese, national, international - have enabled me to contribute effectively to the Committee's work. As a critical thinker, I try to bring appropriate questions to the matters being discussed. If reelected, I commit to continuing to work to the best of my ability.

*\*To be elected: Class of 2013 1 clergy member*

**The Rev. Shane Phelan, St. Luke's and Our Saviour, Haworth**

**Experience:** Priest-in-Charge and Pastor of St. Luke's Episcopal Church and Our Saviour Lutheran Church. Served on numerous professional and community boards. Entered the Community of St. John Baptist in 2000 and served on the Consultative Council and Board of Directors. Recently elected district convener and member of the Ecumenical and Interfaith Committee. **Statement:** While new to diocesan service, I love questions of polity, have a deep appreciation of governance, and am willing to serve.

**8) TRINITY & ST. PHILIP'S CATHEDRAL CHAPTER (18 members)**

*\*To be elected: Class of 2014 , 1 clergy/1 lay members*

**LAY:**

**Ms. Linda Aprile-Soldwedel, All Saints', Glen Rock**



**Experience:** Parish vestry (two terms); Altar Guild; Outreach Committees; and organized curriculum for middle school and high school education, inclusive of a comprehensive confirmation prep. Currently serve on

the board of directors for TPCS, Inc., which assists in housing for women and children. Current member of the ACTS/VIM Board. **Statement:** My passion for our cathedral home can be best served by my time and talent, as we continue to build and preserve our diocesan house of worship.

**Mr. Canute W. Ferrin, St. Barnabas', Newark**



**Experience:** vestry member; stewardship Chair; completing first term on Constitutions & Canons Committee; Ph.D. philosophy candidate. I am a thinker and operations manager of own marketing company. **Statement:** Having serving at multiple levels of the many Episcopal churches has shown me what a vital and alive church we really are.

**CLERGY:**

**The Rev. Dr. Canon Sandye Wilson, St. Andrew & Holy Communion, South Orange**



**Experience:** Diocesan Council Equipping Congregations Co-chair; Diocesan Liturgical Commission; Namaste Anti-Racism Trainer; Diocesan Budget and Finance Committee; Chapter of Trinity St. Philips Cathedral; Trained Conflict Mediation Consultant; Fresh Start Diocesan Coordinator and Facilitator; Member, Deployment Committee of the Office of Black Ministries. **Statement:** I believe in the ministry and witness of the Diocese in the City of Newark and look forward to an opportunity to work on the Cathedral Team to realize its dreams for the future.

**9) TRUSTEES OF THE EPISCOPAL FUND & DIOCESAN PROPERTIES**

*\* To be elected - 5 members - either clergy or lay - 3 to the class of 2016 and 2 to terms to be determined*

*\* To be elected: Class of 2016 - 3 members - either clergy or lay*

**The Rev. Fairbairn Powers, St. Agnes', Little Falls**



**Experience:** Regional Missioner (Wn. Mass.), Interim (Mass. and Newark); Diocesan Council (Wn. Mass.); Nominations Committee (Newark). Diocesan Consultant (Newark). Formerly licensed real estate

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broker (Michigan); financial systems consultant; MBA; Chief Financial Officer for Episcopal Divinity School. **Statement:** I hope to serve the Diocese and its congregations by bringing years of experience with real estate, systems and finance as I join in the work of the Trustees.

**Mr. R. John Cooper, Christ Church, Short Hills**



**Experience:** Warden; former treasurer; vestry member; choir member; lay reader; 35 year involvement with the church. Lawyer - served as general counsel and executive vice president of a number of major companies including Time Inc.'s Video Group, Young and Rubicam, and Havas Advertising. Managing Director of the North American Headquarters, Havas. Recently received a doctorate in English Literature from Drew University. **Statement:** I believe my civic interests and professional training qualify me for the position of trustee.

*\* To be elected - 2 members - either clergy or lay*

**Mr. Bernard J. Milano, Trinity Church, Allendale**



**Experience:** I have served the Church as board member-Episcopal Church Foundation-chair for six years; financial advisor to the Trustees and member of the Audit/Finance Committee of Newark Diocese; twice warden-Epiphany/Allendale and now of Trinity/Allendale. I serve as president of three nonprofit organizations, two that focus on diversity. **Statement:** The responsibilities of the Trustees are important to all of us. I believe this is where I can best serve you.

**The Rev. Dean Weber, All Saints', Leonia**



**Experience:** Interim Trustee 2010; Diocesan Council member; former Chancellor; former District 8 Convener; Rector, All Saints Leonia. **Statement:** As Interim Trustee, I have been dedicated to working with the Bishop and the Trustees to

prudently manage the assets and properties for the benefit of the people of the Diocese. In this time of financial stress and challenge for our congregations and the Diocese, I feel I can make a difference.

**10) SECRETARY OF CONVENTION**

**Mr. Michael Fancaviglia,  
St. George's, Maplewood**

**11) TREASURER**

**Ms. Linda Curtiss,  
All Saints, Hoboken**

**12) ASSISTANT TREASURER**

**Mr. Ross Mangina,  
Grace, Madison**

# Harriman, Carroll Honored For Prison Ministry

By Archdeacon Liz Ostuni

On Wednesday, October 27, 2010 the ballroom at the Mayfair Farms of West Orange, N. J. was alive with jazz, conversation and delicious food as Offender Aid and Restoration, an organization dedicated to assisting offenders in local jails to reenter society after their release, prepared to honor their volunteers.

Among them was the Rev. Barbara Harriman, recipient of the 2010 PATCH Humanitarian Award, and the Rev. Christian Carroll, winner of the 2010 Volunteer Award.

In 2003, Barbara began volunteering for "Parents & Their Children Program" by accompanying young children of incarcerated mothers or fathers on a bus provided by OAR, to visit their parent at the Essex County Jail. Twice monthly, Barbara travels more than an hour from her home in Bergen County to ride in a van that transports between 5-12 children in Newark and surrounding communities to the jail. The children and their parents share a meal, and celebrate birthdays and holidays in a child-friendly room designed for these occasions. Barbara, soft spoken and calm, has established great rapport with the children, playing games, wiping runny noses, and reassuring them as they wave good-bye to a mother or father.

As a deacon assigned to St. Alban's Church in Oakland, Barbara says her inspiration comes from the Gospel of Matthew, the 25th chapter. Over the years, "I have visited the lonely and helped feed the hungry. There are not many people who go see the incarcerated, or provide for their families while

they are imprisoned. This is why I feel compelled to go."

As the 2010 Volunteer Award recipient, Reverend Chris came to OAR through the outreach work of the Prison Ministry Committee of the Episcopal Diocese of Newark. As part of the Newark Prisoner Reentry Initiative, she has worked with the staff of the OAR in program development for the fledgling life skills training of detainees in jail. The job requires attention and patience in meeting the security needs of the cor-



Deacon Barbara Harriman and the Rev. Christian Carroll

rections facility, in order to conduct this important service. Chris stepped right into the new program, recruiting mentors, managing relationships between mentees and mentors and reporting to the program director.

