

ALTAR GUILD

The work of the Altar Guild is indeed to see that the worship of the Church is set forth in the beauty of holiness. It is also to see that our personal relationship with God in Jesus Christ is deepened by what we do. This beautiful and unique ministry has continued throughout the diocese tended with love and diligence. We are most thankful for this privilege of service.

The Annual Meeting was held at Trinity Cathedral in Trenton on Wednesday, October 23, 2002, following the celebration of the Holy Eucharist at 10:00 a.m. by Bishop Joslin.

Our business meeting followed in Synod Hall. On display were the eight 5-piece Eucharist Vestment Sets made by the eight Convocations this year. We added to our book table for sale this year: *Worship Without Words*, *The Signs and Symbols of our Faith* by Patricia S. Klein. We also have available: *A Working Manual for Altar Guilds* by Dorothy Diggs; *The Altar Guild Book* by Gent and Sturges; and *Flowers to the Glory of God* by Sandra S. Hynson. Sterling Silver Altar Guild pins were also available for sale.

Several copies of the Cathedral Age - 2002 from the National Cathedral were displayed due to the marvelous article, *For Glory and For Beauty* about the many vestments made for the National Cathedral by the Diocese of New Jersey over the years. The photographs were beautiful and certainly made us all very proud.

A letter was read from the Rt. Rev. George E. Packard, Bishop for the Armed Forces, Healthcare, and Prison Ministries. He thanked the Diocese of New Jersey for the 14 reversible Visitation Stoles made for the Military Chaplains last year, as well as the 3 large banners for the National Chaplain of the Prison Ministries.

The Episcopal Relief and Development Office also thanked us for our \$1,000 donation last year for the September 11th Disaster Fund.

The Diocese of Liberia in Africa also thanked us for vestments made by the Altar Guild.

We were delighted to participate on October 19, 2002, in the Day of Workshops "Equipping the Servants" with a display of Vestment making, care of the linens and flower arranging,

Our keynote address was given by Sister Suzanne Elizabeth of St. John Baptist, Mendham, NJ. She shared with us "The Life of a Religious". Everyone was delighted by her presence. Two sets of Vestments were given to her for the Chapel at Mendham.

We also sent eight sets of Vestments, some from last year, to Bishop MacDonald in Alaska. A set was also given to St. Albans, New Brunswick, NJ.

The Directress will be attending General Convention this summer participating in the NAGA events.

Our Board Meetings were held this year at St. Mary's in Burlington and St. Mary's by the Sea, Point Pleasant Beach. We thank both of the parishes for their gracious hospitality. As always, the Diocesan Board is available for speaking engagements, and workshops throughout the diocese. Our addresses and phone numbers are listed in the ECW Handbook. It is our pleasure to help in any way.

I wish to express my personal gratitude to Bishop Joslin for his spiritual guidance and leadership this year. It is a joy to work with the fine Diocesan Board and our Chaplain, the Rev. Arthur Powell.

Each Altar Guild member is so thankful for this "beautiful privilege" of service to Our Blessed Lord!

Respectfully submitted,

Susan S. Harnischfeger, Directress

AUDIT COMMITTEE

Established in March 1996, the Audit Committee's duties are set forth in Diocesan Canon 18, Section 2 and are summarized as follows: 1) to prescribe the methods for accounting for all the financial records of all Diocesan entities, 2) to gather and review audits of all congregations that are a part of the Diocese, 3) to appoint auditors for all Diocesan accounts and review the results of those audits, 4) to designate internal financial management audits as necessary, 5) to advise the Bishop and the Diocesan office on financial matters when requested, 6) to ensure that all congregational entities audit their financial affairs, and 7) to report annually to Convention the results of audits of Diocesan entities.

This report will describe the Audit Committee's activities during the past year in carrying out these responsibilities. Since its inception, the Audit Committee has provided oversight to ensure that proper accounting procedures are being followed for all Diocesan funds. Currently the Committee is confident that they have been presented with acceptable financial reporting on the various funds controlled by Diocesan entities or the Bishop. Our Diocese also continues to benefit from the dedication and expertise of the current members of the Committee as they are, without exception, well versed in financial

matters. We also benefit from the presence of Wanda Greene as our Chief Financial Officer. Wanda has continually improved the accuracy and efficiency of our record keeping since she has been with us.

As has been true in past years, the 2001 independent auditor's report on the Administrative Offices of the Diocese continues to carry a qualified opinion because of noncompliance with the requirements of Statement of Financial Standards No. 106, Employers Accounting for Postretirement Benefits Other Than Pensions. This statement requires accrual of and disclosures regarding such amounts. Our Diocese has not yet been able to determine the extent of our liability for these unrecorded costs, which are primarily associated with postretirement health benefits for current and retired clergy. To date, our obligations have been accounted for on a cash basis in our financial statements. Our Diocesan Insurance Committee is well aware of both the financial and economic issues surrounding our postretirement benefit plans. They continue to work toward the resolution of these issues but a satisfactory conclusion is not yet at hand.

The firm of Druker, Rahl & Fein was reappointed by the Committee in February of 2002 to serve as external auditor of the 2001 financial statements of the Administrative Offices of the Diocese of New Jersey, The Episcopal Evergreens Fellowship Fund and the Bishop's Discretionary Fund. Greater cooperation and planning among our auditors, our financial staff and the Audit Committee allowed an earlier conclusion to the audit than in years past. The Committee appreciates the efforts of Eugene J. Elias, the partner of Druker, Rahl & Fein in charge of our audit, and his staff in helping us streamline the audit process. Trustees of the Diocesan Investment Trust separately appoint outside auditors for the Trust but the Audit Committee reviews their final report.

The Audit Committee has reviewed and approved the audited statements of the Administrative Offices of the Diocese of New Jersey, The Episcopal Evergreens Fund and the Bishop's Discretionary Fund for the calendar year 2001. Copies of these statements are being distributed at Convention.

The Audit committee reminds all congregations that they are required to submit a copy of their audit to the Diocese each year. There are several ways in which the audit requirement for a congregation can be met and a satisfactory audit does not necessarily entail the expense of hiring an outside accountant or firm. Congregations should consult the "Manual of Business Methods in Church Affairs" for audit alternatives as well as valuable guidelines for conducting financial affairs more broadly. A copy of the Manual has been made available to every congregation. Audits are often looked upon as burdensome to a parish or mission. On the contrary, they are a vital tool to ensure that a

congregation's financial affairs are in order, thereby providing protection for all those holding office or with financial duties and providing comfort to other members of the congregation that an appropriate level of stewardship of assets is present.

The Audit Committee again participated in the Diocesan "Financial Managers' Day" held on November 16th of last year in Trenton. This event is designed to help anyone involved in church financial affairs to better understand their duties and how to most efficiently and correctly conduct the finances of their congregation. Your Committee is highly supportive of any activities that help to raise the level of financial knowledge within our congregations.

The Audit Committee also stands ready to assist individual congregations with financial problems they may encounter and has done so in the past. However, our resources are limited and the geographical boundaries of our Diocese are quite distant, so we would welcome any volunteers who would be willing to help us provide assistance. Would you please submit your name to Wanda Greene if you are interested?

Respectfully submitted,

Richard Ellwood
Burton Hollenbeck
Keith Jones
Ralph Rippey

Robert Fox
Hilton Jervy, Chairman
Phyllis Jones
Howard Zumbrun

CHRISTIAN FORMATION COMMISSION

The Christian Formation Commission has continued its work to further its mission to create and support educational, spiritual and vocational programs throughout the diocese for children, youth and lay adults and clergy in order to equip the people of God for ministry. This was accomplished in part through a very successful day of workshops called Episcopal Connections, held on April 13, 2002 at St. Andrew's, Mt. Holly.

Other work that the Commission supports is two ecumenical workshops days sponsored by Christian Education Associates and the Ecumenical Training Associates. Each of these conferences include Commission members as planners as well as presenters.

Representation in the Province II Christian Education Network as been resumed. The work of this group is now being incorporated into the planning of the Commission. This has been especially important because of the National Church's conference, "Will Our Faith Have Children", to be held in Oak Brook, IL. in February, 2003 to which our diocese will send three representatives.

Thanks are due to the members of this commission who have served faithfully through this year and have shared their time and talent. They are The Rev. Victoria Cuff, The Rev. Mary Jean Metzger, Mrs. Nancy Miller, Mrs. Mary Wenzler, Mrs. Donna Devlin and Mrs. Debbie Cook.

Faithfully submitted,

Susan T. Legnani, Chair

COMMISSION ON MINISTRY

The Commission on Ministry is an advisory board to the Bishop that Oversees the Process Of recruitment, discernment and ordination of individuals for priesthood in the Diocese of New Jersey. In the past year three people, David Code, Janet Johnson and Karin Mitchell were ordained as transitional deacons and then as priests. Five individuals, Heather Faller, Emily Griffin, Judith Lee, Martha McKee and Petrina, Pyatt, were made candidates by the Standing Committee and Bishop, permitting them with Lucy Amerman to take General Ordination Exams in January, while finishing their last year of seminary. These six people will come before the Standing Committee and Bishop in April for their Diaconate interview, Seven individuals, Nancy Hite-Speck, (Anglican Studies); Middlers Valerie Redpath, Susan Richardson, Bill Wele; Juniors Valerie Balling, Sheelagh Clark, Deborah Piggins, are Postulants attending seminary for priestly formation.

One person, Deborah Brewin-Wilson has done ministry discernment at Trinity, Asbwy Park, with hopes of becoming a Postulant for Holy Orders in 2003, permitting her to begin seminary in the Fall 2003. At the present time there are eight people doing discernment with their home Rectors and Parish Committees on Ministry. Applications are due April 15', after which they will be interviewed by the Bishop, and then be invited by the Bishop to take psychological exams, and be interviewed in September by the Commission on Ministry to begin the Diocesan process of discernment and formation. In total, the COM has 17 people in different stages of the Diocesan process toward ordination to priesthood.

This past year the Commission has also updated the ordination process putting together packets and notebooks for COM members, Rectors and all individuals discerning a call to priesthood. The COM has also begun to do some creative work in recruitment, offering for the first time this summer 2003 a summer intern program. The Commission hopes to work closely with college **chaplains** and **Parish Rectors/Vicars in** recruiting young *men* and women for priesthood. The Commission has also developed a Discernment Shepherds Ministry that assists Rectors/Vicars and **Parish** Committees on

Ministry in their discernment role. The COM. is also developing a web page that hopefully "I be a good education tool along with providing helpful information as it seeks to invite others to the ministry of the Sacred Order of Priests.

COMMISSION ON MINISTRY WITH DISABLED

For the calendar year of 2002, the committee was inactive due in part to the serious illness of one of its members. For the calendar year of 2003, plans have been made to reactivate.

A reorganization meeting was held in October 2002, at Christ Church in New Brunswick. A follow-up meeting will be held on January 11, 2003, at Grace Church in Plainfield.

The committee has a pictorial display of various churches that have made adjustments to the facilities to help the disabled. These have been displayed at previous Conventions.

The Chairpersons are the Rev. Cynthia Carlson and the Rev. William Johnson. The Recording Secretary will be Ms. Elizabeth H. Papp.

Respectfully submitted,

Elizabeth H. Papp

COMMITTEE ON CONGREGATIONAL DEVELOPMENT

Members:

The Rev. Dr. Virginia M. Sheay, **Chair**

Peter Hausman

The Rev. Harry Mazujian

Robert James McLaughlin, BSG

The Rev. Jonathan B. Percival

The Rev. Lee Powers

The Rev. Arthur P. Powell

The Rev. Robert Shearer

The Rev. Dr. Molly Dale Smith

The Rev. Canon Elizabeth R. Geitz, Staff Liaison

"Equipping the Servants"

The thrust of the committee's work was the planning and sponsoring the Day of Workshops, entitled "Equipping the Servants", held at Trinity Cathedral and the Diocesan House on Saturday, October 19, 2002. Drawing from the March Diocesan Convention theme, "Becoming a Servant Church", the committee first invited members of the Diocesan Convention to offer workshops for October 19 according

to the gifts and talents which they might share with the Diocesan family. The committee then sought out additional persons to offer workshops. Except for The Rev. Ben Helmer and Martha Gardner of the National Church, and The Rev. Barbara Crafton, all the presenters were people from our own diocese.

