

RULES OF ORDER

I. Opening of Convention

1. The Convention shall be opened and closed with prayer, and at noonday there shall be appropriate intercessions for missions.
2. At or following each session of the Convention there shall be such worship services as the Ecclesiastical Authority may direct.
3. All Members of the Clergy and all lay Deputies must register their attendance at each opening session of the Convention in such manner as the Secretary of Convention may direct.
4. The Convention shall be called to order on Friday at one o'clock p.m. (or such other time as may be directed by notice) by the Bishop or an alternate President specified in the Constitution of the Diocese, if present; otherwise, the Secretary of Convention shall call the meeting to order and, provided a quorum is present, shall supervise the election of a President pro tem.

II. The President

1. When the President of Convention takes the chair, all members shall be seated.
2. Members desiring to leave the Convention before it adjourns are to ask permission of the President.

III. Order of Business

The Order of Business shall begin as follows:

1. Report of the Secretary as to whether a quorum is present.
2. Report of the Committee on the Credentials of Lay Deputies.
3. Report of the Committee on the Classification of Congregations.
4. Report of the Committee on Rules of Order and Dispatch of Business.
5. Other business.

IV. Agenda

1. The Committee on Rules of Order and Dispatch of Business shall propose a form of Agenda to be adopted by the Convention. Once adopted, the Agenda may be modified or suspended upon a two-thirds vote.
2. Any request to place a matter on the agenda of the annual meeting of the Convention must be presented to the Chair of the Committee on Rules of Order and Dispatch of Business by January 15 in each year.

V. Nominations

Nominations from the floor must be presented at one of the several microphones, and each nomination so made must be accompanied by a Nominating Slip in a form supplied by the Secretary, properly filled in with the printed name and parish, or other affiliation, of the nominee and the name and affiliation of the nominator. Each Nomination slip will be taken immediately to the desk of the Secretary of Convention. No further nomination may be made until the Secretary indicates that the previous Nominating Slip is deemed correct. Nominations from the floor of the Convention shall be made without a second and without any nominating speech.

VI. Elections

1. All elections shall be by ballot except for offices where nominations are unopposed, in which case a motion to elect by acclamation for such office will be in order.
2. For each office to be elected, each ballot cast must contain votes for the same number of persons as there are positions to be filled or else the ballot will be disqualified as to that office.
3. In case of a vote by orders, a concurrent majority in both orders shall be required. No action shall pass in the affirmative unless it receives the majority of all votes cast and unless the sum of all the affirmative votes shall exceed the sum of other votes by at least one whole vote in each order.
4. In the case of a tie between two or more persons upon any ballot, there must be another ballot.
5. Balloting may begin in the first business session of the Convention once opportunity has been given for nominations from the floor.
6. For all elections, the Chair of the Balloting Committee shall report to the President for each office (a) the total number of valid votes cast, (b) the number of votes necessary for election, and (c) the number of votes for each candidate. Upon any vote by orders, this information shall be given separately for each order. In reporting balloting for deputies and alternate deputies to General Convention, the report shall include also the percentages required by the Constitution. The President shall thereupon declare the result of the ballot for such office and announce the names of the persons elected.
7. The rules, set forth in Article X, Section 3 of the Constitution, used to determine the order of precedence in the election of deputies or alternate deputies to the General Convention shall also apply to the election of members of the Standing Committee.
8. If there is a vacancy in the office of deputy to the General Convention at the time the Convention is to elect alternate deputies, there shall be a sufficient number of persons to serve as deputy elected and four alternate deputies elected. The person or persons receiving the greatest number of votes in excess of a majority shall be declared the replacement deputy or deputies; the next four persons receiving the greatest of votes in excess of a majority shall be declared the alternate deputies. Balloting shall continue until all offices are filled.

VII. Committees

1. All Committees not required by canon to be elected by the Convention shall be appointed by the Ecclesiastical Authority and announced by the President.
2. Reports of Committees shall be in writing and when made shall be the property of the Convention, without any motion for acceptance. All reports recommending action of the Convention shall be accompanied by a separate resolution to that effect, which must be distributed with the report.

VIII. Resolutions

1. There shall be a Committee on Resolutions made up of three clerical and three lay persons plus a chair who may be a clerical or lay person, for the purpose of screening those original main motions (other than those required by canon to be submitted to some other committee) which may be considered at the annual meeting of Convention. Members of the Committee shall serve a one-year term from the close of the Convention at which they are appointed and may be reappointed. Vacancies between Conventions shall be filled by appointment of the Ecclesiastical Authority.
2. Resolutions may be proposed by any communicant of any congregation of the diocese. All proposed resolutions must be sent to the Chair of the Committee by January 15 in each year. Proposed resolutions must be legible and must contain at least two sections: the RESOLVED, naming the desired action, and a FURTHER RESOLVED, as appropriate, providing for the implementation of the resolution if adopted. Each resolution must be accompanied by a short explanatory statement by its proponent. Any proposed resolutions not submitted to the Committee by this date may come before Convention for consideration only if accompanied by a statement in writing of the circumstances that led to the late request for consideration, and only upon a two-thirds vote of Convention.
3. The Committee, by any one or more of its members, shall hold one or more open hearings during the month of February in each year at which comments and explanations may be offered with respect to proposed resolutions. The Committee shall prepare a Preliminary Report to facilitate such discussions.
4. In its Final Report to Convention the Committee may put proposed resolutions into proper form, eliminate duplication, determine the order of presentation of resolutions to Convention, and make recommendations with respect to proposed resolutions. The Final Report of the Committee must contain all proposed resolutions timely submitted to it. The Committee may recommend substantive amendments to proposed resolutions and shall either recommend their adoption, recommend against their adoption, or make no recommendation. Reasons for any recommendation against adoption must be stated in the report.

IX. Motions and Amendments

1. No motion shall be debated until it is seconded.
2. No vote shall be taken on a nonprocedural motion until a written copy of the text of the motion with the mover's name is given to the Secretary and restated by the President immediately before the vote is taken. The Secretary may furnish forms for such submissions.
3. All questions shall be decided viva voce unless otherwise provided by canon. Any member of the Convention may call for a division of the Convention, in which case the vote shall be retaken using voting panels. Any member of the Convention may further call for a tally of votes upon a division, in which case the President shall report the tally of votes.
4. When a question is under consideration, no further motion may be made unless to lay upon the table, to postpone it to a time certain, to postpone it indefinitely, to correct it, to amend or divide it, or to offer a substitute; and motions for any of those purposes shall have precedence in the order herein named, provided that an amendment, once amended, may not be further amended before a vote. A motion to lay upon the table shall be in order only when its purpose is to lay aside the matter under consideration for more urgent business. A proper motion to lay upon the table, or a motion to postpone, shall always be in order unless some member is speaking.

X. Rules for Debate

1. Any members desiring to speak must first identify themselves and their church or other affiliation, must with due respect address their remarks to the President, and must speak directly to the point.
2. No member shall speak more than twice (except the mover, who is entitled to reply) in the same debate or for a period longer than three minutes without leave of the Convention.
3. If any member, in speaking or otherwise, transgresses the rules of the Convention, the President shall, or any member through the Chair may, call him to order; and if ruled out of order said person shall immediately yield the floor unless permitted by the Convention to explain or to proceed in order.

XI. Order for Special Debate

1. The Committee on Rules of Order and Dispatch of Business may propose an order for special debate on a particular question, to include a time limit for consideration of the question, and a limit on the length of each speech.
2. The Convention may, by a two-thirds majority, call for an order for Special Debate.

3. Whenever such special order has been adopted, no motion to table, postpone, call the question, or otherwise terminate debate shall be in order until the time to terminate debate set forth in the order shall have expired, or until there are no further members who desire to speak, whichever occurs first. To the extent practicable, the President shall recognize speakers of opposite views in alternate succession.
- XII. Committee of the Whole
At the direction of the President or on motion, the Convention may resolve itself into a Committee of the Whole.
- XIII. Referrals
Subject matter coming before Convention may be referred at any time prior to a vote to an appropriate Board, Committee, Commission, or Agency at the discretion of the President, with a direction to report either at the same session of the Convention or a future meeting.
- XIV. Points of Order
All questions of order shall be determined by the President without debate; any member may appeal from the decision, and on such appeal no member shall speak more than once without leave of the Convention.
- XV. Adjournment
1. A motion to adjourn is always in order unless some member is speaking.
 2. Any vote to adjourn, if carried, is subject to the consideration by the Convention of closing motions by the Secretary or Assistant Secretary. Such closing motions as directing that the treasurer of the diocese be directed to pay convention expenses, sending greetings to retired bishops and members of the clergy who were unable to be present due to illness, and the like, are prior to the closing prayers.
- XVI. Amendments to and Suspension of Rules of Order
These Rules of Order may be amended by a majority vote after reference to and report from the Committee on Rules of Order and Dispatch of Business, or by a two-thirds vote without such reference. They may also be suspended by a three-fourths vote.
- XVII. Other Matters of Parliamentary Procedure
Except when in conflict with the Constitution or Canons or any rule hereof, the latest edition of Robert's Rules of Order shall govern the procedure of the Convention.

**CONVENTION MINUTES
March 1, 2002**

Call to Order

Bishop Joslin opened the convention with prayer at 10:00 A.M. and welcomed the delegates and visitors to the convention. He then introduced those sitting with him on the dais and discussed the changes in the format of convention. Previously, convention has focused on legislative sessions. This year, while there will still be legislative sessions, the format will be more like that of a conference: "a place where the people of God come to confer on how to do the mission of the church better. How to serve Jesus better. How to help people more". The whole theme of becoming a servant church is wrapped up in the keynote speaker, Dr. Hamilton Beazley, and the workshops, being offered later in the afternoon.