Rev. Chris is well equipped for the crucial task of bringing a course in life skills to students behind bars. Equipped with a Master of Art in Psychology, a Master of Social Work, and a Master of Divinity, she stepped into this volunteer ministry with an open heart, enthusiastic energy and plenty of skill. Last but not least, Chris was ordained in 2007 to the Episcopal priesthood and serves as Priest Associate at St. George's, Maplewood. ■

# St. James' Aids A Burn Victim

*"It's inspiring to see people who don't even know me show their love and support..."*

By Hilary Thomas



LARRY STEIN PHOTO

Julia Young with Bishop Beckwith.

On November 6, St. James' Church in Upper Montclair held a fundraiser for a very special young lady. Julia Rose Young, the daughter of the former parish administrator at St James', was terribly burned in a bonfire accident in March 2009, when she was 15 years old. Julia suffered burns over most of her body and is still receiving treatment from the Shriners' Hospital for Children in Boston. Her parents, Michele and Jerry, gave up their jobs and moved to the Boston area to care for Julia.

Julia is now 17 and her dream is to complete high school. She has not been able to attend school regularly since the incident because of her physical challenges and special needs, so graduating high school will be no simple task. She is attending Bethany Christian Academy in Massachusetts and funds raised from the event will go, in part, to support her education there. Other funds will help her family with her long-term care.

The Young family attended the event at St. James' and all who met Julia were deeply impressed by her courage and her

positive attitude. Julia has created a presentation to educate young people about the dangers of fire. In thanking St. James' and the many local businesses and individuals who supported the evening, Julia said, "It's inspiring to see people who don't even know me show their love and support and this has kept me going through the most difficult of times. Words can't express my gratitude."

Support for Julia came from many sources. A local woman celebrated her 50th birthday by inviting over two dozen of her friends to make donations to Julia and attend the event. And a five-year-old girl who heard about Julia held a bake-sale at her kindergarten class and raised \$75, which was matched by her parents!

Over 200 parishioners and local residents enjoyed the evening in the Parish Hall. St. James' was particularly pleased to welcome Bishop Mark Beckwith, who took time from his weekend schedule to come and to meet Julia and her family. Guests tasted wine and enjoyed specialties from area restaurants and a silent auction was conducted. The evening was a huge success and St. James' was thrilled to raise over \$30,000 on Julia's behalf. ■

## "Leadership Quartet" Shares Techniques With Clergy

A chamber music ensemble from the New Jersey Symphony Orchestra's program "Resources for Education and Community Harmony" (REACH) performs at a leadership workshop for diocesan clergy in new ministries, held at Trinity & St. Philip's Cathedral in Newark on November 18, 2010. By demonstrating how they work together to make musical decisions, the "Leadership Quartet" shared techniques for communications and problem solving that can be applied to any type of leadership development. More information about the REACH program is available at <http://njsymphony.org/reach>.



NINA NICHOLSON PHOTO

## SAVE THE DATE: Women's Commission Breakfast at Diocesan Convention

Saturday morning  
January 29, 2011 - 6:45 a.m.

Featured speaker: **Cecilia Zalkind**  
Executive Director, Advocates for  
Children of NJ ([www.acnj.org](http://www.acnj.org))

*Check Convention program for  
exact room location.*

Admission to breakfast is \$28  
Reservations by January 22, 2011  
to: [mrgchristie@gmail.com](mailto:mrgchristie@gmail.com)  
Checks should be made to the  
Women's Commission and mailed  
to: Marge Christie, Registrar  
144 Day Court, Mahway, NJ 07430

## Convention Resolutions In Brief

The 2011 Diocesan Convention will vote on several important resolutions. Here are highlights of their key provisions:

### **Resolution 2011-01, Education:**

As part of the Diocese of Newark's strategy on domestic poverty, this would urge congregations to collaborate on a plan to preserve public education systems in all municipalities of the diocese.

### **Resolution 2011-02, Anti-Racism:**

Affirms the long-standing policy that all office seekers and holders must complete anti-racism training, and adds the requirement for re-certification every five years with an additional five hours of training. Those currently serving and persons who transfer into the diocese would have six months to complete training.

### **Resolution 2011-03, Church of the Incarnation's New Ministry:**

Would recognize the Church of the Incarnation in Jersey City as carrying out that part of the Jersey City Strategy adopted at the 123rd Diocesan Convention in 1997 calling for a new ministry and mission with three merged congregations, and would provide for the authorization of the release of funds for the new ministry and mission.

CONVENTION continued from page 1

Jacobs explains, "By linking this expression of how we live out our mission imperatives directly to the work of our diocesan committees and groups, we can help focus their work more effectively through the lens of this Vision Statement."

Fulfilling the mission goals of the diocese requires that every parish and every parishioner take up their particular way of contributing to that work. With a broad range of communities and settings in which ministry occurs, there is ample opportunity for learning from one another. "The annual Convention comprises more than just the business sessions, it's also very much like a family gathering at the holidays," notes Michael Francaviglia, the Secretary of Convention. "Our diocese is very diverse, and so you get to interact with, and learn from, others who may live very different lives than you, but with whom you are nonetheless connected through your faith, mission, and ministry." Convention planners have sought to maximize these opportunities for both formal and informal sharing.

The convention continues the two-day format re-introduced in 2010 with registration opening at 9 a.m. Friday. In addition, some events have been re-ordered to achieve a more natural flow of business. Friday morning offers several workshops and a candidate's forum. The dinner on Friday night is designed as a celebratory event, with a number of musical performances and other offerings, and former diocesan bishops John Shelby Spong and John P. Croneberger have been invited as guests of honor. In a departure from previous years, the bishop's State of the Diocese Address will be given following morning prayer on Saturday, followed by the remaining business sessions and an anticipated adjournment at 4 p.m. Saturday afternoon.

For the fourth year, the convention will present a series of multimedia "Mission Minutes" describing noteworthy outreach efforts throughout the diocese. This year will highlight ministries to children, ecumenical and interfaith relations, and feeding ministries as examples of how the parishes and organizations within the diocese are reaching out to their closest neighbors.

Another agent of advocacy for the most vulnerable members of society is the Newark Episcopal Women's Commission, which has for over 30 years worked to dismantle the structures and systems of oppression against women. Noting that in an adverse economic climate women and children are those most directly impacted by poverty, NEWC has invited Cecelia Zalkind, executive director of Advocacy for Children of New Jersey, as its convention breakfast speaker. Ms. Zalkin's 25 years in leadership positions at ACNJ have helped produce key policy advances in child welfare, early care and education, and health care in New Jersey, and she is expected to help frame the issues facing children within the context of justice, as advocated by Bishop Beckwith and the Justice Board. More information on the Convention Breakfast and the work of the NEWC can be found at its new Facebook page (on [facebook.com](http://facebook.com), search for "Newark Episcopal Women's Commission").

