

ANTI-RACISM COMMISSION

Dear Brothers and Sisters in Christ:

The Anti-Racism Commission has continued to implement the plan that was approved by Diocesan Council in July 2000. Twenty-one members of the Anti-Racism Team (ART), formed by the Commission, in the spring of 2000, completed all phases of anti-racism training, facilitated by Crossroads Ministry, an interfaith and community based anti-racism training organization, in March 2001. Throughout each phase of training, initiated in May 2000, the team continued to deepen its knowledge and understanding of: racism; teaching and educating techniques; analysis and strategy development; and organizing to create an anti-racist institution.

We have agreed on an established definition of racism - **Racism equals race prejudice plus misuse of power by systems and institutions.** A preliminary Common Analysis of Racism in the Diocese was developed and covers such things as the history of racism and resistance to racism in the diocese and the Episcopal Church in general. The ART, using an analysis tool, The Continuum on Becoming an Anti-Racist, Multicultural Church, established an informal assessment of the Diocese of NJ. The Continuum enables the graphic depiction of where the team views the diocese and some individual parishes to be as regards their anti-racist attitude, beliefs and behavior. The training and analysis of the present situation enabled the team to establish the Twenty-Year Vision, below.

Our Twenty-Year Vision for the Diocese of New Jersey

The Diocese of New Jersey is recognized as a part of the Body of Christ because its congregations joyfully celebrate their anti-racist, multicultural, embodiment of Christ's love.

The Diocese provides intentional leadership in dismantling racism in the wider community by modeling the sharing of power and mutual respect, among all people, at all levels of diocesan life. It's mission, structures, policies and practices are used to perpetuate an anti-racist identity.

The Diocese's anti-racist way of living together through its values of justice and equality is seen as a model for change and a sign of hope.

Based on this vision, Five-Year Goals and Two-Year Objectives were established and will serve as milestones on which the future work of the Commission and Team is based.

The ART has prepared a 90-minute workshop, **Ending Racism in the 21st Century**. This workshop introduces participants to an analysis of systemic racism. It connects the biblical/theological or spiritual/ philosophical roots of an institution to anti-racism. It promotes understanding, affirmation and institutional support for the development of the team. It is for use within parishes or with committees/commissions and Diocesan staff. The model is expandable to a 3-hour workshop or a full day.

The ART proposed and achieved adoption of two anti-racism resolutions for implementation at our 217th Annual Convention. They are summarized below:

(Resolution 2001-4) Endorses the Birmingham Pledge on Racism

(Resolution 2001-5) Endorses the actions of the General Convention in adopting resolutions on anti-racism and calls on our Diocesan Anti-Racism Commission to continue the Anti-Racism Training program in the diocese and to report at the 218th Convention, progress on implementing these resolutions.

Status Report from the Diocesan Anti-Racism Commission To the Diocesan Council, was presented in September 2001 to Diocesan Council. A motion was adopted by Council receiving the report with thanks to the Anti-Racism Commission and the endorsing the Twenty-Year Vision, goals and objectives stated in the Report. A second motion was unanimously passed "strongly recommending that the Election Search Committee engage in Anti-Racism training prior to entering the formal process of selecting candidates". The Commission was also instrumental in arranging for Anti-Racism training for the Diocesan Staff, which was in progress on the fateful day of the terrorism attacks on America. The training of diocesan staff will be reintroduced in 2002.

The **Ending Racism in the 21st Century** workshop, was presented at the November 2001 Clergy Conference by members of the Anti-Racism Team (ART). As a result, there have been six requests from parishes in the Diocese to have a similar presentation.

The commission operated within an approved budget of \$40,000.00 for fiscal year 2001. Approximately \$25,000.00 has been allocated for training and/or equipping the team to do its' work. Ten thousand dollars has been allocated for anti-racism training within the diocese. Five thousand dollars has been allocated for the work of the commission.

Approximately \$15,000.00 has been spent this fiscal year for the phase II training of the team members. The allocation of ten thousand dollars for diocesan wide training is based on an estimate of \$500 to \$750 per training session and it is anticipated there will be 10-15 such sessions per year.

The team will continue to deepen and refine the Common Analysis in order to review and align its Goals and Objectives with the Twenty-Year Vision. This activity will result in more specific plans of action for the Anti-Racism Team as well as for key committees and commissions of the Diocese, as regards their respective roles for defining the a new anti-racist identity for the Diocese. We will continue to provide anti-racism training to parishes and other entities within the diocese.

Defining new cultural identities will also be an implementation focus of the ART, as is consistent with the Goals, Objectives and Twenty-Year Vision. Here too, key committees and commissions of the diocese will be engaged in the process of change.

The Commission lost two stalwart members in Rev. Jesse Gaither and Dr. Lambert Jackson. Their tremendous energy and the depth of their commitment to anti-racism work in the diocese, will continue to be an inspiration to the members of the Commission and Anti-Racism Team.

We pray for your commitment to ending the sin of racism in our diocese. Your continued support is deeply appreciated and very valued as we work toward the fulfillment of the Twenty-Year Vision. We must continue to work together to truly become the Body of Christ.

Faithfully,

The Anti-Racism Commission of the Diocese of New Jersey

ATLANTIC CITY MISSION BOARD

Greetings from the seven churches!

<p><u>Charter (voting)</u> Ascension, Atlantic City St. Augustine, Atlantic City Epiphany, Ventnor St. Mary's, Pleasantville</p>	<p><u>Associate</u> Christ Church, Somers Point St. Mark's & All Saints', Galloway Holy Trinity, Ocean City</p>
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*1 Clergy and 2 Lay representatives from each Church

Before the late Canon Edward Geyer retired, he asked me to assume the office of President pro tempore of the ACMB. Being an enthusiastic supporter, I accepted and received the Board's endorsement. During 2001, the Rev. Bob Ripson faithfully attended our monthly meetings as liaison from the Diocese.

Bishop Joslin continues to take a pro-active role regarding the ACMB exercising Episcopal oversight, leading to the formation of the HUGHES COMMISSION. Former Congressman and Ambassador to Panama, the Honorable William Hughes is a devout Episcopalian and serves as honorary chairman in the effort to evaluate the long-range work of the Episcopal Church in the Atlantic City area including surrounding mainland communities. Diocesan representatives plus one from each of the ACMB Churches compose the Commission. Ultimately, it will make recommendations to the Bishop and Diocese regarding how our ministries and facilities could be put to the best possible use in light of changing demographics and other concerns. Dr. Carl George, an expert in Church/congregational development, serves as a much-needed consultant. His expertise and dedication are obvious to those with whom he has worked.

In the meantime, the ACMB joint Wednesday Lenten suppers/programs (reaching 100 +/-gathering) are popular life-giving evenings looked forward to by the ACMB people and clergy. The focus on the Passion according to the four Evangelists in '01 received rave reviews. Other common activities and endeavors bind our congregations together in Christ in this unique configuration of Churches.

The transition from a full-time Missioner to an era of evaluation and reflection has been extremely painful. Budget proposals for 2002 reflect the aspirations of the ACMB as it seeks to strengthen its Christian witness in our region.

With the tender memory of Canon Geyer and the blessing of Bishop Joslin, I persevere in the presidency of the ACMB.

May God the Holy Spirit guide us all as we seek to become more effective agents for the Prince of Peace.

Respectfully and faithfully yours,

G. Douglas Eberly+

Audit Committee to the 218th Annual Convention

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

This report will describe the Audit Committee's activities during the past year in carrying out these responsibilities. Since its inception, the Audit Committee has provided oversight to ensure that proper accounting procedures are being followed for all Diocesan funds. Currently, the Committee is confident that they have been presented with acceptable financial reporting on the various funds controlled by diocesan entities or the Bishop.

The 2000 independent auditor's report on the Administrative Offices of the Diocese continues to be qualified because of noncompliance with the requirements of Statement of Financial Standards No. 106, Employers Accounting for Postretirement Benefits Other Than Pensions. This Statement requires accrual of and disclosures regarding such amounts. It has not been practicable to date to determine the extent of our liability for the unrecorded costs. Consequently, we have been unable to comply with the disclosure requirements for postretirement benefits for current and retired clergy. To date, such obligations have been accounted for on a cash basis in our financial statements. Our Diocesan Insurance Committee is well aware of both the financial and economic issues surrounding our postretirement benefits plans. They continue to work toward the resolution of these issues but a satisfactory conclusion is not yet in sight.

The firm of Druker, Rahl & Fein was reappointed by the Committee in 2001 to serve as external auditor of the 2000 financial statements of the Administrative Offices of the Diocese of New Jersey, The Episcopal Evergreens Fellowship Fund and the Bishop's Discretionary Fund. An engagement letter was signed in February of last year. The Committee would like to express its appreciation to Eugene J. Elias, the partner of Druker, Rahl & Fein in charge of our audit, and his staff for their time and effort spent in performing their audits and for the assistance rendered to the Committee. Trustees of the Diocesan Investment Trust separately appoint auditors for the Trust but the Audit Committee reviews the results of that audit.

The Audit Committee has reviewed and approved the 2000 audited statements of the Administrative Offices of the Diocese of New Jersey and the Episcopal Evergreens Fund for the calendar year. The audited statements of the Bishop's Discretionary Fund covered the eleven-month period ending December 31, 2000. This period coincides with the start of Bishop Joslin's appointment as our assisting bishop. This report was also approved by the Committee. The audited annual report of the Diocesan Investment Trust was also reviewed by the Committee although it does not have the responsibility for initiating the audit. Copies of the audited statements of the Administrative Offices, the Evergreen Fund and the Bishop's Discretionary Fund are being distributed at Convention.

