



# Christ Episcopal Church

## Parish Profile

### 2016

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# Christ Episcopal Church Parish Profile

**This profile addresses three questions:**

Who are we?  
Who do we want to become?  
What kind of leader can help us get there?

## Who are we?

Many of us go out of our way to attend Christ Church. We come from more than 25 cities and towns across North Jersey, often driving past one or more other Episcopal churches to get here. We come from a range of religious backgrounds; less than a third are cradle Episcopalians and many were raised as Roman Catholics. Our members are young and old, rich and poor, gay and straight, black and white, Democrat and Republican (and independent).

We're probably not that different from many mid-sized Episcopal parishes in affluent older railroad suburbs with sidewalks, streets that meet at right angles, and an actual downtown.

That's where you'll find us, in the middle of the action, in a stately stone building on a busy corner across from a supermarket.

We're part of the community. Our spaces, which include a large parish hall and commercial-quality kitchen, host a range of activities, such as Meals on Wheels, AA and other recovery groups, and youth enrichment programs. Our education wing hosts a Montessori pre-school.

So Christ Church is a landmark; people know us by sight or by name. We'd like them to know us by how we love one another.

After turbulent departures of rectors in 2004 and 2009, the last six years have been good ones. We're thankful for the Rev. Greg Lisby, our most recent rector, who loved us as he found us. He had a laser focus on congregational growth – congregational survival, he called it – and helped us welcome many young families.





## **We can measure our progress.**

Less than a decade ago, we weren't hosting homeless families for a week at a time. We weren't walking together by the scores to raise money for diabetes research. We didn't have the exuberant JOY! service for little ones on Sunday morning, or the contemplative Celtic liturgy on Sunday evening. Our adult education was unfocused. Our coffee hour was a shambles. Our Lenten breakfasts were a nutritionist's nightmare.

Less than a decade ago, we hadn't ripped out some back pews to make crawl and play space for little ones and their parents. We weren't staging religiously-themed youth musicals that pack the church. The children came into the 10 AM service from Sunday School in a trickle rather than a flood. You might have seen older folks glance back with annoyance at the parents of a crying baby; now, you're more likely to see them get one of our kids' play bags and hand it to the parents.



We acknowledge our challenges. We attract many newcomers, but need to keep better track of them and incorporate them into the life of the parish. We educate our kids and older members in the faith, but need to do more for young adults and parents. We talk about stewardship, but need to explain it to the uninitiated as something much more profound and personally rewarding than fundraising. We have strong, veteran volunteers, but need to help them to move on to other challenges before they burn out.

We cherish our dreams. We imagine a church not long from now with a multi-generational mission trip every year; with a fulltime associate rector (or curate); with new forms of outreach in places we haven't gone; with intentional ways of integrating young and old. Maybe young members could record video interviews with older ones – we have a man who fought across Europe with Patton, and a woman who personifies Christian service – to show what a Christian life really looks like.

As we celebrate our sesquicentennial, we've rediscovered our mission and regained our ***momentum*** – that's a word you hear a lot these days at Christ Church.

## Who do we want to become?

We want:

- To grow in numbers – more members and more people in church Sunday – and in faith.
- To expand our outreach to the needy -- wherever they are, whatever their needs.
- To incorporate new hands to do more work -- from feeding the hungry to visiting our sick to tending the altar.
- To be more generous -- starting with our parish stewardship effort.
- To bridge generations -- young and old in common cause.
- To put our parish struggles in the first decade of the century behind us, but never forget their lessons.
- To expect a little more of each other.

## Whom do we seek as rector?

- Someone to proclaim the Word profoundly and personally, as preacher and pastor.
- Someone with a personal warmth who can understand us and care for us.
- Someone to help us see that financial stewardship is a gift for us as well as from us.
- Someone who deals with disagreement honestly and transparently.
- Someone who relates to people of all ages.
- Someone who understands the importance of young families to our future.
- Someone who can make our Anglican heritage comprehensible and compelling to newcomers.
- Someone who won't try to do it all, but encourages and organizes laity, staff and clergy associates to lead and serve.

