



Presbytery Center
192 Broad St. Bloomfield, NJ 07003-2606
973-429-2500 office • 973-429-2333 fax
www.newarkpresbytery.org • info@newarkpresbytery.org

 Together Transforming
Lives, Congregations, Communities, World
Connected to the Synod of the Northeast and Presbyterian Church (USA)

Packet for Stated Meeting • May 14, 2011
First Presbyterian Church of Arlington
Kearny, NJ 07032

Together Transforming Lives, Congregations, Communities, and World.

#2

CONSENT AGENDA

From the Stated Clerk:

1. That the minutes of the Stated Meeting on March 19, 2011 be approved. (Minutes are available in printed form at the registration table).

ITEMS OF INFORMATION

2. Newark Presbytery Stated Meeting Schedule for 2011
Saturday, May 14, 2011 First Church Arlington, Kearny
Tuesday, June 21, 2011
Tuesday, September 27, 2011
Saturday, November 19, 2011

The Presbytery is currently seeking churches to host 2011 and 2012 meetings, please contact the Stated Clerk.

ITEMS TO BE MOVED BY THE CONSENT AGENDA

1. From the Committee on Ministry

A. Approve the installation plans of Reverend Baron Ashfield at Fewsmith Memorial on Sunday, April 3, 2011 at 3:00 p.m. Members of the Commission Elder James Hill (First Arlington Kearny) Moderator, Reverend Kevin Yoho General Presbyter, Elder Judy Tharaud, (Wyoming Millburn), Reverend Deborah Oosterbaan, Member at Large, Elder Lola Pospisil (Fewsmith Memorial), Elder Kirk Woodward (Upper Montclair), Elder Douglas Stone (Fewsmith Memorial), Reverend Anna Sweringen, Member at Large from the Presbytery of New York City and Elder Arden Beron, Church on The Hill, of the Reformed Church of America.

2. Report of the Stated Clerk

1. According to Standing Rule 3.13 the 2011 Stated Meeting dates;

Saturday, March 19, 2011

Tuesday, May 14, 2011

Tuesday, June 21, 2011

Tuesday, September 27, 2011

Saturday, November 19, 2011

2. That the Administrative Commission approved by the Committee on Ministry of the Presbytery of Newark to install The Reverend Mr. Baron Ashfield as Pastor of Fewsmith Memorial Church, Belleville, New Jersey, fulfilled its responsibility in a service of worship on Sunday, April 3, 2011 at 3:00 p.m. The candidate answered all questions in the affirmative.

For Information:

May 14, 2011 New Form of Government #1 and Confession of Belhar Part # 2

3. Mission Council

Self-Study Preliminary Report

Winter, 2011

Introduction

The Presbytery Self-Study team began work in the spring of 2010. Since then we interviewed or solicited feedback through surveys from sessions, presbytery staff and key presbytery office holders. In addition, we solicited feedback through a small group process at the November 2010 presbytery meeting. At this time we have collected over 670 responses.

In order to focus all of this information, the team decided to organize this narrative data through two sets of filters. The filters act as a pair of glasses that focus the image of Newark Presbytery. The first set of filters is based in traditional theological roles for churches and presbyteries. In addition, we used categories of human organizational frames from the work of Bolman and Deal to sort the data a second time.

This report comes in three sections. Section One contains a description of Newark Presbytery based on the responses using the five theological metaphors. The metaphor describes Newark Presbytery as a bishop, Body of Christ, minister, prophet and shepherd based on feedback. Then, we offer a description of the metaphors in relationship to one another.

Section Two repeats the format of section one using the human organizational frames. Lee Bolman and Terrence Deal (*Reframing Organizations. Third Edition*. Jossey-Bass, 2003) researched human organizations and add the following statements: A “frame” is a set of ideas or assumptions you carry in your head. “Reframing” requires an ability to use multiple perspectives to think about the same organization (as the presbytery) in more than one way. Together they might help capture a comprehensive picture of what might be done. They posit four perspectives (frames or assumptions) that dominate how people look on human organizations: *symbolically, politically, structurally, and personally* (human resources). These four perspectives are applied below to a presbytery.