The Audit Committee reminds all parishes that they are required to submit a copy of their audit to the Diocese each year. There are several ways in which the audit requirement for a parish can be met and a satisfactory audit does not necessarily mean the expense of hiring an outside accountant or firm. Individual parishes should consult the "Manual of Business Methods in Church Affairs" for audit alternatives as well as use the manual as a reference for conducting all financial affairs. It is an invaluable resource and a copy has been made available to every parish and mission. Audits can be looked upon as burdensome to a parish or mission. On the contrary, they are a vital tool to ensure that financial affairs are in order thereby protecting all those holding office and providing comfort to other members of the parish. We have had two instances of embezzlement within parishes just in the past year. Annual audits provide substantial protection from these unfortunate outcomes.

The Audit Committee submitted agenda items for and a member of the committee participated in a "Financial Managers' Day" on November 10 of last year. This diocesan sponsored event was designed to help parish members involved in financial affairs to better understand their duties and how to most efficiently and correctly conduct the finances of their parish or mission. The Audit Committee is highly supportive of any diocesan activities that help to raise the level of financial knowledge within parishes.

The Audit Committee also stands ready to assist individual parishes with their financial record keeping and has done so in the past. We would welcome volunteers who would be willing to help us provide this assistance and ask that you submit your name to Wanda Greene, the Chief Financial Officer of the Diocese.

Respectfully submitted,

Richard Ellwood
 Burton Hollenbeck
 Phyllis Jones
 David Savage

Robert Fox
 Hilton Jervey, Chairman
 The Rev. Servio Moscoso
 Howard Zumbrun

BISHOP'S ADVISORY COMMISSION ON LITURGY

The Commission on Liturgy and Worship met regularly throughout the academic year. The Commission responded to Diocesan liturgical needs throughout the year including Convention; the Renewal of Ordination Vows during Holy Week; and diaconal ordination liturgies.

The Commission sponsored a clergy day at Trinity Cathedral in February to discuss the liturgical, theological, and sacramental issues connected with marriage in light current issues facing the church. Bishop Paul Marshall of Bethlehem served as keynote speaker and more than 30 clergy and lay persons attended.

A Lenten Choral Vespers at Trinity Cathedral was presented on April 1. A choir of 62 sang under the direction of Mark Trautman (Christ Church, New Brunswick) and Charles Banks (St. Paul's Westfield) served as organist.

With Bishop Joslin's approval, we have re-instated the St. Dunstan's Choir Award for choristers who have served in Diocesan parish choir for ten years or more. Awards will be given out annually during the month of March. For more information, contact Mark Trautman at Christ Church in New Brunswick.

The Diocesan Choir Camp for Boys and Girls (co-sponsored by the Commission and Advent, Cape May) had 50 choristers this summer. This coming summer's camp will be held July 28 through August 1; for more information, contact Wade Cooper at Church of the Advent, Cape May.

We are grateful for the continuing support of the Diocese. Please feel free to contact any of the members of the Commission with any questions or concerns.

Respectfully submitted,

Mark Trautman, Co-chair

BISHOP'S FINANCIAL TASK FORCE

The 2001 Diocesan Convention passed a resolution submitted by our Diocesan Treasurer that directed Bishop Joslin to organize a financial task force. The objective of the task force, which is composed of both lay and clerical members of our Diocese, is to examine our current Diocesan financial system including, but not limited to, the budget process and the structure of parish asking to see if we can improve these aspects of the way in which the Diocese functions. At the same time, it is hoped that this examination will develop a greater sense of ownership and commitment to the financial system of the Diocese by individual parishes and missions.

The Task Force had an organizational meeting on September 27, 2001 and has met twice since then. Our initial activities are twofold: first, gathering information about the evolution of our own financial system so we all have a clear understanding of how we got to where we are today and second, to examine how the financial systems of other dioceses function with the hope of finding some suggestions for improving our processes. Accordingly, Bishop Joslin, on our behalf, has requested information from thirteen other dioceses. We are now at the stage where, as this information is received, individual members of the Task Force have volunteered to review the material for each diocese using a common questionnaire we have developed and then supplement that review by talking with a representative from each diocese. Once these reviews have been completed and a report prepared on our own evolution, then the Task Force will begin the difficult job of distilling what we have learned into some recommendations to Convention about changes that may improve the functioning of our financial system. We expect to make those recommendations to the 2003 Convention.

The Rev. Stephan Beatty
Richard Ellwood
Richard Engle
Felix Estepa
Mary Flamer
The Rev. Muriel Herbert

Gus Hollingsworth
Hilton Jervey, Chair
The Rev. Jonathan Percival
Chuck Perfater
The Rev. Lee Powers
Dorothy Torchio

CHRISTIAN FORMATION COMMISSION

The Mission Statement 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.

The commission resumed its work in the Diocese when, at its reorganization meeting in October 2001, plans were begun for a conference to be held on April 13, 2002, at Christ Church, Middletown. This conference will include workshops addressing needs in Christian Education for children, youth and adults as well as a Curriculum Fair of published and local home grown material.

In the mean time representation has been maintained in two very important ecumenical groups: Christian Education Associates and the Ecumenical Training Associates. Both groups have a significant number of Episcopalians who help as planners as well as presenters at these conferences. Both conferences also have many Episcopal participants who always welcome the opportunity to gain skills needed to continue and improve their ministry in Christian Education in our local parishes.

We look forward to increasing our ability to reach out into the parishes and to give any help that may be needed. In our long range plans we would like to reinstate a resource center for the use of parishes and individuals who may want to see curriculum first hand.

As chairperson of this commission I want to thank the members who have volunteered their time and talent: The Rev. Victoria Cuff, The Rev. Mary Jean Metzger, Mrs. Nancy Miller, Mrs. Mary Wenzler, Mrs. Mary Ellen Robeson, Mrs. Donna Devlin, Mrs. Debbie Cook and The Rev. Frederick Baldwin.

Faithfully submitted,

Susan T. Legnani, Chair

COMMISSION ON MINISTRY

The Commission on Ministry oversees a process of discernment and formation for the Bishop of the Diocese of New Jersey. The COM's primary role is to advise the Bishop regarding individuals seeking Holy Orders. The Commission on Ministry is comprised of people from every segment of the Diocese and is made up of a diverse cross-section of individuals who gather monthly seeking to discern God's will as we shepherd people towards their ordination.

Since the last Convention seven individuals were invited into the discernment phase of the ordination process. They all were assigned to ministry in parishes other than their home parish for a period of three months to one year. We recommended to the Bishop that nine people be made Candidates. Since the last Convention five people were ordained to the transitional diaconate and five have been ordained to the priesthood.

I would like to thank Bishop Joslin and the Standing Committee for the good working relationship we've had this past year. I also would like to thank the members of the Committee on the Diaconate and the members of the Commission on Ministry for their hard work and faithful ministry of service and discernment on behalf of the larger church.

Respectfully submitted,

The Rev. Bruce Montgomery, Co-Chair

COMMITTEE ON CONGREGATIONAL DEVELOPMENT

Members:

The Rev. George L. Campbell	The Rev. Robert Shearer
The Rev. Charles Davidson	The Rev. Dr. Virginia M. Sheay, Chair
The Rev. Harry Mazujian	The Rev. Dr. Molly D. Smith
The Rev. Arthur P. Powell	
The Rev. Canon Glenn E. Druce, Staff Liaison	

The committee began to meet in April 2001, shortly after the appointments were made at the March 2001 Diocesan Convention. We noted that part of the budget is designated for the work of Percept. We discussed the direction the committee should take and the work, which we would hope to accomplish. At the first meeting we agreed that our purpose should help promote and support Resolution 2001-3, ***Becoming a Servant Church***, passed at the March 2001 Diocesan Convention. Recognizing that such work is all encompassing and ongoing, we proposed that we would act as a resource committee to serve the congregations.

The goals of the committee are as follows:

- Create congregational toolkits. The National Church is beginning to work on this in the Congregational Development Office.
- Create link in Diocesan Web Site for Congregational resources.
- Create a skill bank.
- Offer a Workshop Day for the Diocese.

The committee is pleased to announce that it will sponsor a day of workshops. It will be held on Saturday, October 19, 2002 at Trinity Cathedral, Trenton. Flyers, providing more information, will be available at this March 2002 Diocesan Convention. The day of workshops is a first in the Diocese in that it will offer a potpourri of topics, which, we believe, will enhance the life of diocesan congregations in their ministries. Endorsing the Diocesan Convention theme, ***Becoming a Servant Church***, the workshop day will be called, ***Equipping the Servants***. We invite the whole Diocesan family to take part in this invaluable workshop day.

COMMITTEE ON RESOLUTIONS

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.

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.

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.

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.

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.

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.

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.

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.

WHEREAS, The Rev. Robert E. Sullivan, retired, celebrates the fiftieth 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.

COMMITTEE ON THE DIACONATE

The COD operates as an autonomous subcommittee of the Commission on Ministry. It handles the formation of deacons, including recruitment and education; the development of an annual budget for the support of the diaconate comes under this committee, as well. The COD works closely with the chair of the COM and the Archdeacon to meet canonical requirements and to promote ordained ministry. Once people are ordained to the diaconate, they become the responsibility of the Archdeacon

I. Committee membership

There was no change in the makeup of the Committee since last Convention. Members are: deacons Carolsue Cummings, Vicki Cuff, Bob Turner, and Keith McCoy; priests David LaQuintano and Ronny Dower; laity Tom Cornell and Lynette Darling. The Rev. Denise Mantell, liaison from the Commission on Ministry, continued her service. When the COD interviews applicants for our programs, we occasionally ask other knowledgeable persons to assist.