## Mission and Welcome Statements

**Our Mission Statement:** As a Christian community, compelled by the love of God, it is our mission to worship, grow, serve, and give.

**Our Welcome Statement:** Christ Episcopal Church is an open and inclusive community. We welcome all people as we would welcome Jesus Christ. This commitment reflects our baptismal promise to seek and serve Christ in all persons, loving our neighbor as ourselves. We embrace all people wherever they may be on their faith journey.

## Worship



Sunday worship begins at 8 a.m. with a service of Holy Eucharist (Rite II, although on occasion we resurrect Rite I, to the delight of some of our senior members). Typically, the tone is one of quiet contemplation.

The JOY! Service at 9:15 am incorporates music, movement, and Bible stories for our members 5 and under. This service represents our largest area of growth engaging between 30 and 40 children every Sunday and continuing to grow.

At 10 a.m. Holy Eucharist is augmented by sacred music in a celebratory atmosphere. Families bring children to participate in our Sunday School, and the children join their families in worship after the sermon. Younger children can stay in our nursery, which is staffed by caretakers. There's also a carpeted area in the rear of the church for those who feel inclined to crawl around or play with stuffed toys and coloring books while their parents sit with them.

A Celtic service on every third Sunday of the month provides another type of liturgy for prayer and meditation.

Our weekday schedule of worship includes Morning Prayer at 7 a.m. Monday, Noonday Prayer on Tuesday, and Holy Eucharist at 7 a.m. Wednesday.

The church is open for individual prayer each weekday. A sign in front welcomes all into our sanctuary.

We have a number of special services during the year:

- **Christmas:** Two Christmas Eve services, one in the late afternoon with a children's Christmas pageant, and a late evening candlelight service of lessons and carols, followed by a midnight Eucharist.
- **Ash Wednesday:** Several services with the imposition of ashes.
- **Maundy Thursday:** An evening Seder and Eucharist in the Great Hall, followed by the stripping and washing of the altar in the church, and the Maundy Thursday Vigil from the end of Thursday evening's service until the first Good Friday liturgy at 7 a.m.
- **Easter:** An Easter Vigil has been revived in the past few years. The day is filled with joy and celebration, including an Easter Egg Scavenger Hunt for children.
- **Holy Baptism:** on designated Sundays.



Our worship seeks to be inclusive—from its language to an open invitation to join us for communion. We experiment with different liturgies and incorporate some aspects into our regular services.



## Music

Music is an important part of our worship. Hymns and anthems, many in the Anglican tradition, are chosen to complement the liturgy and involve the congregation.

Our Adult Choir graces our 10 A.M. Sunday worship service.

Schola Cantorum is open to boys and girls, 5th grade through high school. The choir performs on Youth Sundays and at special services. Schola Cantorum also encourages inclusion of instruments, such as hand chimes.

Christ Church Youth Choir is open to children from kindergarten through 4th grade.

The new Youth African Drum Ensemble meets once a month.

A highlight of the year is the spring youth musical. Past performances have included *Joseph and the Amazing Technicolor Dreamcoat*, *Children of Eden*, and, in 2016, *Jesus Christ Superstar*. These performances fill the nave and bring our parish community – plus performers' friends and relatives– together.

Our 3-manual, 23-rank Austin pipe organ has an antiphonal division over the south door, including a brilliant French-style Trompette-en-chamade. In 2000, a new principle chorus from Germany was added to the great division.



## Lay Ministry

We believe lay ministry is crucial, because neither one priest nor six can do God's work here alone. Accordingly, parishioners play an active, integral role in our worship as Eucharistic ministers, lectors, greeters, ushers and oblation bearers. The Altar Guild and the Perennials flower group prepare the church for Sunday services. The Nursing Home Ministry brings communion and comfort on that day to those who can't make it to church.

## Outreach

For years, we prayed for an outreach project that would bring the entire parish together in a common task. We believe we have found two: Charlotte's Angels and Family Promise.