Of course, the outreach of the Diocese of Newark is not confined to its geographical boundaries alone; through its companion diocese relationship with the Diocese of Panama – the renewal of which will be voted upon at convention – Newark is directly involved with the material and spiritual support of its sisters and brothers in the southern hemisphere. Interactions between the two dioceses, such as the recent visit by Bishop Beckwith and other diocesan leaders to Panama, have highlighted the challenges and opportunities facing both. Convention attendees will have an opportunity to hear directly from the Rt. Rev. Julio Murray, Bishop of Panama, who will preach at the Convention Eucharist on Friday. In addition, a video of Bishop Beckwith's trip to Panama and his reflections on the companion diocese relationship will debut at the convention. This video, along with the Mission Mission will be available on the diocesan website.

With such a wealth of inspiration, the annual convention is most certainly more than just the transaction of business, important though that is. Of far greater importance is the gathering of the diocesan family for their mutual encouragement and support, empowering one another to indeed "step out in audacious faith." ■

**Estamos llamados a entrar en la Eperenne cascada de la justicia de Dios,** fortificados por el Espíritu Santo para proclamar el evangelio, el cual nos llama a levantarnos y a hablar dondequiera que encontramos injusticia tanto contra los humanos como contra la tierra.

Hacemos un llamado a nuestras comunidades y al mundo para retar y arrepentirnos de los falsos dioses que esclavizan el alma en pecados, crean estructuras sociales de opresión y nos tientan a alejarnos del espíritu de “Ubuntu” - Un mundo interconectado en el cual “Yo soy, porque tu eres”.

Celebrando el regalo de Dios en la creación, luchamos contra las tentaciones del consumismo y del desperdicio que oprime la naturaleza en nombre del progreso, devastando regiones enteras y destruyendo las especies.

Nos atrevemos a hablar de Dios en un mundo cada vez mas secularizado, compartiendo la sabiduría de la Escritura y contando nuestras historias de la gracia, el amor y la justicia de Dios en nuestras vidas.

**Estamos llamados a practicar la Ehospitalidad radical** y a vivir en el futuro de la abundancia de Dios, celebrando los muchos talentos con los cuales Dios nos ha dotado.

Buscamos y nos atrevemos a abrazar al “otro”, invitándolos, escuchando sus historias, buscando ser transformados por sus presencias entre nosotros, para que así todos podamos alcanzar una mas profunda relación con Dios.

Ampliando el circulo de preocupación por el Desconocido, el Olvidado y el Marginado, trabajamos para nivelar el campo de juego, yendo mas allá de las diferencias, prejuicios y malentendidos.

**En respuesta de fe de que Dios nos esta liderando mas allá de lo que nosotros creímos posible, reconocemos y respondemos a la necesidad de la reforma institucional que encarnara la santa misión de Cristo para nuestros tiempos.**

*Traducido por el Rev. Rubén Jurado. Diócesis de Newark, Comisión de Ministerio Hispano.*

## Alleluia Fund Plans Special Events

*By the Alleluia Fund Task Force: Patrice Henderson, the Rev. Diane Riley, Jackie Ross, Pat Yankus.*

The Alleluia Fund was initiated in 2010 to expand the opportunity to support diocesan outreach projects. Thanks to donations from many individuals and congregations as well as funds from the diocesan budget, the Alleluia Fund raised \$111,000 to support domestic and international outreach – roughly 33% more than had been available for outreach in 2009.

### What the Alleluia Fund does

The Alleluia Fund:

- raises awareness of needs outside of congregational walls
- develops direct relationships between individuals and diocesan ministry
- demonstrates on an ongoing basis how much can be accomplished when we pool our collective resources

As our area continues to struggle



with issues of hunger, homelessness/housing and education, the Alleluia Fund will focus on these areas once again. The United Nations 0.7% giving formula used by developed countries to support developing countries is a percentage the Diocese of Newark adopted to support international outreach.

Bulletin inserts, ideas for children’s church, and an extra special event are being planned for the 2011 Alleluia season.

It is an exciting time to celebrate the joys of Easter and getting involved in making a difference in the lives of others. Please join us! Alleluia! ■

### BECKWITH continuado de la paginación 2

con representaciones de sus creaciones artísticas, – y esas filminas proveerán un telón de fondo para nuestro tiempo juntos. Habrá tiempo durante la Convención para escuchar historias y para contar historias. No solo la información del presupuesto y los reportes de los comités; pero invitaremos a los diputados a compartir con nosotros, partes de su propias historias.

Nuestras minutas de la misión presentaran historias de congregaciones que han respondido con la audacia de la fe. Daremos tiempo para que todos reflexionen en aquellos momentos que han respondido con la audacia de la fe y como ellos ven a sus congregaciones haciendo lo mismo. Cerca del fin de la convención, daremos la oportunidad de que las personas unjan sus manos con aceite como un envío simbólico a responder con la audacia de la fe.

Como la declaración de la misión describe el trabajo que estamos llamados

a hacer como Diócesis – equipando congregaciones, involucrando las personas, comprometiéndose con el mundo con la esperanza y justicia de Jesús- – la declaración de la misión provee una imagen de lo que nuestra vida será de continuar este trabajo.

La visión de la misión es un documento del “cerebro derecho”. Es metafórico, sino poético. Es para invitar la imaginación y la visión de la gente. Esta pensada para orientar y no para mandar. Ha sido escrita (Por un pequeño grupo de líderes de la diócesis) para proveer a individuos y a congregaciones con un espacio para reflexionar sobre su propia visión y creatividad en un tiempo en que tanto nuestra cultura como nuestra diócesis lo necesita.

A handwritten signature in black ink that reads "Mark M. Beckwith". The signature is written in a cursive, flowing style.

*Traducido por el Rev. Rubén D. Jurado, Comisión de Ministerio Hispano.*

# St. Philip's Academy Celebrates Its Namesake At The Cathedral

By Dee Jackson Field

On Sunday, October 24, students, alumni, parents and board members of St. Philip's Academy celebrated the Feast Day of St. Philip at Trinity & St. Philip's Cathedral in Newark. Head of School Miguel J. Brito was the guest speaker for the 10 a.m. service. The middle school chorus, "S.P.A. Light," under the direction of music teacher Eileen Jahn, gave a spirit-filled rendition of "This Little Light Of Mine." There was a reception in the parish hall after the service where members of the congregation and guests met the students. Mr. Brito spoke about the school's academic programs and extracurricular activities, and there were also testimonials from alumni and parents.

St. Philip's Academy was founded by Dean Dillard Robinson of Trinity & St.

Philip's Cathedral, who brought together a coalition of educators, Episcopal clergy and community activists in response to a critical need for a high quality, affordable,



independent elementary school in the greater Newark area. In 1988, the Academy opened its doors to ten students in first grade in a space donated by Trinity & St.

Philip's. In January 2007, after a three-year planning and implementation process, the Academy opened spacious new facilities in Newark's University Heights district. The new St. Philip's Academy boasts state-of-the-art classrooms and offices, a science lab, a media center, a computer lab, and a cafeteria as well as a gymnasium with an indoor-outdoor stage, outdoor playground areas, and a rooftop garden and environmental center.