II. The Class of 2002

Eleven persons from around the diocese are now in their final semester of studies, with ordination expected in mid-Fall. Ten of the eleven are candidates, and one is a postulant.

III. The Class of 2005

As of this writing, ten persons from the diocese have been selected for the next class, with one application still under consideration. Their first meeting was a spiritual retreat in late January, with classes beginning on February 2.

IV. Future classes

If the past is a predictor of the future, another class will begin in about two years. Lay persons interested in the diaconate, or clergy interested in proposing someone for consideration, should contact the Rev. Susan Norris, director of programs, at Grace-St. Paul's Church in Mercerville to obtain a handbook and an application.

As a guide, discernment at the parish level takes about six months, while interviews and testing at the diocesan level take about six months. The COD only schedules interviews when applications accumulate. Ideally, the membership of a prospective class is finalized at least three months before it starts. In other words, the time to start work on an application for the next class is now.

V. Track B and other avenues

Track B is designed to meet the needs of persons who have attended or are attending seminary, and prefer to gain most of their education through that route. Track B provides a more traditional educational experience, while interweaving some additional classes and activities from our program. It also shortens the time spent in the ordination process by almost a year. We have at the moment one inquiry into this route.

The COD also evaluates the credentials of deacons from other denominations, for possible reception into the Episcopal Church. We have no inquiries regarding this at this time.

VI. Other activities

The COD is always interested in promoting servant ministry, and has offered in the past workshops for inquirers and seekers. We are currently working on a new concept, which will send a senior deacon to a parish for a Sunday to model the diaconate and explain what it is. We hope to beta test it this winter, and have material advertising it available at convention.

Dn. McCoy, chair of the COD, completed his service as chair of the Formation Guidelines Committee for the North American Association for the Diaconate, and is now a member of an ad hoc committee of NAAD proposing revisions to the national canons related to the formation of deacons. He was also elected to the board of the Fund for the Diaconate of the Episcopal Church in the United States in September.

Mother Norris, director of programs, was elected to the Board of NAAD at its biannual conference last summer, as one of the two designated presbyters.

Other activities related to the diaconate in this diocese are in the report of the Archdeacon.

VII. Personnel

The Rev. Susan Norris continues to serve, on a half-time basis, as the Director of Programs and Administrative Assistant to the COD; she puts in many more hours than that in the course of a year, especially on Saturdays, when classes meet.

The Rev. Eric Brechner continues as chaplain, tutor, and worship coordinator for the program. The Rev. Cathy Bickerton also continues as the director of the CPE component of the program. Faculty for the program are recruited from area seminaries, with some other persons employed for their particular expertise.

VIII. Conclusion

The COD is a dedicated group of persons who work together to create and maintain a high quality program, which provides the diocese with trained ministers. It is an honor to serve with these persons, and to work with the staff and faculty who implement the program. The leadership of the diocese is to be thanked for its continued support of this activity, which in turn creates the ripple effect of spreading servant ministry of all sorts throughout our parishes.

The Rev. W. Keith McCoy, Dcn.

COMPANION DIOCESE COMMITTEE

On January 13, 2001 a devastating earthquake hit El Salvador, followed by several more very serious quakes. A trip for adults last February had to be cancelled on short notice. Bishop Joslin, the chair of the Committee and the Rev. Servio Moscoso went to El Salvador as a gesture of solidarity in early February, and delivered a check for \$25,000 contributed by more than 40 parishes and many individuals. The Diocese of El Salvador threw itself into helping whole villages. In the end, one in four families remains homeless. We pledged \$200,000 to build 50 homes as our Diocese's response for the need to rebuild. At this point, 29 parishes have pledged a total of \$68,000 toward that rebuilding. We are one third of the way to announcing at next year's Convention completion of 50 houses! The headlines have long since moved on, but the need in El Salvador remains.

The youth trip planned for August did happen and 14 juniors in high school from around the Diocese went to El Salvador led by Sandy and the Rev. Jack Belmont. Amanda Bartle, who went on the first trip, has graduated from college, and has been studying in Costa Rica. The fourth annual youth trip is being planned for this August 1st to 8th.

Thank you to all the parishes who have contributed and pledged to the several projects we are doing in El Salvador, and to the committee members who have wrestled with the complexities of building in El Salvador.

Scott Trull, Chair

DEANS OF CONVOCATIONS

Even though the Bishop is the chair of the Deans of Convocations (or Committee on Convocations, as it is officially known) he appoints one of the deans as vice-chair to act as convener in his absence and to facilitate communication between the diocese and the convocational deans.

The Rev. Edmund Zellely ably exercised this office until he retired as dean of Woodbury Convocation in the fall of 2001. At this time Bishop Joslin appointed me as Dean Zellely's successor. The Deans Conference meets once a month with the Bishop from September to June and serves as a "sounding board" for the "grass roots" of the diocese. It has no legislative or judicial powers but acts as a liaison between the Bishop and the convocations. Pastoral concerns can be shared in an informal and confidential environment and ideas for the well being of the diocese considered in a non-adversarial forum. Bishop Joslin has

generally set the agenda for our meetings but at the same time has been most open and attentive to the pastoral concerns raised by the respective deans. In turn, the deans have made it our business to share the Bishop's vision and goals for the diocese with our respective convocations and to promote a sense of common purpose among the various regions of our diocese.

Respectfully submitted,

Kenneth D. Aldrich
Vice-chair, Deans of Convocation

DEACON FORMATION PROGRAM

The Deacon Formation Program continues meeting at Grace-St. Paul's, Trenton, for sixteen Saturdays during the school year, with vacations at Christmas, Easter, and in the summer. The program includes the canonical subjects; studies in preaching, in practical liturgy, in the history and practice of the diaconate, and in spirituality; a full unit of Clinical Pastoral Education; retreats; and supervised Field Education in an assigned parish.

DFP instructors/subjects during the past year have been: Dr. Herbert Huffmon/Old Testament, Bishop Joslin, Dr. Mary Sudman Donovan,

The Rev. Dr. Francisco Pozo, Deacons Ed Lillard and Roland Bonadie et al., Dr. Louie Crew, The Rev. Elizabeth Kaeton, Mr. Hugh Adams and the speakers from Mercer NAMI, Mr. Michael Mirabella and the speakers from the Organ Sharing Network, The Rev. Raewynne Whitley, all in Contemporary Studies. Also the Rev. F. Catherine Bickerton/CPE, The Rev. Connie Bonner/CPE, Dr. Thomas Breidenthal/Ethics, and Ms. Laura Moore/Book of Common Prayer. In addition, we record our particular thanks to The Rev. Eric Brechner and Sr. Mamie Jenkins, RSC, who are Chaplains and Spiritual Directors to the Deacon Formation Program.

Members of the class of 2002 anticipate their ordination in October of this coming year. They are: Catherine Brunson, St. Augustine's, New Brunswick; Johnine Byrer, St. Thomas, Alexandria/St. John's, Somerville; Debra Clarke, Holy Comforter, Rahway; Dr. John Hanson, St. Augustine's, Camden; Barbara Heinrich, St. Mary's, Haddon Heights/St. Martin's-in-the-Field, Lumberton; Barbara Jensen, Holy Trinity, South River; Kristin Krieger, Timber Creek Ministry; Judith Marquess, Trinity, Matawan; Cornelia Spoor, Trinity, Princeton; and Tom Sweeny, St. Mark and All Saints, Absecon Highlands who are Candidates. Also Francis Clark, St. Bartholomew's Cherry Hill/St. James, Yardville, and a Postulant.

At this time there are no persons working on the Track B Diaconate Program.

Ten Aspirants expect to join the DFP in January and become the Class of 2005! They are: Christina Albe, St. Luke's, Ewing; Linda Bailes, St. John's Somerville; Susan Birks, St. Stephen's, Whiting; Cipher Deavours, St. Paul's, Westfield; Martha Dooley, Grace, Pemberton; Catherine Esposito, Trinity Matawan; Carol Gilbert, All Saints, Highland Park; Donald Krauter, St. Andrew's, New Providence; Theodore Moore, St. Mark's Plainfield; and Greg Ventura, St. James, Edison. We expect that there may be at least one more member of this group admitted prior to our first class.

The DFP is largely supported by tuition from its students. The diocese provides ancillary support, and pays a part-time director who is also the COD administrator. A complete data base of the deacons and deacons-in-formation of the diocese is in place at Grace-St. Paul's, Mercerville. Presently ordered deacons who would like to check that their information is correct should call Susan Norris or Deacon Denise Cavaliere at 609-586-6004. Persons interested in starting new ministries or in discussing the ministry of deacons in this diocese are encouraged to speak to Archdeacon Carol Stoy.

Persons interested in pursuing either Tracks "A" or "B" toward the ministry of an ordained deacon should contact Deacon W. Keith McCoy, 732-248-9221; or The Rev'd. Susan Norris (609-586-6189). Applications will next be received for the Class of 2006. Remember that a parish committee on ministry should have been working with any aspirant approximately six to nine months prior to their being interviewed by the Bishop and the COD. Please allow for about four months for the process of application and review of an Aspirant.

It is a great joy to work with such an exceptional group of Christian servants.

The Rev'd. Susan B. P. Norris
Director, Deacon Formation Programs and Administrator of the COD

EPISCOPAL CHURCH WOMEN

There are three major goals for our organization. That is to assist the women of the church to carry out their mission and ministry. To encourage proactive advocacy for education initiatives, and to provide opportunities for women to come together at Triennial Meeting for worship, study and action.