The Rev. Canon Glenn Druce reminded delegates and attendees that badges must be worn to be admitted to the convention floor. He also reminded delegates that all resolutions to be submitted from the floor must be written on blue resolution forms which are found in the convention packets, or available from Assistant Secretary of Convention, Gair Helfrich. Resolutions that are submitted from the floor must receive a two-thirds vote in order to be considered in this convention. All nominations to be submitted from the floor must be written on the green nomination form, also available from Gair Helfrich. All statements from the floor shall be addressed to the Presiding Officer, Bishop David Joslin. All persons using the microphone during plenary sessions must state their names and parish affiliation, and wait to be recognized by the Chair. Canon Druce also reminded delegates and clergy that the Convention Rules of Order state that all clergy and delegates shall obtain the permission of the Chair before they leave convention while its in session. Clergy and delegates were reminded to fill out the convention and congregational surveys found in their packets as well as the technology survey that was distributed in Convention Mailing #4.

Canon Druce thanked those who had assisted with convention preparations: The Rev. Dr. Jim Fisher, Dean of the Atlantic Convocation, The Rev. Doug Eberly and the local congregations for supplying assistance at the Eucharist. Thanks were also offered to The Rev. Doug Freer and The Rev. Linda Moeller for preparation of the liturgies. Canon Druce also thanked the Diocesan Youth Commission and its members for being here and supporting the convention with an exhibit and/or serving as pages. Thanks were also offered to the volunteers and pages under the direction of Dr. Jim Sullivan as well as to Fr. Phil Carr-Jones for sound equipment and projection equipment. Fr. Carr-Jones' contribution saved the diocese about four thousand dollars.

Canon Druce also thanked all members of the Diocesan Staff, and particularly Ann Notte who does the majority of the convention planning.

Quorum

Assistant Secretary, Gair Helfrich, declared that one-fifth of the canonically resident clergy and one-fourth of the parishes of the diocese were present and that there was a quorum. Bishop Joslin then called to order the 218th Annual Convention of the Diocese of New Jersey.

Credentials of Lay Deputies

Bishop Joslin called upon Fr. Charles Sasso-Crandall, Chair of Committee on the Credentials of Lay Deputies, for a report. Fr. Sasso-Crandall announced that the Committee certified that all parochial reports had been submitted as required by canon and all credentials of lay deputies were in order except for the following congregations: Delran, Trinity Church; Fords, Saint John's; Penns Grove, Our Merciful Saviour; South Amboy, Christ Church. A motion was made and seconded to accept the report. **Motion passed.**

Classification of Congregations

Bishop Joslin called upon Fr. Jack Zamboni, Chair of the Committee on the Classification of Congregations, for a report. Fr. Zamboni reported that no congregations had changed their classification status since the close of the 217th Convention. A motion was made and seconded to accept the report. **Motion passed.**

Rules of Order

Bishop Joslin asked Fr. Peter Manzo, Chair of the Committee on Dispatch of Business, Rules of Order, and Agenda, to give his report. Fr. Manzo reported that the Rules of Order for Convention 2002 were to be used that had been adopted at the previous year's convention. A copy of the Rules of Order, Document 33, were provided to clergy and lay deputies in their convention packets and additional copies were available at the information table in the pre-function area.

Fr. Manzo further reported that the Committee was unanimous in proposing two amendments to the rules. The text of the amendments is available in Document 34, a one-page handout given out at registration. The handout set forth the reasons for the amendments; the amendments are needed to express election results clearly and easily. Since the Committee was reporting these amendments and the Committee's recommendation is unanimous under Rule 16, a simple majority was needed for adoption. Fr. Manzo moved the simultaneous adoption of both amendments. The motion was seconded; Bishop Joslin called for discussion; hearing none, he called for the vote. **The motion passed.**

A copy of the Agenda had been provided in all clergy and lay delegates packets. Fr. Manzo moved the adoption of the Agenda. **Motion passed.**

Bishop's Appointments

Bishop Joslin presented the list of his appointments to Committees and Commissions, as found in Document 27. A copy of the document was included in the convention packet. One or two positions were pending; Bishop Joslin announced they would be reported at the end of convention or after convention, in the usual way.

Bishop Joslin called upon Betsy Allen, a youth representative, for the first meditation.

Nominating Committee Report

Bishop Joslin called on Emma Warren, Chair of the Nominating Committee, for a report. Mrs. Warren referred to Document 14, the report of the Nominating Committee. The report of the committee is as follows:

Office A: Standing Committee—Clergy

The Rev. Joseph R. Parrish, Jr.
The Rev. Charles A. Davidson
The Rev. Frank B. Crumbaugh, III
The Rev. Canon Leroy A. Lyons
There were no additional nominations from the floor.

Office B: Standing Committee—Lay

Neva Rae Fox
John W. Burgess
L.E. "Jim" Keller
There were no additional nominations from the floor.

Office C: Alternate Deputies to General Convention—Clergy

The Rev. Terrence W. Rosheuvel
The Rev. Dr. Stephen L. White
The Rev. Joan M. P. Anders
The Rev. Joseph R. Parrish, Jr.
The Rev. Alan C. French
The Rev. John C. Belmont, Jr.
The Rev. W. Keith McCoy, Dcn.
The Rev. Dean Henry

There were no additional nominations from the floor.

Office D: Alternate Deputies to General Convention—Lay

Claudia Storicks
Valerie M. Crawford
Linda L. Gaither
Susan Harnischfeger
Jean McFarland
David M. Mulcahy
Richard Ellwood
Jane Savage

There were no additional nominations from the floor.

Office E: Diocesan Council—Clergy

The Rev. Kenneth A. Gluckow
The Rev. Dr. Harry B. Hayden
The Rev. Douglas A. Freer
The Rev. Francis A. Hubbard
The Rev. J. Connor Haynes
The Rev. Joseph R. Parrish, Jr.
The Rev. Mark H. Chattin
The Rev. Dr. Stephen L. White

There were no additional nominations from the floor.

Office F: Diocesan Council—Lay

Felix Estepa
Robert F. Mack
Richard Ellwood
Susan Harnischfeger

There were no additional nominations from the floor.

Office G: Cathedral Chapter—Clergy

The Rev. Dr. Edward J. Murphy
The Rev. Frank B. Crumbaugh, III

There were no additional nominations from the floor.

Office H: Cathedral Chapter—Lay

Dr. Christopher Taylor
There were no additional nominations from the floor.

Office I: Standing Commission on Clerical Compensation—Clergy

The Rev. Douglas E. Anderson
The Rev. W. Joseph Leigh
There were no additional nominations from the floor.

Office J: Standing Commission on Clerical Compensation—Lay

Tim Doutt
Sebastian Vasquez
Noreen Lois Duncan
There were no additional nominations from the floor.

Office K: Committee on Constitution and Canons

The Rev. Alan C. French
The Honorable Robert W. Scott
Paul Ambos, Esquire
There were no additional nominations from the floor.

Office L: Trustees of Diocesan Trust Funds

Anthony W. Tabell
There were no additional nominations from the floor.

Office M: Finance and Budget Committee

The Rev. Gail Bennett, Dcn.
The Rev. Stephen P. Beatty
Madeleine Patterson
There were no additional nominations from the floor.

Office N: Diocesan Investment Trust

Hilton M. Jervey
There were no additional nominations from the floor.

Office O: Audit Committee

The Rev. Craig R. Wylie
Ralph D. Rippey
There were no additional nominations from the floor.

Office P: Trial Court, Clergy

The Rev. Muriel Hubert
The Rev. Canon E. Thomas Higgons
The Rev. Canon John T. Morrow
The Rev. Timothy Mulder
The Rev. Dr. Virginia M. Sheay
There were no additional nominations from the floor.

Office P: Trial Court—Lay

Richard Brugger
Edward H. Higgins, Jr.
Daniel E. Schmidt IV, Esquire
There were no additional nominations from the floor.

Office R: Church Attorney

The Honorable Robert W. Scott
There were no additional nominations from the floor.

Office S: Secretary of the Convention

Emma A. Warren.
There were no additional nominations from the floor.

Mrs. Warren moved the acceptance of the Nominating Committee's report. **Motion was seconded and passed.**

Bishop Joslin asked Deacon Jack Langston to provide balloting instructions. After providing instructions Deacon Langston moved to cast a unanimous ballot for the following uncontested offices:

- Office H: Cathedral Chapter—Lay

- Office I: Standing Commission on Clerical Compensation—Clergy
- Office L: Trustees of Diocesan Trust Funds
- Office M: Finance and Budget Committee
- Office N: Diocesan Investment Trust
- Office O: Audit Committee
- Office Q: Trial Court—Lay
- Office R: Church Attorney
- Office S: Secretary of Convention

Motion was seconded and passed. Bishop Joslin declared all the candidates elected. Deacon Langston informed the convention that due to a resignation, two votes must be cast in Office B: Standing Committee—Lay. The candidate receiving the largest number of votes will fill a full term and the candidate receiving the second largest number of votes will fill the unexpired term.

Episcopal Search Committee Report

Bishop Joslin introduced Greg Moore, Vice Chair of the Episcopal Search Committee. Mr. Moore is from St. Thomas Church in Alexandria. Mr. Moore informed the convention that the Episcopal Search Committee is composed of 22 individuals. Sixteen members were elected by the convocations; convocational delegates consist of one clergy member and one lay member. Six additional members were elected by the 16 convocational delegates; however, there is no difference for voice, vote or role on the committee for these two groups. It is both a great honor and great responsibility to be elected to the Episcopal Search Committee. The committee will discharge their responsibility which includes a tremendous number and variety of tasks. It also includes an awesome responsibility for discernment, as well as seeking the guidance of and help from the Holy Spirit.

The chair of the committee, Dr. John Ward, asked Mr. Moore to acknowledge and thank the members of the Committee for their dedication to the life of our Diocese and for all that the members have already done, and for all that they will be called to do.

The members of the committee are: The Rev. Harrold Ashton, The Rev. Gail Bennett, Dcn., Theodore Finkenauer, Dr. Helen Greven, Susan Harnischfeger, The Rev. Lynn Johnson, The Rev. Robert Legnani, The Rev. Dr. Edward Martin, Dr. Harold Miller, Greg Moore, The Rev. Joseph Parrish, Charles Perfater, The Rev. Ronald Pollock, The Rev. Arthur Powell, The Rev. Terrence Rosheuvel, The Rev. Charles Sasso-Crandall, The Hon. Robert Scott, The Rev. Dr. Virginia Sheay, The Rev. John Steed, Doris Vidal de Jackson, Dr. John Ward, Reginald Whitman and Valaida Wynn.

