

A COMMITMENT TO SERVE/VENTURES IN MISSION

ACTS/VIM is charged with financially supporting programs and projects that encourage both congregational development and community outreach. We honor this charge by granting, on a semi-annual basis, monies to programs of our Diocese.

In 2011 ACTS/VIM gave 33 grants which totaled \$130,000 to congregations, social service organizations and Diocesan programs. One of these grants was given to a congregation who had had not received ACTS/VIM funding before while the remaining grants continued to support ongoing work in the Diocese. The list of grants on page two of this report shows the great variety of ministries happening in our Diocese. It is inspiring to assist this work and help bring about the kingdom.

During the year the Board continued to work at making our grant making system as clear and easy to follow as possible. The first screening by our Executive Committee helps us to catch any omissions or mistakes, allowing us to contact groups and help them make their applications complete before the first Board meeting in March. Once again we had a new Board member orientation in March which proved helpful to all Board members. During that meeting we clarified our grant application process and made further revisions to the application. Since the Chair, Martha Wolf was away on sabbatical; Jim Van Leuven stepped in as Chair for the spring grant making cycle.

Throughout the year, the ACTS/VIM Board tried to provide coaching and support to grant applicants, especially those applying for the first time. Members made extra visits, followed up calls and helped groups to re-write their applications in order to help them meet the guidelines and have success in receiving a grant. Board members would like to do even more of this kind of work in order to widen the circle of who applies for and receives grants. However, the current system of two granting cycles per year limits the amount of time that Board members have to do this type of work.

Several members of the ACTS/VIM Board also served on the Congregational Loans and Grants Committee that studied the implementation of a common application process for all diocesan funding sources. On October 17 that committee had a meeting where they shared recommendations on how to streamline the entire grant making in the Diocese. The ACTS/VIM Board is now working out a process of how to implement those recommendations. We are also figuring out ways to provide more support and accountability to organizations, especially those working with children and youth.

Finally, it has been a privilege for us to serve on this committee and help organizations within the Diocese live into our baptismal covenant. We thank you.

Board Members were: Ms. Martha Wolf (Chair), Ms. Linda Aprile, Ms. Sheila Barcus, The Rev. Robert Criste-Troutman, Ms. Pat Ferrin, Ms. Dee Field, Mr. Michael Francaviglia, The Rev. Kathryn King, Mr. Sidney King, The Rev. Margaret Otterburn, Ms. Cathie Studwell, Mr. Aubrey Thompson and Mr. James Van Leuven.

REMEMBER, GRANT APPLICATIONS ARE DUE ON FEBRUARY 15TH!

ACTS/VIM Grants awarded in 2011

Spring cycle:

AV-11-01: Newark, Newark School of Theology, \$4,000
AV-11-02: Chester, Church of the Messiah - Senior Resource Center, \$4,500
AV-11-03: Hoboken, All Saints' Jubilee Center - Jubilee Children's Program, \$3,500
AV-11-04: Oradell, Annunciation - Friends for Life Complementary Therapies, \$4,500
AV-11-05: Hope, St. Luke's Church - Haven of Hope for Kids, \$4,000
AV-11-06: Hackensack, Christ Church - CDC's Next Step Expansion, \$3,500
AV-11-07: Jersey City, Grace Church Van Vorst - Photography & Computer instruction, \$1,500
AV-11-08: Kearny, Trinity Church - Tri-County ESL project, \$4,000

AV-11-09: Newark, Trinity & St. Philip's Cathedral - Jazz on the Portico, \$1,500
 AV-11-10: Hasbrouck Heights, St. John the Divine - Care on the Corner programs, \$4,400
 AV-11-11: Boonton, St. John's Church - Light on Main Bookstore, \$3,000
 AV-11-12: Clifton, St. Peter's Church - St. Peter's Haven ESL program, \$2,000
 AV-11-13: Newark, ECD - Clinton Hill Community Resource Center, \$3,000
 AV-11-14: Wayne, St. Michael's Church - Neighborhood Garden Deer Fence, \$1,500
 AV-11-15: Union City, Grace Church - Youth Outreach Ministry, \$1,500
 AV-11-16: Orange, Church of the Epiphany - Youth Outreach, \$4,500
 AV-11-17: Paterson, St. Paul's Church - CityServe Summer Program, \$4,000
 AV-11-18: Jersey City, Church of the Incarnation - Community Nourishment Programs, \$5,000
 AV-11-19: Hillsdale, Holy Trinity Church - Growing Fresh Food for Local Pantry, \$600
 AV-11-20: Union City, St. John's Church - After school program, \$4,500

Total recommendation to Diocesan Council: \$65,000

Fall cycle:

AV-11-21: Newark, Newark School of Theology, \$7,000
 AV-11-22: Hasbrouck Heights, St. John the Divine - Care on the Corner, \$6,000
 AV-11-23: Bayonne, Trinity Parish - Hand in Hand Music School, \$2,500
 AV-11-24: Hoboken, All Saints' - Jubilee Center Children's Program, \$4,000
 AV-11-25: Union City, St. John's - Puerta Abierta-After School, \$7,000
 AV-11-26: Union City, Grace Church - New Beginnings Youth Group, \$1,500
 AV-11-27: Paterson, St. Paul's - After School Program, \$7,500
 AV-11-28: Newark, North Porch - Satellite center – Hackettstown, \$3,000
 AV-11-29: Chester, Messiah - Senior Resource Center, \$7,600
 AV-11-30: Hackensack, Christ Church CDC - Next Step Expansion, \$4,000
 AV-11-31: Hope, St. Luke's - Haven of Hope for Kids, \$6,500
 AV-11-32: Ridgewood, Christ Church - Servant Leader's Project, \$5,000
 AV-11-33: Oradell, Annunciation - Friends for Life – Therapies, \$4,000

Total recommendation to Diocesan Council: \$65,000

**ANNUAL REPORT FOR 2011
 BISHOP ANAND RESOURCE CENTER**

The Bishop Anand Resource Center, located on the first floor of Episcopal House, is a multi-media library for use by the clergy and laity of the Diocese of Newark. The center is committed to having up-to-date resources on the issues affecting our lives and the life of the church today. All materials may be borrowed free of charge. The Resource Center is accessible Monday through Friday between 8:30am-4:30pm and at other times as needed.

The Bishop Anand Resource Center continues to support over 85% of the congregations in the diocese. This is an increase of over 70% since 1998. The Resource Center continues to be an important and viable ministry of the Diocese as it lives into the mission statement:

*The Bishop Anand Resource Center primarily **equips congregations** in the following ways:*

- ◆ *Supports diocesan goals by providing tools, resources and educational material to help individuals, commissions/committees and congregations work effectively.*
- ◆ *Committed to having up-to-date resources on the issues affecting our lives and the life of the church today.*
- ◆ *Provides books, curricula, periodicals, video/DVD materials, people resources and assistance in their usage for congregations within the Diocese – to clergy, lay individuals, Christian educators, etc. in all their ministries.*

- ◆ *Supports the stewardship of resources – BARC can purchase a program to be used by multiple congregations rather than have each congregation buy the same resource to be used only by them.*

*The Bishop Anand Resource Center also **engages the world** by serving as a contact to those outside the Diocese seeking information and resource guidance. The director networks with peers around the country to continually find new ways to serve the congregations and people in the Diocese of Newark.*

*The Bishop Anand Resource Center also **empowers people** by providing guidance and resources to individuals as they move along on their spiritual journey.*

Additionally:

- The Resource Center continues to be a place where the laity and clergy of the Diocese come for help and advice in addition to resources.
- The Resource Center has available for loan, multiple copies of Safeguarding God's Children for congregations to use for Children Abuse Awareness training for employees and volunteers as well as Preventing Sexual Harassment and Sexual Exploitation in Communities of Faith.
- The Resource Center has helped a growing number of congregations, commissions and congregational development initiatives obtain resources at a reduced cost by ordering in bulk and then being reimbursed.
- The director of the Resource Center continues to serve as a consulting resource, available to meet on and off-site with vestries and other congregational committees looking for guidance in meeting the needs of their adult, youth and children in programs such as Bible Study, Sunday school, confirmation, etc.
- The director communicates and networks with other Christian educators from around the country to share resources.
- The director is a staff representative and resource to the Christian Formation Commission, Liturgy and Music Commission, Namaste and Diocesan Council.

Respectfully submitted,

Kitty Kawecki
Director of Resources and Training
Bishop Anand Resource Center

COMMISSION ON MINISTRY Convention Report on 2011

The function of the Commission on Ministry is to assist in the discernment of ministry for individuals who come to us. For some this might be ordained ministry as Deacons or Priests and for others a deeper form of Lay Ministry. We advise the Bishop of the progress of those desiring to pursue ordination and those in process and assist him in his decisions to admit them to each phase of the process. The Commission is divided into three committees to focus on each form: Committee on the Laity (COL); Committee on the Diaconate (COD) and Committee on Priesthood (COP).

The chair of the Committee on Priests also serves as the Chair of the full Commission on Ministry. In 2011 Paul Shackford stepped down as Chair in June to assume his new role as Diocesan Chief Financial Officer and The Rev. Bernie Poppe was appointed to succeed him.

During 2011 the Committee on Priesthood began a 5 year pilot program to assist individuals entering the discernment process as well as churches in their role to create Discernment Committees for those people. The result was the Day of Discernment held April 2, 2011 at St. Andrew and Holy

Communion in South Orange. The turnout was close to a hundred people in various stages of discernment or support. We're continuing this program with the next Day scheduled on April 14, 2012 at St. Michael's in Wayne.

Transitions during 2011:

Admitted as Postulants:	Tim Carr Joyce McGirr	Church of the Messiah, Chester Holy Communion, Norwood
Admitted as Candidates:	Christine Pae Rod Perez-Vega Diana Wilcox	St. Peter's, North Bergen St. Mary's, Belvedere Redeemer, Morristown
Priestly Orders Received	The Rev. Manoj Zacharia	Church of South India
Ordination Deacon/ Priest	The Rev. Beth Rauen Sciaino	

Respectfully Submitted,

The Reverend Bernard Poppe
Chair, Commission on Ministry

COMMUNICATIONS REPORT – FOR 2011

Electronic Communications – New Website Launched with Updated Technology & Design

In 2010, substantial research was done and groundwork laid for a complete redesign of the diocesan website, www.dioceseofnewark.org. A task force identified a free open-source content management system, Drupal, to use for website development, as well as options for a more reliable and less expensive web host. A full inventory of the current website, subdomains, listservs and email accounts for which the diocese is responsible was also begun

In March 2011 we successfully met our goal of migrating the diocesan website and listservs, as well as all congregation and committee subdomains, to a new web host, resulting in a cost savings for the diocese of \$4000 per year.

With the services of a freelance Drupal consultant, design and development of the new diocesan website began in June 2011 and continued throughout the summer, culminating in the successful launch of the new website on September 17, 2011. This included not just migration of existing content, but also the addition of numerous new pages. (Just a few pages remain in the older format, which are being migrated as quickly as possible to the new.)

The redesigned diocesan website fulfilled its goal of bringing diocesan messages to a broader audience, with the number of unique visitors increasing 50% and the number of news submissions from our congregations also increasing substantially.

Many thanks to Technology Committee members Steven Boston, John Rollins and Jan Paxton, diocesan staff Randy Johnson and Michael Francaviglia and summer intern Carrie Cabush for their invaluable assistance with these projects.

Electronic Communications –e-Newsletters and Social Media

The VOICE Online and Leadership News e-newsletters continued biweekly publication to a growing number of subscribers. The VOICE Online ended 2011 with over 1400 subscribers, and the Leadership News with over 740 subscribers. Social media use also grew, with the diocesan Facebook page, www.facebook.com/dionewark, increasing its followers to nearly 600, and its Twitter feed, www.twitter.com/dionewark, to 164 followers.

Print Communications – The Voice

In 2011, two print editions of The VOICE were published and box shipped to congregations for pickup by readers. When this new process was established, the intent was to re-evaluate it after one year.

What we discovered was a 31% decrease in copies of The VOICE requested by churches between September 2010 and September 2011, along with the increased interest in electronic communications described above. Factoring in the high cost of producing and shipping The Voice in print, it was decided that the best stewardship of diocesan resources would be to produce a single issue of The VOICE in 2012, the January pre-Convention issue.

Copies will be printed only for Convention deputies and the approximately 240 households who have indicated they rely solely on print communications. Readers who are online can access all the articles on the diocesan website – or download the full issue as a home and office printer-friendly PDF.

Reducing publication of The VOICE this way will allow the Communications Office to do two things:

1. Return \$10,000 to the diocesan budget.
2. Reallocate time and resources to the most urgent communications need cited by our congregations: help in creating attractive, easy-to-maintain websites. This will be a major focus of the Communications Office in 2012

No decision has been made whether or not to publish the print edition of The VOICE in future years.

Other Communications Efforts

The Communications Office also continued to provide extensive support for Bishop Mark Beckwith's communications efforts. Starting in August 2011, this included working with Canticle Communications. The Bishop's communications in 2011 included his blog, letters to the clergy, various op-ed pieces including an op-ed piece in the *Star-Ledger* the Sunday after election day, and an appearance on PBS.

Other communications priorities included Annual Convention, the Alleluia Fund, the Bishop's Human Resources Advisory Committee, and the Interfaith Service for the 10th anniversary of 9/11, which was the subject of an article, photo album and video by the *Star-Ledger*.

Many congregations asked for and received support regarding websites, e-newsletters and social media. For the second year in a row, a workshop on *21st Century Communications for the Technically Intimidated* was given at Vestry University and was well-attended.

TECHNOLOGY REPORT

For over 10 years Episcopal House had been working with the same IT vendor, Quality Technology Systems (QTS), for its server, network, desktop computer and software needs. After several years of increasing disappointment with their service, and finding more competitive rates elsewhere, in early 2011 the switch was made to a new vendor, On-Site Technology.

Working with On-Site, we successfully met our 2011 goal of replacing Episcopal House's two servers and 1/3 of its desktop and laptop computers at an affordable cost. The two servers, which were five and seven years old, were replaced with a less-expensive single machine that is subdivided into multiple servers for its email, file sharing, and database management system. Starting with the oldest and least functional of the desktop and laptop computers, three desktop computers were purchased for the three members of the Finance department, and two laptops were purchased for Leadership Team members; all run Windows 7 and MS Office 2010. Because of On-Site's competitive labor rate, and because they worked aggressively to find us non-profit discounts wherever possible, the amount spent for hardware and software upgrades in 2011 was substantially less than originally budgeted based on QTS' estimates.

The older desktop and laptop computers remaining in Episcopal House were all purchased in the summer of 2006. The technology goal for 2012 is to continue to replace 1/3 of Episcopal House's desktop and laptop computers, including an upgrade to Windows 7 and MS Office 2010.