Workshop registrations were sent to all the churches and those members on the *Via Media* mailing list. A total of forty workshops, designed to enrich one's personal spiritual life, to explore new congregational ministries, and new ideas to enrich current ministries, were offered. Over four hundred people flocked into the Cathedral and Diocesan House, representing nearly ninety-five congregations from around the diocese. Participants were impressed with the presenters' professionalism, quality, and depth of knowledge. The day was an overwhelming success. Many thanks were expressed to the presenters, the Diocesan and Cathedral staff, and volunteers who offered their assistance.

Needless to say, the responses from the evaluations of the day were very positive stating that the committee should offer another day of workshops in 2003.

The goals of the committee for 2003 are as follows:

- Offer another day of workshops
- Have a display table at Convention
- Create a resource booklet
- Create a link in Diocesan Web Site for congregational resources

Recognizing that the above goals are all encompassing and ongoing, it is our hope that we will continue to be a resource committee to serve the congregations of the diocese.

COMMITTEE ON RESOLUTIONS

The Committee on Resolutions received three proposed resolutions prior to expiration of the January 15, 2003 deadline for submissions. Hearings were held on Saturday, February 22, 2003, in the Matthews Room at Diocesan House. In the course of the hearings the proposer made certain clarifying changes from the proposals as contained in the Preliminary Report of the Committee. This Final Report also includes the recommendations of the Committee on Resolutions.

As provided by the Rules of Order, proposed resolutions not timely submitted to the Committee on Resolutions, and not required by canon to be submitted to some other committee, may be brought to

the floor of Convention for consideration only upon a two-thirds vote of Convention.

Respectfully submitted,

Committee on Resolutions:

The Rev'd Douglas Evan Anderson	Ms. Margaret Hughes
The Rev'd David H. Hermanson	Mrs. Cynthia A. Miller
The Rev'd Joan R. Watson	Mr. L.E. "Jim" Keller
	Paul Ambros, Esq., Chair
	Mrs. Mary Ann Rhoads,
	Staff Liaison

RESOLUTION 2003-1:

Subject: Restraint in the Conduct of Hostilities

Whereas, The 219th Convention of the Diocese of New Jersey affirms that all humanity is, however disfigured by sin, created in the image of God; and

Whereas, The taking of human life, for whatever reason, is a sad and lamentable action manifesting the context of sin that is the world of humanity; and

Whereas, We take seriously the command to love our enemies, to feed the hungry, heal the sick, and clothe the naked; and

Whereas, Our nation and its allies appear to be poised for armed conflict with the nation of Iraq; now, therefore, be it

Resolved, That this 219th Convention of the Diocese of New Jersey call upon the leaders of this nation and its allies to use restraint in the conduct of hostilities, to the end that the taking of life will be as limited as humanly possible, and that they, once hostilities have concluded, assume the obligation of reconstruction of the nation of the former enemy, and that those who as a result of armed conflict have become homeless, sick, hungry, or without proper clothing be attended to, recognizing their common humanity; and be it

Further resolved, That the Secretary of this Convention transmit a copy of this Resolution to the President of the United States and to the two United States Senators from New Jersey.

Submitted by: The Rev'd Dr. Harry B. Hayden, Rector of the Church of St. John the Evangelist, New Brunswick.

Statement in Support of Resolution 2003-1 by Proposer:

We are embarking on a period of armed hostilities. In such a period it is much too easy to forget the humanity of our adversary and to act in a manner that is contrary to the will of our Saviour. This resolution calls us to remember that even in the midst of war we are called in the name of Christ to proclaim the humanity of all people and to offer healing as followers of the Giver of all healing.

Recommendation by Committee on Resolutions:

The Committee makes no recommendation as to this proposal.

RESOLUTION 2003-2:

Subject: Support for the Province of Jerusalem and the Middle East

Whereas, The 219th Convention of the Diocese of New Jersey recognizes its essential unity with all baptized Christians; and

Whereas, There are special bonds of kinship and affection between ourselves and others who belong to the Anglican Communion; now, therefore, be it

Resolved, That this 219th Convention of the Diocese of New Jersey by the Secretary of Convention send its greetings to the Archbishop of Jerusalem, pledging him our prayers for the well-being of Christians within his diocese and that our sisters and brothers of the Diocese of Jerusalem continue the struggle to be a light in the darkness of the mutual hatred and recrimination in the land surrounding them; and be it

Further resolved, That the Diocese of New Jersey encourage its members to become informed of the life and ministry of the Church in the Holy Land and to give their material support to the Good Friday offering, which is used for amelioration of the hardships caused by the ongoing disruptions in Palestine.

Submitted by: The Rev'd Dr. Harry B. Hayden, Rector of the Church of St. John the Evangelist, New Brunswick.

Statement in Support of Resolution 2003-2 by Proposer:

The Diocese of Jerusalem finds itself in the midst of an ongoing conflict between two peoples who have experienced pain, hurt, and fear. This Christian presence in the Holy Land has been one of reconciliation in the midst of hatred, of reason in an irrational situation, of peace in the midst of war. This resolution recognizes the efforts of the Diocese of Jerusalem to be a light in the darkness and offers our prayerful support for its important ministry.

Recommendation by Committee on Resolutions:

The Committee makes no recommendation as to this proposal.

RESOLUTION 2003-3:

Subject: Diocesan Sexual Misconduct Policy

Whereas, The members of the 219th Convention of the Diocese of New Jersey have been saddened and shocked by the continuing reports of past sexual misconduct and the lack of adequate response within our sister church of Rome; and

Whereas, Such actions and lack of appropriate response have not been unknown in the Episcopal Church; and

Whereas, The Convention of the Diocese of New Jersey takes seriously its obligation to provide a safe and secure environment for all people of whatever age, gender, or sexual orientation; now, therefore, be it

Resolved, That the Diocese of New Jersey take a position that sexual misconduct will not be tolerated, and that this policy be transmitted to every parish by post and through the *Via Media*; and be it

Further resolved, That any accusation of sexual misconduct with a minor be reported to the appropriate civil law-enforcement agencies, as required by law; and be it

Further resolved, That the Convention commend the Bishop, Standing Committee, and Diocesan Council for their efforts in having produced a set of policies and procedures for addressing cases of sexual misconduct; and be it

Further resolved, That the Bishop, Standing Committee, and Diocesan Council be directed to remain vigilant in seeing that such procedures are fully and faithfully implemented, to the end that in such pain-causing situations the actions of the

Diocese and its representatives might lead to openness, truthfulness, and, ultimately, healing.

Submitted by: The Rev'd Dr. Harry B. Hayden, Rector of the Church of St. John the Evangelist, New Brunswick.

Statement in Support of Resolution 2003-3 by Proposer:

We have all heard and been saddened by reports of sexual misconduct within the Churches. This resolution gives thanks for the commitment of the Episcopal Church to be a place of security for all people. While we give thanks for the wise policies that have been put in place, this resolution reminds us that we must, as God's people, be ever vigilant that policies and procedures are indeed carried out.

Recommendation by Committee on Resolutions:

The Committee makes no recommendation as to this proposal.

COMMITTEE ON THE DIACONATE

In the fall of 2002, the process for deacon formation was changed. At the direction of The Right Reverend David B. Joslin, Assisting Bishop, the School for Deacons is now separate from the Committee on the Diaconate. The Rev. Linda L. Moeller has been appointed as the Director of the School for Deacons. Together with an Advisory Board, Rev. Moeller will plan and implement appropriate academics for deacon formation. The professional and spiritual development of individuals in the program will continue to be the hallmark of diaconal formation.

With The Rev. Linda L. Moeller as chair, the members of the Advisory Board are The Rev. Victoria S. Cuff, Dcn., The Rev. John Hanson, Dcn., The Rev. Walter Hartt and Ms. Chrissie Knight.

The Committee on the Diaconate will be responsible for the interview process, recruitment and the budget. The committee with the assistance of The Rev. Canon Elizabeth R. Geitz designed a web page for the School for Deacons. The link can be found on the diocesan web site. Contact information relative to the selection process and preparation of individuals who have expressed a call to diaconal ministry is provided. There is also a section titled "Diaconal Discernment Kit" which includes a page in Spanish. Questions on this page invite the inquirer to reflect on the uniqueness of diaconal ministry.

The committee will continue to be involved in the North American Association for the Diaconate which through publications and conferences works within the Episcopal Church and the Anglican

Church of Canada to promote the diaconate, educate the church and support deacons in ministry.

The Committee on the Diaconate includes the following members, The Ven. Carol B. Stoy, Archdeacon, The Rev. Victoria S. Cuff, Dcn., The Rev. Carolsue Cummings, Dcn., The Rev. Lynn H. Johnson, Dcn., The Rev. Anna S. Powell (liaison to the Commission on Ministry), Mr. Thomas Cornell and Ms. Lynette Darling. The Rev. David L. Laquintano and The Rev. Arthur J. Knight, Dcn. serve as co-chairs.

The deacon class of 2005 is now meeting in Trinity Cathedral for their academic program. Postulancy interviews have been completed by the Committee. The class of 2007 is in the initial interview process. The plan is to start a new class in January 2004. Inquirers should contact The Rev. Canon Elizabeth R. Geitz, Canon for Ministry Development.

Deployment of deacons in the diocese continues to be the responsibility of The Ven. Carol B. Stoy, Archdeacon. The Rev. Eric Brechner continues as chaplain for the deacon formation program.

The co-chairs and committee members wish to thank The Rev. Susan B. P. Norris and The Rev. W. Keith McCoy, Dcn. whose tireless efforts in support of diaconal formation has been exemplary.

Respectfully Submitted,

The Rev. Arthur J. Knight, Co-Chair
Committee on the Diaconate

COMPANION DIOCESE COMMITTEE

At the Convention two years ago the Companion Diocese Committee proposed we pledge \$200,000 to build 50 houses to be a part of the response to rebuild homes after devastating earthquakes that year. Last year by Convention 29 parishes had pledged a total of \$68,000 toward that rebuilding. This December \$130,000 has been pledged. The Diocese of New Jersey will pay for all 34 homes that make up the first ERD-Diocese of El Salvador project. It will include infrastructure - a school, a church, and a community center/clinic in the town of Izalco.

Before the earthquake the Companion Diocese had been supporting Christian Education for the development of the Diocese of El Salvador's clergy and lay leadership. We pledged to support the work the Rev Hannah Atkins started. Hannah was a missionary from our Diocese. Now clergy a couple from Canada runs this leadership development program and serve in several Parishes. We are striving

to provide \$14,000 a year for the missionaries living expenses, local transportation expenses, and materials for the development of Christian Education of all kinds.

A Companion Diocese sponsored adult group of 5 clergy and 6 lay people visited the present churches and potential future development sites last February. A youth trip led this year by the Rev Lisa Mitchell and Sarah Stewart traveled there in August to lead a vacation Bible School with their youth and share in a retreat with some 30 youth of the Diocese there.

The fifth annual Youth event will be in our Diocese this summer. A group of 16 have been selected and are planning to visit us from August 1 to Aug 15. Plans are under way.

Thank you to all the parishes who have contributed and pledged to the several projects we are supporting in El Salvador.

Respectfully submitted,

The Rev. Scott Trull, Chair

EPISCOPAL CHURCH WOMEN

This has been a busy year for the Episcopal Church Women in the Diocese of New Jersey. A new sign for Diocesan House was received and blessed by Bishop Joslin at an 11:30 AM ceremony in front of Diocesan House on Monday, September 9, 2002 during the ECW Board Meeting. This sign, more that a year in the making, is a gift to the Diocese from the Episcopal Church Women of the Diocese. It was designed and installed by Artcraft Sign Studios, Inc. of Mount Laurel. Vice-President Nancy Gorman coordinated this activity.