Family Promise of Bergen County is a program that shelters homeless working families in a rotating series of houses of worship, and helps them become self-sufficient. We host up to four such families in our church for a week twice a year. Families, the young and old alike join in to make and serve dinner, provide breakfast and lunch, hang out with the parents and kids and provide two volunteers to spend the night at the church. In all, dozens of parishioners and friends pitch in during such a week to make our guests welcome. We usually have more than enough volunteers to do the necessary work. And we've received valuable help from others, including Catholic and Lutheran congregations and a group of Turkish Muslims.

One Saturday a month we also staff the Family Promise Family Center in Ridgewood. This "ministry of presence" makes it possible for homeless families to have a space to spend the afternoon if and when they need it.

Family Promise has given us a lens through which to see the economic disparities in our area. The same can be said of our work with the St. Paul's Men's Shelter in Paterson, one of the nation's poorest cities. On the second Monday of each month, we provide a meal for up to 40 homeless men at St. Paul's. Families, church committees, and ad hoc groups come together in our church kitchen to prepare the meal in advance; others reheat or deliver and serve the meals in Paterson.

Food items placed in our food collection barrels fills the shelves in the St. Paul's Food Pantry, which always needs staples, including pastas, rice, and cereals. Monetary donations are also accepted. Once a month, on SHARE Sunday, we stuff bills into canisters for the pantry.







Another exciting new form of outreach is the Charlotte's Angels Walk Team, which participates in the American Diabetes Association Northern NJ Step Out Walk. For the past few years we've fielded a team of up to 100 walkers wearing blue T-shirts (angel wings optional). In this, we both raise funds for diabetes research and support those with diabetes, particularly in our parish. Our effort was founded by Charlotte Pillow, a youth group member.

We take up an annual collection as part of the UTO – United Thank Offering.

Most knitting done by "The Needlers" – hats, scarves, mittens – benefits the Seaman's Church Institute's Christmas at Sea Program. Yarn is provided by the Women's Guild of Christ Church and by anonymous donors.

Each Christmas season we set up "Advent Alley" in the cloister hallway outside the nave to offer parishioners ways to reach out. Beneficiaries have included North Porch Women's Shelter, Little People in Fur Coats (an animal refuge), the Heifer Project, Theo's Work (an orphanage in Haiti), Maya Works (helping women and girls through education and entrepreneurship programs), and Ridgewood Social Services (gifts and clothing for children).

Although our emphasis in recent years has been on "hands on" outreach, we financially assist several groups, including support the Center for Food Action, Shelter our Sisters and St. Paul's CDC.

Finally, we know that while charity may not begin at home, it belongs there. Hence our Pastoral Care Program, a shared ministry of clergy and laity that is a gentle reminder of God's compassion. Parishioners in need are remembered through cards, calls, and e-mails; a prayer chain, prayer services at nursing homes, visits to the ill and/or housebound, providing transportation and help with post-funeral receptions.

## Adult Education & Formation

**The Adult Education Forum** gathers at 9 AM Sunday in the Guilds Room between the services. Discussions range from Biblical topics to current events to parish concerns to Episcopal practice and tradition. Sessions are led by clergy, parishioners or guest speakers. Refreshments are served.

**Bible Study** meets two Monday evenings a month to read and discuss scripture, focusing on a specific gospel or book each year. This is the parish's longest continuous program for adult formation; in recent years it has been led by the Rev. Dr. Karen Rezach, a school administrator who was a postulant in our parish.

**Lenten Reflections**, a daily devotional guide, is prepared each Lent based on the writings of several dozen anonymous authors. Based on the day's readings, they express their intimate feelings about the church and God.

A **Lenten program** is presented on a weeknight during the season, usually including a light supper and sometimes including a guest speaker. In 2016 the topics included the status of Muslims in the U.S., poverty in North Jersey, prison reform and the Black Lives Matter movement.

## Youth

We try to integrate our young people into all aspects of church life, and list “youth” as a separate category here only to indicate their importance. It’s a notion to which we pay more than lip service. A few years ago we realigned our parish staff to fund a youth and families minister.