Nina Nicholson
Director of Communications & Technology

**COMPANION DIOCESE RELATIONSHIP COMMITTEE
138TH CONVENTION OF THE DIOCESE OF NEWARK**

The Executive Council of the Episcopal Church officially recognized the companion relationship between the Dioceses of Newark and Panama on March 4, 2007. The two dioceses had passed resolutions in January 2005 and 2006, respectively, resulting in the establishment of “a Covenant of Companionship to further the mission of the Church in Newark and Panama” in February 2006. The relationship was cemented through visits by a team from Newark to Panama in August, 2006; by The Rt. Rev. Julio Murray, Diocesan Bishop of Panama, to Newark in October 2009; by The Rt. Rev. Mark Beckwith, Diocesan Bishop of Newark, and a team from Newark to Panama in June, 2010; and by Bishop Murray’s attendance at the 137th Convention in January, 2011. Out of those visits, five ministry areas were identified for further action:

1. Youth
2. The diaconate
3. Companion parish relationships
4. Institution to institution relationships
5. Leadership Training

The Companion Diocese Relationship Committee was established to put into effect the Companionship Agreement. In its report to the 137th Convention, the Committee stated its intention to pursue work in the following areas:

1. A Schools Initiative
2. Clergy/Lay Leadership Development
3. Congregational Development
4. Congregation to Congregation Initiatives
5. Youth and Young Adult Ministry Initiatives

A Diocesan team from Newark visited Panama from October 18 to 24, 2011, to explore ways of moving forward the companion relationship, particularly at the parish level. The members of the team were Ms. Martha Reiner and The Rev. Pam Bakal of Grace Church, Nutley; Ms. Sylvia Montero of Christ Church, Newton; The Rev. John Perris of St James’, Upper Montclair; The Ven. Elizabeth Ostuni of Good Shepherd, Wantage; and The Ven. Peter Jackson of St John’s, Montclair. The team met with Bishop Murray and his staff and the leaders of several congregations of the Diocese of Panama. They were briefed on the history and development of the Episcopal Church in Panama from a chaplaincy to a national church. They also learned of the current challenges facing the Diocese of Panama, and its strategic plan for addressing those challenges, including improving its finances, promoting congregational growth and strengthening ordained and lay leadership.

The Newark team discussed with their Panamanian counterparts the nature of the companion relationship and ways of promoting and strengthening it. It was emphasized that the relationship should be nourished by mutual recognition of the contributions that both dioceses make through the sharing of their respective experiences and gifts. To be fully effective, the companion relationship has to move beyond the diocesan leadership level to the parish level. While the companion parish-to-parish framework is helpful, it has not yet led to the level of contact desired. The Newark team members visited with the priest and lay leaders (vestries) of their respective companion parishes in order to get to know each other better, share experiences, decide how to move their relationship forward and to encourage other parishes to design specific steps to implement their parish-to-parish relationships. Discussions during the October visit singled out youth ministries, outreach activities and leadership training for attention. It was agreed that work relating to the youth of both dioceses could take the form of youth exchanges, including visits, initiating communication among youth in companion parishes using new media (e-mail, Facebook, and Twitter), and identifying, with input from the youth themselves, specific outreach programs in which youth of both dioceses can participate. However, youth programs must take into account the difference in school vacation schedules in Panama (December to February) and the United States (July to September).

It was agreed that:

1. The Diocese of Panama's sustainable agriculture program could be a project for cooperative efforts between the two dioceses
2. Information and materials should be exchanged in such areas as vestry training
3. Social media should be used for individuals in parishes to get to know each other, e.g. through Skype;
4. English/Spanish language programs should be developed
5. Cultural exchange visits should be encouraged
6. A liaison person should be identified in each companion parish as the contact person
7. Information on parish fundraising sources and methods should be exchanged

Archdeacons Jackson and Ostuni also shared information about the Diocese of Newark's diaconal formation program.

The Newark team visited the Kuna indigenous people in the region of Tortí, and projects in sustainable agriculture and gender equality. They also met with the director and chairperson of the board of the *Hogar de Niñas*, which is a home for girls and a vital ministry both dioceses can support.

Since the October mission trip, the Companion Diocese Relationship Committee met to develop strategies for meeting our commitments. The Committee noted the need for greater awareness among our parishes about the companion relationship.

The Committee agreed to:

- a) Hold a workshop during the 138th Diocesan Convention to discuss ways to further promote the companion relationship in our diocese
- b) Work on the possibility of a youth mission trip
- c) Meet with parishes that have taken on a companion parish to see what can be done to help make the relationship meaningful
- d) Publicize the guidelines for entering a Congregation Companion Relationship
- e) Encourage congregations to inform the Diocese of parish activities undertaken in support of their relationship
- f) Explore the possibility of fostering relationships with more parishes in Panama
- g) Assist those congregations that have not activated their relationship to establish contact with their Panamanian counterparts and draw up a program of activities
- h) Produce a brochure publicizing the relationship
- i) Explore the possibility of creating a page on the Diocesan Web site devoted to the companion relationship

Members of the Committee: The Rev. Joseph Harmon (Chair), Mr. Noberto (Bert) Jones, Ms. Martha Reiner, The Rev. Pam Bakal ; Ms. Sylvia Montero, The Rev. Robert Griner, The Rev. John Perris, The Ven. Elizabeth Ostuni, The Ven. Peter Jackson.

DEAF MINISTRY OF THE DIOCESE OF NEWARK 2011 REPORT

Approximately 17 percent (36 million) of American adults report some degree of hearing loss. This number includes 18 percent of those 45-64 years old, 30 percent of those 65-74 years old, and 47 percent of adults 75 years old or older. The hard of hearing and late-deafened (becoming deaf in adulthood) are by far the majority of people with hearing loss which our churches will encounter. The Deaf Ministry is committed to serving the needs of congregations who wish to be more welcoming to this ever-increasing population.

2011 was a year in which the Deaf Ministry expanded its outreach to both the community and to our congregations. Utilizing funding from St. James' Church, Hackettstown and St. Peter's, Morristown, we report the following:

Diocesan connections

- Interpreter referral and information (7 churches)
- Periodic news releases to Diocesan News listserv
- Referral source for hearing accessibility for Diocesan events; advisor on access for deaf and hard of hearing persons

Outreach

- Provision of fully accessible Sunday morning worship and parish events for persons who are deaf / hard of hearing, including Sunday School classes for children
- Greystone Park Psychiatric Hospital, Chaplaincy services to Deaf patients
- Emergency interpreting services to Hackettstown Regional Medical Center
- Advertisement of Interpreted Worship Services and events in NJ Division of the Deaf and Hard of Hearing Monthly Communicator (circulation 9,000)

Community connections

- Association of Late Deafened Adults, Garden State (the community of people with hearing loss in New Jersey)
- Hackettstown Community Day (grassroots awareness in the local community)
- Hackettstown Memorial Day Parade, where Deaf Ministry presence is promoted
- Ecumenical services (Thanksgiving and Good Friday) increase awareness of the presence and needs of those who are deaf and hard of hearing
- News of activities published three times in *Warren Reporter*, local newspaper.

How we can help you in 2012:

- Preacher at worship and / or Speaker at Adult Forum on the issues of hearing loss and communications (*we ask congregations which can afford it to cover the cost of interpreter, approximately \$150*)
- Resource for parishes looking for assisted listening devices for their congregations; we can guide you into securing equipment for testing in your setting, and invite you to St. James' where a functioning ALD system is the result of such testing and experimentation
- Information and referral on making your congregation / building more accessible to those with hearing loss (an estimated 10% of your congregation)
- Communications skills training for your outreach programs, such as CDCs, Preschools or Senior Outreach

How you can help us in 2012:

Outreach funds help us to maintain this ministry for the benefit of the Diocese of Newark. Due to the limitations of funding for most churches at this time, presently there is just one grant proposal in process and we have gratefully received a grant from St. Peter's Episcopal Church, Morristown.

The Rev. Deacon Sheila C. Shuford

Deats

scshuford@optonline.net

The Rev. Dr. Cathy L.

cathydeats@comcast.net

St. James' Episcopal Church
214 Washington St, Hackettstown NJ 07840
stjames214@comcast.net + 908.852.3968 + <http://stjameshackettstown.org>

DIOCESAN COUNCIL REPORT Convention 2012

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

The Diocesan Council continued its work in a variety of ministry areas with increased energy and enthusiasm. The Council takes seriously its canonical responsibilities for long-range planning, determining

program priorities and reviewing and evaluating the programs approved by the Convention. Much of its work is grounded in that intentionality and the mission statement of the diocese.

The Diocesan Council met in the months of February, March, April, May, June, September, November and December in 2010; the January 2011 meeting was canceled due to weather. In addition to the meetings held at St. Agnes' Church in Little Falls (to which the Council is grateful for its hospitality) the Council met at St. Gabriel's, Milton/Oak Ridge; Hillsdale House, Hillsdale; and St. John's, Boonton. In September the Council gathered for an overnight retreat to review the mission statement, the vision statement and for planning by the action teams.

Each of the ten districts was represented by one clergy and one lay person with the exceptions of districts three (lay) and six (lay). They were joined by four other representatives, two lay and two clergy, appointed by the Bishop. This year the new three year terms went into effect as were requested by Council.

Each member participated in one of the three action teams of Council. Each team had two co-conveners who were also members of the Steering Committee, which oversees the work of Council. The action teams were assisted by the members of the diocesan leadership team. During the year, the action teams established goals for that were periodically reviewed. The teams were aligned with the three major funding sources: Equipping Congregations – Ward J. Herbert Fund Board; Empowering People – Congregational Development Board; and, Engaging the World – ACTS/VIM Board; as well as the other ministries, committees and commissions within the diocese.

Council members were assigned to one of three “Action Teams” reflecting the three dimensions of the mission statement: *Equipping Congregations*, *Empowering People*, and *Engaging the World*. Their purposes are:

- To provide local congregations with the training, people, and financial resources necessary to equip and advance their unique ministries.
- To creatively develop or discover resources that will spiritually empower individuals, groups, and congregations to fully live out their mission as intentional disciples within and outside of the Diocese of Newark.
- To marshal resources and give direction to the Diocese, individuals and congregations in their efforts to engage the world with the hope and justice of Jesus.

The Steering Committee (comprised of the co-conveners of the three action teams) in consultation with the Bishop's staff prepared the agendas for Council meetings. The Steering Committee members were: The Rev. Vicki McGrath and The Rev. Canon Dr. Sandye Wilson for Equipping; Ms. Martha Reiner and The Rev. Ginny Dinsmore for Empowering; and The Rev. Joseph Harmon and Mr. Thomas Bisdale for Engaging.

The Equipping action team sponsored the second annual Vestry University at which nearly 200 people attended a series of workshops designed to assist congregations in a variety of ministry, governance and program areas. The event was held at St. Elizabeth's Church in Ridgewood.

The Empowering action team sponsored an August forum inviting people to share stories of their spiritual practice so that others might be empowered to become alive and confident in their faith.

The Engaging action team oversaw the applications and hearings resulting in recommendations for the the Alleluia Fund grants. It also considered ways to coordinate the various outreach ministries of the Diocese to bring more consistency and predictability to the respective efforts.

The Finance and Budget Committee of Diocesan Council met during the year and recommended a balanced budget for 2012. The committee hosted a budget review forum in October 2011.

Council accomplishments and actions during the year included:

- adopted the diocesan budget for recommendation to the 138th Annual Diocesan Convention
- reviewed and recommended eight medical health plans for 2012
- adopted a post-event supervision policy as requested by the Christian Formation Commission
- received and commended the report from the Congregational Loans and Grants Committee and the proposed Common Application process
- approved the name change to Garden State Episcopal CDC for the Jersey City Episcopal Community Development Corporation
- ratified grant recommendations from the ACTS/VIM Board, the Alleluia Fund Committee, the Congregational Vitality Fund and the Ward J. Herbert Fund Board, and loans from the Episcopal Capital Loan Fund (ECLF)
- approved the expenditure of \$27,000 from the Jersey City Funds to St. Paul's for the year 2011 to support the summer camp program, music education program and after school program.
- approved the expenditure of \$50,207 from the Jersey City Funds to Church of the Incarnation for the year 2011 for clergy support (\$20,000), Welcome Table Community Nourishment, (\$3,000), and music ministry, (\$27,207)
- approved the expenditure of \$86,000 from the Jersey City Funds to Grace Church Van Vorst for the year 2011 to support Godly Play/Story Haven (\$3,275), children's ministry (\$5,000), young adults (\$9,000), men's ministry (\$14,500), Breakfast Plus! (\$10,225), family seminars (\$4,500), small group ministry (\$3,500), family matters (\$6,000), ministerial staff (\$30,000).
- elected trustees to the Rutherford Senior Manor, Nutley Senior Manor and Hillsdale Senior Housing Corporation
- elected board members to Episcopal Community Development Corporation, Jersey City Episcopal Community Development Corporation and The Apostles' House
- tabled a proposal that would elect district representatives to Diocesan Council by the Diocesan Convention deputies
- approved the name change to the Marge Christie Fund for Congregational Vitality
- endorsed the strategic plan established by the Oasis after review by the Engaging action team

Minutes from the monthly meetings are posted at www.dioceseofnewark.org/dc.html.

Diocesan Council members were:

Elected by Districts

The Rev. Barrie Bates; Mr. Thomas Bisdale, Grace, Westwood; The Rev. Timothy Burger, All Saints', Glen Rock; Mr. T. Donald Cairns, St. Clement's, Hawthorne; The Rev. Deborah Drake, St. Agnes', Little Falls; Ms. Edith Gallimore, Trinity & St. Philip's Cathedral, Newark; Ms. Naomi Horsky, St. Gabriel's, Milton/Oak Ridge; Ms. Lorraine Jones, Epiphany, Orange; The Rev. Thomas J. Mathews, Jr., St. Luke's, Phillipsburg; Ms. Terrie McColl, All Saints', Leonia; The Rev. Vicki McGrath, All Saints', Millington; Ms. Barbara Piccirillo, St. Dunstan's, Succasunna; Ms. Martha Reiner, Grace, Nutley; The Rev. Jon Richardson, St. Paul's, Jersey City; The Rev. William Thiele, St. John's, Passaic; The Rev. Dean Weber, All Saints', Leonia; The Rev. Canon Dr. Sandye Wilson, St. Andrew & Holy Communion, South Orange; The Rev. Laurie Wurm, St. John's, Boonton

Bishop's Appointments

Ms. Gail Barkley, Trinity & St. Philip's Cathedral, Newark; The Rev. Joseph A. Harmon, Christ Church, East Orange; The Rev. Michael Allen, Trinity Church, Allendale; The Rev. Ginny Dinsmore, St. Dunstan's, Succasunna

Officers

The Rt. Rev. Mark M. Beckwith, *President*; Mr. Paul Shackford, *Treasurer*; Mr. Michael Francaviglia, *Secretary*

Diocesan Leadership Team

Ms. Kaileen Alston; The Rev. Canon Greg Jacobs; Ms. Kitty Kawecki; Ms. Kay Lark; Ms. Nina Nicholson

Chancellor

Diane Sammons, Esq., *Chancellor*

**EDUCATION for Every Member MINISTRY (E/M):
An effective tool for living into Christ's mission!**

The Education for Every Member Ministry was developed and is sustained by an accredited Episcopal seminary (Sewanee). **It prepares the Baptized for informed, compassionate, & justice-creating Ministry in the Diocese of Newark.**

In the Diocese of Newark, E/M supports and supplements the work of our many faithful congregations. Thanks to E/M priests to look out and see people understanding the lectionary readings and their sermons in a deeper and more profound way. It's encouraging for deacons to find members of their congregations equipped and eager to bring Christ to the poor and oppressed. Vestries will be delighted to have members who can think theologically about the changes and pressures that are affecting us all. Church School teachers gain knowledge and confidence to better inform the children and youth who represent our future. Currently, we have over 300 E/M trained ministers (both lay & ordained) serving throughout our Diocese. The Diocese enjoys this benefit in large part because we budget a modest \$1500 to E/M this past year, which covered all of the following: 1) prepare & maintain the training of 12 mentors; 2) support the work of our 2 Diocesan Coordinators, and 3) provide scholarships and reduced tuitions for over 50 current students.