The second Women of Honor Luncheon was held on Saturday, October 12, 2002, at Robert Wood Johnson University Hospital in New Brunswick. 42 women were recognized by their parishes and 4 women were recognized by President Deborah Anderson. Pamela Stewart, National ECW President was the keynote speaker. The Rt. Rev. Vincent K. Pettit, retired Suffragan Bishop of the Diocese of New Jersey was a special guest. Barbara Taylor, Province II Representative to the National ECW Board and Carolyn Belvin, Province II ECW President were in attendance. The 127th Annual Meeting and United Thank Offering Ingathering was held on May 7, 2002, at Trinity Church, Vineland, hosted by the Woodbury District. This year over \$36,000 was forwarded to the National UTO Committee for the fall 2001 and spring 2002 Ingatherings. Prayer and Worship Chair, Lorraine Woodward, scheduled our annual Lenten and Advent Retreats at St. Marguerite's Retreat House at the Convent

of St. John Baptist, Mendham, NJ. The Rev. Douglas Anderson, Rector of Christ Church, Woodbury, conducted the Lenten Retreat and The Rev. Barton Brown, Rector of St. Elizabeth's Church, Elizabeth, is scheduled to lead the Advent Retreat.

Over 40 Student Service Awards were awarded this spring. Paula Windus is chair of the committee. The awards are given to high school seniors entering college in the fall and to upperclassmen. Students may apply each year that they attend college. Applications and three original letters of recommendation are due April 1 each year. The fund is dependent on donations from individual parishes and ECW organizations. The Girls Friendly Society gives generously to the fund. Every dollar received is awarded so the fund must be rebuilt each year. The Mission Response donations were awarded this year: Internationally 25% to Women to Women project, nationally 25% to St. Frances Academy for Children, and locally 50% to Children's Home Society of New Jersey. This fund is built by the \$50.00 request from each parish. Our delegates attended the Province II Conference and Annual Meeting hosted by the Diocese of Long Island in May. The ECW had a table display at last year's Diocesan Convention. Plans are underway for our delegates to attend the Triennial Meeting in July 2003.

Respectfully submitted,

Carolyn Belvin

HISPANIC COMMISSION

On behalf of the Hispanic Commission, I would like to begin this report by thanking the clergy and lay persons of the Diocese of New Jersey, for two reasons: first, for your support and commitment with the Hispanic Ministry and second, for believing that to be an universal church the Episcopal Church needs to reach the Hispanic people, the most growing minority group in this state and in the United States. As a matter of fact, we, Hispanics clergy and laypersons, have experienced a lot of wonderful good things here.

One day, somebody asked me: "Why do you have non-Hispanics as members of the Hispanic Commission?" And I answered: "Because the Hispanic ministry does not belong only for the Hispanic people, but to the whole diocese."

I would like to acknowledge the initiative of Fr. Paul Van Sant and the congregation of The Good Shepherd in Berlin for opening their door to the Hispanic people in that area and their great efforts to establish a Hispanic Ministry. Thanks to Fr. Guzman who is helping Fr. Van Sant in this new and challenging task.

For the first time, in November of 2002, we organized a Hispanic Women Conference in Perth Amboy, about 30 women leaders attended. I would like to thank all the participants, especially Angelin Pozo, who conducted and organized the conference; she also represents our diocese in the national team of trainers "Mujeres Unidas en Liderazgo". We also are organizing and/or supporting women groups in our four Hispanic congregations.

This year we started to compile information to publish a booklet about the Hispanic Ministry in the diocese. We hope that with this booklet people will know more about what our ministry is, what we are doing to reach out and also help to start a Hispanic Ministry in a community. A copy of the booklet will be mailed to every congregation and all clergy in the diocese.

The Hispanic Festival of 2002 at the Cathedral was wonderful. As a diocesan event for everyone and not only for Hispanic we expect all the people of the diocese to support and attend the Festival. Thanks to the Cathedral, Bishop Joslin and all who attended.

This year we are going to start Spanish classes, for people who are interested in learning Spanish to work with Hispanic people in our diocese. Everybody is welcome, especially clergy.

We want to let you know that for the past few years we had been through a very difficult time in our diocese, but we believe in the diocese and trust that the election of the new Bishop will bring so many blessings and that there will be a positive outcome in the diocesan life and particularly in the Hispanic ministry and our strive for an inclusiveness and just society.

Finally, I would like to thank all members of the Hispanic Commission because without you it is impossible to have a Hispanic Ministry in our diocese. God bless all of us.

In Christ,

The Rev. Dr. Francisco Pozo, Chair

HISTORIOGRAPHER

Lengthy Pastorates in the Diocese of New Jersey

This study grew out of a question that was asked of me: "Who was or is the longest continually serving cleric of a congregation in the Diocese?" After considerable digging quite a list began to emerge of pastorates of thirty years or more continuous service. Some lengthy incumbencies were interrupted by the Revolutionary War and will be noted below. For example, Thomas Chandler of St. John's, Elizabeth, served thirty-nine years as rector of St. John's, Elizabeth, and much of his long pastorate was spent in the more hospitable confines of England during the Revolution. The actual number of years of each pastorate is rounded off to the calendar years involved.

Those clergy cures of forty years or more include:

Alfred B. Baker, Trinity Church, Princeton. 1866-1914, 48 years.
 George Y. Morehouse, St. Andrew's, Mount Holly, 1815-1859, 44 years.
 Alfred Stubbs, Christ Church, New Bruns., 1839-1883, 44 years.
 William L. Shelton, St. Barnabas', Villas, 1960-2002, 42 years.
 Rob't G. W. Williams, Christ, Woodbury, 1918-1960, 42 years
 George H. Boyd, St. Peter's, Perth Amboy, 1935-1976, 41 years.
 Thomas A. Conover, St. Bernard's, Bernardsville, 1899-1939, 40.
 William S. McKay, St. Augustine's, Camden, 1927-1967, 40 yrs.
 Harold J. Sweeney, Grace, Elizabeth, 1916-1956, 40 years.
 John M. Harper, St. Luke's, Gladstone, 1905-1945, 40 years.

Those clergy cures of thirty to thirty nine years include:

Edward Vaughn, St. John's, Elizabeth, 1708-1747, 39 years.
 Thomas Chandler, St. John's, Elizabeth, 1751-1790, 39 years *
 Martin Stockett, Our Savior, Camden, 1906-1945, 39 years.
 Robert MacKeller, Trinity, Red Bank, 1892-1931, 39 years.
 Clarence S. Wood, St. Luke's, Roselle, 1904-1943, 39 years.
 William Schmaus, Trinity, Woodbridge, 1942-1980, 38 years.
 Walter H. Stowe, Christ, New Brunswick, 1929-1966, 37 years.
 Charles Wharton, St. Mary's, Burlington, 1796-1833, 37 years.
 Parker Fish Auten, Trinity, Swedesboro, 1941-1977, 36 years.
 Lyttleton E. Hubbard, St. John's, Elizabeth, 1913-1949, 36 years.
 William Skinner, St. James', Edison, 1722-1758, 36 years. **
 Wm. V. Rauscher, Christ, Woodbury, 1960-1996, 36 years.
 James Chapman, St. Peter's, Perth Amboy, 1809-1844, 35 years.
 Harry J. Knickle, Grace, Plainfield, 1937-1972, 35 years.
 Morton A. Barnes, St. James', Long Branch, 1914-1949, 35 years.
 James L. Moore, St. Peter's, Medford, 1967-2002, 35 years.
 Bruce A. Weatherly, Trinity, Moorestown, 1959-1994, 35 years.

Laurence D. Fish, St. David's, Cranbury, 1968-2002, 34 years.
 Thomas Higgons, St. Andrew's, Bridgeton, 1959-1993, 34 years.
 E. Vicars Stevenson, Grace, Plainfield, 1902-1936, 34 years.
 Elisha B. Joyce, Christ, New Brunswick, 1883-1916, 33 years.
 C. Canterbury Corbin, St. Augustine, A.C., 1924-1957, 33 years.
 Samuel Steinmetz, Sr., St. Michel's, Trenton, 1920-1953, 33 years.
 Harry Finch, Christ, Shrewsbury, 1830-1863, 33 years.
 Lloyd G. Chattin, Trinity Cathedral, Trenton, 1960-1993, 33 years.
 Wm C. Heilman, St. Simeon's, N. Wildwood, 1931-1963, 32 years.
 Erskine Rodman, Grace, Plainfield, 1870-1902, 32 years.
 Charles P. Johnson, All Saints, Navesink, 1930-1962, 32 years.
 Bernard Garlick, St. Peter's, Freehold, 1942-1974, 32 years.
 William Lockwood, All Saints, Lakewood, 1943-1975, 32 years.
 John F. Fenton, St. Luke's, Metuchen, 1899-1930, 31 years.
 John Croes, Christ, New Brunswick, 1801-1832, 31 years. ***
 H.E. Durell, Ascension, Atlantic City, 1919-1950, 31 years.
 Harry Ruth, St. Barnabas', Burlington, 1930-1961, 31 years.
 W.W. Ridgeway, St. Wilfrid's, Camden, 1930-1961, 31 years.
 William Ayers, St. Peter's, Freehold, 1767-1798, 31 years. ****
 John Morrow, St. Luke's, Gladstone, 1965-1996, 31 years.
 Fred Schultz, St. John's, Salem, 1952-1983, 31 years.
 David Stowe, St. John's, Somerville, 1965-1996, 31 years.
 Thomas V. Wingate, St. George's, Pennsville, 1931-1961, 30 years.
 Robert Elliot, Holy Comforter, Rahway, 1908-1938, 30 years.
 Rudolph Brestell, St. Paul's, Camden, 1905-1935, 30 years

* Some years spent in England during the Revolution

** This is remarkable considering that he looked after St. James', Edison, St. Peter's, Perth Amboy, and St. Peter's, Spotswood, at the same time.

*** The first two bishops were Rectors of a church as well as Bishops of the Diocese. John Croes was rector for fourteen years and Bishop/rector for another seventeen.

**** William Ayers served both Freehold and Spotswood during his 31 years. Mr. Ayers suffered from bouts of insanity, an inherited trait and one passed on to two of his daughters. The Revolution caused him to retreat into madness and, although technically still affiliated with the two congregations, he was often missing for long periods of time.

Fifty-two clergy are on our list and they represent 42 different congregations. Twenty-two of the congregations are in Trenton or south while twenty are north of Trenton. Several of the congregations have produced multiple long-term pastorates. Christ Church, New

Brunswick, had four; Grace, Plainfield, and Elizabeth (St. John's) had three; Woodbury, Gladstone, Camden (St. Paul's), and Freehold each had two.

The Rev. Canon Laurence D. Fish
Historiographer

INSURANCE COMMITTEE

The members of the Committee are: The Rev. Dr. Andrea Baldyga, The Rev. Kuruvilla "Sunil" K. Chandy, Mr. Jules Herbert, The Rev. Dr. Frank K. Jago, Mr. Anthony Marshall, Ms. Cynthia A. Miller, RN, The Rev. Dr. Alan K. Salmon, The Rev. Philip W. Stowell, The Rev. Edmund W. Zelle, Ms. Ardelle B. Zervos, and Mr. David Knowlton, Chair. The Rt. Rev. David B. Joslin is a member ex-officio. The Rev. Eric Elley, Dcn. continues to serve as staff liaison. In addition to Deacon Elley, The Rev. Canon Thomas A. Kerr, Jr. and Mrs. Wanda Greene also provide staff support.

The Insurance Committee is pleased that the move to the AIS/New Jersey Carpenters Insurance for active employees in 2002 has worked out well. The majority of feedback from both the congregations and insured alike reflect a high degree of satisfaction.

Currently the Insurance Committee is addressing the changes and challenges that face all of our retirees as a result of the up-and-coming Post Retirement Medical Initiatives. Church Pension Group, in conjunction with Church Medical Trust, is rolling out these Initiatives effective July 01, 2003 in order to address the ever-rising costs of retiree medical insurance. The Insurance Committee, with the help of the Diocesan Staff, will be offering a series of regional meetings to help retirees understand the up-and-coming changes.

The Insurance Committee recognizes the importance of planning for health related events later in life. Because of advances in modern medicine, people are living longer. Since there will be more and more of us calling upon these services the Committee has started preliminary discussions regarding this important but least understood Insurance known as Long Term Care Insurance.

The Insurance Committee also recommends that the Diocesan Council, on recommendation from the Insurance Committee, be recognized as the agency authorized to act on behalf of Convention between sessions of Convention in matters of Insurance. The Diocese needs to have a flexible means of making adjustments to insurance matters without having to wait for the next Convention. Adopting a change in Canon 36 would enable such flexibility, relying on the

technical expertise of the Insurance Committee while having the decision made by the Diocesan Council.