Today, children fill our JOY! Sunday service; the ranks of our acolytes (we have 57), lay readers and Eucharistic ministers; and our Sunday school. Our young musicians perform at the 10 AM Sunday and Celtic services. They’re present at a range of parish events, from the Easter Vigil to the blessing of the animals on St Francis’ day.

Our **Sunday School** offers an enjoyable and loving learning environment in which the children can feel God’s presence. Religious education and related programs/activities empower our youth to go out into the world and share God’s love with others. We want our youth to discover the “why” behind what they’re learning and to develop their thinking skills while still having fun. By using hands-on and participatory activities, they realize that learning is an adventure.

Our **confirmation class** is comprised of 8th and 9th graders (and anyone older wishing to be confirmed). We follow the “I Will with God’s Help” curriculum and integrate outreach, retreats, field trips to other houses of worship, charitable gift giving and numerous other elements in the preparation.

The **Journey to Adulthood (J2A)** group is the Sunday School class for confirmed high school students or those who are older than the confirmation class. They meet monthly for class and/or participate in parish wide activities. The curriculum is focused around the transition from youth to young adult, as a Christian. Through rituals, monthly meetings, and religious practices, the program helps youths, their parents, and the congregation mark the sacred transitions of the teenage years. As young people experience changes in their appearance, their relationships, and their beliefs/ideas, peers and adult mentors stand with them all the way. The core of Journey to Adulthood is the conviction that adulthood is a gift from God, celebrating each young person’s uniqueness and gifts as one created in God’s image.



The **Youth Group** has a range of social opportunities, including lock-ins, bowling parties, ski trips and more. Mission trips to help the needy in other parts of the country, including Alabama and West Virginia, have been a particular highlight. One is planned for eastern Kentucky this year.

## Parish Life

We're a social group. We like to get together, work together and occasionally party together – in moderation, of course.

Parishioners can either find their niche or create one. The guilds and other groups offer opportunities for service and sociability; are open to all; and function without day-to-day involvement of the clergy.

**The Parish Life and Fellowship Team** plans social events that welcome everyone to be a part of the church community. Events have included a Shrove Tuesday pancake race, fish and chips dinner, a wine and cheese tasting and Italian night, and a parish variety show.

**The Women's Guild**, our oldest organization, meets monthly. Programs sometimes include field trips. This group sponsors the parish scholarship program. New members are eagerly invited.

**The Men's Fellowship**, which meets one Saturday morning a month, features an eclectic selection of topics (from faith to politics) and spirited, engaging discussions. Each month a different member leads a discussion and provides a modest yet fattening continental breakfast.

**Lenten Breakfasts:** On Lenten Sundays, a team of early risers prepares and serves a breakfast for the parish that eases the season's traditional austerity – pancakes, eggs, bacon, sausage, crumb cake and grits. These are balanced by healthy offerings, including granola and the popular Fruit of the Week. Best of all: Kids (liberally defined) eat free!

**Coffee Hour:** Five years ago a priest said – in a constructive way – “You have the worst coffee hour I’ve ever seen.” So a group of parishioners set about upgrading this tradition. Now, a roster of volunteer hosts serve a mouth-watering array of finger foods after both Sunday services. Attendance has increased, newcomers have a place to go, and famished kids descend eagerly on the Guilds Room.

**The Photography ministry** documents the living history of Christ Church. These photos are used in various ways—in publications, on our website, on our bulletin boards, in press releases and in advertisements. Participating is as simple as bringing your camera to an event and sharing your pictures.

**Christ Church Travel** is for those who enjoy international adventures in good company at a great price. In fall 2016, the group will journey to northern Italy, including the lakes district and Venice. Past trips have included Spain and Portugal; Sicily; Ireland, and a riverboat cruise on the Danube River.

**Women at the Well** is a women's spiritual group that meets once a month on Saturday mornings.

**The Needlers** meet Saturday mornings, working on projects, offering basic instructions for novices and enjoying each other's company. Also welcome: crocheters, needlepointers and other craftspeople.