Our support of E/M has enabled us to join cutting-edge Dioceses like Northern Michigan and Alaska, dioceses which have chosen to explore new models and methods of ministry in a changing world. E/M prepares our parishioners not to bemoan the lost of previous ways of being faithful; E/M prepares participants to be creative agents for change within their specific congregations.

We have 8 unique seminar groups led by 12 Mentors. Over 50 participants from all around our Diocese meet on a weekly basis to study scripture, church history and traditions, to engage in theological reflection, and to explore the significance of these teachings in our individual and collective lives.

In the early Church, Baptism was a bold counter-cultural choice involving years of training resulting in Christians who understood and practiced their faith with bold understanding. But when Christianity became the official religion of the empire, the Church gained thousands of new members yet lost the ethos of every member ministry in favor of highly educated clergy serving a spectator majority. The Dream of the Reformation was to restore understanding & ministry to us all. Today, clergy often beg their parishioners to read the Bible and discern God at work in the world about them, but it's hard to help them make it through the wilderness of Leviticus? How many parishes have the time and/or resources to prepare their laity to apply a sound understanding of the Scriptures to a rapidly changing modern world? E/M does this for congregational all around the world.

E/M provides the support, community, and tools for Christians like you and me to more fully appreciate and understand the Biblical Epic of Salvation, to discern the living God in fellowship and conversation, and to discover who God made us to be and why we're in the world in this time and place. Open to Christian adults at all levels of learning and faith development, E/M provides a safe, welcoming atmosphere to encourage learning and discussion about religious questions both timeless and modern.

If you're interest in becoming a Participant—or a Mentor—or would like to have a speaker visit your congregation, please contact:

The Rev'd Mark Waldon, Diocesan Co-Coordinator—973/595-0349– teach.efm@me.com

The Rev'd Joe Pickard, Diocesan Co-Coordinator – 201-288-0002 - vicar@saintjohnthedivine.com

or go to our new Diocesan Website for information, locations, and meeting times.

<http://efm.dioceseofnewark.org/>

The Rev'd Mark Waldon 1-15-12

ECW ANNUAL REPORT TO DIOCESAN CONVENTION - 2011

Our Board meetings in 2011 were held at Episcopal House, Newark in January, March, September and November. Our Annual meeting was held in May at Episcopal House. We continue to support the Diocese, Parishes, Province II, the National ECW Board and any special requests that come to us. Our Newsletter is published three times a year In October, March and June.

Our Annual Diocesan ECW Meeting and UTO Ingathering was held in May at Trinity & St. Philip's Cathedral with The Very Rev. Susan Keller, Dean of the Cathedral, as our guest speaker. We remembered the ECW women who passed away in 2011 through our Book of Remembrance during the Eucharist service. Once again we awarded the Mary G. Rankin Scholarships at this meeting who would be starting collage in the fall of 2011. Our host for the luncheon was the ECW of the Cathedra!.

North Porch continues to provide services to women with infants at the Newark, Paterson and Dover centers. This is accomplished through the generosity of parishes and Individuals who donate clothes, formula, baby food, diapers and financial contributions. The North Porch Board of Trustees greatly appreciates this support.

2011 was our 13th year for our annual "World of Women Honoring Program" held at Grace Church, Madison. Each Honoree was presented with a certificate and a pin by Bishop Beckwith. Grace Church hosted this event and we thank The Rev. Lauren Ackland and all those who helped with the luncheon. This was their first time hosting this event for the Diocesan ECW and did a great job. We look forward to 2012 and Grace Church being our host.

The Annual ECW Province II meeting was held at Stony Point Center, Stony Point, NY hosted by few Diocese of Central NY. Our delegates were Anna Byrne, Sue Bennett and Doris Mardirosian who will be the delegates at Triennial in 2012.

We are still looking for a President and Social Justice Chair. We are happy to say that at our Annual Meeting in May we elected Doris Mardirosian as Secretary and Sue Kynor as Church Periodical Club Chair. These positions were still open until May 2011 elections. We pray that the two positions still open will be filled in 2012.

We look forward to 2012 with hopes that we meet our goals and that God's Blessings will with us.

Faithfully, The Diocesan ECW Board

Jessie Wilkerson VP Program, Eleanor Howell VP Communications; Doris Mardirosian, Secretary; Sue Bennett, Treasurer; Anna Byrne UTO; The Rev. Cn. Margaret Otterburn, North Porch; Pearl Anderson, Outreach/Ecumenical Concerns; Sue Kynor, Church Periodical Club; Andrea Pieper, Handbook; Patricia Velasco, Newsletter; Grace Livingston, Registrar; Marge Christie & Doris Mardirosian, Past Presidents

EPISCOPAL COMMUNITY DEVELOPMENT CORPORATION 2011 Annual Report to the 138th Annual Diocesan Convention

Following a very busy and productive 2010, Episcopal Community Development, Inc.'s (ECD) 2011 can be best described as a year of IMPACT. ECD through its programs and services reached more individuals last year than in any single year in its 20 year history.

In 2011 ECD saw many of the initiatives for which it had sown the seeds in prior years take root and begin to flourish. Our *NSP (Neighborhood Stabilization Program)* has progressed steadily and today has just over 60 units of affordable housing in active development in the South Wards of Newark and the neighboring Irvington. When completed in 2013, our NSP program will have develop over

350 units of affordable housing throughout these communities, supplanting formally abandoned and dilapidated houses, which have been having a destabilizing effect on the community. These "new" units will provide safe, decent and affordable homes to over 800 individuals.

In an effort to prepare families to realize their dream of homeownership, we provided homebuyer education to 145 individuals from the Greater Newark area. These sessions equipped participants with the essential knowledge to insure that they are financially prepared to take on the responsibility of purchasing a home and navigating the complicated and at times precarious home buying process.

In March of 2009 ECD opened its *Clinton Hill Community Resource Center (CHCRC)* in Newark's South Ward. Since its opening a little less than three years ago the Center has served almost 10,000 individuals. The services provided cover a wide spectrum including direct service and referrals to needed social services and critical emergency assistance, job readiness workshops, employment referrals and summer camp and feeding programs for children. In addition to these, through our community engagement efforts, *CHCRC* has been instrumental in bringing about the formation of 12 block groups and a merchants association for area businesses. Most of them and other community based organizations routinely utilize the *CHCRC* facilities for meetings and other community events. *CHCRC* has truly established itself as an invaluable resource to residents.

But ECD's impact reaches well beyond its hub in Newark's South Ward and can be seen throughout the entire Diocese. For the past 3 years ECD, as a U.S. Department of Housing and Urban Development (HUD) approved housing counseling agency, has been the primary provider of foreclosure counseling and mediation services throughout much of the Diocese, under the *New Jersey State Foreclosure Mediation* program. In 2011 ECD assisted over 550 homeowners from throughout Essex, Bergen, Morris, Hudson, Passaic and Sussex Counties, who were at risk of losing their homes to foreclosure, attain "work outs" or modifications of their mortgages.

As ECD enters its third decade, we look to the future with great hope and enthusiasm that our best and most productive days are still ahead of us. The past two decades have seen the organization grow and reposition itself time and time again to better meet the needs of the most vulnerable resident of the Diocese. While the road has not always been easy and we undoubtedly face unknown challenges ahead, we will continue to meet them with the conviction of our mission to "rebuild neighborhoods to meet their greatest potential."

Board of Trustees: George Reeves, President; John G. Webb, III, Vice President; Mary E. Sunden, Treasurer; William Kibildis, Secretary; Michael James, Michael Sutcliffe, Thomas A. Bisdale, Jacquelyne Ceola and Richard Livingston.

Executive Director: Gerard M. Haizel

EPISCOPAL RELIEF & DEVELOPMENT
Healing a hurting world

Martha Gardner, Diocesan Coordinator mgardner25@comcast.net (973) 378-5938

Both you and your parish play a vital role in the work of Episcopal Relief & Development. With your help, Episcopal Relief and Development reaches over three million people in more than 40 countries around the world.

I am looking to recruit a parish liaison from every congregation. The role of the liaison would be to work with me to publicize the work of Episcopal Relief and Development. Please email me or call me if you are interested and/or would like more information!

As Episcopalians, we make a promise during our Baptismal Covenant to “seek and serve Christ in all persons, loving our neighbor as ourselves.” We’re sent into the world — as individuals and as a community of believers, in witness to God’s love. We are sent to serve as vehicles in God’s mission of reconciliation in the world. Loving our neighbor, serving all persons, fostering reconciliation -this is the most important work we’ll ever do in our lifetimes. (quoted from ERD website)

Episcopal Relief & Development assists congregations in living out their promises by engaging them in a partnership that reaches people in desperate need of help and hope. There are several resources that can assist you:

Plan an **Episcopal Relief & Development Sunday**. Congregations are invited to celebrate Episcopal Relief & Development Sunday on the first Sunday in Lent—**February 26, 2012**, or another convenient Sunday during the Lenten season. At the 2009 General Convention, Lent was officially designated as a time to encourage dioceses, congregations and individuals to remember and support the life-saving work of Episcopal Relief & Development. We invite all Episcopalians to join together on this Sunday, and throughout the Lenten season, to pray for those living in need. For more information, please visit <http://www.er-d.org/ERDSunday/>

The **2012 Lenten Meditation Guide** is now available. Free of charge, you only need to pay shipping – or it can be downloaded in English or Spanish for free. <http://www.er-d.org/Lent/>
In 2011, over 50 congregations in the diocese ordered 3500 guides in total.

Episcopal Relief and Development provides relief in times of **disaster** and promotes **sustainable development** by identifying and addressing the root causes of suffering.

- To read about ERD’s response to disasters in 2011 – in the United States, Japan and Haiti in particular – please download their report *Moving Forward: Disaster Response in 2011* <http://www.er-d.org/userfiles/2011DisasterResponse.pdf>
- To read about ERD’s work in sustainable development in more than 40 countries, please visit <http://www.er-d.org/WhatWeDo/>

Christian Formation Programs (<http://www.er-d.org/Formation/>)

- **The Abundant Life Garden Project** is an interactive, Scripture-based children’s curriculum offered to parishes, teachers, families and others who seek to share the ministry and work of Episcopal Relief & Development with elementary school-aged students. This flexible, low-cost program invites children to participate in our mission by exploring five thematic modules on Water, Seeds, Soil, Animals and Harvest. Appendices to the lesson modules offer additional options and tips to assist you in creating a program that best fits your needs.
- **Act Out: Empowering Youth to Heal a Hurting World** is an experiential educational program for middle and high school students that brings the needs and hopes of the world together with the lives of youth, in a context framed by liturgy and filled with prophetic stories of Scripture. Each of the three thematic modules (on Malaria, Clean Water and Sanitation, and Hunger and Economic Opportunity) is structured to conform to a 24-hour lock-in/retreat timeline, but is modifiable for other uses, such as weekly youth group meetings, camp programs or whatever else you can imagine!
- **Real Heroes versus Rita Mosquito: A Children's Program on Malaria** This new teaching tool will introduce children to malaria and how it’s prevented, and empower them to participate in the *NetsforLife*® Inspiration Fund. This fund is a church-wide campaign inspiring Episcopalians to help fight the spread of malaria by increasing awareness and raising \$5 million for *NetsforLife*®, a program partnership serving communities in 17 countries in sub-Saharan Africa.
- **Adult Education Discussion Guide** The purpose of this discussion guide, which is intended for parish adult forums and others, is threefold. First, we hope that the presentation and discussion it accompanies will be a source of information for parishes about the global problem of malaria. A second goal is to provide spiritual grounding for parishes as the Church seeks ways to fulfill our Baptismal Covenant promise to “seek and serve Christ in all persons, loving our neighbor as

ourselves.” Last but not least, our hope is that the discussion and guide will inspire parishes and individuals to take collective action and consider joining the national NetsforLife® Inspiration Fund.

The *NetsforLife*® Inspiration Fund is a grassroots effort to educate, engage, and unite Episcopalians to support the MDGs through the fight against malaria. The goal is to build awareness about this disease, how it can be prevented, and raise \$5 million by December 2012. The Alleluia Fund gave \$5000 to Nets for Life as part of its 2011 international outreach commitment. We hope to have a Nets for Life campaign in the diocese in the future. Stay tuned!

Order from *Gifts for Life*. Gifts for Life is a valuable way you can help Episcopal Relief & Development make a lasting difference in the lives of those in need. Your gift goes beyond giving, helping entire communities receive the essentials they need to pull themselves out of poverty – your gift saves lives. <http://www.er-d.org/GiftsForLife/>

Order **Bishops Blend** for yourself, for a gift or for your coffee hour! When you buy Bishops Blend, you are saving lives and transforming communities. In addition to helping Episcopal Relief & Development reach people in need, Bishops Blend is certified fair trade, organic and shade grown. This means that coffee and tea farmers are paid a fair living wage and gain access to affordable credit, and that the growing methods help protect the environment. By purchasing Bishops Blend, you also help small farmers build better lives for themselves and their families. <http://www.er-d.org/BishopsBlend/>

GARDEN STATE EPISCOPAL COMMUNITY DEVELOPMENT CORP.
(FORMALLY KNOWN AS JERSEY CITY EPISCOPAL COMMUNITY DEVELOPMENT CORP.)

“Our mission is to create healthy neighborhoods through neighborhood development initiatives that cultivate the resources of residents, businesses, government, and the faith-based community of serving those most vulnerable in our society.”

This past year has been an exciting year for Garden State Episcopal CDC. Because we have been expanding our service area beyond Jersey City, we are pleased to announce that our name has been changed to reflect this growth. We have been partnering with St. Peter’s Haven in Clifton in assisting their homeless families in their emergency shelter units in securing safe and decent permanent housing. In July we formed a partnership with PERC Homeless Shelter to assist with their new 8 unit permanent supportive housing program. We were able to provide the necessary Shelter Plus Care housing vouchers to this project that are crucial to the program being able to support the operating costs of the facility and the supportive service that we provide to the tenants. The PERC Homeless Shelter will become a program under Garden State Episcopal CDC this summer.

We completed the rehabilitation of 16 foreclosed units through our Neighborhood Stabilization Program. In November we completed the Van Brunt Homes project that are 5 two family homes for low and moderate income buyers. We dedicated this project to our Board Chair, Peter Van Brunt, who is also one of the founders of our organization.

Our Residential Intensive Support Team (RIST) supportive housing program also expanded in 2011 to house an additional 18 homeless individuals living with mental health disabilities. This program now houses 43 formally homeless individuals.

We successfully launched the Greenville Community Plan Initiative this fall supported by State of NJ Department of Community Affairs and the Wells Fargo Regional Foundation. This plan aims to work with the community beyond just housing issues. Once completed, this plan will leverage several million dollars of investment into the community.

During 2011, we received the Jersey City Green Award for our mixed use development project of 7 affordable for sale condominiums and 2000 square feet of affordable commercial space on Monticello

Avenue. We were also awarded \$100,000 from TD Bank Housing For Everyone Competition in November that will support the expansion of our Division of Housing & Community Development beyond Jersey City and \$75,000 from the Wells Fargo Housing Foundation that will expand our Neighborhood Stabilization Program.