The committee invites input, ideas and feedback and asks for prayers for individual members of the committee as well as the committee as a whole.

Canon 9 outlines the work and responsibilities of the committee and has a distinct timeline. Focus groups will be set up to survey the Diocese. The committee expects to complete gathering information from the focus groups and surveys by the end of April and to publish a Diocesan profile by the beginning of July.

Nominations will be opened and the initial screening of responses will be done between the beginning of July and the middle of this September. Visits to and interviews of the candidates, as well as reference checks, are expected to be completed by the end of November.

A list of candidates will be presented to the Diocese by January 23, 2003, the one-year anniversary of the date the committee was officially constituted. A potential date for an election is the latter half of April 2003 with a potential consecration date of sometime around September 2003.

The committee will be communicating with the Diocese through *Via Media* and convocational workshops in order to regularly inform members of the Diocese about the progress of the committee. The committee believes that regular communication between the committee and members of the Diocese is vital to maintain a positive level of trust for the work that is being done.

Mr. Moore reminded the convention that the process of seeking and screening candidates and nominees is a confidential one. Once the committee has a group of nominees, those individuals will be available to meet with members of the electing convention. These meetings will be official and sponsored by the Search Committee and will be the only venues for meeting with the nominees. There will be numerous meetings, but all meetings will occur under the auspices of the Search Committee. The committee feels that this is the fairest, clearest and most forthright process for both the Diocese and nominees. Mr. Moore thanked the convention for their attention and interest; in addition, he requested prayers for the committee. At the end of Mr. Moore's presentation, Bishop Joslin stressed the need for confidentiality as well.

Keynote Speaker

Bishop Joslin introduced Dr. Hamilton Beazley, the keynote speaker. Dr. Beazley is Associate Professor of Organizational Services at George Washington University. He has a history of financial and strategic planning in the oil industry as well as other industries. Dr. Beazley is also the co-author, with the Bishop of Texas, of *Reclaiming the Great Commission*.

At the end of Dr. Beazley's Address the convention recessed for lunch. Bishop Joslin called the convention to order at 1:15 P.M. and asked Matt Clarke to provide a meditation.

Balloting Results

Deacon Jack Langston provided the results from the first ballot. All election results are reported in the Balloting Results Table.

There was no election in Office A: Standing Committee—Clergy. For Office B: Standing Committee—Lay Bishop Joslin declared Neva Rae Fox elected to a 4 year term and John W. Burgess elected to an unexpired 3 year term. For Office C: Alternate Deputies to General Convention—Clergy Bishop Joslin declared The Rev. Terrence Rosheuvel, elected as first alternate; The Rev. Joan M. P. Anders elected as second alternate and The Rev. John C. Belmont, Jr., elected as third alternate. There is one position remaining to be elected. Bishop Joslin declared Linda Gaither elected as first alternate and Jane Savage elected as second alternate in Office D: Alternate Deputies to General Convention—Lay. Two more candidates must be elected.

Bishop Joslin declared The Rev. Mark H. Chattin and The Rev. Douglas A. Freer elected to Office E: Diocesan Council—Clergy. One position remains. Bishop Joslin declared Felix Estepa, Robert F. Mack and Richard Ellwood elected to Office F: Diocesan Council—Lay. Bishop Joslin declared The Rev. Dr. Edward J. Murphy elected to Office G: Cathedral Chapter—Clergy.

Bishop Joslin declared Sebastian Vasquez and Noreen Lois Duncan elected to Office J: Standing Commission on Clerical Compensation—Lay. Bishop Joslin declared The Rev. Alan C. French and The Hon. Robert W. Scott elected to Office K: Committee on Constitution and Canons. Bishop Joslin declared The Rev. Muriel Hubert, The Rev. Canon E. Thomas Higgons, The Rev. Canon John T. Morrow, and The Rev. Dr. Virginia M. Sheay elected to Office P: Trial Court—Clergy.

Deacon Langston provided instructions for the second ballot.

Congregational Development Report

Bishop Joslin then asked The Rev. Dr. Virginia Sheay to provide a report on Congregational Development. Mother Sheay announced a series of workshops, entitled "Equipping the Servants," to be held on Saturday, October 19, 2002 at Trinity Cathedral in Trenton and at Diocesan House. More than 40 workshops, including topics on stewardship, altar work, vestment design, hospitality ministry, mission development, youth, coffee hour, and vocational discernment will be offered. Mother Sheay also asked those with talents to consider offering their services for the workshops. In addition, she requested attendees to provide suggestions for desired workshops. A brochure and registration form will be mailed to all parishes later this year.

Commission on Ministry and Committee on the Diaconate

Bishop Joslin asked The Rev. Ron Pollock to provide a report on the Commission on Ministry and Deacon Keith McCoy to provide a report on the Committee on the Diaconate. Fr. Pollock noted that many in the audience are within 10 years of retirement and announced that he and Deacon McCoy would be leading a workshop later today about discerning a call to the ministry. The workshop will provide five practical suggestions for recruiting young clergy. Deacon McCoy noted that although there are on-going classes for the Diaconate and although deacons are continually being ordained, more than 90% of those ordained are 50 or older. Currently, there are only 3 deacons under 50 years old. The workshop will cover resources, what the process entails, and questions about being ordained as a minister.

Companion Diocese Report

Bishop Joslin called on Fr. Scott Trull, Chair of the Companion Diocese Committee, for a report. Fr. Trull asked Fr. Richard Kunz, Fr. Craig Wylie and Betsy Allen to join him at the podium. At last year's convention Fr. Trull, Canon Moscoso, and Bishop Joslin had just returned from El Salvador, which had endured numerous earthquakes. At the 2001 convention a request was made to raise enough funds to rebuild 50 houses. The Bishop of El Salvador, Bishop Barahona, was introduced. Fr. Wylie reported that last year, after the earthquakes, the Diocese of New Jersey sent \$28,000 to the Diocese of El Salvador to aid in the relief efforts. The Diocese of El Salvador then asked if the Diocese of New Jersey could aid in the rebuilding of homes. An accounting of the funds raised through December 31, 2001 was provided; a pledge sheet asking congregations to pledge funds for a house was mailed out in Advent and an accounting of those who pledged funds was provided. Fr. Kunz described a trip taken last week to El Salvador as an experience of contrasts: confusing and enlightening; discouraging and encouraging, exhausting and exhilarating. He noted that the culture and political situations are complex and that we understand very little of it. During the trip they visited Habitat for Humanity and visited a representative of the Episcopal Relief and Development (ERD) office. They met with a group of

60 families who have been trying to purchase a piece of land for 8 years. As a result of the trip and meetings the committee is recommending that the Diocese enter into a cooperative relationship with the ERD office, Bishop Barahona and the Diocese of El Salvador. In this partnership they will try to build the needed housing.

The ERD has committed \$2,000,000 worth of houses, but lacks the needed funding; thus they are happy to have a partner and are willing to designate a portion of a neighborhood, or name a street after the Diocese of New Jersey. One of the reasons the committee is recommending this partnership is because the ERD is interested in more than building houses. They are geared to building community, as is the Bishop and the Diocese. Part of the plan calls for adding clinics, schools, churches (Episcopal churches, we hope) and some neighborhood organizations, and social work.

There have been difficulties in building houses because the people do not own the land. It is difficult getting clear title to the land. As a result, the ERD, the Diocese of El Salvador and the Diocese of New Jersey are entering into the work of land reform. They will need to find a way to acquire the land and then convey it to the people. The ERD expects this process to take 3 years, but Fr. Kunz expects it to take longer. The Spanish word for "companion" means someone who's there for the long haul and our Companion Diocese relationship requires us to stand with the people of El Salvador as they face and overcome the obstacles in their way.

During the trip they attended 3 churches. One church was falling down and the prayer books were frayed and falling apart. After the service a group of the communicants took communion to an elderly lady unable to attend church. At another location they attended church in an adobe brick building with no electricity, no running water and a dirt floor. Yet these parishioners who have nothing, still rejoice and praise God, using the resources given to them. After the service 15 of the parishioners went out and spent the rest of their day doing mission work among those who are even less fortunate. Truly they understand what it means to be the servant church. In closing, Fr. Kunz asked us to be generous as parishes and individuals as the companion relationship continues.

Fr. Trull reported that Bishop Barahona's decision to obtain title to the land as well as provide a clinic, school and church in each location will dramatically change the lives of El Salvador's citizens.

Betsy Allen provided the convention with a description of the Youth Trip to El Salvador last summer. She visited a village where the citizens had chosen to put their money into building a school, rather than an esthetically pleasing church. After 10 years the church had been built and was dedicated less than a month before the earthquakes. Though the church remains standing, many of the wall hangings were destroyed. However, one fragile cross, a gift of Mother Lisa Mitchell of Christ Church, Shrewsbury, New Jersey, did not fall down or shatter. It was, in fact, the only wall hanging that did not fall down. Betsy believes that this is symbolic of the prayers of the Diocese of New Jersey that have been sent to El Salvador.

Bishop Barahona spoke to the convention, with interpretation provided by the Rev. Canon Servio Moscoso. Bishop Barahona thanked the Diocese for all the assistance that has been provided and noted that the goal of the companion relationship is to work in the mission of Jesus Christ. He also thanked the diocese and Bishop Joslin for their assistance after the earthquake.

In closing, Fr. Trull reported that almost half the pledged \$200,000 has been raised and asked for further pledges.

Bishop Joslin adjourned the business session of the convention so that attendees could attend the scheduled workshops.

Convention reconvened at 3:45 P.M. Bishop Joslin asked Laura McFadden to lead the opening meditation.

Balloting Results

Deacon Langston provided the results of Ballot Two. They are as follows: There was no election in Office A: Standing Committee—Clergy. There was no election in Office C: Alternate Deputies to General Convention—Clergy. There was no election in Office D: Alternate Deputies to General Convention—Lay. There was no election in Office E: Diocesan Council—Clergy.