St. Philip's Academy offers a rich, diverse curriculum and a nurturing environment in order to accelerate the achievements of its students and close the minority educational gap. In addition to academics, the Academy promulgates a philosophy of love and respect for all humanity, as well as for the planet. For more information, visit the school's Web site at [www.stphilipsacademy.org](http://www.stphilipsacademy.org). ■

## Join NECA - Newark Episcopal Clergy Association

A professional organization of priests and deacons in the diocese, serving in collaboration with our bishop and diocesan staff as well as committees and commissions concerning

- Human Resources
- Professional Standards
- Hospitality
- Communication

Our current membership level is small but we have lots of energy and passion. Please join us!

NECA is part of the national organization of clergy associations, which allows us access to the expertise and experience of clergy at the national level as well as collaboration with other diocesan clergy organizations.

Annual dues are only \$35. Checks can be made out to NECA and mailed to: The Rev'd Archie J. Palmer, Jr., Convener Pro Tempore  
18 Ridgewood Avenue  
Glen Ridge, NJ 07028  
973 743 2411

## Calling All Artists!

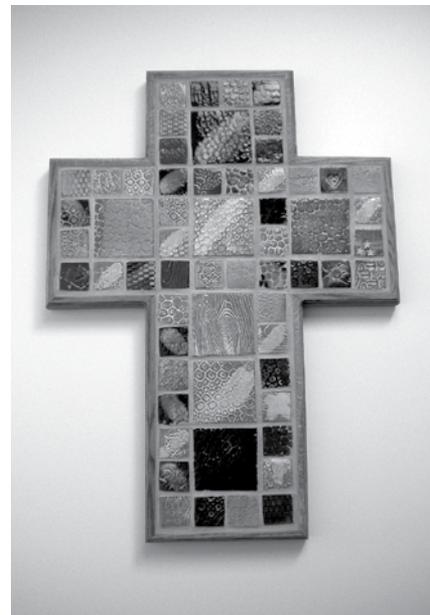
By Aleeda Crawley and Colleen Hintz

A new chapter of Episcopal Church & Visual Arts has been formed in the Diocese of Newark, and you're invited to be a part of it.

ECVA's mission is to encourage individuals and congregations to engage the visual arts in the spiritual life of the church. Central to that mission is creating a community of artists who work at the intersection of art and faith.

ECVA Newark meetings are held quarterly; the second meeting will be on Sunday, February 27 at 1:30 p.m. at a location to be announced soon. Plans include a digital display of art on the big screens at the upcoming Diocesan Convention, as well as possible future art shows in local venues.

For more information, e-mail co-chairs Aleeda Crawley and Colleen Hintz at [ecvanewark@gmail.com](mailto:ecvanewark@gmail.com) or call Aleeda at 646-588-1600. You can also visit the ECVA Newark Web site at [ecva.dioceseofnewark.org](http://ecva.dioceseofnewark.org) or the national ECVA website at [ecva.org](http://ecva.org). ■



"Crosslight," 2009, fired and glazed clay tiles in a woodwork frame is one of the pieces that will be in the ECVA Newark exhibit at Diocesan Convention. Created for the 150th anniversary of St. James', Hackensack in 2009 by the Rev. Dr. Cathy L Deats. Woodwork frame created by parishioners Mr. Tony Elmo and Mr. John Edens.

# Helping *All* God's Children To Worship

By Melinda Davis

This fall, St. Andrew's, Harrington Park initiated a service geared to children with special needs – emotional, physical, or developmental.

"All God's Children" is a non-denominational Christian service lasting 30 minutes. It is filled with three- to five-minute segments of music, action, and joyful noise. There are simple hymns and prayers and Holy Communion with gluten-free wafers and grape juice. Any behavior is acceptable; participation at any level is welcome. Following the service, which runs from 9 to 9:30 a.m., we offer refreshments for the parents and caregivers, and a short video with snacks for the children. The service is lay led and involves about a dozen enthusiastic parishioners, directed by Paul Shackford. The Rev. Diane Rhodes, priest-in-charge, leads the Bible story and celebrates Holy Communion. To make room for this new liturgy, we moved the start time of our main service from 10 to 10:15 a.m.

The notion of a service like this emerged from the goal-setting process we undertook early in 2010 in anticipation of calling a priest-in-charge. It is the lynch pin of our first goal: Becoming a radically welcoming, inclusive Christian Community. For several years St. Andrew's has leased space to the Northern Valley School District for its program for children with learning challenges, and we had been hungry to offer these children and their parents a welcoming spiritual home.

We were blessed to make contact with Christ Church, Budd Lake, which had developed an "All God's Children" service a few years ago, and generously shared their model with us.

We decided to offer the AGC service twice a month, and held our first service on October 3. For our first two services the attendees were only St. Andrew's parishioners,



**The Rev. Diane Rhodes adapted the service to make it welcoming to children of all abilities.**

SHARON SHERIDAN/ENS PHOTO

but we pressed on. We received some nice publicity in the *Record* and our community newspaper, *The Suburbanite*, and were delighted to receive an award from the Bergen County Division of Disability Services. We distributed fliers widely, and the Northern Valley School District enthusiastically endorsed our efforts and sent a letter to the parents of their students. We also applied for and received an ACTS/VIM grant.

All of these efforts paid off when, on November 7, four families with a total of 5 children came to the service! And they loved it. All of them said they would return. One father in a family that traveled from several towns away said, "We've been thrown out of more churches than I can count."

We are overjoyed that this service is meeting a need for people who traditionally have been under-served by churches. It is also amazing to witness the joy and energy that our own parish is deriving from this exciting ministry. We are confident that this service will enable all of the people it serves to grow in relationship to God.

The AGC service will be featured in the "Mission Minutes" at Diocesan Convention, which will be available for viewing afterwards at [www.dioceseofnewark.org](http://www.dioceseofnewark.org). ■

*"We've been thrown out of more churches than I can count."*

# A Mission Trip Close To Home

*By the Rev. Margaret Otterburn, Rector  
of Church of the Messiah, Chester*

*We worked alongside  
the St. Paul's staff,  
enjoying their  
hospitality, sharing  
meals together too.*



**The Rev. Margaret Otterburn of Messiah, Chester leads a VBS class at St. Paul's, Paterson.**

M. CHRISTYANNE WARD PHOTO

I have been privileged to take mission trips for many years. The locations have included Native American reservations when I lived in Minneapolis, a “Justice drive” from Minneapolis all the way to Atlanta with a van load of teenagers, and post-Katrina clean up work on the Gulf Coast.