## Wardens, Vestry and Church Governance

The rector, wardens and Vestry work together to articulate the parish vision, develop the programs and align the budget. They set mutual objectives and measure mutual progress.

Over the last five years, the elected lay leadership (two wardens, 12 Vestry members and three deputies to the Diocesan Convention) represent our diverse parishioners. One warden stands for election each year to serve a two-year term. A warden can serve up to three terms. A third of the Vestry is elected each year and serves for a three-year term. A vestryperson can serve up to two consecutive terms. The treasurer is appointed by the Vestry with no specified term.

Individual Vestry members serve as liaisons to parish ministries. Each ministry reports formally to the parish in the Annual Report distributed at the Annual Meeting. Elections are held at the Annual Meeting in February.

## Clergy

The Rev. Dr. Daniel Gunn, our interim rector, has been with us since the summer of 2015. He'd been rector of St. Stephen's Pro-cathedral in Wilkes Barre, Pa., for seven years.

The Rev. Bill Coats, a retired priest and formerly rector of St. Clement's Church in Hawthorne, N.J., has been a priest assistant in our parish for more than a decade. For the past five years he's been assistant to the rector for adult formation.

## Staff

Our parish staff performs a variety of managerial, administrative, clerical and maintenance services that allow the clergy and laity to focus on pastoral and spiritual work. We have a parish administrator, communications director, sexton, youth minister, organist/adult choirmaster and director of youth choirs. In addition, office volunteers help answer the phones, keep the books, handle the mail, and greet visitors.

## Stewardship

Stewardship at Christ Church is founded on our belief that we are called to return to God a portion of what has been so generously given us. Our annual stewardship campaign, which is organized and run by the laity, is focused on “time, talent and treasure.” While the campaign structure differs from year to year, several elements remain unchanged. The laity handles logistics and the clergy provides support from the pulpit.

The 2016 pledge campaign reflected the changing parish demographics. While we would have liked to see higher participation (the number of pledging families is down from last year), most repeat pledges were flat to higher, and eight families pledged for the first time. Although the Stewardship committee estimates a 4% to 6% year over year decline in dollar terms, we look forward to building on the progress made in recent years.

The outstanding attendance at Christmas 2015 (572) and Easter 2016 (373) demonstrates our potential. But the importance of financial support by pledging cannot be understated. We seek a rector who will deepen our spiritual experience of stewardship, challenge us to do more, and help us expand our fall campaign into a year-round effort.

## Finances

Our financial situation is solid, but not where we’d like it to be.

We ended 2015 with a projected overage of \$15,000, primarily because of lower-than- budgeted clergy expenses due to mid-year clergy transition.

Our 2016 budget projects a deficit, but provides for a part time associate rector and holds constant our current diocesan pledge of 10.35% (10% to diocese; .35% to the diocesan Alleluia Fund). We also set aside .75% for local outreach.

Otherwise, expenses for our 2016 budget are roughly in line with 2015.

Pledges are the major source of the parish’s income. Pledges, along with holy day offerings and other non-pledge receipts, account for 64% of annual operating revenues. From 2012 to 2015 the total number of pledge families ranged from 113 (2012) to 137 (2014), and the average annual amount pledged ranged from \$336,000 (2014) to \$359,000 (2015).

Actual receipts in 2015 were 7% below pledged amounts, and our 2016 pledge drive resulted in 117 families pledging \$326,000. We believe the decline was due to the clergy transition; once a rector is called, the situation will improve.

Two other notable sources of income are the annual parish trip and income from a perpetual trust left for the benefit of the parish in the mid-1990s by parishioner Dorothy Kraft.

The parish has an endowment currently valued at approximately \$375,000. Some of its income is used each year to supplement the local outreach budget. The parish holds no debt.