Section Three contains appendices with the raw data that was used to develop the descriptions. Appendix A contains all responses that were categorized as bishop responses. Appendix B included those responses that are categorized as the Body of Christ. Appendix C contains the responses that relate to the presbytery as minister. Appendix D contains the responses pointing to the presbytery as prophet. Appendix E includes the responses that were categorized as shepherd. Appendix F moves into the human organizational frames. The responses in Appendix F relate to the symbolic frame. Appendix G contains the responses related to the political frame. Appendix H includes the responses related to the structural frame. Appendix I contains the responses related to the human resource frame. Section Three appendices are not among materials sent, but you can find them on Newark Presbytery’s website <http://www.newarkpresbytery.org> at the “Meetings tab, and then Meeting Documents” or ask Rick Boyer to send them to you (rickprospectchurch.org).

After we present this report and receive feedback, the self-study team will turn attention to the mission statement and evaluation of structure. These descriptions enable us to discern the identity, commitments and key functions of Newark Presbytery.

Section One Theological Filters

Metaphor 1 – Bishop (See Appendix A for related presbytery responses)

Many responses cluster around oversight, good meetings and the role of a bishop as overseer, which is accomplished in the Book of Order through the Presbytery as a governing body. The literature we reviewed regarding the Presbyterian Church around bureaucracy and regulatory commission also fits in this category.

Survey and interview responses indicate that people expect a bishop who can provide strong oversight that enables the congregations to meet denominational requirements as well as nurture growth and effectiveness.

Metaphor 2 - Body of Christ (See Appendix B for related Presbytery responses)

Many responses cluster around a desire to connect and network and use the diverse gifts of the presbytery which is viewed as the body of Christ.

Survey and interview responses focused on communication, connections and being fed through both. There is a strong desire to celebrate diversity while affirming a common mission, vision and strategy for Newark Presbytery. The most energy and responses were found in this metaphor.

Metaphor 3 – Minister (See Appendix C for related Presbytery responses)

Some responses focus on serving the community. This category's responses focus on those responses that center on the presbytery as servant to the community.

There seems to be strong feelings that Newark Presbytery should exist to feed and enable the ministries of congregations and pastors. Respondents hope that this will lead to congregations who reach out to the surrounding communities.

Metaphor 4 – Prophet (See Appendix D for related Presbytery responses)

Some responses express a desire to address justice and social issues in the larger community.

The fewest responses were categorized as a prophet who calls us to action in the community and encourages us to engage the challenges of our times.

Metaphor 5 - Shepherd (See Appendix E for Related Presbytery responses)

Many responses cluster around a desire to feed ministers and congregations, to teach and train and nurture.

Respondents often mentioned qualities reflective of a shepherd. They hope for a presbytery that offers guidance and equips them for the ministry to which they have been called.

Relationship of Five Theological Metaphors

Gathered from the select session interviews, individual presbytery staff and committee chair members as well as attendees from the November 2010 Presbytery meeting.

While respondents indicated that the presbytery does well to serve in the capacities of Shepherd, Bishop, Minister and Prophet

- Everyone valued the Presbytery as the *Body of Christ*, the most
- Next in the ranking, they preferred it when Presbytery acted as a Shepherd, who leads, protects, and guards.
- Then they identified the Presbytery as Bishop, who decides how to implement the Book of Order standards and to keep proper boundaries among the members, often with rewards and admonitions. While many respondents acknowledged the Presbytery's bishop functions, they expressed disappointment in the way the Presbytery limited its participation with congregations. If the Presbytery serves primarily as Bishop, respondents recommend fewer presbyteries.
- Minister and Prophet ranked fourth and fifth. When the Presbytery serves as minister and prophet, the Presbytery leaders are requested to initiate and to offer constructive (financial and in kind) support in prophetic ventures taken by individual congregations.

The respondents noted the importance

of keeping communication lines open among all presbyters,

of building vision for mission,

of facilitating presbytery cooperative ministries,

of providing training & resources so all churches experience vitality.