This past December marks the beginning of our 25th year. Our organization started as a housing entity and 25 years later, has grown into a multi-faceted entity that serves over 2000 residents annually. To date we have provided a total of 367 units of decent safe affordable housing for low income renters and first time home buyers that include 159 units of permanent supportive housing that serves over 200 formerly homeless individual and families. We have provided job training and job placement assistance through our Customer Service Skills Center to over 850 unemployed individuals of which more than 550 have successfully gained long term employment. We have provided a myriad of social services to more than 1200 homeless individuals and have been able to assist more than half of them to secure permanent housing and 30% of them are now employed. We have prevented over 250 individuals and families from becoming homeless and we feed 150 families every month through our emergency food pantry.

HEATH VILLAGE REPORT 2012 Diocesan Convention

A non-profit subsidiary of **Heath Alliance for Care, Inc., Heath Village** is a full-service retirement community with no life care fees. Heath Village has provided seniors with superior retirement living for more than forty years. The multi-level care community offers independent living options in cottages, studios, one and two bedroom apartments and hotel-style studio units. The 40-bed residential health care center, **Mayflower House**, offers both private and semi-private rooms in a warm and gracious living environment. **The Clarence W. Sickles Health Care Center** is a New Jersey state-licensed, 99 bed facility offering comprehensive and professional nursing services for both temporary and extended stays. A broad spectrum of on-site rehabilitation therapy services are offered in the sub-acute care area, as well. They also operate **Canterbury Village**, an assisted living community located at 33 Mt. Pleasant Avenue in West Orange, NJ.

Heath Village is pleased with the accomplishments made during 2011. Our campus continues to be updated, renovated and expanded as opportunities present themselves. We continue to combine apartments to allow for more spacious accommodations.

Heath House continues to be the center of most of the activities, especially during the winter months. The lobby, club room, fitness center, bank, library, chapel, computer center, auditorium and dining areas offer residents a variety of venues to pursue their interests or to just socialize.

The Residents' Council is an active group of nine elected individuals who represent the population and act as liaisons between residents and administration. They encourage residents to get involved in the more than 30 groups/organizations that function in the Community and to offer new ideas and suggestions that would enhance life at Heath Village.

Heath Village is extremely progressive, innovative, and dedicated to furthering its mission of providing the best in services to its residents. We look forward to an excellent year in 2012. For additional information or for a tour of the facility, please call the Housing Services Department at **908-684-5009**, or visit our web site at www.heathvillage.com.

COMMISSION ON HISPANIC/LATINO MINISTRY REPORT TO CONVENTION JANUARY 2012

Thanks to the active participation and commitment of each one of The Commission Members, we were able to:

We held monthly meetings to support each other and to share our experiences in doing Hispanic Ministry.

We offered a workshop, introducing the Episcopal Church to a group of 50 people, mainly newcomers: History of the Episcopal Church, The Book of Common Prayer and some practices that show the peculiarity of our Tradition.

The workshop was held at Epiphany, Orange, from 9:00 AM to 3:00 PM Saturday, April 30

We kept the communication with The Rev. Anthony Gillen and The National Church regarding Hispanic Ministry.

We had a celebration of the Hispanic Heritage and the commemoration of the Martyrs of The University of El Salvador. 72 people attended the Mass and the dinner.

We plan to offer a workshop at Convention. It is a brief presentation about why and how to do Hispanic Ministry in our Diocese based on our own experiences. It will take place on Saturday, 28 at noon. We expect to motivate some Congregations to explore the possibility of doing Hispanic Ministry and, at the same time, we want to promote the idea of studying SSL (Spanish as a Second Language).

We appreciate Canon Jacobs unconditional support and his presence in our meetings through this past year.

Commission Members:

Ana Hernandez, Migdalia Santana, Leonor Molina-Hernandez, The Rev. John Habecker, The Rev. Rogelio Panton, The Rev. Rosa M. Brown-Autry, Eusebio Huerta, Miguel A. Hernandez (Secretary), Norman W. Espinoza (Treasurer), The Rev. Rubén D. Jurado (Chair).

THE HOUSE OF THE GOOD SHEPHERD

Report to Convention 2012

I am pleased to submit the Annual Report for The House of the Good Shepherd for the year of 2011, our 129th year of ministry, the past 45 of which have been in the Hackettstown community.

The House continues to provide independent living, assisted living, and skilled nursing care to persons of all faiths while maintaining its Episcopal roots. We are fortunate to have Reverend Jeanette Hile on staff. Her presence, Sunday religious services, and programming (including our very own chapel choir consisting of the singers among our residents) are prominent in ensuring our faith-based mission. Jeanette also offers ecumenical services focusing on healing and, a minimum of once each year conducts a service for residents who have lost loved ones. In addition, Jeanette visits hospitalized residents and represents The House at funerals.

This year we have seen a growth in our post-hospital care. The House is serving more patients with hospital stays who require rehabilitation. With reimbursement provided by Medicare, the focus of our staff is to ensure that patients return to their pre-hospital level of functioning. This service provides positive income that assists us in serving skilled nursing residents who are without funds and dependent on Medicaid. Another bonus of the Medicare program is from patients who decide to remain on campus and become residents of assisted or independent living.

We continue to see growth in direct admissions from the community to our assisted living areas. With just the right amount of supportive services, along with a wide variety of programming, residents of assisted living are thriving. Assisted living is another residence where recipients of Medicaid are served.

With independent living residents, we are now focusing on "aging-in-place". Residents are encouraged to remain as independent as possible with a la carte options for assistance with meals, housekeeping, and even medication administration. When absolutely necessary, assisted living and skilled care services remain available.

The board of trustees remains committed to ensuring that services will continue even after a resident's assets are depleted. The staff remains committed to ensuring each resident lives as vibrant a life as possible in the sunset years.

Deborah Beards, MA
Executive Director

REPORT OF THE BISHOP'S ADVISORY COMMITTEE ON HUMAN RESOURCES ISSUES 138th Convention of the Episcopal Diocese of Newark

This committee was formed at the request of Bishop Mark Beckwith in 2008, and serves as an advisory resource to the Bishop and other operational entities in the diocese. The purpose of the committee is to review all policies and procedures in the diocese and to make recommendations to Diocesan Council and/or Diocesan Convention to bring them into compliance with required practices of the Church and with "best practices" of non-profits.

The committee includes a breadth of experience in the Church, in non-profit human resource management and practices, and in large and small corporate environments. Four of our members are clergy serving large and small congregations [one of our ordained members resigned in November]. The committee held 10 meetings in 2011.

Among the accomplishments and activities during 2011 we include the following:

Denominational Health Plan (A177) & Lay Pension Plans (A138):

General Convention 2009 adopted two resolutions, and implementing canons, that have significant financial and benefit impact to our congregations and those who work for them. Both items must be implemented by January 1, 2013. The majority of the committee's time and energy this past year was regarding educational efforts for these two items. Beginning in late 2010 and continuing through the spring of 2011, the committee solicited input from every congregation in the diocese of their current employment and benefit practices. Responses were received from 51 congregations.

Lay Pension Provision – A138 :

This resolution and corresponding canon revision merely embodies in canon law a national requirement first approved in 1991 that calls for all lay employees of congregations, diocesan offices, organizations and agencies under the authority of the Episcopal Church who work 1,000 hours or more per year to be provided pension benefits by their church employer. Beginning January 1, 2013, these pension benefits must be provided through The Church Pension Group. The Committee hosted a variety of educational opportunities throughout 2011:

- 1) 3 workshops were presented at Diocesan Convention in January;
- 2) A conference for the Directors of PreSchools throughout the Diocese was held in May; the Rectors and Wardens of the sponsoring congregations were also urged to attend;
- 3) A Workshop for Wardens and Treasurers was offered in June;
- 4) Representatives of the Committee met with the clergy at their monthly district meetings in the spring and again in the fall;
- 5) Presented and discussed at Clergy Day in September;
- 6) Provided a workshop at Vestry University in October.

An implementing resolution and necessary canonical change will be presented at Diocesan Convention 2012.

Denominational Health Plan – A177:

This resolution and corresponding canon revision requires that health insurance benefits be provided to all church employees scheduled to work 1,500 hours or more per year and mandates that these health insurance benefits be equal for lay and ordained workers. Furthermore, the diocese is responsible for determining the minimum benefit that must be offered, though individual congregations or other employers

are free to offer more generous benefits as long as parity is maintained between ordained and lay workers. This new mandate also must be implemented by January 1, 2013.

This requirement was discussed at each of the venues cited above. The Committee used the input received through an extensive congregational survey requesting data on current employment benefit practice to craft a recommendation to the diocese, which was circulated in September. The feedback to that recommendation made it clear that more time was needed for the diocese to understand the requirement. Additionally, diocesan leadership requested that multiple options for implementing this mandate be provided and discussed. The Committee will host three sessions during March, 2012, to discuss these recommendations, forming the basis for the diocesan determination at the Special Convention scheduled for June 9, 2012.

Health Insurance Benefits for Diocesan Lay Staff Retirees:

The committee made recommendations for Diocesan Council approval to bring the health insurance benefits provided to retired Diocesan lay staff in line with the benefits now provided to retired clergy of the diocese.

Understanding Clergy Compensation – A Handbook for Wardens and Treasurers: The committee updated this resource, distributed copies at the Wardens and Treasurers Workshop, and posted it to the Diocesan website.

Compensation and Benefits: The committee reviewed and approved the recommendations for medical plans to be offered in 2012. The committee also updated the minimum clergy salary guidelines for 2013 to be considered at the 2012 convention. (The *Clergy Compensation report* will be a business agenda item during convention.)

Committee members: The Rev. Lauren Ackland, Grace, Madison; Mr. Hook Bailey, Christ Church, Short Hills; The Rev. Barrie Bates; Ms. Patty Bradley, Holy Trinity, Hillsdale; Ms. Charlotte Chappel, House of Prayer, Newark; Ms. Linda Curtiss, All Saints Hoboken; Ms. Lindsay McHugh, St. George's, Maplewood; The Rev. John Negrotto, retired (resigned in November); Mr. John Niles, St. Peter's Morristown; The Rev. Paul Olsson, St. Paul's, Morris Plains; Dr. Matthew Price, St. Stephen's, Millburn.
Staff: Mr. Michael Francaviglia; Ms. Leslie Thomas.

The committee couldn't do its work without the dedication of the staff of the diocese. Michael and Leslie are important members of the committee and provide invaluable input, guidance and support. Thank you, Michael and Leslie!

**JUBILEE MINISTRY
Report to Convention 2012**

Martha Gardner, Diocesan Jubilee Officer mgardner25@comcast.net 973-378-5938

The Jubilee Ministry mandate is to be a "ministry of joint discipleship in Christ with poor and oppressed people, wherever they are found, to meet basic human needs and to build a just society." This is at the heart of the mission of the church. These words are taken from the enabling Jubilee Ministry resolution, passed at the 1982 General Convention.

The role of Jubilee Ministry is to challenge and confront Episcopalians and others to understand the facts of poverty and injustice, encouraging them to take an active role in meeting the needs of the poor and in the struggles against the causes of such suffering.

What is the criteria for Jubilee Ministry recognition? (**There are lots of resources to assist you!**)

- Must be an Episcopal congregation, cluster or an ecumenical cluster with Episcopal presence, and/or an agency with connections to the Episcopal Church.

- Must be involved in mission and ministry among and with poor and oppressed people wherever they are located.
- The mission and ministry must be rooted in worship.
- The mission and ministry must include at least one human rights advocacy program and one human services program.

To date, the following have been designated as Jubilee Ministries in the Diocese of Newark:

Bayonne (Windmill Alliance), Belleville (Christ Episcopal Church Jubilee Center), Clifton (St. Peter's Haven), East Orange (Christ Episcopal Church), Hackensack (Christ Church Jubilee Center, Community Development Corporation), Hoboken (All Saints Episcopal Church Day School and Community Development Corporation), Newark (Apostles' House), Paterson (St. Paul's Jubilee Center) and Wantage (The Church of the Good Shepherd)

Please consider whether your congregation or organization should be designated as Jubilee Ministry! Visit <http://www.episcopalchurch.org/jubilee> to download the application or contact Martha Gardner, Diocesan Jubilee Officer, at mgardner25@comcast.net.

In 2011, the following two camps received \$1000 grants from Jubilee: Grace Church, Nutley - camp for children of incarcerated, and St. Paul's, Paterson - summer reading camp.

In addition, the diocese received two additional grants for work in 2012:

- \$1000 to work with the Diocesan Council's Empowering People Action Team to develop a strategy for integrating jubilee ministries into the mission of the diocese. A few regional gatherings around the diocese will be convened to tell congregations and others about Jubilee and encourage them to apply for designation. Also, the existing jubilee centers will be convened for an exchange of ideas and networking.
- \$5000 to work with congregations around the concept of ABCD (Asset Based Community Development) which is a methodology that seeks to uncover and utilize the strengths within communities as a means for sustainable development.

REPORT OF NAMASTE January 2012 Diocesan Convention

The calling of Namaste, our diocesan commission to promote anti-racism dialogue, is to create a sacred space for conversation grounded in respect, courage, and trust about the ways racism shapes and limits human experiences in the church and society. Our commission's name is inspired by Hindu culture embodying the spirit necessary to enter into anti-racism dialogue and the goal of respect for all of God's people. Namaste, in one word, declares that "the Christ in me affirms the Christ in you."

Here are some of our accomplishments in the year 2011:

We created multiple opportunities for dialogue by providing three 14-hour dialogue workshops in 2011 using the revised "Seeing the Face of God in Each Other" curriculum recommended and prepared by the national church. We welcomed two new facilitators: Gladys Hughes and Keith Kawecki. Facilitators continue to evaluate our presentations and strengthen their skills through discussion and reflections on our experience after each workshop. We worked with Kai Alston and presented two workshops for youth.

Diocesan Canon 2, Section 6 requires participation of clergy and elected lay leaders in the diocese. Every clergy person who has come into the diocese in the past 3 years has participated in the dialogues (or brought proof of participation in a similar program from another diocese). 38 people participated in dialogues in 2011. 9 youth and 4 adults participated in Anti-Racism dialogues designed for youth and young adults in February, 2011; 28 young people and 3 adults participated in a Train-the-Trainer weekend training for the Seeing the Face of God program designed for youth and young adults. These programs were organized by Kaileen Alston, missionary for youth and young adults and supported by NAMASTE.

We have accurate records of participation since 2009. There remain some for whom we have no record of participation in these dialogues or certification of having participated in similar workshops. We are working to address this issue.

We invite you to visit our website and view personal testimonies to the transformational power of the anti-racism dialogues. Participants often come to these dialogues with some trepidation, often with a resistance associated with being forced to engage in this work. Participants, however often report that they leave surprised, moved, and pleased about how the dialogues have increased their understanding and compassion.

Our budget is extremely modest (\$3000) and benefits greatly from our committed, engaged volunteer facilitators. By comparison, other dioceses allocate as much as \$20,000, utilizing professional trainers to conduct anti-racism dialogues.

Upcoming events and educational resources can be found on our diocesan webpage.

In 2012, Namaste will offer our standard 14-hour anti-racism dialogue on June 15-16 and another dialogue in November, open to anyone who wishes to explore issues of race in their lives, in addition to those clergy and elected lay leaders who are required to take part in the dialogues.