But back in 2009 one of my parishioners asked me why I had never been to a church in our own diocese. At that time we were off to Brooklyn for a week. Last fall, I initiated conversation with the Rev. David Wolf from St. Paul's Paterson about the possibility of Messiah working with St. Paul's congregants in 2010. “Yes this could work out,” David affirmed. So a group of us drove over to Paterson last January to

discuss what we could do there. “Come and help with our vacation bible school every afternoon,” they said. When asked if they could help us find projects for the mornings they assured us that was possible. So the planning went ahead without any formal groups organizing our trip for

us. We used e-mail and phone calls – cheap and easy, of course. Our team went to St. Paul's again for VBS training and visited the rectory where Martha Wolf oriented us for our stay there. After sleeping on church hall floors with dozens of like-minded souls snoring in the background, a rectory was untold luxury.

Martha organized the schedule, making calls to local ministries so that each morning we had a place to go and work to do. The ministries she chose included the Food Bank of NJ and CUMAC ECHO, a local food pantry serving a large area

in Paterson including St. Paul's men's shelter. We helped at St. Paul's shelter too, sorting the food one morning and then cooking an evening meal for the men who resided there. Another morning we did clean-up work along the Passaic River and yet another we helped North Porch with inventory work. There is no shortage of volunteer work in Paterson. Each afternoon we were part of the staff of the VBS. We joined in the opening and closing worship and then were a part of the rotation program that the kids followed. One of us led the crafts, another pair organized the games, one helped the kitchen team with the food (those kids ate very well). Another of us told participatory Bible stories and one was brave enough to agree to be a group leader, escorting her group around to each of us in turn. We worked alongside the St. Paul's staff, enjoying their hospitality, sharing meals together too. One of their members, a lifelong resident of the area, took us on a tour around Paterson, showing us all the sites and offering plenty of local stories too – the real good stuff!

Being based at St. Paul's we were able to begin each day with Eucharist and members of St. Paul's joined us at worship. Coming from our quiet street it was a culture shock to open the church door to get some breeze only to be deafened by the city vehicles roaring past.

No one could have been made more welcome than our team. We experienced a group of dedicated people, dedicated to their ministries both those of St. Paul's and those in the community. We worked alongside faithful people, loving the children who attended the VBS, caring for each of them. Each of us was transformed by the experience of the week.

Would we go to another “home” parish? Absolutely! Any church in our diocese that is looking for a group to work alongside its members please let us know.

*Mission Trip Team: Mija Gellerman, Tim and Mario Carr, Linda Pugliese, Maggie Rothman (Christ Church Bloomfield/Glen Ridge) and the Rev. Margaret Otterburn.* ■

# The Voice, Evolving, Shares Our Stories In New Ways

By *Nina Nicholson, Director of Communications & Technology*

The two 2011 issues of the Voice will be distributed in a new way: 1) you can download an electronic version immediately after publication; or 2) pick up one of the print versions that will be delivered to your church.

If neither of these is practical for you, please contact me to request that the Voice be mailed to you directly. (Donations to cover the cost of mailing are always appreciated, but not required.)

The goal for this new distribution

method is to make the Voice available to as many people as possible – including newcomers and visitors – quickly and conveniently, while eliminating the burden previously placed on church offices to repeatedly update their mailing lists, and the frustrating post office delays that are a fact of life with standard periodical mail. It's also less expensive – which is a nice bonus.

After both 2011 issues of the Voice have been distributed using this method, the process will be evaluated and adjusted as necessary. If you have any questions, please don't hesitate to contact me.

Also starting this year, the biweekly Digest e-newsletter will be renamed the Voice Online. This name change simply recognizes the functional change that has already occurred as the Digest has evolved. Instead of saving articles for one of the two print editions of the Voice each year, congregations can submit their stories for more timely publication in the Voice Online, via an online form at [www.dioceseofnewark.org/TheVoice](http://www.dioceseofnewark.org/TheVoice).

Contact Nina at 973-430-9907 or [nnicholson@dioceseofnewark.org](mailto:nnicholson@dioceseofnewark.org), or at Episcopal House, 31 Mulberry Street, Newark, NJ 07102.

## Changes At North Porch

North Porch, the program that supports needy mothers and their babies, had a wonderful Festive Tea on Sunday, November 21 in Episcopal House. The Rev. Margaret Otterburn, president of North Porch's board, spoke of the many challenges it faced in 2010, including its need to move its Newark Center to a new home. North Porch Newark is now a guest in the building belonging to Episcopal Community Development at 620 Clinton Avenue, where it is managed by one of the interns in the NEWARK ACTS program. North Porch will celebrate this new center with a grand opening on Wednesday February 2, 2011 from 11 a.m. to 2 p.m. Separately, the North Porch Center at St Paul's Paterson needs 3 large lockable closets. If you can help, please contact Rev. Otterburn at 908-879-7208. ■



GEORGE WELLS PHOTO

Volunteer Randy Cervasio from St. Mark's, Teaneck sorts donations of baby products at North Porch's Annual Festive Tea held Nov. 21, 2010 at Episcopal House.



St. Andrew's in Harrington Park recently had their annual town-wide food drive last fall. Some of the parish children are pictured here among the hundreds of grocery bags collected for local food pantries.



Jacob Jubille Kruger, a member of St. Andrew's in Harrington Park, spearheaded an effort to help the relief efforts in Haiti. Over 60 personal hygiene kits were created from people's donations. Jacob is pictured in September 2010 with his mother, Anne Kruger, and the Rev. Diane Rhodes receiving a Certificate of Appreciation from the Church World Service.

# A Continuing Campaign Of Holy Listening

By the Rev. David B. Wolf and the Rev. Laurie G. Wurm

In recent months, teams have fanned out to more than 60 congregations in our districts and diocese, asking basic questions about hopes and dreams, fears and challenges – for our own parishes, but also for district and diocese.

Our operating idea is holy listening – to listen for where the Spirit is leading us as a Church. How can we better be the Church that Christ calls us to be? What have we learned as parishes that can lead us to be a better diocese? Is our Church really an “alternative community” or do we simply reflect the socioeconomic separateness of the culture around us? Is there a better way to structure ourselves as a diocese – in our regions and in the diocese as a whole – that takes our geography and demography into account?

What are we going to do next? First, it is important to remember that the work of holy listening is an accomplishment in

itself. Without exception, the conversations that listeners (10 teams of 2 each) have been privileged to share with congregations have been profoundly engaging. In theory we could have had listening meetings on our own; in practice, it helps to have facilitators from outside the parish inviting members to tell their story and share their perspectives.

One of our hopes is that this inter-parish listening campaign spawns intra-parish listening campaigns – that parishes do in fact hold a series of kitchen-table meetings with the membership of their own parish (or as one parish has been called them, “home gatherings”).

But we also hope that our analysis of the listening campaign reports will help us to distill the common themes and threads that the teams have identified from groups of parishes in particular districts. We hope that these insights will lead us – bishop,

clergy and lay leaders alike – to more faithfully reflect the Spirit’s movement in our Church. We will share some of these insights with you at Convention, including our reflections on the process – what worked and what we would do differently. We’ll also share our ideas for the process going forward – how our insights will be translated into meaningful next steps for

our diocese, a process that we assure you will involve not only the listeners but also those from each parish who set up the kitchen-table meetings in their own parishes.