## Buildings and Grounds

Our church's stately stone exterior evokes rural England—despite the presence of the Stop & Shop across the street. The interior -- dark oak rafters, off-white walls, and exquisite stained glass -- feels warm in winter and cool in summer. A series of memorial stained glass windows depicting the life of Jesus line the walls of the nave; one in the vestibule shows a New Jersey evening landscape, with the sun setting and the Big Dipper rising. A dove made of Venetian crystal hangs in an intimate side chapel.

The **burial garth** is located in a small open courtyard directly behind the altar.

The **Great Hall** is the setting for many church and community events, from receptions to musicals to a Sunday afternoon Hindu service. The air-conditioned space has a curtained, lit stage and can seat 350 as an auditorium or 200 as a dining room. The hallway on the floor below the hall has rooms for Sunday school classes, a Sunday morning nursery, meetings and storage.

The **Guilds Room** is a bright, comfortable carpeted meeting place for adult education, coffee hour, vestry meetings and other sessions.

The **Education Wing** on the east side of the church complex is rented by a Montessori pre-school.

**The Cottage**, once the rectory, is a white frame three-story house built over a century ago. Its first floor apartment houses the Sexton and has meeting rooms. A tenant occupies the upstairs apartment.

**The Rectory**, a five-minute drive from church, has not been occupied by any of our clergy for several years. It is currently rented out.

The **Labyrinth**, built as a gift by our former rector Peggy Gunness, spirals out in paving stones outside our main side doors. It's been used, formally and informally, for contemplation and mediation.





## Communications and Technology

We communicate with each other and our community in several ways. We keep in contact with parishioners primarily via an emailed weekly newsletter, and occasionally by recorded phone announcements. Our updated website contains basic information about our staff, worship schedule, outreach activities and calendar. Announcements appear in the Sunday service leaflet, and bulletin boards are dedicated to specific efforts and subjects, such as Family Promise or Youth. We also maintain a presence on Facebook and are developing policies about our use of the technology.

## History

The story of Christ Church is largely one of growth and change. However, it may begin on an ignominious note.

In 1864, during the Civil War, the pastor of the Paramus Reformed Church provoked a split in the congregation by flying what one account describes as a pro-abolitionist flag. Shortly after that, eight couples from Old Paramus wrote to the Episcopal Bishop of New Jersey requesting permission to build a small church on an acre of land in Ridgewood. His answer: "I bid you Godspeed."

Were our founders pro-slavery? The evidence is conflicting; but, until we can resolve the issue, we'll try to use that possibility to spur us on to better follow Jesus.

The cornerstone for this new church was laid March 28, 1865, the last year of the war. The first service was held a little more than a year later, in a small red frame church with 18 pews seating 150 people. The congregation was called to worship with a bell taken from the ruins of a Confederate fort. The first rector, the Rev. Leigh Dickinson, was installed in November 1866 and presided over the parish for fifteen years.

In 1873, the parish decided to move its church building closer to the center of town. In what must have been the engineering feat of the year in these parts, the wood frame building was placed on logs and rolled by horses in a single day to Franklin Avenue and Cottage Place.



Over the next four decades, Christ Church founded four other churches. They became Epiphany in Allendale, Good Shepherd in Midland Park, St. Bartholomew's in Ho-Ho-Kus, and All Saints' in Glen Rock.

As the century was closing, the vestry decided that the parish needed a larger church. The cornerstone was laid in 1899 and the building consecrated in the war year of 1917. The dedication was June 23—the 50th anniversary of the first church's dedication.

In its 140 years Christ Church has had 15 rectors, and since 1916 there have been eight: Edward Carson (1916-1940), Alfred Miller (1940-1966), Marshall Rice (1966-1976), Richard Shimpfky (1976-1990), Margaret Gunness (1991-1999), Albert Jousset, who was called in 2000 and resigned and left the priesthood in 2004, Elizabeth Searle (2006-2010) and Greg Lisby (2010-2015).

The parish has been graced by many exceptional leaders, and played some role in helping them develop their gifts. They include Richard Shimpfky, who became bishop of the Diocese of El Camino Real, and a string of outstanding associate rectors and curates. The latter include Bishop Gene Robinson; two cathedral deans, Tracey Lind (Cleveland) and Nathan LeRud (Portland, Ore.); and the chaplain at General Theological Seminary, Ellen Sloan.