Bishop Joslin asked if anyone would like to withdraw their names from consideration. The Rev. J. Connor Haynes withdrew from Office E: Diocesan Council—Clergy. The Rev. Charles A. Davidson withdrew from Office A: Standing Committee—Clergy. Valerie Crawford withdrew from Office D: Alternate Deputies to General Convention—Lay. The Rev. Stephen L. White withdrew from Office C: Alternate Deputies to General Convention—Clergy. Deacon Langston provided further balloting instructions and ballots were cast and collected.

Standing Committee on Clerical Compensation Report

Bishop Joslin asked Mr. Martin Nelson, Chair of the Standing Committee on Clerical Compensation, to present the committee's report. Mr. Nelson reported that our clergy are among the best paid of all Episcopal clergy, but that the cost of living in New Jersey is also very high, and thus requires a well-paid salary. He noted that statistics from the Church Pension Fund show that the clergy are paid about 18% less than others with graduate degrees in New Jersey. So, while

they are well paid, they are not getting rich. Mr. Nelson then moved the following resolution: "Resolved, that the Cost of Living Adjustment, the COLA, for stipends beginning January 1, 2003 shall be paid based on the Northeast Urban Consumer Price Index for the twelve-month period ending in May 2002." **Motion was seconded and passed.** Mr. Nelson next moved the following resolution: "Resolved, that all clergy receive an increase in cash salary for 2003 in an amount not less than the cost of living adjustment which is applied to the schedule of mandated minimum cash stipends." **Motion was seconded and passed.** Finally, Mr. Nelson moved "Resolved, that all other Annual Compensation Components for 2003 remain at the 2002 levels except for continuing education allowance and housing equity allowance, which are automatically increased according to the COLA rate." **Motion was seconded and passed.** Mr. Nelson reminded the convention that all compensation reports were due March 1, 2002; those reports that have not been sent in should be sent in promptly.

Episcopal Relief and Development Fund Report

Bishop Joslin called upon The Rev. Hewitt Johnston to provide a report about the Episcopal Relief and Development Fund (ERD). Fr. Johnston reminded the convention that the ERD used to be known as the Presiding Bishop's Fund for World Relief. Formerly the fund emphasized relief to the exclusion of development. It was a band-aid ministry. The changes in fund have made it possible for ongoing work to be funded. This work includes building communities with running water and a church; nutritional programs; education and prevention programs, etc. The ERD also works in the United States providing English as a Second Language classes, medical offices, counseling services and safe houses for women and children suffering from violence and abuse. Additionally the fund helps develop businesses that allow individuals to support themselves. The fund also provides funds for salaries for necessary personnel in these projects. The Diocese of New Jersey is one of the most generous contributors to the ERD. Last year the diocese contributed \$219,038, a \$70,000 increase over the previous year. Fr. Johnston also informed the convention that he is available for presentations about the ERD.

Introductions of New Clergy

The Rev. Canon Glenn Druce introduced the new clergy who had transferred into the diocese. They are: Lee Powers; Ophelia Laughlin; Joe Moore; Sunil Chandy; Mark Frazier; Charlie Lochner; Andrea Baldyga and Linda Strohmier. Mary Ann Jensen was ordained as a permanent Deacon while Gregory Bezilla; Renee McKenzie-Hayward; Linda Carlson-Scholer; Joyce Penfield; and Diogenes Allen were ordained as Transitional Deacons. Jayne Jones Oasin; Renee McKenzie-Hayward, Mark Frazier, Linda Carlson-Scholer and Gregory Bezilla were ordained to the Priesthood, as were Diogenes Allen and Joyce Penfield. The following individuals began new positions in the diocese: Sunil Chandy, who is Vicar of Trinity Church in Vineland; Renee McKenzie-Hayward, who is the associate at Grace Church, Haddonfield; Carolyn Eklund is the Rector of Grace Church, Plainfield. Linda Mercy Carlson-Scholer is the associate at Calvary Church, Flemington; Jeff Collis is the Vicar of Saint Peter's by the Light, Barnegat Light; Doug Freer is the now the Rector of Saint James' Church in Long Branch; Muriel Hubert is the Rector of Saint Thomas' Church in Glassboro; Patrick Hunt is the Vicar of Saint John's Church in Chews Landing; Henry P. Jansma is the Vicar of Saint Mary's Church, Haddon Heights; Charlie Lochner is the Rector of Saint Peter's Church, Spotswood; Fr. Leroy Saunders is the Vicar of Christ the King, Willingboro; Peter Manzo, Rector of Saint Bartholomew's, Cherry Hill; Barbara Harris has become the part-time Vicar of Saint Stephen's Church in Florence and is the first resident clergy person in about 30 years in Florence; Ed Murphy has become the Rector of Saint Paul's Church in Bound Brook; Molly Dale Smith has become the Vicar of Christ Church, Three Bridges; Frank Strasburger has become the Associate Rector of Trinity Church in Princeton, as has Margaret Hodgkins at Trinity, Princeton.

The following individuals are Interims in the diocese: The Rev. Driss Knickerbocker at Saint Paul's Church, Rahway; The Rev. Fred Nestrock at Holy Comforter, Rahway; The Rev. Joanna Graham at Saint John's, Salem; The Rev. Frank Vilas was the interim at All Saint's Church, Bay Head. The Rev. John Cerrato was the previous interim at Saint Paul's, Bound Brook; and The Rev. Joe Herring, was the previous interim at St. Bartholomew's, Cherry Hill. Canon Druce welcomed all the clergy in new positions and thanked them as well.

Bishop Joslin introduced Retired Suffragan Bishop Vincent Pettit and Bishop Barahona from El Salvador. He noted that Bishops Belshaw and Doss were unable to attend this year's convention. Bishop Joslin asked the convention to pray for Mrs. Susan Doss who is very ill. Bishop Herbert Donovan, who served in the diocese from 1999-2000, sent greetings and best wishes to the clergy and delegates.

Youth Delegates Report

Bishop Joslin then called upon the Youth Delegates for a report. Betsy Allen, Emily LeTourneau and Matt Clarke provided the report. At the close of the Year of the Youth the delegates thanked the convention with honoring them with a year of their own. They also noted that convention themes are meant to continue and that the youth must continue to serve in order for last year's and this year's convention themes to be successful. The youth serve the diocese as servant ministers in many ways, including youth programs such as the Bishop's Ball, Spring Youth Event and the Fall Youth Event as well as Happening. Happening is Christian experience presented by teenagers with the help of clergy and lay adult leadership. The purpose of the Happening program as part of the Episcopal Church is to be one of the instruments to renew the Christian Church in the power of the Holy Spirit, that the church may respond more readily to its call to spread the kingdom of God throughout the world. The delegates also announced several youth events that will take

place over the summer. The Youth Commission is a board of four high school aged teenagers from each convocation who organize and create youth programs for the diocese. The Bishop's Ball raises money for the Bishop Van Duzer Scholarship Fund and for work in the Diocese of El Salvador.

During the last year the Youth Commission, under the leadership of The Rev. Joan Anders and The Rev. Jack Belmont have begun the process of envisioning and hiring a full time Youth Director. The Youth Director is expected to be in place by next year's convention. The delegates also thanked the diocese for supporting the youth programs with both enthusiasm and funding. The delegates asked Bishop Barahona to join them on the dais where they informed Bishop Barahona that the Diocese of El Salvador would receive the funds from the Bishop's Ball.

Council Visitation Committee Report

Mr. Charles Perfater presented the report of the Council Visitation Committee. In 2000 the Diocesan Council decided to begin a series of visits to parishes by members of the Diocesan Council in an effort to enhance communication, encourage partnership and participation with the Diocese at large, and to strengthen our mutual faith community. A subcommittee was formed to develop a plan and process, and the products of these early efforts were three initial visits during the fall of 2000.

Subsequently an evaluation by Diocesan Council of the results of those visits was very positive. Hence, the plan was extended in 2001. Since the spring of last year members of the Diocesan Council in teams of two, one clergy and one lay member have conducted 14 additional visits. All convocations have had at least one visit. The churches and congregations involved have spanned a broad scope. Visits have been made to the smaller and to larger churches, to primarily black and Hispanic churches, to urban and suburban churches.

The results to date have been seen to be mutually beneficial by almost everybody who has been involved and the results of the visits when summarized have highlighted a number of issues that have been discussed with the Council and by the Council, and the Council has heartily endorsed action to address most of them.

Among the findings is a need for improved communications in general, as well as the need for a networking resource bank that would help congregations develop ministry activities. Assistance with congregational development, especially among young adults, will be available as will assistance with the development and implementation of inner church and community activities. Stewardship consultants will be available as will financial guidance for audits and investment advice. Diocesan Council is making plans to address these issues through the appropriate committees of reference, or in some cases in an ad hoc fashion, if necessary.

The visitation plan will continue this year. The committee expects about 20 more congregations will be asked to meet with the council members during the course of 2002. These meetings occur at a mutually arranged time and place, normally the church of choice, and with the rector and as many of the church leaders who can possibly be available to join with the council members.

Search Committee for the Youth Minister

Fr. Jack Belmont, Co-Chair of the Search Committee for the Youth Minister, provided a report on that process. The Diocese is in the process of developing a ministry not for youth, but of youth. Members of the committee are The Rev. Joan Anders, The Rev. Mark Chattin, Betsy Allen, Cynthia Sosnowski, Matt Clarke, The Rev. Pedro Guzman, Sarah Crowder, Catherine Moore and Kristin Merkel. These members are developing a job description and a profile of what they are looking for. It is hoped that they will be able to present the names of candidates to the Bishop by the end of summer. The draft description of the position follows: "Director of Youth Ministry: The Diocese of New Jersey is searching for a Director of Youth Ministry. We seek a spirit filled person, preferably ordained, who has experience in working with young people, junior high through young adult. We seek a leader who can develop and oversee a Diocesan program as well as train and facilitate leadership in parishes. The Youth Director will be a part of our Diocesan staff based in Trenton, and report to the Canon of the Ordinary. Must be willing to travel throughout the Diocese serving as a resource to parishes." The committee's goal is to establish a highly visible dynamic Youth Ministry in the Diocese of New Jersey that will model Christian life in community for the entire Diocese.