We are excited to launch our first C.A.R.E. (Continuing Anti Racism Education) event this year, an opportunity for those who have participated in dialogues to continue to unpack the impact and effects of racism. We invite you to Episcopal House on Wednesday evening, March 21, from 6-9pm for dinner, a chance to share personal experiences, an exercise in power analysis, and the exploration of next steps for dismantling racism in your context. We hope to offer these CARE sessions, possibly every three months, in different geographical regions in the diocese, in 2012.

Namaste also took its work into our congregations as Canon Sandye Wilson and Canon Greg Jacobs worked with Christ Church, East Orange on issues of diversity that contributed to the calling of their present rector.

The 2011 Diocesan Convention passed a resolution requesting Namaste submit to the 138th Annual Convention of the Diocese of Newark “a list of measurable criteria by which the effectiveness of the anti-racism dialogues and training may be evaluated and enhanced.”

Namaste’s goal continues to be the gradual transformation of the hearts and minds of individuals, the church, and the world, culminating in greater respect, understanding, and justice around issues of race. While the commission believes that the results of participation in the anti-racism dialogues are difficult to quantify, testimonies and evaluations submitted by those who have participated in the dialogues are one effective means of evaluating our work. In addition, we have initiated in past years or are in the process of implementing the following, both to provide useful tools in efforts to dismantle racism and to assess the usefulness of our work:

1. Participant evaluations
2. Participant testimonies
3. Follow-up with participants
4. CARE (Continuing Anti-Racism Education opportunities)
5. NAMASTE brochure and website.
6. Anti-racism and diversity dialogues in congregations
7. Monitoring and certification of participation in anti-racism dialogue

Thank you for this opportunity to serve.

Members of Namaste: Rosa Brown-Autry, Joseph Harmon, Gladys Hughes, Greg Jacobs, Keith Kaweck, Kitty Kaweck, Susan Keller, Allison Moore (Chair), Willie Smith, Sandye Wilson

NEWARK ACTS

“Day by day, as they spent much time together...they broke bread at home and ate their food with glad and generous hearts.” Acts 2:46

NEWARK ACTS seeks to nurture young adults to become community leaders with a heart for ministry, an understanding of the complexities of urban life, and a deep spirituality that integrates their desire to serve with a passion for justice and peace. This mission statement is the essential reason why Ashley, Chris, Courtney, Jamarr, Jania, Meg, Monica, Richard, Tatiana and Victoria accepted the call to join NEWARK ACTS.

We are blessed to have nine new interns and one returning intern join us to actively participate in social justice, while being fully participatory in a community service project living in a community based in a commitment to spiritual formation. Very much like our first eight interns this year's class is living into their commitment to seek and serve Christ in all whom they meet.

NEWARK ACTS has grown since its inception three years ago. We are well into our second program year and are accepting applications for our third year. We are hoping to grow by two more interns for 2012-2013 to make an even dozen. This may include up to three returning interns from this year's program to serve as peers and group leaders. This year Richard Hogue as served as our first Peer Minister for NEWARK ACTS we are blessed by his presence. Richard as been available to share his first year experiences living and working in the cities of Jersey City and Newark.

This year we have remained with the Seamen's Church Institute, All Saints' Episcopal Day School, St Philip's Academy, The Hoboken Jubilee Center, and Turning Point Community Services, Inc. We have added ministry partners with Hudson County Homemakers, The Youth Consultation Service, Integrity House, Newark, All Saints Parish, Hoboken and St John's Church Union City. These organizations provide work sites for each of our interns and the practicum and didactics they experiencing and receiving is invaluable.

Since September 2011 the Program Director has been meeting weekly with each house for a community meal. Each intern meets with a Spiritual Director and Mentor on a monthly basis. This year we have a more diverse group of interns from various Christian denominations. This diversity has offered more opportunity for the interns to express and explore theology and where God is calling them to be. We have one intern who has a completed post graduate studies and several who applied to further their education next year.

Last spring NEWARK ACTS joined each ESC Program in Boston for a nationwide gathering of all the interns serving in each program. The event was tremendous and exciting for each participant to share and there individual and collective experiences in a service program. The cacophony of sounds at each gathering was a Pentecost experience for all. We soon said good bye to our first eight interns and sent each out into the world from our Diocese at a celebration of Evensong at Trinity/St Philip's Cathedral on June 14th, 2011.

The legacy the NEWARK EIGHT left for this and each successive year is the thirst for knowledge and the desire to ACT into FAITH to serve communities and people who have been marginalized through neglect and in some cases the failure to respond to basic needs and services. This year's interns spent three days in November exploring who they are as servants and ministers to the people they serve. Each began a life long discernment of how to better this world. Formation is happening in all ten lives through interaction with their clients, in discussions with bishops, mayors, senators, business leaders and the people of our diocese.

The NEWARK ACTS Board of Directors met in March 2011 and set on a course of organization with governance and working committees. Each member of the board has made a personal commitment of time, talent and treasure to insure and sustain NEWARK ACTS into the years ahead. The potential for growth is boundless with great enthusiasm from many that are eager to serve and assist NEWARK ACTS. The board is filled with talented and committed volunteers who are leaders in our church and communities.

NEWARK ACTS has been instrumental in having our diocese appointed as a site for this year's Urban Pilgrimage (alternative spring break) by the Episcopal Peace Fellowship, (www.epfnational.org). Under the leadership of Richard Hogue our interns will be assisting eight college students as they explore community organizing in Essex and Hudson counties from March 16th – 21st, 2012.

Service is one of the most rewarding gifts of ministry and the work of NEWARK ACTS is a gift to all.

Respectfully submitted,
Reverend Deacon Erik Soldwedel, Program Director

Board of Directors:

Ms. Kaileen Alston, The Rt. Rev. Mark Beckwith, The Rev. Geoffrey Curtiss, President, Ms. Barbara Davey, Treasurer, Rev. Julian Eibin, The Rev. Miguelina Espinal Howell, Secretary, The Rev. Robert Hagler (OHC), The Rev. Canon Gregory Jacobs, The Very Rev. Susan Keller, Rev. Deacon Christine McCloud, The Rev. Megan Sanders, Vice President, Ms. Paige Sato, The Rev. Deacon Erik Soldwedel, Program Director

Interns:

Class of 2011-2012

Margaret Barry, Hoboken Jubilee Center, Jania Billups, Seamen's Church Institute, Tatiana Bien-Aime, All Saints' Episcopal Day School, Ashley Cadet, Integrity House, Christopher Fenner, YCS, Courtney Gaskins, Hudson County Homemakers, Richard Hogue, All Saints' Parish and St. John's Church, Jamarr Neyland, YCS, Victoria Shao, St Paul's Bergen/YCS, Monica Steans, St Philip's Academy/Turning Point Community Services, Inc.

Class of 2010-2011

Clare Boyd, St Philip's Academy, Anna Mellace, All Saints' Episcopal Day School, Alex McCartin, Christ Hospital, Alma Gast, Hoboken Jubilee Center, Richard Raye Hogue, Jr., Hoboken Shelter, Teresse Myers, Episcopal Community Development, Alyssum Roe, North Porch/Turning Point Community Services, Inc. Mark Sharrow

NORTH PORCH WOMEN & INFANTS' CENTERS

Report to the 138th Convention of the Episcopal Diocese of Newark

North Porch continues to supply those who come to our centers for emergency resources with sufficient items for a week's supply of items for their infants. We operate from our three centers: Newark, Paterson and Dover as well as our first satellite center in Hackettstown.

We have had several challenges this past year and have used them as opportunities to serve in better ways. At St. Paul's Paterson there was a need for us to move out of the space we were in. Moving large amounts of supplies is always challenging, especially in winter. But the new space we rent there is better in many ways and we have served an even larger number of needy families. In Newark we bade farewell to our Newark ACTS intern, the first coordinator at this site. We now have a local person who knows the people and the area and we now have a very busy site serving many families. As storage for our supplies is an ongoing need, we advertised this need. St John's, Dover, where we have our center offered to let us rent their former thrift shop space. We are in the process of moving our supplies into that space which will also accommodate our Dover center.

A new initiative for us is to open our first satellite center. This is at St James Church Hackettstown. Our Dover coordinator takes supplies there one day a week. It was a lovely feeling on our first morning to see six mothers with their infants all waiting to come in. We are hoping to open one or more satellite centers this year. We invite churches who are interested in such a partnership to contact us.

We feel blessed to be so well supported by our Bishop and other staff at Diocesan House. We are also blessed to be so generously supported by the many churches in the diocese. We have received

donations of money and supplies from many churches and groups. We are also so appreciative of the fact that when we ask for certain items such as diapers of specific sizes we receive them. Without the support of so many of you all, those of you from the diocese who are reading this and your fellow parishioners, we would not be able to continue to help so many needy mothers and their infants.

For more than twenty-five years the mission of North Porch Women & Infants' Centers has been to provide emergency aid to mothers and other caregivers and their infants. We are making changes in our management so that we can best serve those in need, and to this end in October we hired Jayne Murphy Morris as our part-time Program Director.

The Board is dedicated to serving our Lord, following his call to serve and as he reminds us in Matthew 25 "what you did for the least of these, you did for me."

God's blessings
Margaret+

The Rev. Margaret Otterburn, President, Board of Trustees
North Porch Women & Infants' Centers

PRISON MINISTRY

Report to Convention 2012

Organization

Committee Members: Brenda Beavers-Simpson, Chair; the Rev. Pamela Bakal, President; the Rev. Audrey Hasselbrook, Secretary; the Rev. Kathleen Ballard, Treasurer; Members: Saundra Addison-Britto, the Rev. Christian Carroll, Tim Evans, Paul Forste, Tom Fowler, Dorothy Fowlkes, Ruth Mayes, Jim McGreevey, the Rev. Liz Ostuni, Larry Ostuni, John Vine, Laura Wood.

The Prison Ministry Committee has regular meetings 11 months out of the year. To become a member of this committee, all one has to do is want to be active in Prison ministry, and attend as many meetings as possible. Meetings are on Friday afternoons or evenings, ordinarily in Newark. We are always glad to welcome interested visitors to our meetings.

Partnerships

A very important area of our work is partnering with organizations by supplying resources and volunteers. Prison Ministry's primary partner is OAR (Offender Aid and Restoration). We have several committee members who sit on OAR's Board of Trustees, and OAR's PATCH Committee. PATCH is the program that supports the children of men and women who are incarcerated. PATCH and Prison Ministry work together on the "Learning by Experience" program which takes place on Saturday mornings at the OAR office on Washington Street. This year, OAR honored the Rev. Pamela Bakal and Ms. Brenda Beavers Simpson for their faithful work on the OAR Board and on Prison Ministry.

The organization P.A.R.K.s gives our PATCH children an opportunity to come to Paterson and garden.

We are pleased that District 10 continues to support the programs of Prison Ministry as a District project.

Correctional Facilities

Essex County Correctional Facility offers an opportunity to bring the PATCH children to visit their parents. This year, the concert at the Hudson County Correctional Facility went from pod to pod. We were able to see many more of the women this way. The concert program offers the opportunity for choirs in the diocese to come sing for the inmates at Christmas time. Logan Hall is one of the recipients of our Christmas gift collection. Avenal was visited by members during Black History Month.

Prison Bible Study and Worship Services

The Bible Study at Northern State Prison this year focused on the Book of Acts. The average weekly attendance is about 12 men. The program is held Wednesday evenings, and a worship service with Holy Eucharist is held on the first Wednesday of the month.

Fundraising

There is always a heartwarming response from the diocesan parishes and organizations to the fundraising letter sent out in the Spring. Many respond generously to the cause of camperships and the Saturday Mentoring or “Learning by Experience” Program.

We were also able to raise enough money to give a small stipend to a PATCH program coordinator. The Diocese considers the work of the committee important, and kindly allocates funds for it on the general budget.

Pen pals

This continues to be an important ministry to the incarcerated. We fulfill Jesus’ imperative to visit those in prison by writing a letter. The letters are essentially pastoral visits. We maintain a post office box for the purpose of receiving and disbursing Pen-pal letters.

The pen pal web site has been changed to <http://dnmpenpal.wordpress.com>.) Its purpose is to facilitate connecting pen-pals with men and women who are in prison.

Networking

Members network with other prison ministry groups, including Integrity House.

We now have a presence on Facebook; “prison ministry NJ” please “like” us.

Restorative Justice Sunday

Restorative Justice Sunday was proclaimed to be the third Sunday of November each year at the 135th Convention of the Diocese of Newark. Many churches are switching to another Sunday in November due to the various holidays that month. The purpose is to raise public awareness of incarceration; to encourage congregations to explore the causes and consequences of crime; and to pray for solutions that are just for both victim and perpetrator. A bulletin insert and other materials were made available to parishes. This was our third year of getting the word out on this Sunday. Prison Ministry is able to provide speakers who have been in the system.

Children’s Programs

The “Learning by Experience Program”, on Saturday mornings meets at the OAR office on Washington Street in Newark. This program is supported by volunteers and transportation funding by the churches and organizations of the diocese. We interviewed for the position of coordinator for the Saturday Program and called Mr. Josiah Blackmon. He coordinates and teaches the program every other Saturday. A member of the diocese, Rita Sullivan, sends us stamped cards so that the children can send them to their parents. There are about 45 children involved in one way or another in our programs.

Job Training and Entrepreneur Program

This year Prison Ministry invested time and some money in Hydroponics and supporting motivated candidates in an entrepreneur program.

In-kind Gifts

Many parishes in the diocese respond to our request for Christmas gifts for children of incarcerated parents. We were able to serve families whose parents were primarily at the Essex County Jail, as well as Toler and Logan Halls, half-way houses in Newark, and families in a re-entry program.

Backpacks are put together in August for the children before they begin school.

We also collect personal care products which are distributed to the recently released.

Summer Campership

The children again attended the Salvation Army Camp, Camp Tecumseh, located in Hunterdon County. The camp is successful at coping with our children’s special needs. The Parishes in the diocese are critical

for supplying the money for this project. The parishes were also able to supply duffle bags and the necessary camp items for the children.

Faithfully Submitted: The Rev. Pamela Bakal, President

ST. PHILIP'S ACADEMY
Where Excellence Begins

St. Philip's Academy has continued to follow its mission for the year of 2011, providing a rigorous, academic education to elementary and middle school children of the city of Newark and its environs. Our students come from disadvantaged communities, including Newark, East Orange, and Irvington, in which more than 45% of children fall below the federal poverty line, which is about \$22,050 for a family of four. For 2011-12, our students from disadvantaged communities total 242, or 72% of our total enrollment (335). In 2010-11 we awarded \$1,177,251 in financial aid above the 55% tuition subsidy that all of our students receive, and we anticipate awarding at least \$1,250,000 in addition to the subsidy for the 2011-12 school year. All financial aid comes from gifts and grants contributed by supporters of the School who share our mission.

The value of a St. Philip's Academy education is partially evident through the many selective secondary schools our eighth grade graduates attend. In spring 2011, students were accepted and received need-based funding at schools including Kent and Taft in CT, Brooks in MA, St. Andrew's in DE, as well as The Hun School in Princeton, Purnell, and Newark Academy in NJ. 90% of St. Philip's graduates matriculate at four year colleges. With the continued support of congregations and community members, St. Philip's has been able to provide the resources to families and students which make offering an extraordinary education to Newark children possible. Our supporters have also made a few other highlights a reality in the past year.