We offer spiritual growth and nourishment, fellowship, leadership training, and focus for mission and ministry. In addition we give opportunities for service, social action and advocacy. We use our skills to connect to worldwide networks of Anglican Women, by websites, newsletters, and the Communiqué.

The structure of Episcopal Church Women has its roots in the local congregations. Each level is designed to make its own unique contribution to the mission and ministry of women. Our structure includes, local, Diocesan ECW Boards, and Provincial ECW and National Board of ECW.

This year as a new president I have had an opportunity to work on all these different levels. It has been my goal to visit each of the nine districts. This has been a wonderful opportunity to share all that is taking place in the diocese.

On April 27-29, 2001 the Province II Episcopal Church Women's Conference and Annual Meeting, which was held at the Dominicans Spiritual Life Center in Niskayuna, New York, hosted by the Diocese of Albany. The theme of the conference was

the mission outreach of the Diocese and presenters included presentations on their overseas missions to the Dominican Republic, Haiti, and the Sudan; domestic missions to Honduras, Argentina and working with Episcopal relief and Development; and diocesan programs and programs including Alpha (a bible study program), Cursillo, Daughters of the King, Church Counseling service, and Youth Camp. All the presenters give excellent presentations.

The 126th Annual Meeting and UTO Ingathering of the Episcopal Church Women of the Diocese of New Jersey was held May 8 at St. Bartholomew's Episcopal Church in Cherry Hill. It was on the Feast of Dame Julian of Norwich. Preceding the meeting at 10:00 AM, the Eucharist was celebrated by The Right Reverend David B. Joslin, assisting Bishop of the diocese. Susan Hamischfeger was our guest speaker and she kept us spell bound with her interesting insight on the 2000 General Convention in Denver. At this meeting our new officers to the Board were also elected. I stepped in as President, Nancy Gorman is now our Vice President, and thankfully L. Marie Williams is our Diocesan UTO Coordinator. Carolyn Belvin is now our Province II President but still serves on the Diocese Board as our public relations person. We value her expertise in all areas of the church. Charlotte Baker remains our secretary, and we cannot thank her enough for all that she does above and beyond her secretarial duties. Our treasurer with much regret had to leave us this year. Tonia Johnson is studying for her Masters Degree in education but even with our lost God, provided us with a wonderful woman from St. Peters Episcopal Church Perth Amboy. Kathy Stephenson a manager in cost accounting will be serving out her term. We are praying for the recovery of our Assistant Treasurer, Edna Haney, whose recent illness has kept her on the sidelines for the moment. We also have the pleasure of adding on May 8 our youngest board member, who filled a spot long vacant on the board; that of Mission Outreach. Mealah Houghton of St. Albans, New Brunswick is 19 years old. Mrs. Frederick W. Woodward (Lorraine) is head of Worship and Spiritual Development. She has hosted our two retreats held each year at St. John the Baptist convent in Mendham, New Jersey. Mrs. Woodward was also Co-chairperson of the first Women of Honor Luncheon. She has been a faithful member of the board for many years.

In 2002 the board will host its Second Annual Women of Honor Luncheon. This event will be held at Robert Wood Johnson University Hospital at the Atrium, on October 12. Our national president, Pamela Stewart will be the speaker. Paula Windus, who is our Student Service Award coordinator, will chair this event.

To provide the ladies of the church with an update roster of who's who we publish a yearbook. This 60 plus page yearbook is provided by Mrs. Gertrude Jennings, our yearbook publisher and coordinator. Gert and her daughters take on the task of gathering information for this publication. Our yearbook can be purchased for \$3.00 and is well worth the money.

Cora Gaines is our CPC director. The Church Periodical Club is an independent affiliated organization, the Executive Council of the Episcopal Church, dedicated to the worldwide Ministry of the Printed Word. The first Sunday in May has been proclaimed by our Presiding Bishop Frank Griswold as CPC Sunday.

At this moment there are three projects which we are working on the first is adding a link to the diocesan website, gathering articles and memorabilia for the Episcopal Church Women's archives, and providing a suitable sign for Diocesan House.

'For the body is not one member, but many". I Corinthians 12:14

Respectfully submitted,

Deborah Anderson, President ECW

HISPANIC COMMISSION

The objective of the Hispanic Commission of the Diocese of New Jersey is to develop a Mission Ministry, with our Episcopal Church heritage, in the proclamation of the Gospel of our Lord Jesus Christ for the growing Hispanic community.

Continuous evaluations have been a major asset in the conservation, development and support of this congregation in order to maintain the presence of the Episcopal Church within the Latino community

During 2001, our continued supervision and support of the Hispanic congregation has helped keep alive the ministry in the heart of the Hispanic community under the Hispanic leadership of the Christ Church, Trenton, under the pastoral care of The Rev. Francisco Pozo, San Andres, Camden, under the pastoral care of the Rev. Pedro Guzman, San Jose, Elizabeth, under the pastoral care of The Rev. Servio R. Moscoso, St. Peter's, Perth Amboy, under the pastoral care of The Rev. J. Rodney Cross and The Rev. Kathleen DeJohn, and Grace Church, Elizabeth, under the pastoral care of The Rev. Francisco Pozo. These churches have kept the torch of our Latino community alive and burning brightly throughout the Diocese of New Jersey.

The Hispanic Commission continues to work and support the Hispanic congregation of Saint Peter's Church in Perth Amboy, and the people who are interested in reaching out to the Hispanic Community in Vineland, which houses many immigrant workers of this area. A major event this past year was the successful "HISPANIC FESTIVAL" attended by three hundred people in San Andres, Camden on September 22nd. A note of thanks to the Rev. Pedro Guzman, San Andres' vestry and congregation, along with the performing groups and the many friends who helped and participated in this festival.

The Hispanic churches have sponsored several stewardship workshops, social get-togethers, joint retreats, and outreach programs for the less fortunate of Trenton, Camden and Elizabeth. For the first time ever, we held a vestry retreat in Perth Amboy in which we discussed the development of the vestry in a small congregation, stewardships and Hispanic Church Missions in general.

Once again, we give many thanks to the Diocese of New Jersey for their generosity and support to our missionary effort amongst the ministries in the Hispanic Community. Our ministry's goal is to increase the growth of the Hispanic presence in the Episcopal Church.

“Vayan, pues, a las gentes de todas las naciones y háganlas mis discípulos, bautícenlas en el nombre del Padre, del Hijo y del Espíritu Santo, yo estaré con ustedes todos los días, hasta el fin del mundo”.

St. Matthew 28:19a; 20a

In the love of Jesus Christ,

The Rev. Servio R. Moscoso, Chair.

HISTORIOGRAPHER REPORT

William Henry Odenheimer
Third Bishop of New Jersey

William Henry Odenheimer was born August 11, 1817, in Philadelphia, Pennsylvania. His father, John W. Odenheimer, was a prosperous merchant of Philadelphia who, with his wife Henrietta Burns Odenheimer, retired to Burlington, New Jersey, where both eventually died; she on September 5, 1866, and he on July 4, 1876. William had two younger siblings: John Kerlin, born September 24, 1819, died November 14, 1821, and; Caroline Louisa, born July 17, 1821, and died January 14, 1825.

William was named for an uncle, a Lieutenant in the United States Navy, who lost his life in an attempt to rescue a steward who had fallen off his ship, the Franklin. It is not known if the steward was saved but a severe cold, caught in the attempted rescue, cost the life of William Henry in the year 1815 and at the age of 23.

William received preparatory instruction at St. Paul's College in Flushing, New York, and then attended the University of Pennsylvania where, although he was less than eighteen years of age, he was selected to give the valedictorian address. He then attended the General Theological Seminary in New York City, graduating in June of 1838. Ordained Deacon by Bishop Henry U. Onderdonk of the Diocese of Pennsylvania on September 2, 1838, he became assistant rector of St. Peter's, Philadelphia, where he had been assisting the rector, the Reverend William Heathcote Delancey. Delancey soon accepted the episcopate of Western New York and the vestry chose Odenheimer to be his successor, waiting until his ordination to the Priesthood on October 3, 1841, to make him officially their rector.

In 1839, Odenheimer married Anne D. Randall Shaw, daughter of John R. Shaw, an officer in the United States Navy. Anne was a descendent, on her mother's side, of Judge Berrien, the first Supreme Judge of New Jersey. Judge Berrien was Mrs. Odenheimer's great-grandfather and was appointed to his judicial position by the Crown during colonial times. It is reported that it was in his widow's home, near Princeton, that General Washington wrote his farewell address to his army. Very little is known of Odenheimer's wife and children although there appears to have been eleven children born to the couple, only two of whom reached maturity. Twins, Henrietta Burns and John William, lived thirteen months, dying on September 7th and August 31st of 1840; Anne Randall was born October 16, 1843; Montgomery Berrien lived five months, dying on June 13, 1844; Alice, born May 28, 1848, and died April 20, 1849; Francis Lawrence lived fifteen months, dying on December 31, 1850; Archibald Shaw died on Ash Wednesday of 1864, at the age of thirteen; Henrietta lived thirteen months, dying on July 13, 1854; and Margaret Montgomery Howison died on July 29, 1876. Death dates differ according to source as some report Montgomery Berrien's death date as June 3, 1845 and Francis Lawrence's as December 3, 1850. All the infants were buried in St. Peter's Churchyard, Philadelphia. One authoritative source, a grave registry book of the parish, reports that their bodies were disinterred when their father was elected Bishop of New Jersey and were interred in the graveyard of St. Mary's, Burlington, New Jersey, where the older children were later buried.