Balloting Results

Deacon Jack Langston provided reports of the third ballot. Bishop Joslin declared The Rev. Canon Leroy Lyons elected to Office A: Standing Committee—Clergy. There was no election in Office C: Alternate Deputies to General Convention—Clergy. Bishop Joslin declared Richard Ellwood elected as third alternate and Jean McFarland elected as fourth alternate in Office D: Alternate Deputies to General Convention—Lay. There was no election in Office E: Diocesan Council—Clergy. The Rev. Dean Henry withdrew from Office C: Alternate Deputies to General Convention—Clergy. The Rev. Kenneth Gluckow withdrew from Office E: Diocesan Council—Clergy. Deacon Langston provided instructions for the fourth ballot.

Emily LeTourneau provided a meditation before the convention recessed for more workshops. Convention will reconvene on Saturday morning.

**CONVENTION MINUTES
March 2, 2002**

Call to Order and Balloting Results

Following the Eucharist Bishop Joslin opened the convention at 11:00 AM. He then called upon Deacon Langston to report the results of the fourth ballot. There was no election in Office C: Alternate Deputies to General Convention—Clergy. Bishop Joslin declared The Rev. Francis A. Hubbard elected to Office E: Diocesan Council—Clergy. Deacon W. Keith McCoy withdrew from Office C: Alternate Deputies to General Convention—Clergy. Deacon Langston provided balloting instructions for the fifth ballot. Bishop Joslin called upon youth representative Clara Emmonds to provide a meditation for the convention.

Christian Formation Commission Report

Bishop Joslin then asked Ms. Sue Legnani to report on the efforts of the Christian Formation Commission. Ms. Legnani reminded the convention that the Christian Formation Commission was once known as the Department of Christian Education, but its name was changed several years ago and the term Christian Formation is now used.

Christian Formation is really more of a reflection of our baptismal covenant. It reflects the fact that Christians just don't happen, but rather are formed over time, a whole lifetime from birth until death. The mission of the Christian Formation Commission is to create and support educational, spiritual and vocational programs throughout the diocese for children, youth, lay adults and clergy in order to equip the people of God for ministry.

In order to do this, the Commission will be offering a workshop day in April. Topics will include The Episcopal Children's Curriculum, What To Look for in a Curriculum, Introduction to Godly Play, You Let Your Kids Do What?, Wiggle and Worship, Children in Worship, Journey 2 Adulthood, Workshop in Youth Ministry, Alpha, and EFM (Education For Ministry).

Trinity Cathedral Report

Junior Warden Ellen Wry and The Rev. Diane Nancekivell presented the report on Trinity Cathedral. The Vestry and Mother Nancekivell have met several times to discuss the vision for the Cathedral as well as the mission statement. The Cathedral wants to be a welcoming center of excellence, a Christian center, grounded in the Anglican tradition. Ms. Wry articulated two portions of the mission statement: The first and the most prominent is that they are committed to preaching the gospel and bringing people to Christ. They are also committed to fostering a growing, healthy and diverse community. In doing these two things not only will they nourish themselves, but they will go beyond and touch the lives of others.

In the coming months and years the Cathedral hopes to become a welcoming center for everyone. It will be a center for the diocese that supports the efforts to become the Servant Church.

The Cathedral has identified key outreach programs that it is supporting. These include Trinity Academy, which is not a parish school but a neighborhood school. Most of the children served are not from the Cathedral's parish, but from the city of Trenton. Their parents have chosen Trinity Academy as an alternative to the public schools.

Mother Nancekivell reported that though the academy offers a superb education in a faith environment they are suffering due to the unstable leadership the Cathedral has experienced in the last six years. The school must be able to offer scholarships to worthy students. Individuals and congregations can assist in this effort by making donations to Trinity Academy.

Committee on Resolutions

Paul Ambos provided the report of the Committee on Resolutions. Document 30 contains the final report from the committee. Hearings were held on Saturday, February 16, 2002. No resolutions were submitted to the committee after the deadline for submitting resolutions. Mr. Ambos moved the following resolution, which was submitted by Peter J. Hausman, Diocesan Treasurer, and The Rev. Dr. Virginia M. Sheay, Associate, St. Matthew's Church, Pennington. The Committee makes no recommendations on the proposal.

Resolution 2002-1 *Affirming Servant Ministry*:

Whereas, The 217th Convention of the Diocese of New Jersey, meeting in March of 2001, adopted a resolution entitled *Becoming a Servant Church* that encouraged a deeper exploration of servant ministry in this diocese; and

Whereas, Representatives from this diocese have begun gathering information from such places as the Clear Vision Conference in Texas and developing programs that will assist the implementation of that resolution; and

Whereas, The national offices of this church have begun planning for the implementation of the goal, adopted at the 73rd General Convention of The Episcopal Church, meeting in Denver, Colorado in July 2000, to double membership in the Episcopal Church by the year 2020; now, therefore, be it

Resolved, That this 218th Convention of the Diocese of New Jersey affirm the importance of servant ministry in the life and work of the church and the initial efforts that were completed this last year, leading to the focus on servant ministry at this convention; and be it

Further resolved, That this Convention encourage the continuation of these efforts and urge the Assisting Bishop and other leaders in the diocese to continue to seek such information and materials as are available, including information from the offices of the national church and from other dioceses, and support, promote, and establish programs and structures that will further servant ministry in the diocese and the congregations of the diocese; and be it

Further resolved, That this Convention direct that those who are engaged in this effort actively seek involvement of the congregations and the people of the diocese and communicate regularly with them, and report to the 219th Convention of the Diocese of New Jersey and such subsequent Conventions as may be necessary and appropriate, detailing the progress that is being achieved and making such recommendations as they find appropriate for the ministries of the diocese and the congregations of the diocese.

A second to the motion was not required. Peter Hausman, co-author of the resolution, spoke in favor of the resolution, noting that it would move the diocese in the direction of becoming a Servant Church. **Motion passed.**

Mr. Ambos moved the next resolution, which was submitted by Peter J. Hausman, Diocesan Treasurer, and The Rev. Dr. Virginia M. Sheay, Associate, St. Matthew's Church, Pennington. The Committee makes no recommendations on the proposal.

Resolution 2002-2 *Building for the Future*:

Whereas, Regular giving, capital giving, and planned giving are elemental to stewardship, and the rubrics of the *Book of Common Prayer* stipulate that it is the duty of Christians to "arrang[e] for the disposal of their temporal goods, not neglecting, if they are able, to leave bequests for religious and charitable uses" (BCP p. 445), and materials promoting planned giving are available from the Episcopal Church Foundation and other sources; now, therefore be it

Resolved, that this 218th Convention of the Diocese of New Jersey affirm that building the church and the congregations of the diocese for future generations is an important part of stewardship; and be it

Further resolved, that this Convention urge the Assisting Bishop and other leaders in the diocese to continue the work to establish a program of Planned Giving in the diocese, and encourage the congregations of the diocese to consider the role of Planned Giving and the importance of wills in the stewardship of their belongings.

Peter Hausman spoke in favor of the resolution, noting that the diocese has begun to work with the Episcopal Church Foundation to establish programs that will assist congregations promoting in planned giving. The Episcopal Church Foundation reports that during an average lifetime 40% of one's charitable giving goes to religious institutions; however, religious institutions only receive 2% of the charitable giving from wills. This resolution will help change that statistic. **Motion passed.**

Mr. Ambos presented Resolution 2002-3, which was submitted by Peter J. Hausman, Diocesan Treasurer, and The Rev. Dr. Virginia M. Sheay, Associate, St. Matthew's Church, Pennington. The Committee makes no recommendations on the proposal.

Resolution 2002-3 *Alleluia Fund*:

Whereas, The 73rd General Convention of The Episcopal Church, meeting in Denver, Colorado in July 2000, created the Alleluia Fund program, to support mission and ministry in the diocese and the congregations of the diocese; now, therefore, be it

Resolved, That this Convention urge the Assisting Bishop and other leaders in the diocese to continue to gather and develop resources for the Alleluia Fund, working with the congregations of the diocese, and commend the Alleluia Fund meditations for the fifty days of the 2002 Easter season to the people and congregations of the diocese.

Mr. Hausman spoke in favor of the resolution. The Alleluia Fund, a program developed by the General Convention last year, anticipates a diocesan-wide fundraising program that will promote mission and ministry in communities around the diocese. **Motion passed.**

Mr. Ambos thanked the members of the committee for their efforts.

Anti-Racism Commission Report

The Rev. Terrence Roshevel presented the report and began by thanking Bishop Joslin for his support of the commission's work. The commission has trained 21 persons who will visit congregations or organizations and provide

some introductory anti-racism training. The training can be 90 minutes, half a day or all day, as needed. The commission hopes to train a second team of trainers for a total cadre of 40 trainers. The current team held a session at the Clergy Conference in November and also provided training for the Search Committee. The commission was in the process of training the Bishop's staff; however, that training was suspended after September 11, 2001 and will be completed later this year.

Fr. Rosheuvel reminded the convention that racism, which has been around for over 400 years, cannot be dealt with in an afternoon session. The aim of the training is not to provide a quick fix, but to change those who enter training by helping them become an anti-racist: someone who will struggle against racism for the rest of their life. Anti-racism training is a life changing experience. Fr. Rosheuvel encouraged everyone to sign up for the training.

Balloting Results

Deacon Langston provided the results of the fifth ballot. Bishop Joslin declared The Rev. Alan C. French elected to Office C: Alternate Deputies to General Convention—Clergy. The bishop then thanked the Balloting Committee for all their work.