They based their hopes for the future:

In the Presbytery AS Being the Body of Christ,

whose members fulfill the functions of

A shepherd who nurtures by feeding/guarding.

A bishop who initiates, guides and regulates

A minister who plans, prepares, partners, *(continued on next page)*

and participates in various ministries.

A prophet who reaches out like a Divine Seer.

As the Presbytery of Newark emphasizes the importance of being the Body of Christ,

the Presbytery would generate

more fellowship and trust,

more functioning networks,

more support and encouragement,

more commitment and responsibility.

The many positive images depicted variations on being the Body of Christ. They included being a hub in a wheel, an umbrella, a tree with many branches, a stained glass window, a spider in a web, a tossed salad, a mosaic, a big tent, an oscillating sprinkler, a melting pot, a rainbow that reflects the full spectrum of diversity, wireless but connected, focusing lens gathering light, and a fruitful garden which holds cross pollination opportunities for blooming together. There were many images offered for the Presbytery. The negative images seemed to portray the Presbytery as missing in action, useless, or obstructive.

Section Two: Organizational Frames

Newark Presbytery is a *human* organization. Theology and polity play one role is defining the concept of a presbytery and its powers and responsibilities. The *persons* in the presbytery determine how the presbytery will organize, structure, and function for optimal value to its members. There is more than a single way to view the presbytery and there is more than a single frame through which to shape our future. Assumptions reflect a frame, a lens, or ideas those interviewed carry within them. Lee Bolman and Terrence Deal (*Reframing Organizations. Third Edition*. Jossey-Bass, 2003) researched human organizations and concluded that four organizational frames (or lens) dominate how people view their organization. These four frames are the *symbolic*, the *structural*, the *human resource*, and the *political*. Each frame serves a different function. All frames contribute to how an organization as the presbytery functions.

Briefly, Bolman and Deal provide these descriptors for each of their organizational frames:

- ❖ Symbolic – meaning, stories, metaphors
- ❖ Structural – rules, roles, policies, technology
- ❖ Human Resource – needs, skills, relationships
- ❖ Political – power, conflict, decision-making

SYMBOLIC FRAME

Section One reflects the use of the **Symbolic Frame**. What is most important is not what happens, but what it means. Presbytery activity and meaning are loosely coupled, so presbytery events and actions have multiple *meanings* because people interpret these events and actions differently. When we asked presbyters to provide a metaphor describing how they view the presbytery now and what they hope for the future, we garnered in these metaphors the meanings, values, and beliefs individuals held about the presbytery. When the members of the presbytery widely share a particular symbol or metaphor, it becomes the glue that holds it together and unites people around shared values and beliefs. The most dominant symbolic metaphor viewed through five theological filters was that of the presbytery being the ***Body of Christ***.

We also know the presbytery to have a *structure*, *human resources*, and *political processes* that affect how well we can or will function as a body. Using these other three frames as filters, this is what we learned from our respondents.

STRUCTURAL FRAME

Viewing Newark Presbytery through the **Structural Frame**, we listened for what respondents said about the presbytery's goals and objectives, role and policies. Some of the symbolic metaphors and comments reflect a loss of clarity about goals or gaps in the presbytery's ability to achieve them ("limp sail without wind--drifting," "uneven response to congregations"). The self-study itself uses a structural frame to enhance communication about our future as a presbytery. The structural frame moves us from dialogue toward implementing practices and policies. When the presbytery is seen as the Body of Christ, then it works best when there is a coordinated effort among leaders (paid and volunteer) and member congregations. It does not work well when personal preferences and extraneous pressures in one part of the body prevail over other parts.

Our mission statement, values, and operating manual clarify the rational and objective way we want to do our work together--the presbytery's "body" being the entirety of its members. The structural frame, like a skeleton, holds the body together and provides a range of motion for the whole body.