The Insurance Committee poses the following revision to Canon 36:

Present Canon in Section 2 states:

“Between meetings of the Convention, in the case of urgent need, or when specifically authorized by Convention to act as its stead, the Insurance Committee of the Diocese may approve substitute coverage.”

The Proposed Revision would state:

“Between meetings of the Convention, in the case of urgent need, the Diocesan Council on the recommendation of the Insurance Committee may approve substitute coverage.”

Note: The overall level of benefits in any medical, healthcare, or dental plan shall not be changed without the approval of Convention.

The members of the Insurance Committee look forward to their ongoing work in 2003 on behalf of the Diocese and wish to express gratitude for this opportunity to serve in ministry.

Respectfully submitted,

David Knowlton, Chair

MIGRANT COMMISSION

Peace and love in Jesus' name. I am pleased to submit this brief report of the activities of the commission during the year 2002. This year I decided to have a stronger Migrant Commission. We organized it. The members are: Sister Suzanne Allyn, the Rev. Sunil Chandy, Secretary. Willie Cortez, visitor-program coordinator, Jose Cruz, Bob Smith, the Rev. Pedro Guzman, Chair, Richard Kurczewski and Robert Taylor.

In our first meeting of the year we discussed the most critical issues facing the migrant workers, and where they need the Commission support: they do not have health insurance, inadequate access to health care, they do not receive overtime payment and lack of compensation if injured.

The Migrant Ministry made some camp visitations. After that the Commission was agreed to organize through Willie Cortes the

schedule in order to have some religious service, and sometimes to have the social activities.

One of the most challenging issues we are confronted with is the inability to meet with the workers due their long, extended schedule. This was a big difficult for us and for them.

We provided them to meet a Social worker and they received a lot of information. We informed to the migrants to the Farmworker Services Coalition (Manos de ayuda), this organization is based on collaborative action with all our migrants workers, supporting justice, empowerment, and a better future for farmworkers.

We visited 6 different camps in the South Jersey area. We met together and sometimes we celebrated the Holy Eucharist.

For the next year the Commission decided to have an evaluation meeting in order to have a better service for the Migrant. We are planning to organize the all year, during spring times.

Respectfully submitted,

The Rev. Pedro S. Guzman, Chair

NOMINATING COMMITTEE

A. Standing Committee - Clergy (Vote by Orders)

1 Clergy Member – 4-Year Term

The Rev. Frank B. Crumbaugh, III – Church of the Holy Innocents, Beach Haven
The Rev. Peter T. Manzo – St. Bartholomew's Church, Cherry Hill
The Rev. Terence Blackburn – St. Luke's Church, Roselle
The Rev. Joseph R. Parrish, Jr. – St. John's Church, Elizabeth
The Rev. Bruce Montgomery – St. Martin's Church, Bridgewater
The Rev. Terrence W. Rosheuvel – St. Thomas' Church, Red Bank
The Rev. Dr. Francisco Pozo – Christ Church, Trenton

B. Standing Committee – Lay (Vote by Orders)

1 Lay Member – 4-Year Term

L. E. "Jim" Keller – Church of the Holy Spirit, Lebanon
John Wood Goldsack, Esq. – Church of the Holy Cross Church, Plainfield

C. Deputies to Provincial Synod - Clergy

3 Clergy Deputies - 3-Year Terms, 3 Clergy Alternate Deputies – 3-Year Terms

The Rev. Arthur P. Powell – St. James', Yardville
The Rev. Mark H. Chattin – Holy Trinity Church, Collingswood
The Rev. W. Keith McCoy, Deacon – St. John's Church, Somerville
The Rev. Joanna D. Graham – St. John's Church, Salem
The Rev. Raewynne J. Whiteley – Trinity Church, Swedesboro
The Rev. Joseph R. Parrish, Jr. – St. John's Church, Elizabeth

D. Deputies to Provincial Synod - Lay

3 Lay Deputies – 3-Year Terms, 3 Lay Alternate Deputies, 3-Year Terms

John W. Burgess – St. John's Church, Salem
Janice Parrish - St. John's, Elizabeth
The Honorable Robert W. Scott – Christ Church, Woodbury
Elizabeth Wagner - St. Mark's Church, Hammonton
John Wood Goldsack, Esq. – Church of the Holy Cross, North Plainfield
Robert Broughton - Holy Trinity Church, Wenonah

E. Diocesan Council – Clergy

3 Clergy Members – 3-Year Terms

The Rev. John G. Steed – St. Stephen's Church, Whiting
The Rev. Edmund W. Zelley – Holy Trinity Church, Wenonah
The Rev. John G. Bryant – St. Mary's Church, Pleasantville
The Rev. Canon Diane Nancekivell – Trinity Cathedral, Trenton
The Rev. Raewynne J. Whiteley – Trinity Church, Swedesboro
The Rev. Canon Servio R. Moscoso – San Jose Church, Elizabeth

The Rev. J. Connor Haynes – St. Mary's Church, Burlington
The Rev. Dr. Stephen L. White – The Episcopal Church at Princeton
University, Princeton

F. Diocesan Council - Lay

3 Lay Members – 3-Year Terms

George E. Moore – St. Thomas' Church, Red Bank
L. E. "Jim" Keller – Church of the Holy Spirit, Lebanon
Winton H. Manning - All Saints' Church, Princeton
Jay R. Ham, Sr. – St. Thomas' Church, Red Bank

G. Cathedral Chapter – Clergy

1 Clergy Member – 3-Year Term

The Rev. Dr. Alan K. Salmon – Christ Church, Riverton
The Rev. Frank B. Crumbaugh, III – Church of the Holy Innocents,
Beach Haven

H. Cathedral Chapter – Lay

2 Lay Members – 3-Year Terms

Anna S. Young – St. Luke's Church, Metuchen
Nancy Miller – Trinity Church, Cranford
Daryl Van Duzer Albury – St. Peter's Church, Medford

I. Standing Commission on Clerical Compensation - Clergy

2 Clergy Members – 3-Year Terms, 1 Clergy – 1-Year Term

The Rev. Canon Servio R. Moscoso- San Jose, Elizabeth
The Rev. J. Connor Haynes – St. Mary's Church, Burlington
The Rev. Terence Blackburn – St. Luke's Church, Roselle and Grace
Church, Linden

J. Standing Commission on Clerical Compensation – Lay

2 Lay Members – 3-Year Terms

Martin F. Nelson – St. Matthew's Church, Pennington
Reginald L. Warren - St. Mark's Church, Plainfield
Timothy W. Doult – St. David's Church, Cranbury

K. Standing Committee on Constitution and Canons

1 Lay Member – 3-Year Term

Paul Ambros, Esq. – Christ Church, New Brunswick
John Wood Goldsack, Esq. – Church of the Holy Cross, North
Plainfield

L. Trustees of Diocesan Trust Funds

**1 Lay Member – 5-Year Term, 1 Lay Member – 2-Year Term, 1 Lay
Member – 1-Year Term**

Charles O. Hughes - St. Thomas' Church, Red Bank
Hilton Jervey - St. Andrew's Church, New Providence
Bruce Brand – Christ Church, Shrewsbury

M. Finance and Budget Committee (Lay or Clergy)

3 Members– 3-Year Terms

The Rev. Paul A. Van Sant – Church of the Good Shepherd, Berlin
John W. Burgess – St. John's Church, Salem
Charles Perfater – Trinity Cathedral, Trenton

N. Diocesan Investment Trust (Clergy or Lay)

1 Member – 4-Year Term

Reid Murray - St. Matthew's Church, Pennington

O. Audit Committee (Clergy or Lay)

2 Members – 3-Year Terms, 1 Member – 2-Year Term

The Rev. John W. Hain, Deacon - St. John's, Gibbsboro
Howard D. Zumbrun – St. Matthew's Church, Pennington
Burton G. Hollenbeck – St. Luke's Church, Metuchen

P. Trial Court - Clergy

4 Clergy Members – 3-Year Terms (1 Year as a Member, 2 as Alternate)

The Rev. John C. Belmont, Jr. - St. Matthew's Church, Pennington
The Rev. Dr. Wayne L. Smith – Ascension Church, Atlantic City
The Rev. Patricia Daniels-Pierce – Church of the Good Shepherd, Pitman
The Rev. Ann C. Holt - Retired
The Rev. Harry N. Collins – St. Stephen's, Mullica Hill

Q. Trial Court - Lay

3 Lay Members – 3-Year Terms (1 Year as a Member, 2 as Alternate)

Virgil Johnson – St. John's Church, Gibbsboro
Bradford S. Smith – Christ Church, Riverton
Sarah Tarpine-Smith (Aikens), Esq. – Trinity Church, Swedesboro
Susan S. Harnischfeger - St. Mary's Church, Burlington

R. Church Attorney

1-Year Term

The Honorable Robert W. Scott – Christ Church, Woodbury

PLANNED GIVING COMMITTEE

The Planned Giving Committee of the Diocese of New Jersey was established during 2002 at the request of Bishop Joslin. The purpose of the committee is to generate an awareness of the meaning and means of planned giving for parishes, to assist in training, and to provide a system of on-going support for the planned giving programs of our churches. Scholarships from St. Martin's House assisted three members of the diocese to attend a planned giving seminar in November hosted by the Episcopal Church Foundation. Our diocese is working with the Foundation to provide educational seminars during

2003, the first at St. John's Church in Somerville in March and the second at the Evergreens in September.

Members of the committee are: Tim Mulder – Chair, Pat Close, Virginia Devery, Henry Foster, John Goldsack, Peter Hausman, Lynn Ieradi, David Laquintano, Tony Marshall, Joseph Self, Leslie Smith, Anthony Tabell and Diocesan Staff: Bishop Joslin, Elizabeth Geitz and Michael Wilkes.

Respectfully,

Tim Mulder, Chair

REGISTRAR

Requests for genealogical and other information continues to grow as the ongoing organization of the Diocesan Archives makes more and more research possible. Also, a good many hours are spent in research for the Bishop and staff as they seek information vital to the business at hand as well as the history of the various committees, commissions, and organizations that make up this diocese.

The moving of the archives from the basement to the back building slowed to a snail's pace as requests for information and filing took most of our limited time. As of January 1, 2003, I will be spending two-three days a week in the task of processing the archives rather than the half-day I could afford while still employed by St. David's in Cranbury.

The Rev. Ellen Rutherford has been assisting as the Librarian of the Archives and has just about completed the full indexing of our library. In addition she is supervising the computerization of the Confirmation/Reception records from 1915 to the present, thus making such searches almost instantaneous rather than laborious. Ellen and I conducted a workshop for parish historians and archivists, both those who already are and those soon to be so involved. There were about twenty-two at the workshop and it was enthusiastically received. The members are looking forward to organizing and to having two workshops a year. Those interested should contact the Archives at the Diocesan House. Paul R. Fish III assists in the cataloging of the growing photo collection, supervising the Register of Clergy that contains vital biographical information on all clergy since the end of the 19th century, and generally cataloging the extinct parish file. I am grateful to both Ellen and Paul for their dedication and assistance.

I attended the 2002 conference of the National Episcopal Historians and Archivists that was held in Houston, Texas, where the theme centered on the Healing Arts and the archival holdings of that great Medical center. Interestingly, a woman teacher at the Episcopal High

School in Houston met me there and presented our archives with some fifty sermons of Bishop John Croes. We are always grateful for such gifts to the archives.

Finally, a real "Thank You" to Bishop Joslin and the Diocesan House staff for their continued support and interest in the preservation of our records.

(The Rev. Canon) Laurence D. Fish

Registrar

STANDING COMMISSION ON CLERICAL COMPENSATION

Members:

Martin F. Nelson, Chair	The Rev. J. Connor Haynes, Vice-Chair
Noreen Lois Duncan	The Rev. Douglas Anderson, Secretary
Richard B. Frost	The Rev. Terence G. Blackburn
Dr. Mary Lou Steed	The Rev. W. Joseph Leigh
Reginald L. Warren	The Rev. John Charles Powell
Sebastian Vasquez	

The commission consists of 12 members; 6 clergy and 6 lay members elected by the Diocesan Convention. Our objective is to assure that all clergy are adequately and correctly compensated.