Finance and Budget Committee Report

Peter Hausman presented the report of the Finance and Budget Committee and asked the convention to examine Financial Exhibit 1, Finances of the Diocese of New Jersey, Exhibit 1: Budget for the XI Bishop of New Jersey. Canon law requires the Convention to adopt a budget that funds the search process, consecration, installation and initial compensation for the next diocesan bishop upon the vacancy of the position of diocesan bishop. There has been a vacancy since Bishop Doss' retirement on September 30, 2001. The Budget for the XI Bishop of New Jersey was **moved, seconded and passed.**

Mr. Hausman referred the convention to Financial Exhibit 2, Budget for the Mission of the Diocese. Mr. Hausman moved the 2002 budget; the motion was seconded. Discussion of the budget centered on the cuts in the budget. The cuts, as suggested by the budget, will result in the closing of churches and missions and mission clergy going unpaid. Questions were raised about the necessity of hiring another Diocesan House staff member. Canon Servio Moscoso moved an amendment to the budget as follows: "That the 218th Diocesan Convention restore the budget of the Assisted Parishes (Line 102) to the amount of \$500,000 for the budget of 2002 to support the local mission of the church through the Diocese. The following lines will be modified: Line 301—National Church Covenant; Line 431—Administrative Staff; and other lines as necessary." The amendment was seconded. The majority of discussion on the amendment supported the amendment's proposal. Speakers noted that the cuts would affect the inner city and poor parishes of the diocese; one speaker indicated that the cuts seemed to be a form of ethnic, racial and economic profiling. Missions and inner city churches are already involved in servant church ministry and the cuts would prevent them from carrying out God's work. Another speaker noted the budgetary problems would be solved if all parishes paid their requested Fair Share allotment. A motion was made to call the question. In response to a request for clarification, Mr. Hausman restated: "The amendment proposes to adjust three line items on the proposed 2002 budget that with that adjustment will keep the 2002 budget in balance as we are required to do under state law. It proposes to increase line item 102, Assisted Parishes, from \$375,000 to \$500,000, for a total increase of \$125,000. It further proposes to decrease line 301, National Church Covenant, from \$325,000 to \$225,000, for a decrease of \$100,000. And it proposes to decrease line 431, Administrative Staff, from \$311,000 to \$286,000, which would be a decrease of \$25,000. Net result is that one line item is increased by \$125,000. Two others collectively are decreased by \$125,000. And the budget is in balance." A vote was then taken as to whether to call the question on the amendment. **Bishop Joslin declared that the motion to call the question passed and a vote on the amendment was taken. Bishop Joslin declared the amendment to the budget passed.** Discussion returned to the modified budget.

A suggestion was made to restore the monies for the items that were cut in the budget, putting mission in front of money and suggesting that parishes be asked to pay more of their Fair Share requests. It was not possible to consider this suggestion because of the motion on the floor to adopt the amended budget. Further discussion centered on the need for all parishes to pay their Fair Share allotments. One speaker asked if the Alleluia Fund could be used to fund the national church line and Mr. Hausman replied that the Alleluia Fund is designed to raise money to support mission in the community, not to support the national church line of the budget. Moreover, no money from the Alleluia Fund would not be available for 2002, though in future years the Alleluia Fund could eventually meet the mission needs voiced by members of the urban parishes. The decision on how to use the funds will be made in congregations over the course of the spring and fall. The question was called; a two-thirds majority is needed to end debate. Motion to end debate passed. **The motion to pass the budget as amended then passed.**

Fr. Peter Stimpson then moved the following proposal:

"As we wish to not reduce one ministry to support another, producing discord instead of unity,
As we wish to be a Servant Church, placing mission first and trusting to raise money second, Therefore,
Be it resolved that parishes be asked to pay their full Fair Share, and should that fail, that we conduct a specific campaign to raise sufficient funds to restore Line Item 301 for the National Church Covenant to \$325,00, and to restore Line Item 431 for Administrative staff to \$311,000."

The proposal was seconded. A two-thirds vote was needed to consider the proposal; **the vote to consider the proposal passed.** Discussion again centered on the need for parishes to pay their full Fair Share asking. It was noted that if each parish gave an additional \$1,000 the budget could be funded in full. The need to move from a maintenance church to expanded ministry was also noted. **The question was called.** A two-thirds vote was needed and received to end debate and a vote on Fr. Stimpson's motion was taken. **The motion passed.** Fr. Joseph Parrish then moved that every dollar that is raised be split between lines 431 and 301 until the full amount is restored to the administrative staff line. After that monies should be directed to national church. **Mr. Hausman stated that as treasurer of the diocese he would accept this without the need for a motion.**

Mr. Hausman moved the 2003 budget for consideration. Fr. Servio Moscoso moved to increase Line 102 by \$200,000 to \$500,000, and to increase the Fair Share formula to cover the increase in that amount. **Mr. Hausman accepted this motion as a friendly amendment.** Fr. Robert Legnani moved to increase Line 222, Choir Camp to \$2,500. **The motion was seconded and passed.** Fr. Laurence Fish moved to restore Line 131, Via Media, to \$90,000, an increase of \$30,000. **Bishop Joslin declared the motion to amend the budget passed.** Fr. Joseph Parrish moved to increase

Line 204, Detention Center, from \$500 to \$2,000. **The motion to amend the budget was seconded and passed.** It was noted that the amendments had increased the proposed 2003 budget by approximately \$250,000 and that this increase would require parishes to stand up and be counted. At the present time the funds to restore those lines are not available. A motion to call the question was made, and seconded. A two-thirds vote was needed to call the question. **The vote to call the question succeeded and the vote on the amended budget was taken and passed.**

Bishop Joslin called upon a youth member from St. Mark's, Plainfield to provide a meditation. The Rev. Canon Ron Albury led the Noonday Prayer and recited the necrology for The Rev. Joseph S. Harrison, The Rev. Luis O. Arcacha, The Rev. William B. Outtrim, The Rev. Canon Edward B. Geyer, Jr., The Rev. Charles R. Brace, The Rev. E. Jesse Gaither, Jr., The Rev. Edward M. Story, The Rev. Christine Todd Mertz, Deacon, and The Rev. Hugh Livengood. Convention recessed for lunch at 1:38 P.M. and reconvened for business at 2:46 P.M.

Bishop Joslin announced the offering from morning Eucharist would be given to our Companion Diocese of El Salvador. Canon Albury then acknowledged those who retired from the active clergy in 2001. They are: Margaret H. Coffey, Walter F. Hartt, Christopher R. Sherrill, Virginia M. Sheay, Barbara L. Harris, Laurence D. Fish, Sipo E. Mzimela and John C. Stone. Canon Albury also reported for Fr. Wayne Smith, who is the Chaplain to the retired clergy. All clergy and spouses meet for quarterly luncheon meetings at Diocesan House. All retired clergy and their spouses are invited to attend these meetings. There is also a newsletter that keeps the group up-to-date.

Standing Committee on Constitution and Canons Report

The Rev. Elmer L. Sullivan provided the report of the Standing Committee on Constitution and Canons. Fr. Sullivan referred the delegates to Document 19 and Document 19A. Document 19 is divided into 5 parts and the first part deals with the issue of the Diocesan Review Committee. General Convention has asked us to make a canonical determination as to whether we will have a Diocesan Review Committee. It is possible to either designate the Standing Committee as the Diocesan Review Committee or to create, by canon, a separate Diocesan Review Committee. Paul Ambos of Christ Church, New Brunswick, moved to lay on the table consideration of Part 1 because consideration of Part 4 may obviate consideration of Part 1. Fr. Sullivan opposed the motion because laying on the table is permitted only to take up some more urgent business. He also noted that the order in which business was to be conducted was determined by the Committee on Constitution and Canons, but he would follow the direction of the Chair as to order of presentation. Bishop Joslin deferred his decision on the matter to a later time.

Fr. Sullivan reported the function of the Diocesan Review Committee is to receive charges that may be made against a priest or deacon in accordance with Title IV to investigate the charges with the help of the Church Attorney, and to decide whether or not to issue a presentment. The committee functions much the same way that a grand jury does. At the present time the Standing Committee performs that function. We have the option now of retaining the Standing Committee in this role or setting up a separate committee to do that.

Two proposals have been drafted. Proposal A keeps the Standing Committee as the Diocesan Review Committee. Proposal B sets up a separate committee. Fr. Sullivan reported that the Standing Committee prefers to go on being the Diocesan Review Committee. The Standing Committee prefers this because this is a period of transition in the diocese they think it unwise to institute canonical or procedural changes, unless circumstances absolutely require them. Their bias is toward maintaining the status quo in matters of ecclesial order. They do not wish to pre-empt initiatives that a new bishop might wish to take.

Fr. Sullivan moved the adoption of Proposal A; the motion was seconded. **Bishop Joslin, upon advice of the Chancellor, referred the entire proposal to a committee.** Due to the technical nature of the material, it is important to have a committee review it and report back at the next convention. This referral includes Document 19 and Document 19A.

Paul Ambos suggested a friendly amendment to Bishop Joslin's direction. Under Proposal B, the elections provided in Section 1 would not take place until the year after adoption, so that putting off consideration of this option until next year would move such elections to 2004. Were this Proposal to be adopted now, then nominations could be received later this year for consideration at next year's convention if the convention votes in favor of keeping this Proposal after hearing the report of the committee. In order to avoid a further year's delay, Mr. Ambos proposed that the Chair's referral be modified to allow this convention to consider the provisional adoption of Proposal B, subject to reconsideration next year after hearing the committee's report, to allow for a nomination process. **Bishop Joslin modified his referral to require a report of the committee "no later than next convention and preferably by this fall or as soon as possible".**

Fr. Sullivan replied that, speaking as Chair of the Committee on Constitution and Canons, and without consultation with the other members of the Committee, he felt that Bishop Joslin's decision was unusual, but given the lateness of the hour and the thinness of the crowd, he agreed to Bishop Joslin's decision.

Historiographer's Report

The Rev. Canon Laurence Fish gave the Historiographer's report. Canon Fish moved several resolutions; they are as follows:

Whereas, St. Mary's Church, Burlington, celebrates the tercentenary of its organization in 1702,

Be it therefore resolved, that the 218th Convention of the Diocese of New Jersey tenders congratulations to the Rector and congregation, wishing them God's continued blessings in the years to come.

Motion was seconded and passed.

Whereas, St. Peter's Church, Freehold, celebrates the tercentenary of its organization in 1702,

Be it therefore resolved, that the 218th Convention of the Diocese of New Jersey tenders congratulations to the Rector and congregation, wishing them God's continued blessings in the years to come.

Motion was seconded and passed.

Whereas, Christ Church, Middletown, celebrates the tercentenary of its organization in 1702,

Be it therefore resolved, that the 218th Convention of the Diocese of New Jersey tenders congratulations to the Rector and congregation, wishing them God's continued blessings in the years to come.