Where is the Spirit leading us? What are we going to do as a result of all this holy listening? The short answer is we don’t know until we know. We don’t know until the holy listening is done and we’ve had a chance to learn where the Spirit is leading us . . . so keep your ears tuned! ■

*How can we better be the Church that Christ calls us to be?*

## Successful Debut For Vestry University

By Renee Wijnen Caruthers

More than 180 vestry members from every district in the diocese were included in the first graduating class of Vestry University, held on October 16, 2010 at St. Elizabeth’s Church in Ridgewood. The attendees to the day-long event were able to choose from classes that ranged from nuts and bolts topics such as the duties of the treasurer and the challenges and pitfalls of space rentals, to conflict resolution or crafting vestry meetings that are life-giving.

“I think people were really hungry for information and for feeling that they were being supported in the ministry of being a vestry member,” said the Rev. Vicki McGrath, rector of All Saints Church,

Millington. “There was a really good sense in the room of everyone sharing what they knew rather than simply listening to an expert stand up and talk.”

McGrath and the Rev. Dr. Canon Sandye A. Wilson, rector of St. Andrew & Holy Communion in South Orange, are co-chairs of the Equipping Congregations Action Team on Diocesan Council, which came up with the concept of Vestry University and organized it, with assistance from Kitty Kaweck, diocesan

Director of Resources & Training. The program, modeled partly after training that clergy receive, was intended to equip vestry with skills for serving their congregations, as well as to give vestry some insight into clergy’s perspective

for serving the church. Bishop Mark Beckwith attended, and shared his appreciation for the work that vestries do.

One highlight was “Where is Jesus In All of This?”, a presentation by The Rev. Lisa Green, Church of the Redeemer, Morristown, and Paul Shackford, chair of the Commission on Ministry.

McGrath and Wilson plan to repeat Vestry University again next year, with the hope that it will become an annual program. The plan is for it to have a core curriculum, with supplemental classes that change based on the feedback of attendees. A class on grant writing was among the suggestions for a future program.

“The genius of this diocese is that we are all committed to being life-long learners,” Wilson said, “and the more we share not only among groups that have an affinity, but among those of us who don’t appear to have an affinity, the more we can learn and help one another.” ■

*Vestry members get new skills, equipping them to serve their congregations.*



St. Matthew's, Paramus celebrated 60 years of ministry on September 19, 2010. This anniversary banner was handmade and donated by parishioners Nancy Newman and Barbra Joosten. Shown with the banner are (front row, L-R) Barbra Joosten, Mary Pinkerton (Sr. Warden), Nancy Newman and Kristen Rohdieck; (back row, L-R) Deacon Jacques Girard, Canon Bruce Woodcock (Vicar) and the Rev. Marge Lindstrom.

## Our Companion Diocese Of Panama – Building Relationships With Congregations

Is your congregation interested in establishing a relationship with a congregation in Panama? You can learn more at a meeting on **Saturday, February 12** from 10 – 11:30 a.m. at Christ Church, Newton, which over the past few years has engaged in multiple projects with congregations in Panama, including mission trips. To RSVP, or for more information, please contact the Rev. Robert Griner, Rector of Christ Church, Newton, at 973-383-2245 or christchurchnewton@yahoo.org.



CHRISTINE GAFFNEY PHOTO

The dedication of Holy Spirit, Verona's new front steps (partly financed by a Ward J. Herbert Grant), on Sunday, November 7, 2010.

## Ecumenical Outreach To The LGBT Community

By *Christian Paolino*

Two Episcopal groups committed to being a witness of God's love to the lesbian, gay, bisexual and transgender community are bringing an ecumenical inclusive-congregations program to the Diocese of Newark. Called Believe Out Loud, the program is being championed by Integrity-NYC Metro and The OASIS. Believe Out Loud is an unprecedented cooperative effort between 12 Christian denominations to identify and support congregations that welcome gay, lesbian, bisexual and transgender people.

In October, members of Integrity met their peers from the American Baptist, Lutheran, Methodist, Presbyterian, United Church of Christ and other denominations at a conference in Orlando to pray, witness

and network. Our joy was tempered by the news that we were in the midst of a wave of youth suicides, and a series of brutal attacks had just occurred in New York. The victims were all either gay or perceived to be, and we knew a great need for ministry remains.

The Episcopal Church, despite its progressive stance on LGBT issues, has never had a formal designation for its welcoming and affirming parishes. These are now to be known as Believe Out Loud Episcopal Congregations. While many of our parishes consider themselves welcoming of everyone, LGBT folks have sadly learned this does not always mean them, and thus we encourage this specific and intentional adoption of the Believe Out Loud "brand" as a recog-

nizable symbol for a congregation that is safe and friendly.

Integrity and The OASIS encourage parishes to explore this program at <http://bolec.integrityusa.org>. There is no cost, and the program offers tools to foster conversation, learn and plan your own inclusion journey. Members of Integrity are also available for guidance and facilitation. For those congregations seeking to actively further the work of inclusion, Integrity invites you to consider becoming a Proud Parish Partner, which will help us grow both locally and nationally.

To learn more please go to <http://bolec.integrityusa.org> or e-mail [newark@integrityusa.org](mailto:newark@integrityusa.org). ■