The commission monitors compliance of salary, social security offset, continuing education, professional expenses allowance, health and life insurance and housing allowance including housing equity contributions. The Commission makes recommendations to the Convention on compensation matters, but the Convention has the ultimate approval.

The Canons of the Diocese direct the Commission to submit a report to the Convention each year on compliance with all compensation guidelines.

At the March meeting of the Convention the Commission will issue an updated report on compliance that will include churches not meeting the minimum compensation standards or those who have not submitted any compensation report.

The report on clerical compensation is ***due in the Diocese by March 1*** of each year. We sincerely thank the majority of parishes who send their reports on time, but there are a number of parishes that are consistently late. It is a time consuming and unnecessary process for Commission members to contact delinquent parishes. Any church,

which is having trouble completing the forms, should contact a Commission member.

The Commission regretfully accepted the resignation of the Rev. Rose Sasso-Crandall. She served as a faithful member of the Commission since 1998, and we will miss her.

Bishop Joslin requested that the Commission consider sabbaticals as part of the clergy compensation package. The Commission discussed the proposals suggested by the Bishop, but the consensus of the members was to leave sabbaticals at the parish level. The Commission members felt sabbaticals should be negotiated between the clergy and vestries without any overall Diocesan policy or procedure. The Commission encouraged clergy who are looking at new positions to include a sabbatical as a part of their letters of agreement.

The Standing Commission on Clerical Compensation determines the salary cost of living adjustment (COLA) from the May Northeast Urban Consumer Price Index as published by the U.S. Department of Labor. The May Index is the last one before the Commission compiles and sends out the salary grid. The COLA for 2003 is **1.7%**.

The Standing Commission on Clerical Compensation recommends:

1. That the Cost of Living Adjustment for stipends beginning January 1, 2004 shall be based on the Northeast Urban Consumer Price Index for the twelve month period ending in May 2003.
2. That the schedule of Mandated Minimum Cash Stipends for 2004 (commonly referred to as the salary grid) be adjusted to reflect the COLA
3. That January 1, 2003, the minimum annual Housing Equity Allowance be changed to:
 - \$1,579** for Level 1 churches
 - \$1,842** for Level 2 churches
 - \$2,105** for Level 3 churches
 - \$2,631** for Level 4 & 5 churches
 and that these amounts be adjusted each year thereafter using the same COLA applied to minimum cash stipends.
4. That the Commission shall communicate this information to all congregations and appropriate Diocesan bodies no later than October 1, 2003.
5. That all other Annual Compensation Components for 2004 remain at the 2003 levels except for continuing education allowance which is automatically increased according to the COLA rate.

- The professional expense allowance be not less than \$4,000.
 - All congregations shall pay a Social Security Offset equal to not less than 50% of the self-employment tax on all covered compensation.
 - The Cash Housing Allowance (for clergy living in their own homes) shall not be less than \$14,900.
 - That all clergy shall receive an increase in cash salary for 2004 in an amount *not less* than the Cost of Living Adjustment which is applied to the schedule of mandated minimum cash stipends (Salary Grid) and
6. That the necessary enabling resolutions and Canonical Changes be made to implement these recommendations.

I wish to thank all churches, which returned their compensation forms on a timely basis. We find that the vast majority of churches meet or exceed diocesan compensation minimums. When the Commission does discover a possible problem, we write or call the church. We find most discrepancies are simply errors or omissions in completing the form. When there is a real compensation problem, we will work with both sides to resolve it according to diocesan canons. In those very rare situations when no resolution can be achieved, we refer the problem to the Bishop.

Finally, I wish to thank the members of the Commission for their diligent service. I would especially want to thank Noreen Duncan for keeping track of the status of all compensation forms during the course of the year, and Richard Frost for the collection and calculation of the numbers to determine levels.

Respectfully submitted,

Martin F. Nelson, Chair

SCHEDULE OF MANDATORY MINIMUM CASH SALARIES
Effective January 1, 2003

Level	Beginning Minimum	After 1 Year	After 2 Years	After 3 Years	After 4 Years	After 5 Years	After 6 Years	After 7 Years	After 8 Years	After 9 Years	After 10 Years
Newly Ordained *	\$26,448	\$27,506	\$28,606	\$29,752							
Level I	\$29,752	\$30,596	\$31,463	\$32,355	\$33,274	\$34,216	\$35,187	\$36,184	\$37,210	\$38,264	\$39,349
Level II	\$32,726	\$33,654	\$34,607	\$35,588	\$36,597	\$37,635	\$38,702	\$39,800	\$40,928	\$42,087	\$42,281
Level III	\$36,594	\$37,630	\$38,698	\$39,759	\$40,923	\$42,083	\$43,276	\$44,503	\$45,765	\$47,062	\$48,393
Level IV	\$40,907	\$42,066	\$43,259	\$44,486	\$45,747	\$47,044	\$48,378	\$49,750	\$51,160	\$52,610	\$54,100
Level V	\$48,493	\$49,869	\$51,281	\$52,736	\$54,230	\$55,769	\$57,350	\$58,976	\$60,647	\$62,366	\$64,134

- The first row of the table marked "Newly ordained" applies to those clergy who were ordained to the diaconate and began in a position on or after July 1, 1999. The yearly steps in this row refer to years of credited service since ordination to the diaconate.
- The years (After 1 Year...) refer to years of service in a particular position rather than years of service from ordination.
- This Mandatory Minimum Cash Salary Table reflects a 1.7% Cost of Living adjustment. All cash salaries for clergy must reflect a cost of living adjustment of at least 1.7%.
- The mandatory minimum housing allowance for 2003 for clergy residing in their own homes is **\$14,900**.
- The mandatory minimums housing equity contribution by congregations for clergy in provided housing for 2003 is:

Level 1 **\$1,579**
Level 2 **\$1,842**
Level 3 **\$2,105**
Level 4 & 5 **\$2,631**
- The mandatory minimum professional expense reimbursement is **\$4,000**.
- The mandatory minimum continuing education allowance for 2003 is **\$893**.
- The mandatory Social Security (FICA) Offset for 2003 will not be less than 50% of the Self-Employment Tax on all covered compensation.

CONGREGATIONAL LEVEL CLASSIFICATION
Effective January 1, 2003

		Convocation	2000 Pnts	2001 Pnts	2002 Level	2003 Level
Alexandria	St. Thomas'	Watchung	227	253	II	II
Allenhurst	St. Andrew's	Monmouth				
Asbury Park	St. Augustine's	Monmouth	223	212	II	II
Asbury Park	Trinity	Monmouth				
Atlantic City	Ascension	Atlantic	100	116	I	I
Atlantic City	St. Augustine's	Atlantic	277	268	II	II
Avalon	St. John's	Atlantic				
Avon	St. John's	Monmouth	28	22	I	I
Barnegat Light	St. Peter's	Atlantic	130	103	I	I
Basking Ridge	St. Mark's	Watchung	469	502	III	III
Bay Head	All Saints'	Monmouth	366	363	III**	III
Beach Haven	Holy Innocents'	Atlantic	376	350	III	III
Belford	St. Clement's	Monmouth	52	67	I	I
Bellmawr	Holy Spirit	Camden	135	123	I	I
Berlin	Good Shepherd	Camden				
Bernardsville	St. Bernard's	Watchung	499		III	
Bernardsville	St. John's	Watchung	566	581	IV	IV
Beverly	St. Stephen's	Burlington	230	241	II	II
Bordentown	Christ Church	Burlington	267	264	II	II
Bound Brook	St. Paul's	Watchung	283	258	II	II
Bradley Beach	St. James'	Monmouth	408	414	III	III
Brick	St. Raphael's	Monmouth	227	187	II	II
Bridgeton	St. Andrew's	Woodbury	263	258	II	II
Bridgewater	St. Martin's	Watchung	437	453	III	III
Burlington	St. Barnabas'	Burlington	89		I	
Burlington	St. Mary's	Burlington	428	461	III	III
Camden	Our Saviour	Camden	26	30	I	I
Camden	St. Andrew's	Camden	189	198	I	I
Camden	St. Augustine's	Camden	235	252	II	II
Camden	St. Paul's	Camden	191	198	I	I
Camden	St. Wilfrid's	Camden	39	38	I	I
Cape May	Advent	Atlantic	301	333	II	II
Cape May Pnt	St. Peter's	Atlantic	117	128	I	I
Cherry Hill	St. Bartholomew's	Camden	428	477	IV	III
Chews	St. John's	Camden	180		I	
Landing						
Clarksboro	St. Peter's	Woodbury	322	329	II	II
Clementon	St. Mary's	Camden	110	107	I	I
Collingswood	Christ Church	Camden	119	119	I	I
Collingswood	Holy Trinity	Camden	297	322	II	II
Cranbury	St. David's	Trenton	278	296	II	II
Cranford	Trinity Church	Northern	344		II	
Delair	Holy Trinity	Camden	20		I	
Delran	Trinity Church	Burlington				
Dunellen	St. Francis'	Watchung	218	191	I	I

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		Convocation	2000 Pnts	2001 Pnts	2002 Level	2003 Level
Eatontown	St. James'	Monmouth	133	151	I	I
Edison	St. James'	Northern	134	138	I	I
Elizabeth	Grace	Northern	155	120	I	I
Elizabeth	St. Elizabeth's	Northern	320	320	II	II
Elizabeth	St. John's	Northern	403	435	III**	III
Elizabeth	San. Jose	Northern	323	343	II**	II
Ewing	St. Luke's	Trenton	225	196	I	I
Fair Haven	Holy Communion	Monmouth	135	167	I	I
Flemington	Calvary	Watchung	330	336	II	II
Florence	St. Stephen's	Burlington	38	40	I	I
Fords	St. John's	Northern				
Freehold	St. Peter's	Monmouth	595	617	IV	IV
Galloway	St. Mark & All Saints	Atlantic	170	242	I	I
Gibbsboro	St. John's	Camden	189	178	I	I
Gladstone	St. Luke's	Watchung	788	804	IV	IV
Glassboro	St. Thomas'	Woodbury	224	228	II	II
Gloucester	Ascension	Camden	162	160	I	I
Haddonfield	Grace	Camden	605	703	IV**	IV
Haddon Hghts	St. Mary's	Camden	380	306	III	III
Hamilton	St. Matthias'	Trenton	224		II	
Hammonton	St. Mark's	Camden	119	131	I	I
Helmetta	St. George's	Northern	283	302	II	II
Highland Park	All Saints'	Northern	61	59	I	I
Highlands	St. Andrew's	Monmouth				
Keansburg	St. Mark's	Monmouth	57	56	I	I
Keyport	St. Mary's	Monmouth	74	77	I	I
Lakewood	All Saints'	Monmouth	265	311	II	II
Lambertville	St. Andrew's	Trenton				
Laurel Springs	Atonement	Camden	116	117	I	I
Lawnside	Annunciation	Camden	49	39	I	I
Lebanon	Holy Spirit	Watchung	505	498	III	III
Linden	Grace	Northern	164	125	I	I
Little Silver	St. John's	Monmouth	262	264	II	II
Long Branch	St. James	Monmouth		386		II
Longport	Redeemer	Atlantic				
Lumberton	St. Martin's	Burlington	221	238	I	I
Magnolia	Christ Church	Camden	50	50	I	I
Mantoloking	St. Simeon's	Monmouth	150	155	I	I
Maple Shade	St. John's	Camden	110	118	I	I
Matawan	Trinity	Monmouth	261	273	II	II
Medford	St. Peter's	Burlington	581	640	IV	IV
Mercerville	Grace-St. Paul's	Trenton	337	342	II	II
Merchantville	Grace	Camden	343	325	III	III
Metuchen	St. Luke's	Northern	613	537	IV	IV
Middletown	Christ Church	Monmouth	584	620	IV**	IV
Millville	Christ Church	Woodbury	99	103	I	I
Monmouth Jtn	St. Barnabas'	Northern	291	328	II	II
Moorestown	Trinity	Camden	846	868	V**	V
Mount Holly	St. Andrew's	Burlington	383	381	II	III**