Motion was seconded and passed.

Whereas, Christ Church, Shrewsbury, celebrates the tercentenary of its organization in 1702,

Be it therefore resolved, that the 218th Convention of the Diocese of New Jersey tenders congratulations to the Rector and congregation wishing them God's continued blessings in the years to come.

Motion was seconded and passed.

Whereas, Trinity Church, Woodbridge, celebrates the tercentenary of its organization in 1702,

Be it therefore resolved, that the 218th Convention of the Diocese of New Jersey tenders congratulations to the Rector and congregation, wishing them God's continued blessings in the years to come.

Motion was seconded and passed.

Whereas, Christ Church, Magnolia, celebrates the centennial of its organization in 1902,

Be it therefore resolved, that the 218th Convention of the Diocese of New Jersey tenders congratulations to the congregation, wishing them God's continued blessings in the years to come.

Motion was seconded and passed.

Whereas, St. Luke's Church, Westville, celebrates the Centennial of its organization in 1902,

Be it therefore resolved, that the 218th Convention of the Diocese of New Jersey tenders congratulations to the Vicar and congregation, wishing them God's continued blessings in the years to come.

Motion was seconded and passed.

Whereas, Christ Church, Millville, celebrates the sesquicentennial of its organization in 1852,

Be it therefore resolved, that the 218th Convention of the Diocese of New Jersey tenders congratulations to the Vicar and congregation, wishing them God's continued blessings in the years to come.

Motion was seconded and passed.

Whereas, the Rev. Robert E. Sullivan, retired, celebrates the 50th anniversary of his canonical residency in this Diocese,

Be it therefore resolved, that the 218th Convention of the Diocese of New Jersey offers heartfelt congratulations and warm thanks for his dedicated ministry.

Motion was seconded and passed.

Bishop Joslin called for a motion to accept the following reports to be filed by title:

- Anti-Racism Commission
- Bishop's Appointments
- Committee on the Diaconate
- Deacon Formation Program
- Deans of Convocations
- Episcopal Church Women
- Hispanic Commission
- Nominating Committee
- Rules of Order
- Youth Coordinators
- Migrant Commission Report
- Commission on Ministry
- Stewardship Commission
- Registrar's Report
- Committee on Resolutions
- Standing Commission on Clerical Compensation
- Standing Committee
- Committee on Congregational Development
- Standing Committee on Constitution and Canons
- Christian Formation Commission
- Commission on Liturgy and Music
- Atlantic City Mission Board
- Audit Committee
- Building and Planning Commission
- Historiographer's Report
- Report of the Via Media Editor
- Bishop's Financial Task Force
- Insurance Committee
- Diocesan Investment Trust Report
- Administrative Offices of the Diocese of New Jersey
- Diocese of New Jersey Bishop's Discretionary Fund
- The Episcopal Evergreens Fellowship Fund, Inc.
- Report of the Treasurer
- Narrative Description for Budget Allocations
- Finances of the Diocese of New Jersey:
 - Exhibit I: Budget for the XI Bishop of the diocese
 - Exhibit II The Budget for the Mission
 - Exhibit III The Voluntary Fair Share
 - Exhibit IV Trust Funds of the Diocese
 - Exhibit V Schedule of Support for Assisted Parishes
 - Exhibit VI Separation Package for Bishop Doss
- Statistics
- 2001 Bishop's Journal
- Parochial Visitations—2001
- Necrology 3/01 - 2/02
- Diocesan Statistics 01/01 – 12/01

The motion was made, seconded and passed.

Commission on Ministry and Committee on the Diaconate

Bishop Joslin called upon Fr. Bruce Montgomery, Co-chair of the Commission on Ministry, to introduce those in the discernment process as well as postulants and candidates. In the discernment process are: Elizabeth Legiec, Ken Miyamoto, and Judith Thomas. Postulants include: Valerie Balling, Sheelagh Clarke, Heather Faller, Emily Griffin, Nancy Hite-Speck, Melody Knowles, Judith Lee, Martha McKee, Deborah Piggins, Petrina Pyatt, Valerie Redpath, Susan Richardson and Bill Thiele. Candidates are: Karen Mitchell, Janet Johnson, David Code, Lucy Amerman, and Christine Thomas.

Deacon Keith McCoy introduced those who will be ordained to the diaconate in September of this year. They are: Cathy Brunson, St. Alban's, New Brunswick; Johnine Byrer, St. Thomas Alexandria; and St. John's, Somerville; Fran Clark, St. Bartholomew's, Cherry Hill and St. James', Yardville; Debbie Clarke, Holy Comforter, Rahway; Dr. John Hanson, St. Augustine's, Camden; Barbara Heinrich, St. Mary's, Haddon Heights and St. Martin's-in-the-Fields of Lumberton; Barbara Jensen, Holy Trinity, South River; Kristin Krieger, Timber Creek Ministry; Judith Marquess, Trinity, Matawan; Cornelia Spoor, Trinity, Princeton; and Tom Sweeny, the Church of St. Mark and All Saints, Absecon, Highlands.

The Class of 2005 includes: Chris Albe St. Luke's, Ewing; Linda Bailes St. John's, Somerville; Susan Birks St. Stephen's, Whiting; John Cardillo from Trinity, Woodbridge; Cy Deavours from Saint Paul's, Westfield. Martha Dooley Grace, Pemberton; Cathy Esposito Trinity, Matawan; Carol Gilbert All Saints, Highland Park; Donald Krautter St. Andrew's, New Providence; Ted Moore St. Mark's, Plainfield; and Greg Ventura, St. James', Edison.

Bishop Joslin thanked the members of the Commission on Ministry and the Committee on the Diaconate and those involved in deacon formation for all their hard work.

Acknowledgements and Thanks

Bishop Joslin acknowledged the staff of Trinity Cathedral. They include Vicar Diane Nancekivell, Junior Warden Ellen Wry, Assisting Priest, The Rev. Raewynne Whiteley, as well as The Rev. Deacon Mary Ann Jensen, The Rev. Eric Elley, Dcn. and the Rev. Will Wauters. The Bishop also thanked administrator Beverly Woodruff and choir master Deborah Ford Bigger as well as Al Shaw. Bishop Joslin thanked them all for their efforts and announced that he was very pleased with the ministry development taking place in the Cathedral. He thanked Mother Nancekivell for all her hard work and leadership as well as the lay leadership of the Cathedral.

Dr. Jim Sullivan acknowledged the efforts of the Diocesan House staff and thanked them for all the work in putting together the Convention. Ann Notte, Mary Ann Rhoads and Angelin Pozo provided the vast majority of work. Volunteers are also a necessary part of a successful convention. Registration was handled by Eugenia Langston, from St. Simeon's in North Wildwood, and Marge Keller from Holy Spirit in Lebanon. Exhibits and ushers were handled by The Rev. Ed Murphy of St. Paul's, Bound Brook. The Atlantic Convocation was extremely helpful. The Rev. Lee Powers of St Mark and All Saints was an exceptional help as was the Rev. Doug Eberly of Epiphany, Ventnor.

Dr. Sullivan also acknowledged the pages and their parents who provide a valuable service under sometimes boring and tedious circumstances. The pages included Georgeanne Dorney, from Christ Church, Shrewsbury; Kristen Papworth, Christ Church, Shrewsbury; Liz Covington, Holy Trinity, Ocean City; Laura McFadden, Holy Trinity, Collingswood; Sara Crowther and Rebecca Ward, St. Francis, Dunellen; Rodney Kid, St. Michael's, Trenton. Andrew Yeager, Dunellen; Claire Hammond, St. Bartholomew's, Cherry Hill; Christine Jordan, Trinity, Matawan. The adults who supervised the pages include Judith Marquess, Matawan and Charlotte Greeson from Epiphany, Ventnor.

Bishop Joslin acknowledged the efforts of the Diocesan House Staff. They are: The Rev. Canon Glenn Druce, The Rev. Robert Ripson, The Rev. Elizabeth Geitz, The Rev. Eric Elley, Dcn., Wanda Greene, Roy Fithen, Ann Notte, Angelin Pozo, Ron Gritz, Alfonzo Gonzalez, and Mary Ann Rhoads.

2003 Convention

Bishop Joslin announced the 2003 convention will be held in Trenton on March 7th and 8th at the Marriott Hotel. The Eucharist will be held at the Cathedral.

Adjournment

Assistant Secretary of Convention, Gair Helfrich, moved that greetings be sent to the retired Bishops and members of the clergy who were unable to attend the convention. **The motion was seconded and passed.** Bishop Joslin thanked The Rev. Phil Carr Jones for his assistance with the sound equipment. He also acknowledged the 25th anniversary of the ordination of women by introducing The Rev. Georgia Cohen, who was ordained 25 years ago.

A motion to adjourn was made, seconded and passed. Convention adjourned with prayer.

Respectfully submitted,

Gair Helfrich
Assistant Secretary of Convention

BISHOP'S ADDRESS AND HOMILY
The Rt. Rev. David B. Joslin

In the name of God, Fr., Son, and Holy Spirit.

Yesterday, I was very moved by Dr. Beazley's address and even more inspired by your reaction to it and by the hopes that you have for the church before us. Something very significant is taking place here. We have looked at the future in expectation. We have been inspired, and we are very, very hopeful. In fact, I was so moved by Dr. Beazley's talk and by your reaction that I decided to scrap all that I had planned for a homily and plagiarize one of the greatest sermons that has ever been given – and here it is!

"You all know what to do. So go do it! Amen."

But my good wife, who is the steward of my dignity, said that wouldn't sound very "Episcopal". Therefore, I will add a few more things.

We have embarked on a journey, which isn't quite as simple as just "go do it". It is rather a journey that has a beginning in the call of God and an end in the city of God. It is a call to be the Church in a very special way. It is a call to be a vital Church in the 21st century with all of the changes that that entails. It is a call to reach out, to show forth the love of God, and to invite people to share in that love in a particular way. I say this because it's not simply a matter of finding out what other people have done and then doing it. We can learn from what has happened elsewhere and we can be inspired by it. But, ultimately the story we write has to be our story and the Servant Church has to have the flavors and accents of New Jersey. It has to reflect us. It has to be authentic to our common life, and it has to reach out to the particular people that we are given by God to care for and to nourish. There will be times when we will get lost on this journey. How many of you have ever gone on a journey to a new place and not gotten lost? But the good news is: you can "get back on the trail". We must not be so terrified of making a mistake that we avoid trying new ideas and thus "miss the prize".