Listening through the **Structural Frame** we heard a call to change our vision, develop strategic plans for the presbytery, and clarify where God is calling us. We heard respondents speak about the presbytery having unity of purpose, future orientation, and being mission-oriented. We heard structure is valuable in undertaking governance over a region of many congregations, information sharing, pastoral transitions, and providing training events. We heard requests for stated meetings structured toward connection and fellowship--where people know they "belong" the minute they walk in. We heard desire to work better together as one body and many cries for "help" to learn a variety of skills and practices necessary for congregational ministry. Some want help with technology, a website easier to navigate, and multiple means of communication. Others requested training in ministry skills that will help them compete in a changing world, plan, reach new populations, build connections, and work ecumenically in the City of Newark. Respondents identified "help" coming from presbytery leaders, committees, large churches helping small ones, or a person tasked with this responsibility. Some said it was time to re-map and consider a structural merger with other presbyteries. Strong consensus lay in presbytery's structural commitment to focus on local churches.

HUMAN RESOURCE FRAME

Viewing Newark Presbytery through the **Human Resource Frame**, we listened to requests that the presbytery serve human needs in our congregations and communities—not unlike the theological metaphors of minister and shepherd. We heard ideas, felt energy, and saw talent. People identified ministries they, other congregations, or presbytery leaders could provide. We also heard loss to individual members or the whole Body of Christ when either congregations or presbytery leaders and committees do not help one another ("dysfunctional family," "poor educator"). Some respondents recalled satisfying experiences when elders visited each other's congregations, officers and members attended presbytery training events, and "where people met one another in a more relaxed way and shared mutual respect." Pastors need support also. Encouragement, joy, inspiration, compassion, and being one family or congregation have been experienced by members of the Newark Presbytery ("loving family"). Seen through the Human Resource frame, the presbytery does have the capability of providing energy and emotive feeling to the body when responders sense "38 churches praise the Lord," "work together," and provide "social networking." Building relationships, cooperative ministries, and promoting a sense of community among churches matter to respondents. "Guide churches under care to recognition of God's mission for God's church," one respondent requested--as much a structural as human resource request.

POLITICAL FRAME

Viewing Newark Presbytery through the **Political Frame**, we heard one respondent use the metaphor of a “mosaic with big and small pieces and some sharp edges” that accurately described the presbytery as a diverse coalition of individuals, congregations, and interest groups. The body is not all eye or ear. Respondents identified the presbytery as made up of diverse members: white churches, racial/ethnic churches, immigrant churches, suburban churches, urban churches, small churches, large churches, gay ordination proponents and opponents, those who need and those who do not need the presbytery, those who want polity rules and those who want to “loosen the belt.” On better days we show creative intervention, alliances, cooperative ministries, and manage polity and Roberts’ Rules well.

On our worst days we have “sibling fights” among brothers and sisters who have trouble working together. The presbytery can also be perceived as a “big monster” or “insensitive process oriented machine” when meetings are “power plays” and conflicts lead to winners or losers. Many responders spoke about experiences of disempowerment and disengagement. Numerous respondents know there is great anxiety because of declining resources and declining membership in local congregations, and therefore request that presbytery resources be well utilized to grow churches spiritually and numerically. “Don’t phase out small churches,” some pleaded; while others asked for “regional churches;” and others that “local churches need to face changes.” “Sibling fights do not change that we are one body,” one respondent said. Some concluded we should have less presbytery meetings, host joint presbytery meetings, or merge resources with Elizabeth and Palisades Presbyteries. Many asked us to work together to support one another.

The symbolic meanings, structural remedies, human and congregational needs, and bargaining points expressed for our future, filtered through these four organizational frames, can be read in appendices (F, G, H, and I).

Conclusion

When our presbytery is viewed through these lenses and frames, there are many implications for the presbytery’s mission and structure. The next steps will be to work with the presbytery on revisions to the mission statement and structural evaluation.

4. Report of the General Presbyter (Report is on next page)

Report of the General Presbyter

Dr. Kevin Yoho
May 14, 2011



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GP Proclamation

Caldwell: First PC at Caldwell
03/15/11: **Session** meeting.

Stony Point: Synod Executive Collegium
03/16-18/2011: Bi-Annual meeting.

Upper Montclair: PC of Upper Montclair
03/19/2011: Presbytery meeting.