St. Philip's continues to be firm in its support of students' need for financial aid, even in trying and uncertain economic times. This fact is perhaps best illustrated by a few words from a parent:

"When our financial life was suddenly turned upside-down, we were pleasantly surprised by the support we got from St. Philip's. We were not forced to sacrifice our children's education by removing them from the school and the relationships they had built there. We are forever indebted to St. Philip's and its leaders because they have provided our family with the opportunity to propel our children towards a bright future, despite our financial adversity. As a result of the generosity of St. Philip's donors, our daughter is now securely pursuing her education at one of the best high schools in the country. Clearly, St. Philip's is more than just a school to us. It is a family that has been there for us in a time of need. We will always love and support the mission of St. Philip's Academy."

St. Philip's Academy has also recently paid off its mortgage on the new \$22 million facility at 342 Central Avenue. This was made possible in only a few short years thanks to the generosity of our supporters. St. Philip's continues to look forward to a bright future for the students it serves, especially now that it owns outright an amazing facility that has only increased our capacity for transforming lives in the coming years. Thank you for your continued support and we look forward to meeting with you at the upcoming diocesan convention.

Thomas Hooper
Chief Advancement Officer

SENIOR MINISTRIES 2011

The mission of Senior Ministries is to help the diocese and its congregations establish ministries which both celebrate the involvement of seniors in congregational life and respond to senior needs.

- Monthly meetings except in August, usually the third Wednesday of the month from 2-4 p.m. Let us know if you would like to come to a meeting.
- Honored 64 seniors from 40 parishes at the 15th annual David P. Hegg II Lifetime Achievement Awards Evensong at St. Peter's Morristown with 425 in attendance. Kudos to Randy Johnson for special help. See honoree photos with Bishop Beckwith at www.dioceseofnewark.org/seniors, News & Media, Photos (Picasa).
- Evensong plate offering of \$2,025 given to two diocesan adult day cares: Shepherd's Haven, Pompton Lakes and Senior Resource Center, Church of the Messiah, Chester.
- Save the Date! Evensong June 3, 2012 at Christ Church, Short Hills.
- Convention 2011 workshop. "Options for Senior Support: Where do we start?" will be offered again at convention 2012 by popular demand.
- "Successful Aging" workshop April 9, 2011 at St. Luke's, Montclair. Four speakers covering: Planning, Advance Directives, Long Term Care, Medicare and Medicaid, and Safe Living.
- Fall workshops on "Medicare" held at Church of the Saviour, Denville, Episcopal House, Newark and St. Martin's, Maywood.
- Distribution of wallet-size Hospital Emergency cards. See web site for instructions on reproduction.
- Extensive revision and reformatting of web site which remains always a work in progress. Kudos to staff member, Nina Nicholson.
- Bylaws revision completed.

Senior Ministries 2012

- **NEW: Reach us by Email at seniors@dionewark.org, to request a workshop or program.**
- Help us to build a FAQ (Frequently Asked Questions) list by replying to seniors@dionewark.org.
- Upcoming programs on: health and health insurance; driving and when to stop; senior-proofing your living quarters; aids for handicapped travelers; care giving issues; advance directives; end of life issues including hospice.

2011 Senior Ministries board members: Gail Barkley, Scott Bennett, Patsy Brooks, Dorothy Fowlkes, Marymae Henley, Hope Lampe (chair), Diane Mayo, The Rev. Oscar Mockridge III, Patricia Moulton, Michael Otterburn (vice-chair), Martha Reiner (secretary), Emily Rennie, Joan Smart, Tricia Smythe, and Patty Watts.

STANDING COMMITTEE - EPISCOPAL DIOCESE OF NEWARK SUMMARY OF ACTIONS FOR 2011

Among the Standing Committee's duties are the consent to the elections of Bishops, candidates for Holy Orders and review and approval of property issues under its purview. The follow is a list of actions taken during 2011.

January 2011

The following consents to the election for Bishop were approved:

- The Reverend Dr. R. William Franklin, Diocese of Western New York

- The Reverend Rayford J. Ray, Diocese of Northern Michigan
- The Very Reverend Martin S. Field, Diocese of West Missouri

Property:

- St. Gregory's, Parsippany was granted permission to lease its Sunday School rooms to a Pre-school.

February 2011

The Nominating Committee presented the following slate of officers:

Cathy Deats for President and Pat Yankus for Secretary.

The nominations were approved unanimously.

Thanks were expressed to Patrice Henderson for serving as President the previous year.

Property: Standing Committee granted approval of the sale of 19 Preston Drive, Irvington.

March 2011

No actions taken

April 2011

The following consent to the election for Bishop was approved:

George Dibrell Young, III, Diocese of East Tennessee

Consent to hold elections:

The Election of a Bishop Coadjutor, Diocese of New York

The Election of a Bishop Suffragan, Diocese of Virginia

May 2011

Property:

- St. Elizabeth's, Ridgewood was granted permission to pursue the sale of property received as a bequest.
- Christ Church, Bloomfield/Glen Ridge was granted permission to pursue the sale of the property received as a bequest.

June 2011

Mutual Ministry Review facilitated by The Reverend Gay Jennings.

Property:

- St. Mary's, Belvedere was granted permission to lease a house they own for one year
- Christ Church, Short Hills, was granted permission to lease their classrooms to The Winston School.

Consent to hold election:

Diocese of Haiti to elect a Suffragan bishop

September 2011

Property: St. Dunstan's, Succasunna, was granted permission to lease their classrooms to the nursery School at St. Dunstan's.

Consent to Hold Election: Diocese of New Hampshire – Bishop Coadjutor

The following consents to the elections for Bishop were approved:

The Reverend Mariann Budde, Bishop of Washington

The Reverend J. Scott Barker, Bishop of Nebraska

Accepted as a member of the Clergy in the Diocese of Newark: The Reverend Manoj Zacharia

Approved for Ordination to the Priesthood: The Reverend Beth Rauen Sciaino

Accepted as Candidates for the ordination to the Priesthood:

Christine Pae, Postulant

Rodrigo Perez-Vega, Postulant

Diana Wilcox, Postulant

October 2011

Property: St. Elizabeth's, Ridgewood, was granted permission to sell the property received from a bequest.

November 2011

The following consent to the election for Bishop was approved:

The Right Reverend John McKee Sloan, Bishop Diocesan of Alabama.

Appointment approved:

Ford Livengood Esq., as Church Attorney

December 2011

Property: Christ Church, Hackensack was granted permission to lease their rectory.

Report of the State Of Congregations and Clergy In The Diocese Of Newark For The Year 2011

During the year 2011, the Diocese was engaged in several efforts to explore how we might begin to incarnate our mission statement in the lives and ministry of our congregations and its people. In our conversations with clergy and congregations primarily through the Diocesan Council-sponsored Listening Campaign, we have learned that the Diocese can no longer function solely as a Transactional Organization that operates under the principle of "We give you this and in return, you give us that."

Rather, we must seek to become the Transformational/Incarnational Church guided by God's desire that "All that we do is understood to incarnate Christ and to transform lives, congregations, and organizations". So we embrace the reality of the Incarnated Church: adaptive, transformational, relational, passionate, and rooted in its own unique context.

In order to live into this emerging paradigm, we recognize that our own "culture" - "how we live and move and have our being" must change. This will mean:

- Embodying the relational in all that we do so that we embody a community organizing/collaborative/cooperative ("Together, we can") culture in congregational and diocesan life.
- Changing the cultures in our congregations from maintenance-minded to mission-minded, embodying our vision of "Stepping Out In Audacious Faith"
- Congregations living into God's promise of abundance as "Communities gathered in Christ", not simply as institutions trying to survive.
- Focusing on congregational identity by discerning answers to these questions: "Why do we come here?" "What brings us together?" "What is God calling us to be?"
- Promoting affinity groupings-encouraging the discovering of commonalities among groups of clergy and congregations that bring us together to explore mission/ministry possibilities and capacity building.
- Creating clear expectations of clergy and congregations, encouraging both to be "subversive agents" of the gospel of transformation.
- Worship/ liturgical renewal and re-imagination while continuing to embrace the best of our Anglican traditions.

So where did our Diocese engage the Spirit and the challenges of the Emerging Church during this past year?

- **Birthing New Ministries Conversation:** A group of diocesan leaders who engage in vocation and ministry discernment met several times to explore and discuss new and alternative models of clergy ministry for the 21st century church-bi-vocational, entrepreneurial, tent-maker, community organizer--as well as expectations for training, education, and deployment of clergy.
- **Listening Campaign** conducted by the Engaging the World Action Group of Diocesan Council concluded its work and shared its findings about what our people are saying/experiencing as congregations in this Diocese in a series of community gatherings. This action group is tasked with supporting and developing programs that assist congregations to connect with communities here and abroad.
- **Equipping Congregations Action Group of Diocesan Council**-Developed and oversaw the Diocesan Covenant; Planned and presented the Vestry University for the second year; provided resources and programs for congregational growth and development
- **Empowering People Action Group of Diocesan Council**- Provided opportunities for congregations and individuals to discern their mission and ministry calling through gatherings that offered a chance to share stories and best practices in our congregations.
- **Loans & Grants Working Group:** Developed a plan to make the congregational application and administration processes for grants and loans more accessible and user-friendly for congregations.
- **Transition Ministry Clergy**- Gathering of priests-in-charge and interims who discuss mission and ministry strategies for congregations in transition.
- **Fresh Start** - New clergy meet monthly to explore and discuss the challenges of congregational ministry.
- **Young Clergy Group** -An affinity group of clergy under the age of 35 that meets regularly with the Bishop to discuss issues arising in the emerging church.
- **Congregational Strategy Group** -Clergy and lay leaders gathered to examine the viability of the diocesan district structure, learn about ministry strategies at Redeemer Presbyterian Church, and coordinate community organizing initiatives and children's issues in our congregations.
- **Congregational Vitality Grants Committee**- In its first year of operation, this committee oversaw the awarding of 11 Marge Christie Congregational Vitality grants totaling \$25,000, designed to help congregations initiate new ministries within their communities.

Ministry Closings and New Ministries

- **All Saints Church, Bergenfield.** In June, the congregation of All Saints Church in Bergenfield celebrated the ending of its 104 years of faithful ministry to the Diocese. However, its closing has created the opportunity for St. Peter's Korean Episcopal Church to relocate its ministry from North Bergen to the former All Saints site. St. Peter's new and expanded ministry represents at once both a continuation and a new direction for Episcopal ministry in Bergenfield.
- **St. John's Church, Union City.** The leadership of St. John's Church agreed in June to relinquish its parish status in order to become an Incorporated Mission of the Diocese of Newark. This change in congregational status facilitated the creation of a new ministry partnership involving St. John's, the congregation of All Saints Church, Hoboken and the NEWARK ACTS urban intern program.

Ministry Transitions

During the year 2011, the following clergy ministry transitions took place:

Clergy Arrivals

St. Stephen, Millburn: Sheelagh Clarke, Rector
St. Paul's & Resurrection, Wood-Ridge: Manoj Zachariah, Rector
St. Mark's, Teaneck: Valerie Bailey Fischer, Rector
Grace Church, Union City: Arthur "Guy" Fouts, Interim

St. Mary, Sparta: Carol Gadsden, Rector
 Annunciation, Oradell: Archie Palmer, Interim
 St. Clement, Hawthorne: Susan Schink, Priest In Charge
 Calvary Church, Summit: Matthew Corkern, Rector
 Redeemer, Morristown: Cynthia Black, Rector
 St. Paul, Chatham: Mary Davis, Rector
 Christ Church, East Orange: Joseph Harmon, Rector
 Grace Church, Rutherford: Robert Browning, Priest In Charge
 St. Mark's Church, Mendham: Charles Rice, Priest In Charge
 Grace Church, Madison: Thomas Murphy, Associate
 Grace Church, Newark: Brent Bates, Rector
 Christ Church, Ridgewood: Michelle White, Associate
 St. Elizabeth's, Ridgewood: Cathy Quinn, Associate
 Trinity Church & Calvary Church, Bayonne: Rose Hassan, Associate
 Christ Church, Teaneck: Reggie Nuamah, Interim
 Christ Church, Short Hills: Timothy Mulder, Priest In Charge
 Trinity Church & Calvary Church, Bayonne: Gregory Perez, Priest In Charge
 Church of the Saviour, Denville: Nicholas Lannon, Priest In Charge
 Church of Our Saviour, Secaucus: Barbara Lewis, Priest In Charge

Clergy Departures

St. Mary's Church, Sparta: Orion Davis, Rector
 St. Michael's Church, Wayne: John & Ellen Donnelly, Co-Rectors
 Christ Church, East Orange: William Guthrie, Rector
 St. Paul's & Resurrection Church, Wood-Ridge: Jacob David, Rector
 Grace Church, Madison: Scot McComas, Curate
 Church of the Redeemer, Morristown: Lisa Green, Interim
 St. Stephen's, Millburn: Cooper Conway, Interim
 Church of the Incarnation, Jersey City: Joseph Harmon, Priest in Charge
 St. Thomas Church, Vernon: Robert Solon, Vicar
 St. Peter's Church, Washington: Robert Christie Troutman, Rector
 Church of the Saviour, Denville: Matthew Engleby, Priest In Charge
 Christ Church, Teaneck: Reggie Nuamah, Interim
 Christ Church, Short Hills: Susan Schink, Interim Associate
 Trinity Church, Kearny: Rose Hassan, Vicar
 Grace Church, Jersey City: Nicholas Lannon, Associate
 Church of the Good Shepherd, Wantage: Fain Webb, Vicar
 Church of the Annunciation, Oradell: J. Barrington Bates, Rector

TRUSTEES OF THE EPISCOPAL FUND AND DIOCESAN PROPERTIES-2011 Overview of Trustee Operations-2011

The Trustees met formally four times in 2011 (March, June, September, and December) to address issues and review reports from Diocesan Staff related to the assets and properties under their supervision. In addition, a number of special meetings were held to address similar issues related to the review and reorganization of various endowment funds under the care of the Trustees and to address property matters. Between regular and specially called meetings, the Officers met frequently by phone, in person, or by e-mail, as did subcommittees of the Trustees to monitor progress on projects and to attend to matters primarily related to the maintenance and sale of real estate. All Trustees collectively met in special work sessions between the regularly scheduled quarterly meetings to consider specific projects and concerns.

The Trustees welcomed three newly elected Trustees: the Rev. Fairburn Powers of, St. Agnes, Little Falls, R, John Cooper, Esquire of Christ Church, Short Hills and Carol Harrison-Arnold of Church of the Incarnation, Jersey City.

Endowment and Custodial Management of Funds by the Trustees

The Trustees are custodians for, and manage, funds which fall into three major categories:

1. The endowment of the Diocese (unrestricted funds given or left to the Diocese), the income from which by long-standing convention mandate is used “to support the episcopate of the Diocese” (e.g., operating budget, if necessary, or specific programs);
2. Undesignated funds, the income from which can be used discretionarily by the Trustees (for example, to make repairs at Episcopal House); and
3. Designated funds held for the benefit of the Diocese, congregations, or other ecclesiastical institutions, for which the Trustees serve merely as custodians.