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		Convocation	2000 Pnts	2001 Pnts	2002 Level	2003 Level
Mullica Hill	St. Stephen's	Woodbury	87	102	I	I
NavesInk	All Saints'	Monmouth	364	397	II	III
New Brunswick	Christ Church	Northern	490	520	III	III
New Brunswick	St. Alban's	Northern	138	160	I	I
New Brunswick	St. John's	Northern	181	155	I	I
New Brunswick	St. Andrew's	Watchung	284	320	II	II
Providence North	Holy Cross	Watchung	266	279	II	II
Plainfield North	St. Simeon's	Atlantic	209	252	II	II
Wildwood						
Ocean City	Holy Trinity	Atlantic	512	532	III	III
Ortley Beach	St. Elisabeth's	Monmouth	72	84	I	I
Palmyra	Christ Church	Burlington	64	65	I	I
Paulsboro	St. James'	Woodbury	55		I	
Pemberton	Grace	Burlington	286		II	
Pennington	St. Matthew's	Trenton	593	607	III	IV
Penns Grove	Our Merciful Savior	Woodbury				
Pennsville	St. George's	Woodbury	158	139	I	I
Perth Amboy	Holy Cross	Northern	35	35	I	I
Perth Amboy	St. Peter's	Northern	471	470	III	III
Pitman	Good Shepherd	Woodbury	260	286	II	II
Plainfield	Grace	Watchung	299	315	II	II
Plainfield	St. Mark's	Watchung	456	450	III	III
Pleasantville	St. Mary's	Atlantic		147		I
Point Pleasant	St. Mary's	Monmouth	441	433	III	III
Princeton	All Saints'	Trenton	595	527	IV	IV
Princeton	Trinity	Trenton	1519	1653	V	V
Rahway	Holy Comforter	Northern	209	198	I	I
Rahway	St. Paul's	Northern	184	178	I	I
Red Bank	St. Thomas'	Monmouth		191		I
Red Bank	Trinity	Monmouth	403	439	II	III
Riverside	St. Stephen's	Burlington	142	139	I	I
Riverton	Christ Church	Burlington	362	350	III	III
Rocky Hill	Trinity	Watchung	123	139	I	I
Roselle	St. Luke's	Northern	179	209	I	I
Rumson	St. George's	Monmouth	625	770	IV	IV
Salem	St. John's	Woodbury	446		III	
Scotch Plains	All Saints'	Watchung	234	249	II	II
Sea Girt	St. Uriel's	Monmouth	371	356	III	III
Sewaren	St. John's	Northern	97	85	I	I
Shrewsbury	Christ Church	Monmouth	359	364	III	III
Somers Point	Christ Church	Atlantic	376	375	III	III
Somerville	St. John's	Watchung	305	325	II	II
South Amboy	Christ Church	Northern				
South River	Holy Trinity	Northern	203	233	II	II

ANNUAL REPORTS

		Convocation	2000 Pnts	2001 Pnts	2002 Level	2003 Level
S. Vineland	Christ Church	Woodbury	17	17	I	I
Spotswood	St. Peter's	Northern	367	369	III	III
Spring Lake	Holy Trinity	Monmouth	69	69	I	I
Stone Harbor	St. Mary's	Atlantic	321	346	II	II
Swedesboro	Trinity	Woodbury	158	123	I	I
Three Bridges	Christ Church	Watchung		172		I
Toms River	Christ Church	Monmouth	717	664	IV	IV
Trenton	Christ Church	Trenton	236	301	II	II
Trenton	St. Andrew's	Trenton	55	48	I	I
Trenton	St. Michael's	Trenton	107	111	I	I
Trenton	Trinity Cathedral	Trenton	510	571	IV	IV
Tuckerton	Holy Spirit	Atlantic	132	152	I	I
Union	St. Luke/All Saints	Northern	50	57	I	I
Ventnor	Epiphany	Atlantic	180	196	I	I
Villas	St. Barnabas'	Atlantic	148	142	I	I
Vincentown	Trinity	Burlington	122	126	I	I
Vineland	Trinity	Woodbury	122	182	I	I
Wall	St. Michael's	Monmouth	223	225	II	II
Waretown	St. Stephen's	Atlantic				
Wenonah	Holy Trinity	Woodbury	249	242	II	II
Westfield	St. Paul's	Northern	798	907	V	V
Westville	St. Luke's	Woodbury	107	113	I	I
Whiting	St. Stephen's	Atlantic	401	326	II	II
Williamstown	St. Mark's	Camden	130	131	I	I
Willingboro	Christ the King	Burlington	161	150	I	I
Woodbridge	Trinity	Northern	274	302	II	II
Woodbury	Christ Church	Woodbury	482	436	III	III
Woodstown	St. Luke's	Woodbury		76		I
Yardville	St. James'	Trenton	240	252	II	II

Classification

Levels

Level I	0 - 200
Level II	226 - 325
Level III	351 - 500
Level IV	526 - 800
Level V	Over 800

Points are assigned from the Parochial Report for the year indicated. Points are assigned equal to the number reported as Average Sunday Attendance plus one point for each \$1,000 reported as Normal Operating Income (Line A). A change in level occurs when the points are in the new range for two consecutive years.

STANDING COMMITTEE

The members of the Standing Committee for 2002 – 2003 are: The Rev. Martin Gutwein, President (2003), Dorothy A. Grandjean Smith, Secretary (2003), The Rev. Jean Smith (2004), Margaret Hughes (2004), The Reverend Philip Carr-Jones (2005), John Burgess (2005), The Rev. Canon Leroy Lyons (2006), and Neva Rae Fox (2006).

The Standing Committee has worked jointly with our Assisting Bishop, The Rt. Rev. David B. Joslin, to assure the continued growth of the Diocese of New Jersey. Bishop Joslin's presence in our Diocese is an excellent example of how the Lord provides what we need. His faith, steadfastness, administrative and pastoral skills have enriched our Diocese.

The process of electing the Eleventh Bishop of the Diocese moved forward this year with the appointment of Canon Barbara Price as Consultant to the Election Committee, the formulation of the Diocesan Profile and the nomination of five (5) persons for election. The Electing Convention will be held on May 3, 2003 and the Ordination and Consecration, or Institution, of the Eleventh Bishop will occur on October 18, 2003 - both events at Trinity Cathedral. The members of the Episcopal Election Committee are to be commended for the tremendous work that they have accomplished. Following the Electing Convention, the Diocese will be entering a time of transition as Bishop and Mrs. Joslin prepare to leave the Diocese and the new Bishop, and his family, join us. Robert Bostock has agreed to chair a Transition Committee, which will facilitate our journey from the Electing Convention to the Ordination and Consecration, or Institution, of the Eleventh Bishop and to the retirement of Bishop Joslin.

The Standing Committee concurred with Bishop Joslin on several personnel changes. Upon the retirement of The Rev. Robert Ripson, The Rev. Canon Elizabeth Geitz was appointed the staff person to work with the Commission on Ministry and to continue her work on Deployment. The Rev. Linda Moeller was appointed Director of The School for Deacons. The Rev. Canon Thomas A. Kerr, Jr. was appointed Canon to the Ordinary following the retirement of Canon Glenn Druce. Kepner "Kep" Short joined the Diocese as the Director for Youth Ministry.

The Committee took the following actions relative to clergy:

- ◆ Concurred with the lifting of the suspension of the Reverend John E. Bird.
- ◆ Concurred with Robert T. Hall's resignation from the ministry of the Episcopal Church.
- ◆ Concurred with the reception of Peter J. Bridge as a Priest in the Episcopal Church.

- ◆ Approved David Code, Karin Mitchell and Janet Johnson for ordination to the Transitional Diaconate in June and to the Priesthood in December.
- ◆ Approved Heather Faller, Emily Griffin, Melanie Knowles, Judith Lee, Martha McKee and Petrina Pyatt as Candidates for Holy Orders.
- ◆ Approved Johnine Byrer, Debra Clarke, Frances Clark, John Hanson, Barbara Heinrich, Barbara Ann Jensen, Kristin Krieger, Judith Marquess, Cornelia Spoor and Thomas Sweeny for Ordination to the vocational Diaconate.
- ◆ Concurred with the installation of Rectors at St. Paul's, Bound Brook and St. Bartholomew's, Cherry Hill.
- ◆ Concurred with the installation of Vicars at All Saints', Bay Head; St. John's, Chews Landing; Trinity (Old Swedes), Swedesboro; Christ Church, Three Bridges; St. Stephen's, Florence; and St. John's Fords/St. John's Sewaren.
- ◆ Concurred with the appointment of Interims at St. John's, Salem; St. Peter's, Medford and Trinity, Rocky Hill.
- ◆ Consented to the Election of Diocesan Bishops of Washington, Easton, Iowa; Bishops Coadjutor of Florida, New Hampshire, Western Louisiana, Kansas, Colorado, Texas and Bishop Suffragan of Massachusetts.

The Standing Committee recognized St. Peter's IGBO Church in Trenton as an unorganized mission in the Diocese of New Jersey.

The Standing Committee adopted a *Real Estate Memorandum*, which was prepared by John Burgess. It outlines the steps to be taken whenever there is an anticipated sale of or encumbrance on church property. The Committee approved the following real estate transactions: St. Luke's, Roselle to lease the Rectory; St. Michael's, Trenton to lease a parking lot; Trinity, Swedesboro to grant easements for power and cable lines; St. Andrew's, Bridgeton to sell the Rectory; St. John's, Salem to sell the Rectory; Trinity, Red Bank to sell a partial lot in Sea Bright; St. Thomas', Alexandria to grant a temporary easement for construction of a wall; St. Martin's, Bridgewater expansion of a mortgage; Church of the Holy Spirit, Bellmawr sale of a strip of property to the Borough

In regard to financial matters the Committee approved Financial Aid Awards for 2002 – 2003 and housing allowances for Diocesan House clergy for 2003.

Respectfully submitted,

Dorothy A. Grandjean Smith, Secretary

STANDING COMMITTEE ON CONSTITUTION AND CANONS

No proposed amendments of the Constitution and Canons of the Diocese have been submitted to the Committee this year.

Respectfully submitted,

Elmer L. Sullivan, Chair

STEWARDSHIP COMMISSION

Christ gave. We are also called to give, in the healthful vocation of being stewards in God's economy. Stewardship, evangelism, formation and liturgy are essential and work together. It is our purpose to teach the productive joy of committed giving. Accordingly, we often talk about "the gospel of stewardship" and "celebrating stewardship". These have become familiar terms here in the Diocese of New Jersey.

The Stewardship Commission is a training resource. It's workshops for the Diocese, its at-parish assistance and its referrals of consultants and other resources help to build good practices of giving money, skills and time to Christ's Kingdom.

We're easy to find. I am at General Seminary (thiele@eclipse.net). Bob Fox (bobfox926@msn.com) handles inquiries from the northern half of the Diocese. Mike Redpath (mredpath@acreativeworld.com) handles inquiries from the southern half of the Diocese. They and other very qualified members of the Stewardship Commission will welcome assisting your parish or providing referrals to consultants and/or to other conferences.

The Diocese of New Jersey is a member of TENS, The Episcopal Network for Stewardship. We suggest logging onto <http://www.TENS.org> which will gateway a massive amount of useful stewardship resources.

This year we merged our annual workshop with the highly successful "Equipping the Servants" combined program at Trinity Cathedral on October 19th, 2002. We plan to repeat this in 2003, plus we may announce another conference for May or June.

Respectfully submitted,

William Thiele, Chair

**TASK FORCE ON FINANCES
As Commissioned by the 217th Convention**

Establishment of the Financial Task Force

One evening, as he tried to find rest with his disciples, a large crowd arrived. They were hungry – both for food and the word of God. (Paraphrase Mark 6:30-35)

At the 217th Convention of the Diocese of New Jersey, a resolution recommending the creation of this Task Force was approved by the Convention to: 1) examine the structure and performance of the current diocesan financial system, 2) examine financial systems of other dioceses and 3) make recommendations to Convention for any changes that might improve the financial workings of our Diocese. The resolution instructed Bishop Joslin to appoint members of the task force. It was the Bishop's hope that the Task Force would aid in restoring trust, normalcy and fairness, and enable the initiation of new ministries. He emphasized this in the following statement:

"The Diocese is in a financial crisis today and none of the dreams of the Servant Church can be attained without adequate funding of Diocesan ministries . . . I ask you to put this matter of funding in your hearts and keep it in your prayers. Providing adequate funding is absolutely fundamental to the future of this Diocese. We have to be able to carry out the ministries within the Diocese and give our fair share support for ministries around the world."