Believe ((+))  
**OUTLOUD**  
Episcopal Congregations

**Parish Pledges Received By Dec. 15, 2010**

Congregation	2011 Pledge Percentage	2011 Pledged Amount	Estimated 2011 NOI*	2010 Pledge Percentage	2010 Pledged Amount	2009 Parochial Report	
						2009 Pledge % of 2009 NOI	2009 NOI
Trinity Episcopal Church, Allendale	8.50%	--	--	7.15%	\$13,000	8.7%	\$147,947
Calvary Church, Bayonne	9.50%	\$2,209	\$23,250	9.50%	2,968	7.8%	40,654
Trinity Church, Bayonne	10.00%	14,000	140,000	10.00%	13,800	7.5%	185,595
St. Mary's Church, Belvidere	16.00%	5,840	36,500	16.00%	6,000	15.3%	75,008
All Saints' Church, Bergenfield				--	6,360	0.0%	86,597
Christ Church, Bloomfield/Glen Ridge	11.00%	27,060	246,000	10.00%	21,456	10.1%	271,566
St. John's Episcopal Church, Boonton	9.00%	13,100	145,000	13.25%	13,380	8.4%	162,403
Christ Church, Budd Lake	5.00%	6,000	120,000	5.00%	6,000	5.0%	119,679
St. Paul's Church, Chatham	--	38,000	--	14.00%	37,100	9.5%	439,946
Church of the Messiah, Chester	11.50%	18,000	157,000	11.90%	19,000	10.1%	182,003
Trinity Church, Cliffside Park	9.25%	9,435	102,004	8.25%	9,203	5.4%	118,387
St. Peter's Church, Clifton	6.50%	6,035	92,850	6.50%	7,940	6.2%	121,816
Church of The Saviour, Denville	7.84%	20,000	255,000	--	15,000	6.9%	219,275
St. John's Church, Dover (08)				10.00%	8,000	4.9%	85,399
Christ Church, East Orange	5.00%	9,450	189,150	5.00%	8,760	3.5%	251,639
St. Agnes' & St. Paul's Church, East Orange	5.00%	9,465	189,300	5.00%	9,465	7.8%	192,749
St. Paul's Church, Englewood				10.00%	18,000	10.0%	209,279
St. Peter's Church, Essex Fells	10.50%	45,308	431,500	10.00%	34,548	9.8%	604,356
Church of the Atonement, Fairlawn	10.00%	10,500	105,000	10.00%	10,530	10.0%	97,347
Church of the Good Shepherd, Fort Lee	7.50%	11,751	156,681	10.00%	9,183	5.3%	137,491
All Saints' Church, Glen Rock				11.00%	18,396	10.0%	193,077
Christ Church, Hackensack	3.00%	4,500	150,000	6.00%	8,173	6.0%	121,243
St. Anthony of Padua, Hackensack (05)				6.00%	6,960	6.3%	110,882
St. Cyprian's Church, Hackensack	8.00%	1,840	23,000	6.00%	1,200	6.0%	22,340
St. James' Church, Hackettstown	10.00%	15,131	151,314	10.00%	16,200	6.3%	174,210
St. Andrew's Church, Harrington Park	9.23%	12,825	139,000	10.75%	11,457	9.2%	117,087
Christ Church, Harrison	15.00%	5,835	38,900	14.00%	5,520	13.5%	37,798
St. John the Divine Church, Hasbrouck Heights				6.00%	6,475	6.0%	127,724
St. Luke's Church, Haworth	10.00%	11,147	111,470	10.00%	10,000	6.4%	156,042
St. Clement's Church, Hawthorne (07)				3.90%	6,720	4.4%	145,845
Holy Trinity Church, Hillsdale	8.80%	12,000	150,000	8.70%	12,000	7.7%	171,473
All Saints' Parish, Hoboken	18.00%	43,200	240,000	17.50%	40,250	17.0%	256,554
St. Bartholomew's Church, Ho-Ho-Kus	8.00%	15,000	187,500	8.00%	15,000	11.0%	204,714
St. Luke's Church, Hope				6.00%	3,636	4.1%	101,905
Church of the Incarnation, Jersey City	10.50%	10,349	98,560	10.00%	9,000	5.9%	204,241
Grace Church Van Vorst, Jersey City				12.25%	15,802	9.2%	209,721
St. Paul's Church, Jersey City				5.00%	7,000	10.0%	147,949
Trinity Church, Kearny	10.08%	6,552	65,000	10.07%	6,546	10.0%	65,547
St. David's Church, Kinnelon	13.00%	25,833	198,714	19.00%	26,640	13.1%	216,812
All Saints Church, Leonia	9.50%	10,920	114,950	9.00%	10,400	12.5%	101,040
St. Andrew's Church, Lincoln Park	12.00%	6,300	52,500	12.00%	6,300	10.6%	90,554
St. Agnes' Church, Little Falls	7.00%	13,230	189,000	11.10%	13,000	6.5%	214,079
St. Peter's Church, Livingston	12.00%	14,400	120,000	12.00%	10,633	12.0%	123,636
St. Thomas' Church, Lyndhurst				7.00%	4,550	5.8%	86,811
Grace Church, Madison	20.75%	123,120	564,440	20.75%	116,730	14.4%	768,332
St. George's Church, Maplewood	18.00%	66,740	370,777	17.60%	65,540	16.8%	390,767
St. Martin's Church, Maywood	5.50%	4,800	87,310	9.15%	4,330	4.6%	98,153
St. Mark's Church, Mendham	5.00%	5,000	100,000	5.00%	5,000	3.1%	205,849
St. Stephen's Church, Millburn	10.50%	21,000	200,000	10.00%	20,004	10.0%	219,962
All Saints' Church, Millington				6.50%	11,316	6.0%	162,231
St. Gabriel's Church, Milton/Oak Ridge				5.00%	2,016	5.2%	36,848
St. John's Church, Montclair				5.00%	9,450	3.8%	225,535
St. Luke's Church, Montclair	10.00%	42,000	420,000	8.00%	35,750	7.5%	434,586
St. Paul's Church, Montvale	15.00%	28,950	193,000	15.00%	28,500	14.8%	243,045
St. Paul's Church, Morris Plains	10.50%	18,410	175,335	10.00%	17,592	10.0%	189,631
Church of the Redeemer, Morristown				15.00%	43,830	11.7%	418,190