As part of the Trustees’ responsibility to manage various assets for the Diocese and its member churches and organizations, the Trustees continued a number of long term projects during the 2011 calendar year including:

- Endowment and Fund Analysis and Consolidation: The Trustees substantially completed a multi-year review and reorganization of all fund accounts under their care as custodians. This included funds held for the use of the Trustees, the Office of the Bishop and the Council as well as funds held by the Trustees for other organizations related to the Diocese and some of its member churches. Management and oversight of these funds is one of the core responsibilities of the Trustees. Our review has allowed us to have a better understanding of the legal and permissible use of these various funds and to insure that allowable distributions were being made to the correct institutions of the Diocese. This multi-year effort has also allowed for the consolidation of various disparate funds that at one point numbered in excess of 270 individual funds into a more manageable number that allows for better oversight by the Trustees and easier management by the Diocesan Staff. The Trustees express their thanks to Linda Curtiss, the former Chief Financial Officer, and to Vice Chancellor Allison Garde for their efforts in bringing this review to closure. The Trustees are in the final stages of documenting the results of this review for future use by the Trustees, staff, and auditors.
- Coordination with the Diocesan Investment Trust. As the largest shareholder in the Diocesan Investment Trust, the Trustees of the Diocese take an active role in coordination of investments with the DIT. The completion of the Endowment review has allowed the Diocesan Trustees and the Trustees of the DIT to consider changes to the manner in which investments are managed with TIAA-CREFF as the fund manager. Further discussions and coordination between the two bodies will continue in 2012. One of the Diocesan Trustees, the Rev. Lauren Acklund also serves as Trustees of the DIT.

Audits of Trustee assets for the 2010 fiscal year were received, reviewed, and approved as submitted by the audit firm of O’Connor Davies.

The Trustees provide support for various institutions of the Diocese from two separate groups of funds:

- Trustees Unrestricted Accounts: The Trustees provide funding for Diocesan projects, commitments, and responsibilities from the income of a series of unrestricted funds that as of September 30, 2011, had a combined value of approximately \$3.4 million dollars. The Trustees provide funding for the preservation of the assets under their care as well as provide support for the Diocesan operating Budget. In the fiscal year 2012, the Trustees will provide approximately \$110,000 in support to the Diocesan operating budget through direct contributions and the payment of the salary and benefits package for the salary expense related to property management.
- Trustee’s Restricted Accounts: A second series of accounts are held by the Trustees as custodians for other Diocesan entities. As of September 30, 2011, the restricted accounts held by the Trustees were valued at approximately \$4.4 million dollars. From these accounts the Trustees provided funding for a variety of

institutions including:

The Bishop's Church Extension Fund
The Bishop's Supplementary Fund
Crossroads Camp
Theological Education
Outreach Activities
Maintenance and operating budget of Episcopal House
Ministry in the Oranges – to name but a few.

The Trustees also hold funds for a number of churches in the Diocese, both Parishes and Missions, and, during the course of 2011, have considered and approved a number of requests for distributions from these funds for churches in Jersey City, Woodbridge, Hope, Union City, and Kearny to name a few. Significant among the assets held by the Trustees are the various funds held for ministry in Jersey City, which as of September 30, 2011, had an approximate value of \$3.5 million dollars.

The Trustees also act as the custodians for various dedicated funds such as the Marge Christie Fund, the New Ministry Initiative Fund, the Lay Pension Fund to name a few. These assets have a combined value as of September 30, 2011 of approximately \$2.3 million dollars with income used to fund and support various initiatives under the supervision of the Diocesan Council and other Diocesan Entities.

Management of Real Estate

- Categories: The Trustees hold title to the following four categories of property:
 1. Real property of the Diocese (e.g., the Bishop's house in South Orange and Episcopal House at 31 Mulberry Street, Newark).
 2. Aided parishes while they remain in that status.
 3. Mission parishes formerly under the management of the later disbanded Department of Missions.
 4. Real property and proceeds from the sale of the property of extinct parishes (N.J.S.A. 16:12-16).

- Property Management: During 2011, the Trustees continued to work closely with James Caputo, the Diocesan Property Manager, to address concerns on properties under their oversight, including Mission Church and closed church properties. During the year 2011, the Trustees spent approximately \$115,000 on various projects related to the management and maintenance of properties under their care and in fees expended for the disposition of surplus assets.

- Sale of Property: During the year 2011, surplus church property located in Livingston, New Jersey was sold for \$35,000 and the proceeds distributed after reimbursement of expenses to various funds pursuant to the asset distribution policy.

Additional properties are on the market, including the former Trinity Church in Irvington. Sale of properties has been difficult because those few that are under present consideration for sale have had either time-consuming legal encumbrances or unqualified prospective buyers.

The Trustees continued to deal with issues involving the attempted condemnation by the New Jersey School's Construction Authority of the property on Cator Avenue in Jersey City, acquired some years ago as part of the Jersey City initiative. The Trustees are attempting to resolve various issues with the State so that the property can be sold and the proceeds redirected for other uses in Jersey City. The Trustees are entering into a Joint Venture with Jersey City Episcopal Community Development in an attempt to expedite the disposition of this property.

The Trustees also continue to deal with issues associated with the former St. John's Jersey City property and are attempting to resolve issues there in an effort to redevelop the property for productive use.

The Trustees continue to manage and maintain the former St. Mark's property in West Orange, including the cemetery located in Orange.

St. Gabriel's, Milton Oak Ridge - The Trustees litigated and resolved a tax appeal in the Tax Court of New Jersey involving the tax exempt status of this mission church property resulting in the return of previously paid property taxes of approximately \$30,000.00.

Episcopal House: The Trustees approved the rental of excess space at Episcopal House to the Sadie Nash Foundation with proceeds added to the Diocesan operating Budget. Additional opportunities for the rental of excess space at Episcopal House are being explored through the use of retained real estate brokers.

Congregational Issues: The Trustees have been actively involved in several congregational initiatives undertaken in 2011.

First the Trustees have provided assistance for the move of the St. Peters' Korean Episcopal Church from their prior home in North Bergen to the former All Saints Bergenfield location. The property in North Bergen is now on the market for disposition.

Second, the Trustees have been involved along with the Standing Committee and Office of the Bishop in the efforts by Christ Church, Belleville and St. Peter's Clifton to consolidate. The Trustees have assumed responsibility for the maintenance and operation of the Christ Church Bellville cemetery.

A WORD OF THANKS

In March, the Trustees accepted with regret the resignation of Carlotta Budd, of Grace Church, Madison. Ms. Budd has served as a Trustee for some twenty-two years, including a term as President. Her wisdom as an attorney specializing in real estate and real property matters has proven invaluable to the Trustees in countless ways and her presence will be missed.

Respectfully submitted, John C. Garde, President
December 31, 2011

THE UNION OF BLACK EPISCOPALIANS "PRACTICING OUR FAITH: RECONCILING GOD'S PEOPLE"

OPENING:

Bishop Beckwith, visiting clergy, respected clergy of the diocese of Newark, delegates, fellow Episcopalians, friends.

I have once more been graced with the opportunity to report to this august body on the activities of the Union of Black Episcopalians, Newark Chapter.

STRUCTURE:

Aubrey V. Thompson – President
Sheila Barcus – Vice President
Bob Simmons- Treasurer
A. Lorraine Jones-Secretary.

Our chapter is one of ten that comprise the Northeast Region. Our Regional Director is Ms. Jackie King. The chapter meets on the fourth Monday of every month at Cathedral House, 24 Rector Street. During the months of July and August the chapter takes a summer hiatus.

ACTIVITIES:

Chapter:

Our chapter in the midst of a reorganization and is blessed to have a cadre of new members who have brought a renewed energy to the chapter.

Absalom Jones Service:

On February 13th we hosted our diocesan wide Absalom Jones service. Our guest preacher was the Rev. Dr. Renee McKenzie and the celebrant, the Rt. Rev. Mark Beckwith, our diocesan bishop.

Bishop's Visit:

On May 23rd we were honored to have Bishop Beckwith visit our chapter where we had the opportunity of mutually sharing our hopes and plans for the future of the diocese and how best we could work collaboratively.

Annual Scholarship Awards Banquet:

On June 10, we had our 6th Annual Scholarship Awards Banquet. More than 100 patrons joined us at the elegant Mayfair Farms in Orange NJ as we celebrated the young people in our midst and awarded monetary scholarships to five deserving high school graduates. Over the years, the chapter has awarded more than \$27,000 in scholarships.

First Annual Clara Horsley Awards Breakfast:

On September 24, over 120 persons fellowshiped with the chapter at the Chandelier in Belleville NJ as we launched our first Annual Clara Horsley Leadership Awards Breakfast in honor of Clara Horsley, one of our founding leaders. Clara was someone who epitomized leadership in our diocese, our chapter and the community at large. The keynote speaker for this event was the Rev. C. David Williams, former Dean of the cathedral and former National President of the Union of Black Episcopalians.

REGIONAL

Our Regional Conference was held on April 30th and was hosted by Grace Episcopal Church in Jamaica New York. Over 160 delegates and supporters attended this conference with Professor Charles Ogletree as the keynote speaker.

NATIONAL:

This year's National Conference was held in Norfolk Virginia from June 27th to July 1st.

The theme adopted at the conference for the new year is **"Practicing our Faith: Reconciling God's People."**

ACCOMPLISHMENTS:

Our chapter has continued to grow. The year 2012 will be particularly challenging for the chapter as we have added a few activities to our traditional set.

This year we were able to get the Rev. Dr. Martini Shaw, rector of St. Thomas Episcopal Church in Philadelphia, PA (The Church of Absalom Jones) to be our guest preacher at our annual Absalom Jones service.

In April we will be hosting the Northeast regional conference of the Union of Black Episcopalians. The bar has been set very high at the past two conferences so we will be working overtime to ensure that we maintain the high standard set.

UPCOMING EVENTS:

- | | |
|---|---|
| • Sunday February 12, 2012 | Annual Absalom Jones Service |
| • Saturday April 28, 2012 | Northeast Regional Conference |
| • Saturday May 19, 2012 | Annual Card Party |
| • Friday June 15, 2012 | 7 th Annual Scholarship Banquet and Dance |
| • Monday July 2 nd –Tues, July 3, 2012 | 45 th Annual Meeting & Conference |
| • Saturday Sept 22, 2012 | 2 nd Annual Clara Horsley Awards Breakfast |

ACKNOWLEDGEMENTS:

Thanks to the many members of the diocese particularly the Dean and members of Trinity and St. Philip's Cathedral for your undying support over the years. We hope that you will continue to support our future endeavors as we continue to be a beacon in this world we live in.

Respectfully submitted,

Aubrey V. Thompson
President

UNITED THANK OFFERING INGATHERING

Report to Convention 2012

I would like to report that 49 parishes participated in the Fall and Spring Ingatherings, although only 47 are listed here (the identity of the other two are not known; if you sent a donation directly into the national office and are not listed below let me know). The total sent to DFMS was \$15,701.19.

Sharing your thankfulness with prayer and coins in the Blue Box is helping many people in need throughout the world. My heart is very thankful for all of you.

The following churches participated:

Bayonne, Calvary	Millington, All Saints'
Bayonne, Trinity	Milton/Oak Ridge, St. Gabriel's
Boonton, St. John's	Montvale, St. Paul's
Chester, Messiah	Newark, House of Prayer
Clifton, St. Peter's	Newark, St. Barnabas'
Denville, Church of the Saviour	Newark, Trinity & St. Philip's Cathedral
Dover, St. John's	Nutley, Grace
East Orange, Christ	Oakland, St. Alban's
Fort Lee, Good Shepherd	Oradell, Annunciation
Glen Ridge, Christ	Orange, Epiphany
Hackensack, Christ	Paramus, St. Matthew's
Harrison, Christ	Phillipsburg, St. Luke's
Hasbrouck Heights, St. John the Divine	Ridgefield, St. James,
Hawthorne, St. Clement's	Ridgewood, St. Elizabeth's
Haworth, St. Luke's	Ridgewood, Christ
Hillsdale, Holy Trinity	Rutherford, Grace
Jersey City, Incarnation	Teaneck, St. Mark's
Kinnelon, St. David's	Teaneck, Christ
Lincoln Park, St. Andrew's	Towaco, Transfiguration
Little Falls, St. Agnes'	Upper Montclair, St. James'
Lyndhurst, St. Thomas	Union City, Grace
Maywood, St. Martin'	Wantage, Good Shepherd
Mendham, St. Mark's	Washington, St. Peter's
	Wood-Ridge, St. Paul's & Resurrection

Blessings,
Anna Byrne
UTO Coordinator

UNITED THANK OFFERING (UTO) GRANT RECIPIENTS – A HISTORY

Here is a list of the recipients in the Newark Diocese, the list spans from 1969 to 2011 and the total monies received were: \$710,365.

- Hollow Corp. Training Project
- Jersey City: Community Mental Health Center
- Youth Consultation Service Academy
- Puerto Rican Ecumenical Leadership Institute
- Roseville Coalition
- St. Philip's House
- The North Porch Women's Center
- House of Prayer
- Pompton Valley Nursing Home Ministry
- St. Andrew's Church
- Church of the Good Shepherd in Ringwood
- The Windmill, Trinity Bayonne
- St. Peter's Family Haven, Clifton
- St. Paul's, Paterson
- Grace Van Vorst Revitalization
- United Passaic Organization
- T.L.C. Summer Camp Program, Incarnation, Jersey City
- Church of the Messiah, Chester/Long Valley
- St. Barnabas Aids Resource
- St. Peter's Haven, Clifton
- Homeless Men's Shelter, St. Paul's Community Services, Inc.
- Bayonne, Trinity: Transportation for Disabled and Homeless
- St. James' Square: Episcopal Community Development
- Consultation Training: Diocese of Newark
- Comprehensive Service Center for Women, Paterson
- Incarnation, Jersey City: Purchase van for after school program and Seniors program
- St. Peter's Haven; Case worker and materials
- St. Philip's Academy: Upgrading Computer and audio visual
- St. Paul's, Paterson: New Directions: HIV/AIDS awareness
- Samaritan Project: Episcopal Community Development
- Isaiah House: Teen mother's Assistance Program
- Highland Community Development: to provide job preparations
- Good Shepherd Community Service Inc: Outreach coordinator for HIV/AIDS Day Center
- Grace Church: The Homework Club-Newark
- All Saints Community Services: the Homework Club-Hoboken
- Episcopal Community Development: Leadie Eddie Project
- Christ Episcopal Church, Belleville: Install a Lift for food program and handicapped to get to lower rooms
- AIDS Resource Center Com. Dev. Corp: AIDS Prevention
- St. John's Com. Dev. Corp., Boonton, expand summer program to full day
- Good Shepherd Com. Services Inc.: Friends for Life, for a bi-lingual social worker
- All Saints Community Services: Furnishings for Jubilee Center
- Episcopal Com. Development, Inc. - "Youth Build"
- The Apostles' House: Multigenerational House
- St. John's, Dover: Computers to help build a multicultural parish
- St. Luke's, Hope: Haven of Hope for Kids; for van, wheelchair ramp and laundry equipment
- All Saints' Community Service and Development Corp. - Jubilee Children's Meal Project
- All Saints' Community Service and Development Corp. - 1st. and 3rd. Tuesdays workshop and counseling for in low-income housing
- St. Pauls, 'Paterson - Learning Through Literacy Program

These the organizations that the United Thank Offering has been able to provide assistance to over the years in the Diocese of Newark.

Without the prayers of thankfulness and the action of coins in the Blue Box many people's needs would not be met. We are a thankful diocese.