The Bishop appointed four clergy and eight laypersons to serve on this Task Force. This document is the final report of the Task Force and seeks to fulfill this hope.

The Task Force acknowledged at the outset that its proposed recommendations need to rely on the belief that there is a collective commitment on the part of our entire Diocese to the spirituality of sharing for the sake of achieving the consolidated mission of the Diocese-at-large, through all of its congregations.

"The artisans who were doing every sort of task on the sanctuary came, each from the task being performed, and said to Moses, 'The people are bringing much more than enough for doing the work that the Lord has commanded us to do.' So Moses gave command, and word was proclaimed throughout the camp: 'No man or woman is to make anything else as an offering for the sanctuary.' So the people were restrained from bringing; for what they had already brought was more than enough to do all the work." (Exodus 36:4-7)

In this passage from Exodus, we see the people in the desert bringing gifts to the various craftsmen who are building the Tabernacle according to the Lord's instructions. Joy filled their hearts. . . they had to be restrained in their giving!

GOD'S NEW BEGINNING IN THE DIOCESE OF NEW JERSEY

Beginnings are always full of so much hope, especially new spiritual beginnings. But how are we to make a new beginning? How are we to see our Lord's mission before our eyes, and find the hope to dream dreams and have visions? How are we to put in place Bishop Joslin's challenge to the 218th Diocesan Convention, when he said:

"We are on a journey and that journey begins with the determination to be the Servant Church. . . . That determination needs to drive the Bishop's Office, the Diocesan Council, the Standing Committee, the Trustees, and all the rest. It needs to drive our Vestries and our people in the pews. We need to know that we are a Church on mission, that we are a Church reaching out in the power of the Holy Spirit, and that we are a Church accomplishing God's work, sharing in God's project of renewing and redeeming the world. . . . We need to ask, 'What is God calling us to do?' not, 'How much will it cost? . . .' We need to recover an understanding of what it means to be an Apostolic Church. . . and in so doing, we are called to trust one another."

THE WORK OF THE FINANCIAL TASK FORCE

As a first step towards understanding what it means to be an Apostolic Church, the 217th Convention of the Diocese called for the creation of a Task Force "to examine the structure and performance of the current diocesan financial system" and other diocesan financial systems, and to report to the 218th and subsequent Conventions its findings and recommendations so that normalcy and fairness can be restored and we can again receive, in trust and love, the gifts of the people of God that will enable the ministries of our new beginning.

A SUMMARY OF RECENT HISTORY

The Diocese of New Jersey has struggled with its budgets and sources of funding for many years. For years we embraced a concept of an "Assessment" and "Missionary Quota" budgets, with the allocation of resources and expenses to each of two separate budget formats being crafted independently by two different Diocesan bodies. We moved away from this format at the 1992 Convention when the report of the Commission for a Unified Budget Exploration (CUBE) was adopted overwhelmingly.

This plan set in motion a Fair Share format funded in part by a 7 – 10% mandatory requirement of the Diocesan congregations, with the remainder being funded by a voluntary component which, when combined with the mandatory portion, equated to a range of 10.25 – 18.5% as the asking of each congregation.

At the 1995 Diocesan Convention, under a new bishop, there was another attempt at modifying the Fair Share concept. After considerable debate, this Convention adopted a plan calling for a totally voluntary asking format.

The Diocese experienced a lot of turmoil over the next several years that bred a commitment pattern that now sees only 68% of the Fair Share asking being paid. In dollars, this equates to an amount being paid by Diocesan congregations, which is equal to what was paid in 1989, even though the income base of all congregations in the Diocese is nearly double. Since more and more congregations underpay their asking, those that pay in full bear an unfair burden of the diocesan expense budget. This disparity increases every year, and the fully committed congregations are rightfully unhappy about the resulting unfairness of this development.

Bishop Joslin, who has the insight of quite a few years as a diocesan bishop and experience in several dioceses, has made his anxiety about our diocesan funding very clear in 218th Diocesan Convention, when he added:

“We must do something about the funding of this Diocese! This is perhaps the most underfunded diocese in the Episcopal Church. There isn’t another Diocese our size with only one bishop. There isn’t another Diocese our size without a budget two or three times the budget we have.”

Your Task Force has digested considerable input from other dioceses, analyzed the detailed congregational giving history of the recent past in our Diocese, reached substantive conclusions and developed a series of recommendations designed to strengthen the fiscal status of our Diocese. This evidence is set forth in the following sections.

FINDINGS

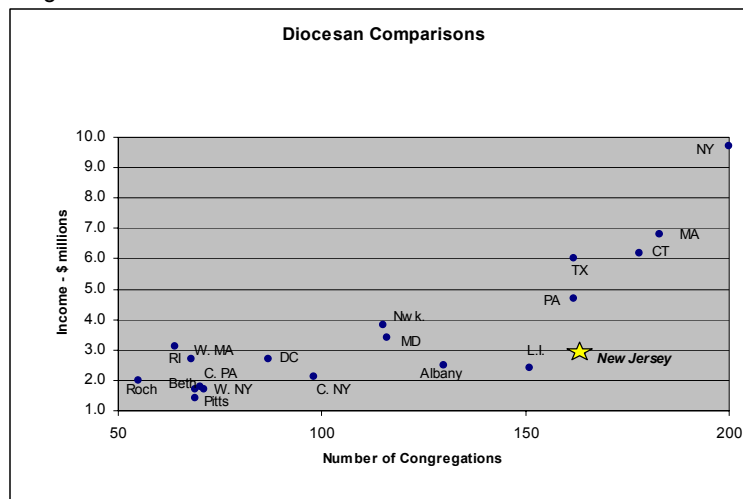
“The disciples suggested sending them into the neighboring villages to find shelter and rest. But Jesus said, ‘You give them something to eat.’” (Mark 6:36-37)

Comparisons with Other Diocesan Fiscal Performance

The Task Force surveyed seventeen (17) dioceses in the northeast that were similar in size and/or composition to our Diocese. In addition, the Diocese of Texas was included in this survey because that diocese is pursuing a mission of the Servant Church. Given the successful mission-focused work in Texas, the Task Force was curious about how that diocese financially supported its mission and ministries. Table 1 provides a breakdown of the findings:

# of Dioceses	Number of Congregations	Budget Range in Millions
9	Less than 100	\$1.4 - \$3.1
4	100 – 160	\$2.4 - \$3.8
5	Over 160	\$4.7 – \$9.7
<i>NJ</i>	<i>164</i>	<i>\$2.9</i>

The following graph illustrates how our budget compares to the other budgets:



The Diocese of New Jersey has a voluntary asking/giving formula based upon a graduated percentage rate from 5% to 17.75%. Nine of the other dioceses have mandatory asking and four have a combination of both mandatory and voluntary (See Table 2).

Table 2

Type of Asking	Number of Dioceses	Asking Percentage
Voluntary	4	Flat 13%; 10% - 22%; remaining not known
Mandatory	9	3% - 22%; flat 17%; remaining in between
Both Mandatory & Voluntary	4	Mandatory 7% - 11% with voluntary between 5% - 16%

The asking formula of the Diocese of New Jersey is not significantly different from the other dioceses with voluntary askings. However, the other dioceses actually receive 84% to 99% of their asking, while New Jersey actually receives 68% of the asking.

Our Diocese has a rather high number of missions and seasonal chapels in contrast to 13 of the dioceses. (Four dioceses did not report.) The number of missions and/or aided parishes has a sizeable impact upon a diocesan budget. Of the thirteen dioceses reporting having missions or aided parishes, eleven have 25 or less, one had 50 and another had 64. Our Diocese has 48 missions and 9 seasonal chapels.

When asked if there were sanctions if a congregation did not meet their asking, most of the dioceses in the study indicated that they had sanctions. Those sanctions included loss of voice and vote at Convention, downgrade of parish status and parish dissolution. Our Diocese has no sanctions if a congregation fails to meet its asking.

In conclusion, more than half of the other dioceses studied have mandatory or a blending of mandatory or voluntary asking of support, which assures that they receive the funding to support the basic functioning of their dioceses and ministries. Regardless of the type of asking, the other dioceses receive the majority of their askings while our Diocese does not. Finally, when New Jersey's budget is compared with dioceses with similar numbers of congregation, our budget is much smaller. In sum, our Diocese appears to be out of step with the current trend of asking in our region.

A CRITICAL REVIEW OF THE BUDGET

"When they asked if they were to go and buy 200 denarii worth of bread, Jesus asked them, 'How many loaves have you? Go and see.'"
(Mark 6:38)

The Task Force reviewed the giving practice of the congregations in our Diocese by church size or level, over a period of twelve years.

Specifically, only a portion of the 164 congregations in our diocese gave their full asking. As Table 3 indicates, in 2000 only 46 percent or 67 of the congregations gave their full asking. In 2001, that participation declined sharply, when only 28 percent or 46 congregations that gave their full asking.

Most of the congregations that did not pay in full made partial payments toward their asking; however, twenty four (24) congregations failed to pay the amount they agreed to pay (their committed pledge) in full, resulting in a \$157,371 shortfall in budgeted receipts for 2001. Offsetting that somewhat, five congregations made payments in excess of their committed pledges totaling \$19,411. Nine congregations made no payment to the Diocese in 2001.

Table 3

Church Level, Number & Percentage of All Churches		2000		2001	
		Number	% Paid in Full	Number	% Paid in Full
5	2 (1%)	1	50%	1	50%
4	10 (6%)	1	10%	3	30%
3	24 (15%)	8	33%	8	33%
2	47 (29%)	9	19%	9	19%
1	81 (49%)	48	59%	25	31%
Total	164 (100%)	67	46%	46	28%

While it was hoped that the declining support would reverse following the troubles of the late 1990's, the above table demonstrates that it has continued to worsen. More and more of the congregations that previously had paid in full are reducing their commitment out of frustration because they are being asked to carry an increasing, and unfair, burden due to others who do not pay their fair share. This is creating a spiral of diminishing support, and widening disparities between askings and payments, which necessitates increases in askings to support the annual budgets. The projected asking for 2003, using the present formula, including the built-in margin, is over \$4 million, but is likely to produce only \$2.5 to \$2.7 million in commitments, which amounts to about two thirds of the asking.

Given the two-year trend in the actual amount of askings received, it is anticipated that the 2003 budget can only be based on about 60 percent of that amount. Table 4 shows that, despite significant increases in congregational income, financial support for our Diocese has been diminishing.

Table 4

Year	Total Parochial Income (millions)	Total Congregational Giving (millions)	Giving based upon Total Income (%)
1989	\$13.5	\$2.18	16.1%
1990	16.2	2.28	14.0
1991	15.6	2.40	15.4
1992	17.7	2.36	13.3
1993	18.0*	2.29	12.7
1994	18.7	2.17	11.6
1995	20.4	2.25	11.0
1996	20.2	1.98	9.8
1997	19.6	1.77	9.0
1998	22.0	1.80	8.2
1999	23.2	1.80	7.7
2000	24.7	1.97	8.0
2001	26.0*	2.13	8.2

* estimated

Even though parochial income has nearly doubled over the span of years depicted above, total congregational support is about the same at the end of the period as it was at the beginning of the period. The percentage of total parochial income shared with the Diocese has fallen from 16.1% in 1989 to the 8% range in recent years. This is a key contributor to the current problems.

"We need to learn to trust one another, to work together, to realize that -especially in the Episcopal context - congregationalism is the way of death, while working together is the way of resurrection." (Bishop Joslin)

All of us in our individual parishes need to keep at the forefront of our minds that our participation in the Episcopal Church incorporates a broader means of fulfilling Christ's call beyond what can be accomplished locally. Our Diocesan budget is one important avenue for enlarging the ministry of the parish. There are necessary services provided to all congregations, including the administration of clergy health and dental benefits, and life insurance, as well as the purchase

and administration of health insurance for retired clergy. Also, there are the very important contributions that those in our Diocesan office make in clergy development and deployment, and assisting with congregational issues and conflicts.

Many of you have also expressed a wide level of support for enlarging the role that our Diocese can play with individual congregations including improved communication and communication tools, an aggressive level of support for youth programming and activities, help in creative congregational development, launching activities that support the Servant Church concept and creating ways to develop increased income through planned giving and more effective stewardship. All of this will require more staff and resources than are now available.