Father Greg was named Priest-in-Charge on June 1, 2010 installed as the 15th Rector on May 12, 2012 by Mark Beckwith, Bishop of Newark. Greg served on the diocesan Standing Committee and was First Alternate to the 2015 General Convention in Salt Lake City, Utah. His last Sunday at Christ Church was May 31, 2015. He's fondly remembered for his personal warmth and focus on congregational development. More controversially, he pressed for the removal of a rainbow flag that had for many years flown outside the church as a symbol of welcome, especially to gays and lesbians. Greg felt it sent an exclusionary message; some parishioners felt it did precisely the opposite.

## Appendix A: Christ Episcopal Church Statistics

Membership	
Previous year's members	413
Increases during the year	28
Decreases during the year	6
Total active baptized members	435
Communicants in good standing	310
Under age 16	105
Others who are active	0
Attendance	
Average Sunday attendance	190
Easter attendance	373
Services	
Saturday and Sunday Eucharists	161
Weekday Eucharists	77
Private Eucharists	35
Baptisms over age 16	0
Baptisms under age 16	19
Confirmations over age 16	0
Confirmations under age 16	9
Received by the Bishop	0



## Appendix B: Financial Data

The following chart details the Income Statement for the church for periods 2013-2015 and provides the 2016 budget:

	2013 Actual	2014 Actual	2015 Actual	2016 Budget
<b>Income</b>				
Income from Pledges	331,554	358,755	339,947	334,125
Non Pledge Income	22,951	21,151	14,983	14,000
Holy Days	15,320	10,199	14,126	8,750
Fundraisers	24,540	29,304	23,429	5,500
Facility Rental Income	171,137	177,968	176,239	195,450
Kraft Trust Income	7,500	6,000	9,500	12,000
Other	8,237			1,600
<b>Total Income</b>	<b>\$ 581,239</b>	<b>\$ 603,377</b>	<b>\$ 578,224</b>	<b>\$ 571,425</b>

<b>Expense</b>				
Clergy Salary & Benefits	169,982	194,687	149,750	175,001
Office Salary	45,592	39,063	42,976	50,520
Administration & Benefits	73,618	53,967	72,331	70,206
Outreach	61,594	68,988	68,576	67,929
Parish Life	1,968	1,978	1,783	2,000
Parish Education	26,866	27,117	25,526	28,129
Property	205,939	175,719	156,431	171,875
Worship	49,450	42,048	45,098	46,997
<b>Total Expense</b>	<b>\$ 635,009</b>	<b>\$ 603,567</b>	<b>\$ 562,471</b>	<b>\$ 612,657</b>

<b>Net Income</b>	<b>\$ (53,770)</b>	<b>\$ (190)</b>	<b>\$ 15,753</b>	<b>\$ (41,232)</b>
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## Appendix C: Diocese of Newark

The Diocese of Newark comprises the northern third of New Jersey, with congregations in Bergen, Essex, Hudson, Morris, Passaic, Sussex, Warren, and Union counties representing more than 3.5 million people. It is a largely urban diocese, and includes the two largest cities in the state, Newark and Jersey City. The Western and Northern regions are less densely populated, with some areas considered rural with wooded and mountainous regions. Of New Jersey's 566 municipalities, 206 are located in the diocese.

There are 102 congregations and 4 affiliated worshipping communities located in the Diocese of Newark. There are approximately 26,000 worshipping Episcopalians and over 200 active ordained clergy, both men and women.

The diocese is known for its progressive theology and was among the first to support the ordination of women by convention action. The diocese also developed *The OASIS*, a ministry for all who experience prejudice and oppression because of their sexual orientation or expression. In June 2014 *the OASIS* celebrated its 25<sup>th</sup> anniversary. The Diocese of Newark is among the leading advocates for equality and justice for people of all races, cultures, religions, and socio-economic backgrounds.