WARD J. HERBERT FUND Report to Convention 2012

The Ward J. Herbert Fund Board (WJH) was established by Diocesan Convention in 1990 with a mandate to empower the restoration, repair, improvement, beautification, and otherwise to extend the usefulness of the churches and buildings in the diocese. The board administers three funds through which financial assistance is distributed.

Fund 1: A 50/50 grant program operated under specific criteria and funded by investment returns from the original Church Structures Capital Campaign dedicated to this purpose.

Fund 2: interest received from outstanding Episcopal Capital Loan Fund (ECLF) loans make up the Property Maintenance Fund (Fund 2). The Board makes Fund 2 monies available on a flexible loan or grant basis with a particular care for need and emergency.

ECLF: The Episcopal Capital Loan Fund makes short- and long-term loans to churches for capital projects.

Applications are accepted for three granting cycles on February 15, May 15 and September 15 and are available at www.dioceseofnewark.org/wjh.html.

The Ward J. Herbert board continued to be very active in 2011 considering 33 requests for a total of \$307,422. The board was able to fund 31 of the requests for a total of \$149,858 or 48% of the request amount. There is clearly a need for more money than is available from the fund. As part of the process, most churches requesting grants were visited by teams of at least two board members for the purpose of reviewing the work scope, inspecting the site and making recommendations regarding any other building issues that may be observed.

For the first time this year, the initial WJH Board meeting for each cycle has been held as a conference call resulting in savings in both time and gasoline for all the board members and staff.

The executive board of the WJH Fund met numerous times to address specific issues regarding individual churches, loans and other issues.

The board was provided unending support by Mr. Michael Francaviglia in terms of logistical, historical and administrative support. The diocesan property manager, Jim Caputo, was also invaluable in assisting the board with insight from his many previous visits to the various churches as well as a great sense of the history and technical issues involved in the repairs that were being funded. The board works closely with the Diocesan Council, the Standing Committee, and the Trustees of the Diocese, each of whom have designated representatives on the WJH board.

For 2011, the Ward J. Herbert Board was comprised of the following individuals:

Mr. Tom Burgin, Christ Church, Ridgewood; **Mr. Gary Burnett**, Epiphany, Orange; **Mr. Jim Caputo**, Diocesan Property Manager; **Mr. Ronald Caras**, St. Dunstan's, Succasunna; **Ms. Vanessa Foster**, St. Paul's, Jersey City; **Mr. Michael Francaviglia**, Diocesan Administrator; **Mr. James Fukuda**, St. John's, Union City; **Mr. John Garde**, vice-chair, Grace Church, Madison; **Mr. George Gill**, St. Paul's, Englewood; **Mr. William Heick**, St. Paul's, Morris Plains; **Ms. Bernice Mayes**, Trinity + St. Philip's Cathedral, Newark; **Ms. Elizabeth Moss**, St. John's, Dover; **Mr. Nat Nelson**, St. Paul's, Englewood; **Mr. Thomas Ploch**, chair, St. Agnes', Little Falls;; **Mr. Robert Simmons**, Christ Church, East Orange;; **Mr. Peter Van Brunt**, Messiah, Chester; **The Rev. Dean Weber**, All Saints', Leonia; **Ms. Pat Yankus**, St. Paul's, Paterson.

The WJF Board also acknowledges the invaluable assistance over the years of the late Mr. Larry Taber who will be greatly missed.

Since 1990, the total funds granted topped three million dollars. Unfortunately, requests far exceed our means.

Number of requests submitted to date (1990 – 12/2011): **656**
Total amount of requests: **\$6,959,609**
Number of requests funded: **581**
Total amount of disbursed monies: **\$3,405,484**

Each year there are three grant cycles. The following details the grant recommendations that were made to the Diocese Council

Cycle 1 - 2011

WJH-11-01: Orange, Epiphany – Furnaces replacement, \$9,015
WJH-11-02: Montclair, St. John’s – Church and rectory electrical wiring, \$3,580
WJH-11-03: Succasunna, St. Dunstan’s – Church furnace, \$2,515
WJH-11-04: Hackettstown, St. James’ – Tower siding removal, \$18,428
WJH-11-05: Cliffside Park, Trinity – Roof repair, application was deferred
WJH-11-06: Kearny, Trinity – Rectory roof; water main repair, \$2,073
WJH-11-07: West Orange, Holy Innocents – French drains; asbestos floors, \$3,113
WJH-11-08: Little Falls, St. Agnes’ – Church furnace, \$6,324
WJH-11-09: Milton/Oak Ridge, St. Gabriel’s – Church furnace, \$1,088
WJH-11-10: Washington, St. Peter’s – Rectory porch floor; church parking lot, no funding
WJH-11-11: Teaneck, St. Mark’s – Rectory maintenance, mold removal, \$2,176
WJH-11-12: Newark, Trinity & St. Philip’s – Cathedral water damage, \$1,564

Total Recommendation to Diocesan Council: \$49,875

Cycle 2 - 2011

WJH-11-13: Succasunna, St. Dunstan’s - Front entry steps and foyer, \$700
WJH-11-14: Jersey City, Incarnation - Parish hall boiler conversion, \$1,200
WJH-11-15: Lincoln Park, St. Andrew’s - Exterior beams repair, \$7,600
WJH-11-16: Leonia, All Saints’ - Church roof repair, \$1,437
WJH-11-17: Millburn, St. Stephen’s - Rectory windows replacement, \$7,100
WJH-11-18: Teaneck, Christ Church - Parish hall roof replacement, \$11,211
WJH-11-19: Upper Montclair, St. James’ - Church roof replacement and repairs, \$20,000
WJH-11-20: Parsippany, St. Gregory’s - Church roof replacement, withdrawn
WJH-11-21: Oakland, St. Alban’s - Rectory steps replacement, \$750

Total amount recommended to Diocesan Council: \$49,998

Cycle 3 – 2011

WJH-11-22: Succasunna, St. Dunstan's - Church septic system, \$7,200
WJH-11-23: Rutherford, Grace Church - Church support system, \$4,600
WJH-11-24: Norwood, Holy Communion - Hall roof/leaks repair; rectory hot water heater, \$1,000
WJH-11-25: Summit, Calvary - Rectory renovations, \$7,000
WJH-11-26: Oakland, St. Alban's - Church office roof, \$600
WJH-11-27: Englewood, St. Paul's - Parish hall boiler replacement, \$10,850
WJH-11-28: West Orange, Holy Trinity - Church roof replacement, \$7,500
WJH-11-29: Ringwood, Good Shepherd - Church sewage pump, \$0 (Trustees will fund)
WJH-11-30: Livingston, St. Peter's - Parish hall chimney repair, \$835
WJH-11-31: Kearny, Trinity - Parish hall roof replacement, \$8,000

WJH-11-32: Boonton, St. John's - Parish hall roof repairs, \$1,200
WJH-11-33: Chester, Messiah - Church furnace replacements, \$1,200

Total amount recommended to Diocesan Council: \$49,985

Total 2011 Grants: \$149,858

ECLF Loans

During the year three Episcopal Capital Loan Funds were made totaling \$62,000. The loans were made to Transfiguration, Towaco/St. Andrew's, Lincoln Park, \$40,000, for flood damage repairs to the nursery school; St. Peter's, Clifton, \$10,000, for replacement of flood damaged furnaces and water heaters; and, St. John's, Dover, \$12,000, for church roof repairs.

THE WOMEN'S COMMISSION OF THE DIOCESE OF NEWARK

The Women's Commission was founded in 1979 to replace structures and systems oppressing women wherever we saw them – in the church, in our neighborhoods, in the workplace, in this country and in the world.

Today, we continue our legacy of activism, education and awareness. Through our annual convention speakers and through liturgies and other resources, we provide “tool kits for activism” that people can use locally and in their congregations. And we embrace the opportunity to mentor young women eager to learn and take on the mantle of leadership.

We welcome all who would join us in this justice work. **We invite the individuals and congregations of the diocese to work with us to explore ways that the Women's Commission can effectively address these areas that concern all of us. Please contact Martha Gardner at mgardner25@comcast.net with your ideas!**

We continue to explore ways to be more effective in terms of the status of women - lay and ordained - in the church. We have invited **Ann Smith to be this year's breakfast speaker and to conduct a workshop** to explore new models of leadership. Ann is co-founder of *Circle Connections* and former director of Women in Mission and Ministry for The Episcopal Church.

Here are some of the issues of concern to the Commission:

Violence against Women – Violence in all forms - verbal, sexual, physical, etc. - against women and girls continues to permeate society. We have raised awareness about how advertising can frequently exploit how girls and women are portrayed. We plan to work on a liturgy about the effects of war on women and children.

Poverty and Economic Injustice Women and children - especially those of color - are most severely affected by the recession. **Ceil Zalkind**, executive director of Advocates for Children of NJ (www.acnj.org) addressed this topic at our 2011 diocesan convention breakfast; she continues to work with the bishop and the diocese around these issues.

Human Trafficking - Because of our location, transportation network and diverse population, New Jersey is a hub for all kinds of human trafficking. Human trafficking is modern-day slavery. Victims of human trafficking are subjected to force, fraud, or coercion, for the purpose of sexual exploitation or forced labor. It is estimated that 14,500 to 17,500 people, primarily women and children, are trafficked to the U.S. annually.

Reproductive Rights - We are especially concerned about the continued attempts to erode women's access to education, prevention and early intervention. The Women's Commission continues to have a relationship with the Religious Coalition for Reproductive Choice.

Marriage Equality - We understand that homophobia and heterosexism are deeply rooted in the "original sin" of sexism. We support the struggle for marriage equality in our state and in our church.

Members of the Women's Commission

Mary Barrett, Marge Christie, Martha Gardner, Joseph Harmon, Elizabeth Kaeton, Sharon Sheridan, Hattie Stone, Fran Trott, Pat Yankus, Sandye Wilson

YOUTH CONSULTATION SERVICE

Embracing All the Possibilities

Richard Mingoia
YCS President and CEO

Our mission at YCS is to partner with at-risk and special needs children, youth and young adults to build happier, healthier, more hopeful lives within families and communities. In 2011, we worked hard to advance our mission by reaching out to families who struggle in isolation every day to care for their children with behavioral health challenges and developmental disabilities.

This past year, we have expanded our involvement with this population under the brand name of YCS Sawtelle Services. We named this array of services after Virginia Harkness Sawtelle, an Episcopalian from the Diocese of Newark and a benefactor to YCS who was instrumental in establishing our first school to educate youth on the autism spectrum in Montclair.

YCS Sawtelle Services began partnering with the New Jersey Division of Developmental Disabilities, about two years ago by becoming a qualified provider of Intensive Community Services to children, youth and young adults with severe behavioral problems, intense medically needs and developmental disabilities. We provide in home and residential services to these children and young adults with an emphasis on rehabilitation and not just habilitation. Many of these children and youth are often the most difficult to place and treat because they frequently need long term care because of the severity of their disabilities and challenging behaviors.

Since successfully opening our first home in Camden for four boys, YCS has opened up seven additional residences in Passaic, Essex, Bergen and Middlesex counties, while the Sawtelle In-Home care program works with families throughout the state by tailoring services to the needs of each family and client as a way to avoid the unnecessary placement of a child.

This year, we also opened the YCS Helen May Strauss Clinic in Hudson County. This outpatient clinic offers low income families a full array of mental health services, in both English and Spanish, for children 5 to 21. The clinic has expanded its reach in Essex County and now has under its umbrella of services the YCS Institute for Infant and Preschool Mental Health, our Nurse Family Partnership Program for 100 new first-time moms, and the YCS Infant and Early Childhood Foster Care program.

Another exciting project developed by the YCS Educational Division is the new Career Options Program for high school students at our Fort Lee Education Center (FLEC) and our Ernest M. May Academy in Jersey City, named after another Diocese of Newark benefactor. Career Options gives students the opportunity to participate in career education programs that provide hands-on instruction in the fields of horticulture, cosmetology, computer technology, audio technology and health care.

Over the past year, The YCS Therapeutic Nurseries in East Orange and Secaucus have earned recognition in their communities for the work they are doing to help preschool children self regulate and build on their social skills so they can transition into main stream preschools. YCS is committed to expanding these programs to meet the needs of the communities served.

YCS is proud to be partnering for the first time with the Episcopal Diocese of Newark's new service-learning program called Newark Acts. This innovative program places young adults from around the country in social service agencies. This year, we have accepted three interns. One intern is contributing his artistic talents and is creating a

mural with the children at one of our residences, another is helping out with administrative duties and the third intern is working one-on-one with a client in our Sawtelle program.

We are very grateful for the continual support that the Episcopal community has extended to YCS for more than six decades. In addition to many caring, individual parishioners who donate their time and resources to our schools, residences, annual camp appeal and holiday drive, the parishes of St. Elizabeth's in Ridgewood, St. Luke's in Montclair and Essex Fell, and St. Peter's in Morristown have supported our northern region programs in their own unique ways. We would also like to extend our appreciation to St. Elizabeth's Church for providing us with the use of their facilities for our annual meeting. The warmth and beauty of St. Elizabeth's creates the perfect backdrop to our meeting.

YOUTH MINISTRY Report to Convention: January 2012

Two thousand eleven was a banner year for our diocesan youth ministry. Attendance at our retreats continues to increase, which gives us an opportunity to provide more youth (and adults) with a safe place to delve deeper into their relationships with God and each other as well as develop leadership skills. The traditional retreats for youth in middle school and high school served 253 people. On average, 12 congregations were represented at each of these retreats. In addition, our Confirmation Retreats provided opportunities for 272 youth and adults to have quality time with the Bishop, explore their faith in different ways, learn about the Anglican Communion and meet other Episcopalians at similar points in their faith journeys. We are delighted to nurture so many people's spiritual development and be fed by these encounters, as well.

One of the most exciting occurrences this year was the election of Caroline Christie (age 17) and Gibson Oakley (age 16) to our General Convention deputation. These young people have been faithful members of their respective churches and the diocesan youth ministry for many years. The guidance, support and education they've received from their families and faith communities gave them confidence and prepared them to step forward to serve our diocese in this illustrious way. Furthermore, Dr. Louie Crew, the legendary educator, activist and Episcopal Church leader, assisted them in preparation for their candidacy. Hence, this is a story of intergenerational ministry and formation. Diocesan youth are inspired by Caroline's and Gibson's success and are even more determined to take their places as leaders in the Church.

Our youth's leadership development was greatly boosted by the anti-racism dialogues in which they participated. After a small group experienced a youth-oriented curriculum in February, 33 young people and adults spent a weekend exploring this topic and learning group facilitation skills. We look forward to seeing how this experience bears fruit in the participants' lives and ministries.

I continued to meet with congregational leaders to help them reinvigorate their ministries with young people. I was excited to establish relationships with congregations whose leaders I hadn't known before. In addition, I work with our diocesan Director of Resources and Training to encourage people to take the *Safeguarding God's Children* training and monitor compliance with the training mandate for chaperones at diocesan youth events.

We remain committed to our belief that no child should ever be turned away from Christian community because of a lack of money. Therefore, scholarship is always available to our participants. This year more than \$1,500 of our budget was used to provide scholarships for people to attend our retreats. We appreciate being able to serve families in this way and hope that our funding remains at a level that empowers us to do so; particularly at a time when so many families are uncertain about our national economy.

We thank God for the many blessings we received in 2011 and look forward to what the Spirit has in store for us in 2012.