Odenheimer, like Onderdonk before him, was a strong supporter of the Tractarian Movement and this interest was evidenced by the pen name, "Diaconus Catholicus", that he used in many of his earlier writings. He lost little time in making St. Peter's reflect his beliefs, abandoning the direction taken under the venerable Bishop William White, former rector of the parish. While White had only Morning Prayer each Sunday and no weekday services, Odenheimer inaugurated daily services, Holy Communion at all Sunday early services, and Holy Communion on the first and third Sundays at the late service. In addition, for the first time, a brass cross was placed on the altar as were candles. A tower and steeple soon appeared on the west end of the church. The anti-Roman Catholic temper of the times led many to declare a preference for a weathervane to top the steeple rather than a cross, but a tied vestry vote on the subject allowed Odenheimer to cast the deciding vote in favor of the cross. This brought to an end the classification of parishioners and neighbors as either "cross" or "vane" adherents! Soon a ten foot high gilt cross could be seen from as far away as seven city blocks.

Odenheimer took the middle road in the bitter and sometimes violent conflict between Protestants and Roman Catholics. His book, *The True Catholic No Romanist*, presented his views on the controversy, namely that the break with Rome in the sixteenth century did not result in the creation of a new Protestant sect but was, in reality, a continuation of the Church of the Apostles. St.

Peter's survived the storm of anti-Catholic rioting in 1844 and Odenheimer continued to stand resolutely between the two extremes of Protestantism on the one hand and Roman Catholicism on the other.

On July 26, 1851, Odenheimer and his friend William Weir left for the Holy Land via Europe and Constantinople. They spent Christmas in Jerusalem and, from this experience, Odenheimer created a series of lectures contained in his book, *Jerusalem and Its Vicinity*.

The early 1850s saw the beginning of the decline of St. Peter's due, in large part, to the shift of population from the eastern area of the city to the western section. The city evolved from one of a walking populace to that of a commuting one as the horse-car was introduced and flourished. The houses of the wealthy then were divided into flats where the poor soon crowded together. Episcopalians moved away from St. Peter's and the communicant membership dropped, slowly at first, and then more rapidly until by the time Odenheimer was elected the Third Bishop of New Jersey, St. Peter's was nearly empty on Sunday.

During the decade of the 1850s the Odenheimers maintained a summer residence near his parents in Burlington, New Jersey, where they became friends of Bishop Doane and his family. William C. Doane, later to be the First Bishop of Albany, remembered Odenheimer's presence at Riverside, the Episcopal residence, as that of a most welcome guest. As a boy young Doane was struck by Odenheimer's "...intensest realization of the priestly office," although this admiration gave way to intense dislike after Odenheimer's election and consecration. Bishop Doane summoned Odenheimer to his deathbed and, during one of his visits, asked him to preach his funeral sermon.

Odenheimer was elected Bishop of New Jersey on May 27, 1859, and was consecrated the Third Bishop of New Jersey in St. Paul's Church, Richmond, Virginia, on October 13, 1859, during the session of the General Convention in that city. It was a moment rich in symbolism as Odenheimer was presented for consecration by the Reverends Robert B. Croes and William C. Doane, sons of the only previous Diocesan Bishops.

Two traits, and the intense drive that fueled them, best illustrate his Episcopate: his visits to every congregation as often as possible, including visits to each one by the end of his first year as Diocesan, and; his efforts to revive old and feeble parishes and missions. Odenheimer pushed himself mercilessly in the pursuit of the goal of frequent visitations and he gently fanned the spark of life in seemingly lifeless congregations into a steady and strong flame. These many tiny and weak congregations were the legacy of his predecessor's predilection for missionary zeal with little or no follow-up support, and it was these frail places that took so much of Odenheimer's time and energy. However, his once robust body paid a dear price for such drive. In 1866, during a visitation to Holy Trinity, Roundabout, he fell and broke his left knee cap and, five years later, a similar fall broke his right knee cap. Although in constant, severe pain he insisted on standing where required to do so by the Prayer Book, on climbing the pulpit stairs, and on standing to preach.

Odenheimer was revered by many of his colleagues in the House of Bishops. Bishop Henry Whipple of Minnesota spoke of him as a devout thinker, a wise pastor, and a most instructive preacher. Whipple recalled evenings at General Convention when the two of them, with others, would talk the whole night through. Bishop Daniel S. Tuttle of Missouri spoke glowingly of him as a man of power, learning, and independence; one who sometimes would stand alone against all the other bishops on some particular point.

Odenheimer's dedication to each congregation, strong or weak, saw their numbers increase from 85 to 129 in fifteen years. In addition, the clergy increased from 98 to 152, communicants from 5,000 to 12,000, and the ratio of Episcopalians to residents from 1 in every 124 New Jerseyans in 1859 to 1 in 83 by 1874. The energy required to meet this growth increased the physical demands on a man whose health was barely adequate to the task. It became apparent that a division of the Diocese was in order and, with amazing speed, that division was finalized in May of 1874. Odenheimer chose to become the First Bishop of the Diocese of Northern New Jersey, later to be more simply known as the Diocese of Newark. His decision was influenced by his failing health and the subsequent lure of a smaller geographical area of the new diocese (2008 square miles to New Jersey's 5506) to shepherd, the smaller number of congregations to visit (55 in Newark, 19 of which were in Newark and Jersey City, to 72 in New Jersey), a better system of rail travel, and a chance to be at home for longer periods of time. All of these factors were appropriate in light of the weakness of his knees and the onset of the disease that was to prove fatal.

Shortly after his removal to the Northern Diocese in November of 1874 he was granted a leave of absence for six months due to failing health. He returned greatly improved in 1875 but that happy circumstance soon passed. Nevertheless, he was able to carry on his Episcopal duties with energy and courage. After a two-year residency in Newark he moved to Orange. While on a visit to Mendham for his health, he grew worse and was removed to Riverside, his old Episcopal residence in Burlington, by then the home of his daughter and son-in-law. His health continued to fail and, after lingering for longer than he or anyone else expected, William Henry Odenheimer, III Bishop of New Jersey and I Bishop of Newark, died on August 14, 1879, in the twentieth year of his Episcopate. He is buried in the Churchyard of St. Mary's, Burlington, with his wife Anne who followed him in death on June 30, 1890.

Odenheimer's published works include: The True Catholic No Romanist (1843); Thoughts on Immersion (1843); The Origin and Compilation of the Prayer Book (1844); Bishop White's Opinions (1846); The Young Churchman Catechized (two parts, 1846, 1859); The Private Prayer Book (1851); The Devout Churchman's Companion (1853); The Clergyman's Assistant in Reading the Liturgy (1847); Jerusalem and Its Vicinity (1855); The Sacred Scriptures, the Inspired Record of the Glory of the Holy Trinity (1862); The Church's Power in Her Controversy with Anti-Christ (1865), and; Canon Law (1868). In addition he edited The

Celebrated Treatise of Joach. Fortius Reingelbergius, De Ratione Studii (1847) and, in collaboration with Frederic M. Bird, published Songs of the Spirit in 1871. The essay on Canon Law was the first contribution on the subject of Church law published for the Episcopal Church in the United States.

The Rev. Canon Laurence D. Fish
 Historiographer

INSURANCE COMMITTEE

2001 was a year marked by significant change in the insurance programs offered by the Diocese of New Jersey. In 2001, the members of the Committee were the Rev. Dr. Frank K. Jago, Mr. Jules Herbert, Ms. Cynthia A. Miller, RN, The Rev. Elmer Sullivan, The Rev. Alan K. Salmon, The Rev. Philip W. Stowell, Ms. Ardele B. Zervos, The Rev. Wayne L. Smith, and Mr. David Knowlton, Chair. Bishop David B. Joslin is a member ex-officio. During the year, Mr. L. E. "Jim" Keller was succeeded by the Rev. Eric Elley, DCN as staff support. The Rev. Canon Glenn E. Druce also gives staff support to the Committee. The Committee's Consultant is Mr. William Bloor from the firm Smith Benefit Services.

The Committee continued a review of the medical insurance programs of the Diocese and concluded that the needs of the subscribers and the congregations and other insurance purchasing units would best be served by a change away from Health Maintenance Organizations (HMO's) to a Preferred Provider Organization (PPO) type of plan offered by Association Insurance Services (AIS)/New Jersey Carpenters Health Fund. This change, effective 01 January, 2002, was made in response to annual increased costs associated with the HMO plans, coupled with concerns around the issue of availability of services and the conversion of all plans offered by the Church Medical Trust to self-insured status. Additionally, the number of HMO plans available in New Jersey and in the rest of the United States has been decreasing. Our consultant advised that the Diocese would likely soon have mostly or only PPO plans available to offer.

Canon Glenn Druce, Committee Chairman, David Knowlton and Committee Consultant, William Bloor made a presentation at the annual Clergy Conference to explain the new medical insurance program to the clergy. Additional meetings were held in four locations in the Diocese to help subscribers plan to use the new medical insurance.

Active clergy in the Diocese are provided a \$50,000 group term life insurance policy as a condition of their employment. This year the Committee elected, effective 01 January, 2002, to place this group policy with The MetLife Insurance Company (formerly Metropolitan Life Insurance), who afforded a reduction in premium and enhanced coverage for clergy who work past age 65.

The members of the Insurance Committee look forward to their ongoing work in 2002 on behalf of the Diocese and wish to express gratitude for this opportunity to serve in ministry.