Newark: Wolff Memorial PC
03/22/11: **Session** meeting.

Paramus: Pilgrim Church
03/23/2011: Better Together: A Multicultural
Celebration of Pentecost hosted by Elizabeth,
Newark, and Palisades presbyteries planning
meeting.

Bloomfield: Presbytery Center
03/24/2011: North Jersey Latino Ministry
project team meeting.

Bloomfield: Presbytery Center
03/24/2011: Elizabeth-Newark Futures
Conversation meeting.

Belleville: Fewsmith Memorial PC
04/03/2011: Installation of the Rev. Baron
Ashfield, pastor.

Paramus: Pilgrim Church
04/06/2011: Better Together: A Multicultural
Celebration of Pentecost planning meeting.

New Brunswick, NJ: First PC
04/11/2011: NJ G/EP's meeting. Convener.

West Orange: United PC of West Orange
04/11/2011: **Session** meeting.

Bloomfield: Bloomfield College
04/14/2011: President's gathering on
Christmas Joy Offering distribution

Springfield: Presbyterian Church
04/14/2011: Elizabeth-Newark Futures
Conversations meeting.

Creating A Place Called Home

You're no longer wandering exiles. This kingdom of faith is now your home country. You're no longer strangers or outsiders. You belong here, with as much right to the name Christian as anyone. God is building a home. He's using us all—irrespective of how we got here—in what he is building (Eph. 2.19).

What is home to you?

As I travel throughout the 150 square mile bounds of our presbytery, visiting our congregational "homes," I am constantly reminded of the incredible ministries of healing, hospitality, proclamation, and compassion that flow to neighbors nearby and around the world. I celebrate our sessions' robust faith and resolute spirit as together we embrace the opportunities ahead. By stepping up with new, innovative programs and speaking out on behalf of those with little or no voice our elders point everyone to the Good News found in the risen savior, Jesus Christ. Thank you for your ministry!

We sometimes call our church building our "home." We speak about our hometown, opening our homes to strangers as a gesture of love, and at the end of the day, we anxiously wait to get back home. Our own references to death or the funeral of a loved one are often tenderly conveyed as a final "home-going." Our music, books, and movies are filled with "home" titles and themes. Even in sports, we favor our home team and every baseball player focuses on the goal achieved when touching home plate.

Ecological homelessness is on the rise. It refers to the sense of displacement and fragmentation that alienates us from family and as citizens. We can also experience this homelessness within our own spirits. God is our secure home. If "home" that represents wholeness and peace were not that important to us, I doubt we would be as comforted as we are by its embrace, or find such motivation to experience it.

From the first book of the Bible to the last, there are hundreds of references to home. God told Abram to trade the comfortable home he knew, for a home he would claim in the distance. The incarnation of Jesus meant that God was making his home with us. In a few weeks, we celebrate the gift of the indwelling Spirit of Pentecost ensuring us, and assuring us, that God's home is within us. God has moved into the neighborhood, making his home with men and women! (Revelation 21.3).

Like all things we value, there is a cost to pay for establishing, seeking, or maintaining a healthy, safe home and neighborhood. In my conversations with elders, the increased operational costs of our buildings, frequently paired with reduced income and economic climate have created serious stressors. In some cases, the building has almost become our mission. The costs of operating the physical plant in some cases exceed the costs of ministry.

We honor our congregational homes, but we have become somewhat attached to them. Our aged buildings have suffered the effects of deferred maintenance and, in some cases, have become a disproportionate distraction to the mission of the church. In my visits with elders, I know these stressors are deeply felt and remedies are urgently sought. Sometimes our existing buildings and their upkeep have sapped energy away from having those needed conversations about innovative ministries, shared ministry with another congregation, and ministry re-alignment.



Continued from p1.

As followers of Jesus Christ, our narrative is powerful, no matter what our church home is like today.

In what ways can our church homes become more welcoming? They can be places to invite people into conversations we haven't had before, with people we do not know, so that we can experience God's love and peace in a safe place? What does your neighborhood need more than anything else? What can your congregation do to salve the fragmentation and homelessness experienced in your neighborhood?