We are on a journey and that journey begins with the determination to be the Servant Church. I sense that determination in this gathering. But we must share that determination with those who are not here. That determination needs to drive the Bishop's Office, the Diocesan Council, the Standing Committee, the Trustees, and all the rest. It needs to drive our Vestries and our people in the pews. We need to know that we are a Church on mission, that we are a Church reaching out in the power of the Holy Spirit, and that we are a Church accomplishing God's work, sharing in God's project of renewing and redeeming the world.

I discovered this morning that I was here with my Lenten array vestments while everybody else was wearing red to celebrate the Holy Spirit. Not being one to miss an opportunity, I think there is a sermon in that! It is this. In order to be in the power of the Holy Spirit, we need to be perpetually penitent – always in the process of conversion, always in the process of opening ourselves up. Only then can the teaching of the Holy Spirit find fertile ground in our hearts. So I think it is appropriate to think of ourselves in Lent, even as we celebrate the Holy Spirit's power and grace among us. Today I would like to offer some thoughts about ways in which we can go on that journey – things that we must do; ways in which, through conversion, we can be more open to the Holy Spirit. We must have the determination to make the changes that are needed. Some of those changes we can't conceive today. Others will be revealed in due course on our journey.

Here's one: We need to determine that we shall be liberated from the tyranny of trivia. Doubtless you have heard that hearing the confession of a nun is like being stoned to death with feathers! Is there anyone here who has not felt that way about church sometime? Sometimes we get so consumed with minutia, so wrapped up in a little detail of canon law, or some old parish custom that we miss the greater picture. Sometimes we want to micro manage things instead of trusting and delegating.

Some of you have heard the story I'm about to tell. If so, I hope you will make believe you haven't! It is one of my favorite stories and it's about Franklin Roosevelt. Throughout all his years as President of the United States, Franklin Roosevelt continued to be Senior Warden of his parish church, St. James', Hyde Park. Some years ago, I met the priest who was then the Rector of St. James'. He told me a story, which I haven't been able to verify completely but it is at least consistent with what can be verified. Roosevelt was returning from meeting with Winston Churchill and Josef Stalin at the Yalta Conference. They had been planning how to order the post-war world. Now on the way back to Washington, Roosevelt stopped at Hyde Park. During that pause, there was a Vestry meeting at St. James' which the President attended. The agenda included a proposal to rent a field owned by the church to a local farmer. The discussion went on and on. Consider the picture, the President of the United States had just been meeting with Winston Churchill and "Uncle Joe" Stalin, dividing up the world. Now he was consumed in this lengthy discussion about renting a field.

Now "fast forward". Recall the scene you have seen on the History Channel or elsewhere in which (after that Yalta Conference) President Roosevelt addressed a combined session of the Congress and the Senate and – for the first time in his Presidency – sat to address them! He said to them, "I apologize for sitting to address you but I am weary." Now

the conventional interpretation of that comment is that he was weary from the Yalta Conference. But you and I know the real cause of his weariness!

We are called by Jesus Christ to share in God's project of renewing and redeeming the world. We are called by Jesus Christ and empowered by the Holy Spirit to reach out to others – to reach out in service – to reach out in evangelism – to reach out, offering community. We must free ourselves from that tyranny of trivia that diverts all of our energy from those great callings and mires us down in that inconsequential activity that kills the church and its mission.

There are other things we must do. We need to recalibrate our minds so that Vestries and Diocesan Councils ask "What is God calling us to do?" not "How much will it cost?" We must think "Mission" rather than "Possibility". We must – with passion and joy – reach out to those missing persons of whom Dr. Beazley spoke yesterday. We need to focus on those people in our communities who are hungering for spiritual health, for the wisdom of the saints, and for a sense of community with God, with one's neighbor and with one's self. We must learn how to share that and to reach out to people. We need also to recover an understanding of what it means to be an Apostolic Church. Apostle is a great word in the Diocese of New Jersey. It is deeply rooted in our history. It has to do with the ministry of bishops, but even more, it has to do with a sense of mission. An apostle in the New Testament was a kind of ambassador with Power of Attorney to act on behalf of another. That's the ministry to which we are called. In one sense it resides in a special way in the ministry of bishops but it is also spread through the entire community. We are meant to be the ambassadors of Christ and ambassadors talk, ambassadors share, ambassadors reach out. We are called to do that. And in so doing, we are also called to trust one another.

Now we all know something about community life. Put three elementary school children in the back seat of your car, drive for two hours and watch the sibling rivalry develop – "He's over on my side of the seat!" But if you stop the car and you invite them to do some project together – something focused on someone else – suddenly that sibling rivalry diminishes. That's one of the reasons why the Servant Church is so needed for us. We have to take our eyes off ourselves. We have to let go of the old tribal allegiances. We have to think – let's work together in this project to which God has called us. We have to trust each other. We have to be willing to delegate – not demand that every decision be made by consensus. A church can't have a plebiscite about everything. It just doesn't work. But the Apostolic Church in the early age of Christianity had trust and could delegate. We need to relearn how to do that.

We also need to recover the knowledge that the diocese is the local church and that our congregations are apostolic and missionary outposts of that one church. This has always been part of our polity – the bishop is the chief pastor of the one church which has many neighborhood congregations. We need to recover that apostolic principle. We need to learn to trust one another, to work together, to realize that – especially in an Episcopal context – congregationalism is the way of death, while working together is the way of resurrection. We need to learn how to work together with much more cooperation.

There is something else and I bring this up to you very mindful of the privilege of being a bishop serving between diocesan bishops. Interim bishops can say what they believe without being suspected of serving their own self interests. Here let me offer one of my deepest convictions about this wonderful Diocese. We must do something about the funding of the Diocese! This is perhaps the most under funded diocese in the Episcopal Church. There isn't another diocese our size with only one bishop. There isn't another diocese our size without two to three times the staff that we have. There isn't another diocese our size without a budget two or three times the budget we have. The Diocese is in a financial crisis today and none of the dreams of the Servant Church can be attained without adequate funding of diocesan ministries. Think of the college students who aren't being reached because we don't have adequate campus ministries. Think of the children who aren't being reached because we don't have an adequate support system for children's ministries. Think of the people in need who aren't being reached because we aren't able to do it. We have a very painful part of this year's budget. We have already cut the staff below the minimum size needed for a diocese our size. I can't tell you how many times I find our staff working weekends and at night trying to catch up. We have already cut the programs to the college students and to the children. We have cut and cut and cut. And now, we have to reduce the grants made by the Board of Missions to mission congregations. Some have said "Well, let's take the money from the National Church." But that's not our money, friends. That belongs to the church throughout our nation and the world. It is money that we are obligated to give in order that we can share with the church at large what it means to be an Episcopalian. Taking money that belongs to others isn't the way of the Servant Church.

I ask you to put this matter of funding in your hearts and keep it in your prayers. Providing adequate funding is absolutely fundamental to the future of the Diocese. We have to be able to carry out the ministries within the Diocese and give our fair share support for ministries around the world.

I am happy to have Bishop Barahona here and rejoice in our Companion Relationship. I am also aware of the sufferings caused in the Church of El Salvador because of budget shortfalls in the National Church. The same suffering is happening in place after place because of the financial limitations placed on the National Church. Please pray that we will soon be paying our fair share and will be able to look needy people in the eye and not be ashamed.

We need also to learn to celebrate resurrection – again, again and again – and to expect the miraculous as Dr. Beazley put it yesterday. As you know, I am a native of New Jersey and except for one five-year period in Minnesota, I have spent all of my life in the Northeast. And because I am one I can say, northerners enjoy being grumpy! We don't like to embrace new ideas quickly. And we are always a little skeptical about each other. Nothing distresses us so much as optimism. But you know, there are people who are optimistic and are still living! There are people who have learned to expect the miraculous, to celebrate resurrection, and who are doing wonderful things. Do you know what else I have discovered? When a grumpy northerner tells resurrection stories, people listen with special attention. If a northerner shows joy, others know something amazing has happened. And then hope filled joy erupts. We need to celebrate resurrection stories in our common life. And we need to celebrate and nourish our community.

We need to be aware that electing a new bishop is not a panacea. The new bishop, no matter how good, will not make hurricanes go away. The new bishop, no matter how good, will not cure all ills. The new bishop must be understood as a part of the community, not a substitute for it. Thus as we search for a new bishop, I ask you to work and pray that our community may grow in such a way that the Servant Church will be its life and its characteristic, and that in that characteristic and in that life we can celebrate the many aspects of Jesus' resurrection among us.

I am very happy to end this homily with something special. A number of our parishes are celebrating their 300th anniversary this year. Some other parishes are older still. And we have other parishes that will be celebrating special anniversaries in the not too distant future. These churches are the product of founding missionaries, many of whom were from the Society for the Propagation of the Gospel. These missionaries came into New Jersey and started one church after another. Two very special missionaries were the Rev.s George Keith and John Talbot. They started a number of our parishes and worked throughout the whole state preaching the gospel. I must tell you something else. John Talbot, during his ministry at St. Mary's, Burlington, was made the first bishop in the United States. His episcopal ministry was ended by the British. But he planted a great seed that would bear fruit much later.

More importantly, George Keith and John Talbot were people who lived mission. Indeed John Talbot is known as the Apostle to New Jersey.

Now for the first public display, I want to show you a new icon by Suzanne Schleck of Christ Church, Toms River. It is an icon of these two missionaries, George Keith and John Talbot. You will note John Talbot, the Apostle to New Jersey is wearing the vestments of a bishop. I propose that we make this icon the symbol of our mission in the 21st century. George Keith and John Talbot lived in the joy of the Lord. And because of their zeal for the Gospel we are here today.

This is an icon of George Keith and John Talbot. May their lives be an icon of the spirit of the Servant Church – and may that be the focus of our zeal and our passion – and the source of our joy.
Amen.