Respectfully submitted,

David Knowlton, Chair

MIGRANT MINISTRY

Two thousand one was my first year as Chairman of the Migrant Ministry. It is an honor for me to have this opportunity to try and follow in the footsteps of the Rev. Canon Thomas Higgons who resigned after working so hard on this ministry for 15 years.

I feel very fortunate to have the opportunity to work with our migrant workers of South Jersey. And now, after my first year, I am pleased to submit this brief report of the activities of the commission during the year 2001.

Together with Mr. Robert Smith, our Administrator and Program coordinator, and Mr. Willi Cortes, our program Facilitator, I have had a great year working and learning about the Migrant Ministry. Willi is the person who, during the summertime, visits and works daily and directly with the migrants in their camps. He works with them by going to different camps. He engages in a number of helpful activities. He talks with the migrant worker and learns about their needs and determines how he can best assist and help them. Willi uses the GFS van to make these visits and to provide transportation support.

The three of us have discussed the most critical issues facing the migrant worker. Indeed these issues have always been present. In summary, they are: lack of health insurance, inadequate access to health care providers, lack of pay for overtime work, lack of compensation if injured, inadequate and unsanitary housing conditions, to name a few.

In addition we need to provide leadership training, entertainment (sports and social events) and spiritual guidance to the community of workers that enables us to enjoy God's great bounty.

One of the most challenging issues we are confronted with is the inability to meet with the workers due to their long, extended work schedule (dawn to 9 p.m.) This means we need to be more creative about when we meet with our community. For example, should we meet on Sunday afternoons?

Cortes, Smith and I held meetings throughout the five-month period. I also celebrated mass every month in different camps.

Although this is my first year I was impressed with the great range of needs of our hard-working migrant workers. It is essential that the Diocese continue to support this program; however, I understand the importance of finding other sources of financial support (from churches, ECW, clubs and other entities).

I am very pleased to be part of this ministry and look forward to serving in the name of Jesus, “the poorest of the poor.”

Respectfully submitted,

The Rev. Pedro Guzman, Chair

NOMINATING COMMITTEE

A. Standing Committee - Clergy (Vote by Orders)

1 Clergy Member – 4-Year Term

The Rev. Joseph R. Parrish, Jr. – St. John’s Church, Elizabeth
 The Rev. Charles A. Davidson – St. Augustine’s Church, Asbury Park
 The Rev. Frank B. Crumbaugh, III –Holy Innocents, Beach Haven
 The Rev. Canon Leroy A. Lyons – St. Mark’s Church, Plainfield

B. Standing Committee – Lay (Vote by Orders)

1 Lay Member – 4-Year Term

Neva Rae Fox – St. John’s Church, Somerville
 John W. Burgess – St. John’s Church, Salem
 L. E. “Jim” Keller – Church of the Holy Spirit, Lebanon

C. Alternate Deputies to General Convention – Clergy (Vote by Orders)

4 Clergy Deputies – 3-Year Terms

The Rev. Terrence W. Rosheuvel – St. Thomas’ Church, Red Bank
 The Rev. Dr. Stephen L. White –Episcopal Church at Princeton University
 The Rev. Joan M. P. Anders – St. Peter’s Church, Medford
 The Rev. Joseph R. Parrish, Jr. – St. John’s Church, Elizabeth
 The Rev. Alan C. French – St. Andrew’s Church, New Providence
 The Rev. John C. Belmont, Jr. – St. Matthew’s Church, Pennington
 The Rev. W. Keith McCoy – St. John’s Church, Somerville
 The Rev. Dean Henry - Christ Church, Middletown

D. Alternate Deputies to General Convention – Lay (Vote by Orders)

4 Lay Deputies – 3-Year Terms

Claudia Storicks – Trinity Church, Vincentown
 Valerie M. Crawford – Holy Trinity Church, Ocean City
 Linda L. Gaither – St. John’s Church, Salem
 Susan Harnischfeger – St. Mary’s Church, Burlington
 Jean McFarland – St. David’s Church, Cranbury
 David M. Mulcahy – Trinity Cathedral, Trenton
 Richard Ellwood - Christ Church, Middletown
 Jane Savage – St. Thomas’ Church, Alexandria

E. Diocesan Council – Clergy

3 Clergy Members – 3-Year Terms

The Rev. Kenneth A. Gluckow – St. James’ Church, Bradley Beach
 The Rev. Dr. Harry B. Hayden – St. John’s Church, New Brunswick
 The Rev. Douglas A. Freer – St. James’ Church, Long Branch
 The Rev. Francis A. Hubbard – St. Barnabas’, Monmouth Junction
 The Rev. J. Connor Haynes – St. Mary’s Church, Burlington
 The Rev. Joseph R. Parrish, Jr. – St. John’s Church, Elizabeth
 The Rev. Mark H. Chattin – Holy Trinity Church, Collingswood
 The Rev. Dr. Stephen L. White – The Episcopal Church at
 Princeton University

F. Diocesan Council – Lay

3 Lay Members – 3-Year Terms

Felix Estepa – San Jose Church, Elizabeth
 Robert F. Mack – St. Stephen’s Church, Mullica Hill
 Richard Ellwood – Christ Church, Middletown
 Susan Harnischfeger – St. Mary’s Church, Burlington

G. Cathedral Chapter – Clergy

1 Clergy Member – 3-Year Terms

The Rev. Dr. Edward J. Murphy – Church of the Holy Spirit, Lebanon

The Rev. Frank B. Crumbaugh, III – Church of the Holy Innocents, Beach Haven

H. Cathedral Chapter – Lay

1 Lay Member – 3-Year Term

Dr. Christopher Taylor – St. Andrew's Church, New Providence

I. Standing Commission on Clerical Compensation – Clergy

2 Clergy Members – 3-Year Terms

The Rev. Douglas E. Anderson – Christ Church, Woodbury

The Rev. W. Joseph Leigh – Church of St. Uriel the Archangel, Sea Girt

J. Standing Commission on Clerical Compensation – Lay

2 Lay Members – 3-Year Terms

Tim Douth – St. David’s Church, Cranbury
 Sebastian Vasquez – St. Andrew’s Church, Camden
 Noreen Lois Duncan – Trinity Church, Princeton

K. Committee on Constitution and Canons

2 Members (At least one of whom must be a lay person.) – 3 Year Terms

The Rev. Alan French – St. Andrew’s Church, New Providence
 The Honorable Robert W. Scott - Christ Church, Woodbury
 Paul Ambros, Esq. – Christ Church, New Brunswick

L. Trustees of Diocesan Trust Funds

1 Lay Member – 5-Year Term

Anthony W. Tabell – St. Matthew’s Church, Pennington

M. Finance and Budget Committee

3 Members (Lay or Clergy) – 3-Year Terms

The Rev. Gail Bennett, Dcn. – St. James’ Church, Bradley Beach
 The Rev. Stephan P. Beatty - Christ Church, Somers Point
 Madeleine Patterson – All Saints’ Church, Princeton

N. Diocesan Investment Trust (Clergy or Lay)

1 Member – 4 -Year Term

Hilton M. Jervey – St. Andrew’s Church, New Providence

O. Audit Committee (Clergy or Lay)

2 Members – 3-Year Terms

The Rev. Craig R. Wylie – Trinity Church, Cranford
 Ralph D. Rippey – Christ Church, Riverton

P. Trial Court – Clergy

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

The Rev. Muriel Hubert – St. Thomas’ Church, Glassboro
 The Rev. Canon Thomas E. Higgons – St. Mark’s-at-the-Crossing,
 Williamstown
 The Rev. Canon John T. Morrow – Retired
 The Rev. Timothy Mulder - St. Luke’s Church, Gladstone
 The Rev. Dr. Virginia M. Sheay – Retired

Q. Trial Court – Lay

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

Richard Brugger – St. James’ Church, Bradley Beach
 Edward H. Higgins, Jr. – Church of the Epiphany, Ventnor
 Daniel E. Schmidt, IV, Esq. – St. John’s Church, Little Silver

R. Church Attorney

1-Year Term

The Honorable Robert W. Scott - Christ Church, Woodbury

S. Secretary of Convention – (Lay or Clergy)

1 Member - 3 Year Term

Emma A. Warren – St. Mark’s Church, Plainfield

REGISTRAR REPORT

The use of the Archives has continued to expand as people learn what are our holdings and what is available to them for research. Far and away the most requested information is genealogical research and various Letters of Transfer/proofs of Holy Baptism from now extinct parishes.

The photographic portrait of the Tenth Bishop of New Jersey, the Rt. Rev. Joe Morris Doss, has been sent away for framing and soon will hang in the Bishop Matthew’s Conference Room with his predecessors.

Paul R. Fish III continues to assist in the archives with the preparation and identification of various photo collections and other projects too numerous to mention. The Rev. Ellen Rutherford has recently joined the Archives team and is in charge of two

critical projects: the entering on a data-base of all confirmations since about 1918, and; updating the archive library. The first task is formidable but will allow us to identify persons by their confirmation date, place, and Confirming Bishop. The library is constantly expanding and is valuable for research and so a complete cataloging is important. I would like to thank Paul and Ellen for their interest in and dedication to the archives of this Diocese and for their hard work in its behalf.

We continue to make the move from the cellar of the Diocesan House to the back building. It is slow work but it allows us to organize as we move and therefore make things more useable and more quickly available.

I attended the Triennial Anglican/Episcopal Church History Conference in Toronto where we celebrated the Tercentenary of the Society for the Propagation of the Gospel in Foreign Parts. The sponsors of the Conference included The Canadian Church Historical Society, Episcopal Women's History Project, the Historical Society of the Episcopal Church, and the National Episcopal Historians and Archivists.