As followers of Jesus Christ, we are gift-minded.

Encourage people to sit next to each other. How can your worship liturgy include opportunities for new conversations? Some people seem to have more power than others. Reason has no power. Gossip no power. Gifts we bring within ourselves have power that is God-given. Listening to other's unique voice is a gift in itself. How can your church be more gift-minded? Building accessibility and safety is a gift. An effective sound system is a gift. Providing worship and education materials that are easily read and understood is a gift. Connecting to your community is a gift. Learning and speaking in your neighbor's "home" language is a gift. What are some other gifts you can offer at your church's home?

Listening Update: Local, Regional, National

Leadership is the ability to initiate an alternative future. It is a hopeful future fueled by faith and focused on Jesus Christ and God's love for the world. Below are a few exciting developments reflecting a spirit of gift-mindedness to make our church homes more welcoming for ministry.

- Our presbytery's Board of Trustees, Mission Council, and Committee on Ministry, are actively listening to the voices of our congregations. Our self-study process has offered new insights, as well. Newark Presbytery will ensure that every pastor and session has access to the resources it needs for ministry wellness and effectiveness.
- Pastors and elders want to deliver needed ministries, address the challenges of a diminished membership base, remedy the overhead of distressed buildings, and provide sustainable connecting spaces for worship, fellowship, and service. Along with our presbytery staff, leadership teams are preparing to submit for the presbytery's consideration, new initiatives that can optimize a congregation's ministry and their building's usefulness as a church home for mission. Sessions will be invited to dream and imagine

what resources they require to fulfill their unique God-given ministries, and an equitable way to access those resources.

- The 219th General Assembly of the Presbyterian Church (U.S.A.) called on every synod to make a clear and accurate assessment of what is working and what could work better. In recent months, presbytery leaders in the Synod of the Northeast have set several conversational spaces for presbyteries to re-imagine their future. On May 13th, the Synod Council will meet with presbytery leaders, and the GA Middle Governing Body Commission, to discuss how our synod could better serve our presbyteries.
- Leaders (representing council, trustees, and key committees) from Elizabeth Presbytery and Newark Presbytery have recently gathered for informal conversations. The two-part question we are exploring is: Can our presbyteries more effectively equip every pastor and session for transformational ministry? And at the same time, Can we significantly reduce the per capita by creatively combining our staffs and office functions? Just last week, Palisades Presbytery's council expressed their desire to join these preliminary conversations, too. If the progress moves ahead, each presbytery will be asked at some point ahead to consider establishing a formal process to develop a multi-presbytery ministry model.

Pastoral and Congregational Concerns

I am privileged to offer care and support for our pastors. Pray with me for colleagues who are experiencing health, family, or ministry stressors and transitions. We are grateful for our new pastors who have been received.

I am continuing my very fruitful session listening visits, and if I haven't visited your session, would you consider making time on your docket?

Thank you for your prayers of support for me as I joyfully serve Newark Presbytery. Our staff and I invite your comments and partnership as we do our very best to resource every one of our congregations and pastors to fulfill their unique mission in the name of Jesus Christ. To God be the glory, to the earth be peace, and to our cities, hope.

Sincerely,



Dr. Kevin Yoho
General Presbyter



5. Stated Clerk

The 219th General Assembly (2010) in Minneapolis approved a proposed New Form of Government and the Confession of Belhar will be before Newark Presbytery for your vote in accordance with (G-18.0301c). The process will be a period of table discussion and then return back for debate and vote on the New Form of Government and Confession of Belhar. Each Commissioners shall receive a ballot for the vote. At the November 2010 and March 2011 Stated Meetings a booklet was given to all Commissioners of the New Form of Government and the Proposed Amendment to the Book of Confession. The Presbytery will have a booklet for all Commissioners at the Stated Meeting if you do not wish to print these documents out at home.