## Parish Pledges Received By Dec. 15, 2010

Congregation	2011 Pledge Percentage	2011 Pledged Amount	Estimated 2011 NOI*	2010 Pledge Percentage	2010 Pledged Amount	2009 Parochial Report	
						2009 Pledge % of 2009 NOI	2009 NOI
St. Peter's Church, Morristown	9.07%	56,868	626,990	--	48,000	11.2%	627,966
St. Peter's Church, Mountain Lakes				10.00%	23,700	10.0%	271,064
St. Peter's Church, Mt. Arlington	10.10%	7,540	74,653	10.00%	9,338	9.5%	85,118
Grace Church, Newark	10.00%	20,000	200,000	10.00%	18,000	11.1%	175,539
House Of Prayer, Newark				6.50%	5,200	6.2%	73,183
St. Andrew's Church, Newark				6.50%	5,688	0.5%	87,715
St. Barnabas' Church, Newark				5.00%	1,632	7.5%	21,717
Trinity & St. Philip's Cathedral, Newark	10.00%	40,000	400,000	9.00%	35,000	12.8%	392,533
Christ Church, Newton	10.50%	37,800	360,000	11.00%	27,500	9.0%	392,600
St. Paul's Church, North Arlington (08)				6.63%	2,640	6.2%	41,646
St. Peter's Korean Church, North Bergen				8.00%	10,000	6.9%	130,000
Church of the Holy Communion, Norwood	5.00%	6,986	139,720	5.00%	7,015	5.0%	146,971
Grace Church, Nutley	12.00%	27,840	232,000	17.50%	28,350	12.7%	258,749
St. Alban's Episcopal Church, Oakland	5.50%	9,008	163,772	5.00%	7,751	13.3%	163,772
Church of the Annunciation, Oradell	10.00%	9,480	95,000	8.50%	7,778	8.0%	96,434
Church of the Epiphany, Orange		9,000		9.42%	8,952	2.9%	221,163
St. Matthew's Church, Paramus	8.00%	6,880	86,000	7.80%	7,020	7.9%	88,724
St. Gregory's Church, Parsippany	9.00%	--	--	9.00%	8,112	3.2%	126,823
St. John's Church, Passaic				8.70%	10,000	8.7%	114,342
Church of the Holy Communion, Paterson (07)				8.00%	4,800	8.2%	58,452
St. Paul's Church, Paterson	10.75%	24,612	228,950	10.50%	23,898	5.3%	504,158
St. Luke's Church, Phillipsburg	10.60%	16,430	155,000	10.50%	15,000	10.4%	150,350
Christ Church, Pompton Lakes				3.00%	7,500	0.9%	670,965
St. John's Memorial Church, Ramsey				15.50%	44,286	13.8%	287,085
St. James' Church, Ridgefield	10.00%	19,950	199,500	10.00%	19,002	10.0%	159,838
Christ Church, Ridgewood				13.50%	43,200	13.5%	422,677
St. Elizabeth's Church, Ridgewood	23.65%	207,765	878,500	23.15%	209,268	22.8%	902,142
Church of the Good Shepherd, Ringwood				--	300	5.4%	11,126
Grace Church, Rutherford				11.00%	10,062	13.9%	102,439
Church of Our Saviour, Secaucus (06)				10.00%	8,150	10.4%	104,412
Christ Church, Short Hills	21.00%	120,000	571,430	21.00%	120,000	21.5%	561,156
St. Andrew & Holy Communion, South Orange	--	50,000	--	18.00%	46,800	16.0%	303,000
St. Mary's Church, Sparta	10.00%	22,400	224,000	10.00%	22,000	15.3%	225,106
St. Dunstan's Church, Succasunna	9.00%	11,740	130,437	8.50%	9,740	8.2%	112,913
Calvary Church, Summit	13.20%	81,600	618,182	13.20%	82,500	11.2%	745,345
Christ Church, Teaneck	10.00%	8,284	82,840	8.50%	9,900	8.0%	117,601
St. Mark's Church, Teaneck				5.25%	11,734	5.3%	230,762
Church of the Atonement, Tenafly	15.00%	33,750	225,000	15.00%	33,000	15.0%	250,808
Christ Church, Totowa	7.00%	2,100	30,000	10.00%	7,800	10.0%	77,899
Church of the Transfiguration, Towaco	9.00%	6,480	72,000	9.00%	6,480	12.7%	78,993
Grace Church, Union City	5.00%	6,500	130,000	10.00%	8,000	4.6%	103,793
St. John's Church, Union City	10.00%	1,200	12,000	6.00%	1,350	3.7%	52,009
St. James' Church, Upper Montclair				4.10%	15,000	1.3%	570,015
St. Thomas' Church, Vernon	10.00%	11,000	110,000	10.00%	9,673	12.3%	137,691
Church of the Holy Spirit, Verona	9.50%	11,780	124,000	9.00%	11,552	9.0%	101,681
Church of the Good Shepherd, Wantage	7.00%	7,800	111,400	6.00%	7,200	6.0%	119,263
St. Peter's Church, Washington	4.00%	2,820	70,509	4.00%	2,438	0.4%	89,311
St. Michael's Church, Wayne	10.00%	33,000	330,000	10.00%	32,400	9.3%	367,641
Church of the Holy Innocents, West Orange	9.00%	11,147	123,853	8.00%	8,760	7.8%	115,514
Holy Trinity Church, West Orange	9.50%	6,175	65,000	8.75%	5,688	8.8%	112,768
Grace Church, Westwood (08)				10.00%	18,600	11.6%	153,604
St. Paul's & Resurrection, Wood-Ridge	10.00%	12,500	125,000	10.00%	13,300	10.0%	123,263
Median Percentage Pledge	10.00%			10.00%		8.7%	

\*NOI is Normal Operating Income as reported on Parochial Report Line A  
(nn) indicates Parochial Report for 2009 not available; most recent year noted

# Upcoming Events

## *in the Diocese*

### Framing Blitz



for

#### “Almost Heaven” Habitat for Humanity

Pendleton County, West Virginia

<http://www.almostheavenhabitat.org/>

**July 10 – 16, 2011**

**An Adult Mission Trip organized by the  
Diocese of Newark and St. Mary’s, Sparta**

*During our week’s work we will completely frame a  
Habitat house under the direction of a Habitat-qualified  
construction supervisor.*

**WHO:** Any adult member of the diocese, 21 years or older. We encourage at least 2, and no more than 4 persons from any single congregation to attend. The first 60 applicants will be gratefully accepted.

**COST:** \$400 per person. A non-refundable deposit of \$200 per person is due **January 20, 2011**. Please make the check out to the Diocese of Newark with a memo notation for the Diocesan Mission Trip.

**ACCOMMODATIONS:** Men and women will be housed separately in 2 large bunk rooms, each with bathrooms and shower facilities.

**MEALS:** All meals will be provided.

**TRANSPORTATION:** Participants are responsible for their own transportation to and from West Virginia.

**REGISTRATION** should be sent to the attention of the **Rev. Orion Davis, St. Mary’s Church, 85 Conestoga Trail, Sparta, NJ 07871**. Please register by church with names, contact information and deposit funds. **Questions may be directed to Rev. Davis at 973-729-3136.**

## Diocesan Calendar

### January

- 7-9** VOCARE, Somerville
- 13** Pre-Convention Meeting, St. Elizabeth’s, Ridgewood, 7:30 p.m.
- 15** Pre-Convention Meeting, Church of The Saviour, Denville, 9:30 a.m.
- 18** Pre-Convention Meeting, Christ Church, East Orange, 7:30 p.m.
- 28-29** Diocesan Convention, Hilton Hotel, Parsippany

### February

- 4-5** Pre Happening, St. Luke’s, Montclair
- 11-13** Happening, St. Luke’s, Montclair
- 12** Companion Congregations in Panama - informational meeting, Christ Church, Newton, 10-11:30 a.m.
- 13** Absalom Jones Service, Trinity & St. Philips Cathedral, Newark, 3:00 p.m.

### March

- 23 & 30** Anti-Racism Dialogues, Episcopal House, 31 Mulberry St., Newark

- 25-27** Middle School Retreat, Cross Roads

### April

- 2** “God is Calling” – Discernment Day, St. Andrew & Holy Communion, South Orange
- 19** Clergy Renewal of Vows, Trinity & St. Philips Cathedral, Newark, 11:00 a.m.

### May

- 20-22** High School Retreat, Cross Roads

### June

- 12** Senior Ministries Annual Evensong, location TBD, 3:00 p.m.
- 17** Lay Financial Planning Day, location TBD
- 24-25** Anti-Racism Dialogues, location TBD

## Confirmation Retreats

### March

- 4-5** Districts 5, 6, 8
- 18-19** Districts 4, 7, 10

### April

- 15-16** Districts 2, 3, 4, 9  
*District 1 date TBD*

## Confirmations

### May

- 7** Districts 5, 6 & 8 (NOTE 3:00 p.m.)
- 14** District 10 (St. Paul’s, Paterson), 10:00 a.m.
- 15** Half of District 4, 3:00 p.m.

- 21** Districts 3 & 7, 10:00 a.m.
- 22** Districts 9 & 2, 3:00 p.m.

### June

- 5** Half of District 4, 3:00 p.m.  
*District 1 date TBD*