Bishop Joslin has been appointed to the Board of the Church Historical Society and plans to take an active part in the work of that Society and other associated groups.

Finally, I would like to thank those members of the diocese who, from time to time, send us momentos and ephemera about some facet of our history and to thank the entire Diocesan Staff for their unfailing support and interest in the archives and in our history.

The Rev. Canon Laurence D. Fish, Registrar

STANDING COMMISSION ON CLERICAL COMPENSATION

Members:

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

The commission consists of 12 members; 6 clergy and 6 lay members elected by the Diocesan Convention.

Our objective is to assure that all clergy are adequately and correctly compensated.

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

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

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

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

DIOCESE OF NEW JERSEY SALARY RANKING

The Church Pension Fund published a new method of comparing clergy compensation across dioceses and the general population. The Diocese of New Jersey ranked in the top quartile for all dioceses. The compensation for our clergy was slightly above the average median income of all households within the diocese. The comparison of our clergy compensation to professional and managerial employees with undergraduate degrees showed that the clergy were paid slightly less. When compared to professional and managerial types with graduate degrees showed a larger deficit.

The Standing Commission on Clerical Compensation determines the salary cost of living adjustment (COLA) from the May Northeast Urban Consumer Price Index as published by the U.S. Department of Labor. The May Index is the last one before the Commission compiles and sends out the salary grid. The COLA for 2002 is **3.5%**.

The Standing Commission on Clerical Compensation recommends:

1. That the Cost of Living Adjustment for stipends beginning January 1, 2003 shall be based on the Northeast Urban Consumer Price Index for the twelve month period ending in May 2002.

2. That the schedule of Mandated Minimum Cash Stipends for 2003 (commonly referred to as the salary grid) be adjusted to reflect the COLA
3. That January 1, 2003, the minimum annual Housing Equity Allowance be changed to:
 - \$1,553** for Level 1 churches
 - \$1,811** for Level 2 churches
 - \$2,070** for Level 3 churches
 - \$2,588** for Level 4 & 5 churches
 and that these amounts be adjusted each year thereafter using the same COLA applied to minimum cash stipends.
4. That the Commission shall communicate this information to all congregations and appropriate Diocesan bodies no later than October 1, 2002.
5. That all other Annual Compensation Components for 2003 remain at the 2002 levels except for continuing education allowance which is automatically increased according to the COLA rate.
 - The professional expense allowance be not less than \$4,000.
 - All congregations shall pay a Social Security Offset equal to not less than 50% of the self-employment tax on all covered compensation.
 - The Cash Housing Allowance (for clergy living in their own homes) shall not be less than \$14,900.
 - That all clergy shall receive an increase in cash salary for 2003 in an amount *not less* than the Cost of Living Adjustment which is applied to the schedule of mandated minimum cash stipends (Salary Grid) and
6. That the necessary enabling resolutions and Canonical Changes be made to implement these recommendations.

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

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

Respectfully submitted,

Martin F. Nelson, Chair

**SCHEDULE OF MANDATORY MINIMUM CASH SALARIES
Effective January 1, 2002**

CONGREGATION LEVEL CLASSIFICATION
Effective January 1, 2002

		Convocation	1999 Pnts	2000 Pnts	2001 Level	2002 Level
Alexandria	St. Thomas'	Watchung	218	227	II	II
Allenhurst	St. Andrew's	Monmouth				
Asbury Park	St. Augustine's	Monmouth	235	223	II	II
Asbury Park	Trinity	Monmouth	262		I	
Atlantic City	Ascension	Atlantic	125		I	
Atlantic City	St. Augustine's	Atlantic				
Avalon	St. John's	Atlantic				
Avon	St. John's	Monmouth	22	28	I	I
Barnegat Light	St. Peter's	Atlantic	117		I	
Basking Ridge	St. Mark's	Watchung	448	469	III	III
Bay Head	All Saints'	Monmouth	463	366	II	III**
Beach Haven	Holy Innocents'	Atlantic				
Belford	St. Clement's	Monmouth	54	52	I	I
Bellmawr	Holy Spirit	Camden	119	135	I	I
Berlin	Good Shepherd	Camden	188		I	
Bernardsville	St. Bernard's	Watchung	513	499	III	III
Bernardsville	St. John's	Watchung	560	566	IV	IV
Beverly	St. Stephen's	Burlington	320	230	II	II
Bordentown	Christ Church	Burlington	250	267	II	II
Bound Brook	St. Paul's	Watchung	262	283	II	II
Bradley Beach	St. James'	Monmouth	399	408	III	III
Brick	St. Raphael's	Monmouth		227		II
Bridgeton	St. Andrew's	Woodbury	270	263	II	II
Bridgewater	St. Martin's	Watchung	423	437	III	III
Burlington	St. Barnabas'	Burlington	60	89	I	I
Burlington	St. Mary's	Burlington	419	428	III	III
Camden	Our Saviour	Camden	22	26	I	I
Camden	St. Andrew's	Camden	204	189	I	I
Camden	St. Augustine's	Camden	251	235	II	II
Camden	St. Paul's	Camden	190	191	I	I
Camden	St. Wilfrid's	Camden	54	39	I	I
Cape May	Advent	Atlantic	270	301	II	II
Cape May Point	St. Peter's	Atlantic	116	117	I	I
Cherry Hill	St. Bartholomew's	Camden	548	428	IV**	IV
Chews Landing	St. John's	Camden	151	180	II	I**
Clarksboro	St. Peter's	Woodbury	257	337	II	II
Clementon	St. Mary's	Camden	72	110	I	I
Collingswood	Christ Church	Camden	89	119	I	I
Collingswood	Holy Trinity	Camden	294	297	II	II
Cranbury	St. David's	Trenton	295	278	II	II
Cranford	Trinity Church	Northern	348	344	II	II
Delair	Holy Trinity	Camden	22	20	I	I
Delran	Trinity Church	Burlington	49		I	
Dunellen	St. Francis'	Watchung	246	218	I	I
Eatontown	St. James'	Monmouth	130	133	I	I
Edison	St. James'	Northern	140	134	I	I
Elizabeth	Grace	Northern		155		I
Elizabeth	St. Elizabeth's	Northern	300	320	II	II
Elizabeth	St. John's	Northern	386	403	II	III
Elizabeth	San Jose	Northern	291	323	I	II**
Ewing	St. Luke's	Trenton	215	225	I	I
Fair Haven	Holy Communion	Monmouth	147	135	I	I
Flemington	Calvary	Watchung	313	330	II	II
Florence	St. Stephen's	Burlington	51	38	I	I
Fords	St. John's	Northern				
Freehold	St. Peter's	Monmouth	562		IV**	
Galloway	St. Mark & All Saints'	Atlantic		170		I
Gibbsboro	St. John's	Camden	174	189	I	I
Gladstone	St. Luke's	Watchung	677	788	IV	IV
Glassboro	St. Thomas'	Woodbury	237	224	II	II
Gloucester	Ascension	Camden	152	162	I	I
Haddonfield	Grace	Camden	606	605	III	IV**
Haddon Heights	St. Mary's	Camden	341		III	
Hamilton	St. Matthias'	Trenton	214	224	II	II

		Convocation	1999 Pnts	2000 Pnts	2001 Level	2002 Level
Hammonton	St.Mark's	Camden	98	119	I	I
Helmetta	St. George's	Northern	308	283	II	II
Highland Park	All Saints'	Northern	37	61	I	I
Highlands	St. Andrew's	Monmouth	45		I	
Keansburg	St. Mark's	Monmouth	77	57	I	I
Keyport	St. Mary's	Monmouth	76	74	I	I
Lakewood	All Saints'	Monmouth	246	265	II	II
Lambertville	St. Andrew's	Trenton				
Laurel Springs	Antonement	Camden	122	116	I	I
Lawnside	Annunciation	Camden	65	49	I	I
Lebanon	Holy Spirit	Watchung	412	505	III	III
Linden	Grace	Northern	156	164	I	I
Little Silver	St. John's	Monmouth	260	262	II	II
Long Branch	St. James	Monmouth	334		II	
Longport	Redeemer	Atlantic				
Lumberton	St. Martin's	Burlington	214	221	I	I
Magnolia	Christ Church	Camden	59	50	I	I
Mantoloking	St. Simeon's	Monmouth	148	150	I	I
Maple Shade	St. John's	Camden	120	110	I	I
Matawan	Trinity	Monmouth	272	261	II	II
Medford	St. Peter's	Burlington	662	581	IV	IV
Mercerville	Grace-St. Paul's	Trenton	305	337	II	II
Merchantville	Grace	Camden	334	343	III	III
Metuchen	St. Luke's	Northern	557	613	IV	IV
Middletown	Christ Church	Monmouth	572	584	III	IV**
Millville	Christ Church	Woodbury	98	99	I	I
Monmouth Junction	St. Barnabas'	Northern	283	291	II	II
Moorestown	Trinity	Camden	829	846	IV	V**
Mount Holly	St. Andrew's	Burlington	322	383	II**	II
Mullica Hill	St. Stephen's	Woodbury	78	87	I	I
Navesink	All Saints'	Monmouth	336	364	II	II
New Brunswick	Christ Church	Northern	404	490	III	III
New Brunswick	St. Alban's	Northern	148	138	I	I
New Brunswick	St. John's	Northern	176	181	I	I
New Providence	St. Andrew's	Watchung	268	284	II	II
North Plainfield	Holy Cross	Watchung	280	266	II	II
North Wildwood	St. Simeon's	Atlantic	215	209	II	II
Ocean City	Holy Trinity	Atlantic	494	512	III**	III
Ortley Beach	St. Elisabeth's	Monmouth	67	72	I	I
Palmyra	Christ Church	Burlington	72	64	I	I
Paulsboro	St. James'	Woodbury	58	55	I	I
Pemberton	Grace	Burlington		286		II
Pennington	St. Matthew's	Trenton	520	593	III	III
Penns Grove	Our Merciful Savior	Woodbury				
Pennsville	St. George's	Woodbury	168	158	I	I
Perth Amboy	Holy Cross	Northern	33	35	I	I
Perth Amboy	St. Peter's	Northern	496	471	III	III
Pitman	Good Shepherd	Woodbury	259	260	II	II
Plainfield	Grace	Watchung	297	299	II	II
Plainfield	St. Mark's	Watchung	457	456	III	III
Pleasantville	St. Mary's	Atlantic	153		I	
Point Pleasant	St. Mary's	Monmouth	439	441	III	III
Princeton	All Saints'	Trenton	692	595	IV	IV
Princeton	Trinity	Trenton	1547	1519	V	V
Rahway	Holy Comforter	Northern	208	209	I	I
Rahway	St. Paul's	Northern	159	184	I	I
Red Bank	St. Thomas'	Monmouth	280		I	
Red Bank	Trinity	Monmouth	347	403	II	II
Riverside	St. Stephen's	Burlington	150	142	I	I
Riverton	Christ Church	Burlington	361	362	III**	III
Rocky Hill	Trinity	Watchung	119	123	I	I
Roselle	St. Luke's	Northern	173	179	I	I
Rumson	St. George's	Monmouth	681	625	IV	IV
Salem	St. John's	Woodbury	465	446	III	III
Scotch Plains	All Saints'	Watchung	224	234	II	II
Sea Girt	St. Uriel's	Monmouth	361	371	III	III
Sewaren	St. John's	Northern		97		I
Shrewsbury	Christ Church	Monmouth	368	359	II	III**
Somers Point	Christ Church	Atlantic	338	376	III	III