Furthermore, one bishop cannot serve a diocese of our size and complexity in the fashion desired by our congregations, or the form expected of a normal episcopacy. Since we are on the eve of electing a new bishop, we believe the new bishop should have committed financial support for our stated missions.

In addition to supporting missionary activities within our own geography, our Diocese also supports missionary efforts nationally and worldwide through our contribution to the national church. Currently, we are not supporting any of these efforts to the extent we should be.

Finally, as you have seen earlier in this report, our Diocesan budget is well below those of dioceses of comparable size. The following recommendations are designed to enable our Diocese to operate at an appropriate level of service for our varied and diverse congregations, provide the mechanisms to allow our Diocese to plan for ministries and pursue its missions, and allow us to move forward to a structure more in line with other neighboring dioceses.

RECOMMENDATIONS

"After having the crowd sit down, Jesus took the five loaves and two fish that they had, and he looked up to heaven, and blessed and broke the loaves, and gave them to his disciples to set before the people; and he divided the two fish among them all." (Mark 6:41)

Based upon a review of the information gathered, extended discussion within our Task Force, review of our thoughts with many others in our Diocese, we recommend a four-part diocesan asking format. The recommendation contains a mandatory obligation for all parishes, coupled with three levels of voluntary commitment. See Table 5 for the approximate amount of funds generated.

1. **Tithe:** First, we recommend a **Mandatory** giving of a 10 percent tithe of the income reported on Line A of each congregation's Parochial Report for the previous year, plus
2. **3% Voluntary on incomes over \$50,000:** Further, we recommend that all congregations with incomes above \$50,000 give voluntarily an additional three percent on that amount, plus
3. **3% Voluntary on incomes over \$100,000:** In addition, we recommend that all congregations with incomes above \$100,000 would be requested to give voluntarily an additional three percent on that amount, plus
4. **1% Voluntary on incomes over \$100,000:** In addition, we recommend that all congregations with incomes above \$100,000 would be requested to give voluntarily an additional one percent for new work approved by Convention.

Table 5

Total Projected Giving Levels	Amounts
A Mandatory Tithe (10%) of Total Parochial Income	\$2,592,824
Plus 3% of Income over \$50K (Voluntary)	553,675
Plus 3% of Income over \$100K (Voluntary)	385,827
Income from Congregations Available for the Budget	\$3,532,327
Plus 1% of income >\$100,000 for new work (Voluntary)	<u>128,609</u>
Grand Total from Congregations	\$3,660,936

Attachment B & Attachment C present the effect of these recommendations for each congregation. The attachments compare the askings produced from these recommendations to the askings for 2003 under the present ground rules. The total recommended askings, together with trust income approximating \$600,000, would fund a budget slightly over \$4.1M. Attachment A provides a pro-forma budget that meets the needs described above.

An additional \$100,000 would be available for new initiatives, if there were a 90% subscription rate of the special 1% asking.

DIOCESAN USE OF THE CONGREGATIONAL GIVING

“And all ate and were filled; and they took up twelve baskets, full of broken pieces and of the fish. Those who had eaten the loaves numbered five thousand men.” (Mark 6:42)

This recommendation considers the following factors:

Mandatory Tithed Income

As can be seen on the attached budget (Attachment A), the tithe is intended to support basic Diocesan obligations...the bishop, the staff, employee benefits, the facilities, legal and insurance requirements, meetings beyond our Diocese and an amount equal to a tithe of our total budget to the national church.

Diocesan Use of the Voluntary Income

The amounts that are paid as part of the voluntary askings will be used to support the mission and ministries portion of the budget. Included are the expenses for aided parishes and missions, all programmatic activities, social and ethnic ministries, support for the development of priests and deacons, and the balance of the national church asking.

We recommend that the diocesan vision related to the Servant Church initiative be widely shared as part of the budget and commitment process. As the Servant Church concept develops, it may be useful to consider a means to gather more grass roots input for the budget-making process.

New Initiatives

The extent to which there is support for the one percent (1%) “new initiatives” component will permit funding new initiatives and ministries, such as...new congregations, creative social undertakings, Alleluia ministries, or other worthwhile initiatives, as approved by Convention.

Sanctions

No sanctions are introduced as part of our recommendations. The task force believes that all parishes will faithfully consider the spiritual intent of these recommendations and meet the recommendations in keeping with Christian stewardship. Sanctions should not be necessary if there is committed diocesan-wide support for these recommendations.

“We are called by Jesus Christ to share in God’s project of renewing and redeeming the world. . . . We need to focus

on those people in our communities who are hungering for spiritual health, for the wisdom of the saints, and for a sense of community with God, with one's neighbor, and with one's self." (Bishop Joslin)

Appeal Process

We recommend that an appeal process be established for those congregations citing an inability to meet the mandatory tithe. A committee comprised of one member each from the Council, the Finance & Budget Committee, the Stewardship Committee, the Audit Committee and the Board of Missions (for missionary congregations), or the Congregational Development Committee (for parish congregations) will meet with the Rector/Vicar and Vestry of each congregation to review all relevant issues, and will render suggestions and an opinion about the circumstances.

It is recommended that a congregation voluntarily meet with this committee in the first instance of shortfall; but we suggest that such a meeting be mandatory if there is a second occurrence within five years.

CONCLUSION

"Now the whole group of those who believed were of one heart and soul, and no one claimed private ownership of any possessions, but everything they owned was held in common. With great power the apostles gave their testimony to the resurrection of the Lord Jesus, and great grace was upon them all. There was not a needy person among them, for as many as owned lands or houses sold them and brought the proceeds of what was sold. They laid it at the apostles' feet, and it was distributed to each as any had need." (Acts 4:32-35)

When trust and love bind people together in a common celebration of God's redeeming work, there is no stopping the outpouring of giving that empowers the work of God. In the story of the fishes and the loaves, Jesus showed us what God will do with our gifts when we are faithful.

Why did Jesus do this? What was he trying to teach his disciples at this moment? Perhaps he wanted them to realize that what we bring to the table is not all that's available for God's kingdom work. When we offer all that we have in trust and love, God is able to multiply it and accomplish more than we could do alone.

The Task Force has worked hard with the hope that you will receive this study and its recommendations in the spirit of the love in which it is submitted. It is a message of hope, also. For we believe that when hope is embraced and shared that a spirit of trust and love can be renewed, and a new apostolic age of bold ministry can begin.

Total congregational support will allow us to dream our dreams and see visions of a new apostolic age at the beginning of the third millennium in Christ.

The way forward begins by remembering our first love, and doing again the works that we did at the first. God is calling us out of malaise and bitterness to a new beginning. In joyful hope, we will prayerfully elect a new Bishop to be our shepherd in this new apostolic age. As we anticipate that new beginning, let us give and receive forgiveness from one another, and in love, embrace each other as we strive to be apostles and ambassadors for Jesus Christ.

May the grace of our Lord Jesus Christ, and the love of God, and the communion of the Holy Spirit be with all of you.

Task Force Membership

Hilton Jervey, Chair – St. Andrew's, New Providence
The Rev. Stephen Beatty – Christ Church, Somer's Point
Richard Ellwood – Christ Church, Middletown
Dick Engle – St. John's New Brunswick
Felix Estepa – San Jose, Elizabeth
Mary Flamer – St. Luke's, Ewing
Gus Hollingsworth – Christ Church, Riverton
The Rev. Muriel Hubert – St. Thomas, Glassboro
The Rev. Jonathan Percival – St. Luke's, Metuchen
Charles Perfater – Trinity Cathedral, Trenton
The Rev. Lee Powers – St. Mark & All Saints, Galloway
Dorothy Torchio – Trinity, Vineland

PRO FORMA BUDGET CONSTRUCT (2 Pages)**Tithed Mission and Ministry****Building the Foundation****The Episcopacy**

The Assisting Bishop	148,000
Suffragan Bishop/Doss Package	125,000
Episcopal Search Process	50,000

Staff

The Canon to the Ordinary	86,000
The Chief Financial Officer	71,000
Cong. Development Officer	75,000
Communications Director	50,000
Youth Director	70,000

Assistant for Ordination	55,000
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Administrative Staff	385,000
Benefits	218,000

Finance

Insurance & Bonding	42,000
Audit	22,000

Facilities & Equipment

Capital Improvements	35,000
Property Maintenance	16,000
Utilities	20,000
Equipment	68,500
Telephone	20,500

Office Supplies	20,000
Printing & Postage	30,000
General Management	18,597
Hospitality	10,000

General Obligations

Title IV	40,000
Retiree Health Ins.	360,000

General Meetings

Diocesan Convention	25,000
Province II Meetings	2,500
House of Bishops	6,000
General Convention	13,250
ECW Triennium	3,250
Lambeth	1,000

ECUSA Covenant - Tithe

380,935

Tithed Ministry Total**\$2,467,532**

SHARED MISSION AND MINISTRY

<u>Support for Congregations</u>		<u>Our Ministry Together</u>	
<i>Direct Parish Support</i>		<i>Social Ministry</i>	
Trinity Cathedral	38,094	Environmental Committee	500
Assisted Parishes	425,000	Hunger Task Force	2,500
		Migrant Ministry	6,500
<i>Parish Support & Development</i>		Institutional Ministries	500
Congregational Development	25,000	[Other ministry - urban, homeless]	10,000
Parish Crisis Response	25,000		
Board of Missions	7,500	<i>Ethnic Ministry</i>	
		Anti-Racism	45,000
		Hispanic Commission	10,000
<i>Local Program</i>			
20/20 Program	10,000		
Convocational Program	20,000	<i>Youth Ministry</i>	
Parish Program Grants	100,000	Youth Activities	18,000
<i>Support for Parish Ministry</i>		<i>Educational Institutions</i>	
Stewardship	15,000	St. Michael's Chapel, Rutgers	20,000
Liturgy, Music & Worship	5,000	Princeton University	10,000
Christian Formation	15,000	Local Chaplaincies	40,000
[other ministry - pastoring, faith]	10,000		
Lay Leader Conferences	10,000	<i>Local Area Ministries</i>	
		Detention Center	2,000
<i>Support for Current Clergy</i>		Choir Camp [additional undesignated]	2,500
Clergy Conference	5,000		72,000
Clergy Support & Development	5,000		
Trinity Counseling Service	15,000		
Retired Clergy Chaplain	1,000		

SHARED MISSION AND MINISTRY (Continued)

		<u>Reaching Beyond Our Borders</u>	
		Covenants	
<i>New Clergy Development</i>		ECUSA Mission Covenant	189,065
		Province II Covenant	9,162
Commission on Ministry	30,000		
Committee on the Diaconate	30,000		
		Programs	
Communications		Ecumenism	12,500
		Companion	
Communications	50,000	Diocese	30,000
Historian/Archivist	10,000		
		Shared Ministry	
Production of the Journal	10,000	Total	1,341,821
		Total Budget	3,809,353

VIA MEDIA EDITOR

The *Via Media* suspended publication for several months in 2002 since the Convention of 2002 reduced its budget. Publication resumed in December and, with sufficient funding, we hope to continue uninterrupted throughout 2003. Since the *Via Media* is the publication of the diocese it is the shifts and changes within the diocese that drive the *Via Media*. Our diocese is in the midst of restructuring itself and discovering its role in today's world. It is this rediscovery of purpose and goals, if you will, that *Via Media* plans to reflect and comment on in the future for the enlightenment of the entire diocese.

Although there are many facets of our past in which we can take pride and that we will not ignore, it is the excitement and successes of the present that will play a large part in the paper's focus. I believe it was Bishop Huddleston who wrote a small but powerfully moving book called, "Sparks Among the Stubble." His thesis was that, when conditions are right, all it takes is a small spark to ignite a blaze that can change everything. It is in the embers of the fire of progress that we wish to find stories and events to bring to the diocese, not just in the dead fire-pits of yesteryear.

At the same time we wish to bring you, on occasion, the lost stories of fires that once burned bright in the Diocese of New Jersey. One series, now in the works, will bring to your notice some beautiful and forgotten chapels that once served the church well.

We are desirous of hearing your wishes and suggestions about the format, stories, and future of the *Via Media*.

The Rev. Canon Laurence D. Fish
Interim-Editor