		Convocation	1999 Pnts	2000 Pnts	2001 Level	2002 Level
Somerville	St. John's	Watchung	270	305	II	II
South Amboy	Christ Church	Northern	293		II	
South River	Holy Trinity	Northern	196	203	II	II
South Vineland	Christ Church	Woodbury	17	17	I	I
Spotswood	St. Peter's	Northern	373	367	II	III
Spring Lake	Holy Trinity	Monmouth	68	69	I	I
Stone Harbor	St. Mary's	Atlantic	306	321	II	II
Swedesboro	Trinity	Woodbury	145	158	I	I
Toms River	Christ Church	Monmouth	809	717	IV	IV
Trenton	Christ Church	Trenton	269	236	I	II**
Trenton	St. Andrew's	Trenton	65	55	I	I
Trenton	St. Michael's	Trenton	131	107	I	I
Trenton	Trinity Cathedral	Trenton	529		IV	IV
Tuckerton	Holy Spirit	Atlantic	144	132	I	I
Union	St. Luke/All Saints'	Northern	45		I	
Ventnor	Epiphany	Atlantic	173	180	I	I
Villas	St. Barnabas'	Atlantic	141	148	I	I
Vincentown	Trinity	Burlington	90	122	I	I
Vineland	Trinity	Woodbury		122		I
Wall	St. Michael's	Monmouth	262	223	II	II
Waretown	St. Stephen's	Atlantic	353		III	
Wenonah	Holy Trinity	Woodbury	236	249	II**	II
Westfield	St. Paul's	Northern	801	798	V**	V
Westville	St. Luke's	Woodbury	100	107	I	I
Whiting	St. Stephen's	Atlantic	278	401	II	II
Williamstown	St. Mark's	Camden	144	130	I	I
Willingboro	Christ the King	Burlington	141	161	I	I
Woodbridge	Trinity	Northern	264	274	II	II
Woodbury	Christ Church	Woodbury	432	482	III*	III
Woodstown	St. Luke's	Woodbury	72		I	
Yardville	St. James'	Trenton	256	240	II**	II

Classification Levels

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

Points are assigned from the Parochial Report for the year indicated. Points are assigned equal to the number reported as Average Sunday Attendance plus one point for each \$1,000 reported as Normal Operating Income (Line A).

A change in level occurs when the points are in the new range for two consecutive years.

STANDING COMMITTEE

In looking back over the months since the Diocesan Convention of March, 2001, I see clearly that both our consciousness and our work on the Standing Committee have been dominated by a keen awareness that the Diocese would soon be embarking on the search for a new Bishop. In the months leading up to Bishop Doss's retirement at the end of September, 2001, we engaged in a variety of preliminary steps with a view to preparing for an orderly implementation of Diocesan Canon 9, which governs the process for election.

We drafted a timetable for the initial period of the search, and commissioned a set of prayers for the Diocese "at a time of transition" from our gifted liturgist, The Rev. Philip Carr-Jones. We interviewed two candidates for the position of Consultant to the Episcopal Election Committee, although the appointment would rest with the Committee itself. Most important of all, we felt the leading of the Holy Spirit as we approached Dr. John J. Ward to take up the vitally important role of Chair of the Episcopal Election Committee. We are confident that under his leadership the Committee and the Diocese will be well served.

Among the most rewarding aspects of the Standing Committee's work has been the high quality of the persons we have interviewed for Holy Orders. We were particularly impressed by this year's crop of candidates for the vocational diaconate, and we were immensely encouraged by the depth and variety of vocations that are currently emerging and being affirmed in the diocese.

I wish to thank our Assisting Bishop, David Joslin, for his constancy, his attention to detail, and his many proactive initiatives to ensure good order among us. We continue to be blessed by his presence and we on the Standing Committee can attest to his

faithfulness and unstinting self-sacrifice on behalf of the Diocese. It has been a privilege to work with him and with the dedicated members of the Standing Committee.

Respectfully submitted,

The Rev. Joan E. Fleming, President

STEWARDSHIP COMMISSION

We've been called out to be God's very own. That's great news, "gospel" in fact. Our worship and witness includes being stewards in God's work with our skills, time and money. This year again we've been privileged to share the gospel of this stewardship with you.

In the year 2001 we made parish visits to preach or work with stewardship committees. The Diocese is also a member of The Episcopal Network for Stewardship (www.tens.org). We can refer you to "TENS" and to many other resources, including good consultants, that are available to assist you.

Each year we sponsor one or more diocesan-wide stewardship workshops. These balance spiritual concepts with practical action plans for successful stewardship programs and awareness of our vocations as being God's stewards. We had the pleasure of doing two of these in 2001.

"Celebrating Stewardship" was the first, at Trinity Cathedral, Trenton, Saturday, May 19th. The lead facilitator was Bruce Rockwell, a nationally known conference leader and influential stewardship expert. Music was by our very own The Rev. Phil Carr-Jones.

"Let's Talk Together About Stewardship" was the second workshop held at Trinity Cathedral on Saturday September 22nd. The celebrated TENS consultant, The Rev. Kirk ("Chief") Kubicek was lead facilitator. He, as usual, brought his own extraordinary music and humor.

Members of the Stewardship Commission have supported this work with their diverse talents. That a number of them are serving terms beyond their first indicates their depth of dedication.

Thank you for your support also.

Respectfully submitted,

William Thiele, Chair

VIA MEDIA EDITOR

The first full year of my editorship of **Via Media** was 2001. Some changes were made to the mast-head to make it informative about the diocese we serve. Otherwise, the paper continues to provide news about the church family of this diocese as it has for 89 years.

The Youth Corner has become a monthly column, reflecting the growing interest in youth work and the dedication of the Diocesan Youth Leaders. We are attempting to include news concerning clergy and lay leaders, their appointments, retirements, and so on. The story that generated the greatest number of Letters to the Editor was the three-part story on Camp NEJECHO; it seems to have touched many of those who attended there many years ago. Jogging memories with stories of bygone years in this Diocese is one of the purposes of the paper. Another ministry of the **Via Media** is to report the business conducted by the Standing Committee and the Diocesan Council, thus assuring that the readership is kept up to speed on what is happening at this level. Another ministry of this paper is to entertain by printing interesting articles about little-known incidents or facts. The recently begun series on stained glass windows tells about the only known stained glass window dedicated to the recipient of the Congressional Medal of Honor. This series will investigate and report the unique stories about such windows throughout the diocese.

We are anxious to have your input and comments about your paper and encourage you to write us and share with us your thoughts and feelings.

The Rev. Canon Laurence D. Fish,
Interim-Editor

YOUTH COORDINATORS

We again had another successful year. The Bishop's Ball was well attended as always. We sponsored a Diocesan Acolyte Festival. The Annual Spring Conference was held at Camp Haluwasa in Hammonton with over 70 people in attendance. The Fall Event was held at St. Mark and All Saints Absecon Highlands. And over 100 folk went to the Nightwatch at the Cathedral of St. John the Divine. Happening also continues to be a wonderful addition to our Youth Program here in the Diocese. Many thanks also to Ms. Theresa Hoyt, of Holy Trinity Collingswood who was instrumental in the development of our Spring and Fall events.

We were pleased with the Diocesan response to our call for a full time Youth Director and hope that the person will be in place soon.

We were also pleased to welcome back to the Diocese and to our team the Rev. Lee Powers.

Respectfully submitted,

The Youth Coordinators of the Diocese