6. Presbyterian Women

(Report is on next page)

Report

REPORT OF PRESBYTERIAN WOMEN

TO THE STATED MEETING OF THE PRESBYTERY OF NEWARK **Saturday, May 14, 2011**

The Spring Gathering of Presbyterian Women in the Newark Presbytery (PWNP) convened at Bethel Presbyterian Church, East Orange, New Jersey on Saturday, April 30, 2011 at 3 p.m. On this particular occasion, eight (8) officers were elected and installed.

The theme of the Gathering was “Let Us Celebrate Our Faith Journeys”, and our keynote speaker was Reverend Elaine Connolly, the newly appointed Pastor of First Presbyterian Church of Arlington, Kearny. In keeping with the theme, Reverend Connolly recounted her own faith journey, which ran the gamut from teenage rebellion to experimenting with anarchy, communism and Catholicism, and, finally, to commitment to Presbyterianism. Her message, essentially one of self-discovery and eventual surrender to the will of God, resonated with everyone. More importantly, it challenged us to share our own faith journeys; persevere in the face of doubt, restlessness or adversity; examine ourselves, and refrain from using age as an excuse for not continuing on our journey.

Reverend Connolly concluded her presentation with an interactive exercise, in which we had to respond to the following directives:- (a) Cite one event or constant that affected, both positively and negatively, your view of God and church during your childhood, adolescence, and adulthood; (b) Describe your whole life’s faith journey in two to four words (e.g., erratic, steadfast, difficult, seeking); (c) Comment on Biblical women’s stories that reflect, at different times and in different ways, your own. It was truly a soul-searching and thought-provoking exercise. The entire Gathering was enriching.

The next event in which PWNP will participate is the May Friendship Day celebration (sponsored by the Church Women United Newark Unit), on Friday, May 6, 2011 at Calvary Methodist Episcopal Church in Jersey City, New Jersey. May Friendship Day is a time to come together annually to honor women of all ages, to renew old friendships and cultivate new ones, and to pray and celebrate together. This ultimately leads to action on all levels, as women address contemporary issues. The theme for this year is “Living Our Friendship, Passing on the Key”. Activities will include a worship service, that prompts reflection on the impact of women’s lives, and a creative Bible Study in the form of a Bingo Game that will allow participants to learn about many great women in scripture.

Lorraine Cuffie, Moderator
Presbyterian Women in the Presbytery of Newark

7. Report of the Finance Team
(Report is on next page)

Report

updated report as of April 20, 2011

PRESBYTERY OF NEWARK

2011 APPROVED BUDGET

The Year-to-Date(YTD) actual figures are as of March 31, 2011

	2011 BUDGET	2011 ACTUAL YTD	2011 BUDGET YTD	2010 ACTUAL
<u>INCOME</u>				
Per Capita (Net Amount Retained By Presbytery)	83,000	15,303	20,750	77,312
Mission Pledges	110,000	9,917	27,500	80,095
Special Gifts/Income	27,413	711 *	6,853	25,854 *
Special Income-Bequest-distribution for 2010 **	25,000	25,000	6,250	47,761
Normal Dividends/Capital Gain/ Fund Distributions and available income from Investments	245,960	61,490	61,490	247,855
Non-Budgeted Income (designated fund-Hunger from Synod/GA)	NA			3,814 ***
TOTAL INCOME	491,373	112,421	122,843	482,691
* included \$24,739 (for year 2010) from T/U/W Edwin Young Trust				
** Income from Trust under will of Robert Bolton-received in January 2010 \$72,761 of which \$25,000 is deferred for year 2011 and \$47,761 was recognized as income in year 2010				
*** included \$3,814 balance of funding received in previous years from Synod/GA for hunger program				
<u>EXPENSES</u>				
Board of Trustees	20,000	115	5,000	5,074
Committee on Ministry	25,350	11,962	6,338	14,565
Committee on Prep for Ministry	3,000	3,182	750	3,592
Use of reserve-COPM		(182)		(592)
<u>Human Resources & Operations</u>				
Staff	302,492	74,205	75,623	313,263
Operating cost including capital exp.	53,031	19,132	13,257	60,154
Leadership Nurture, Pastoral care and GP discretionary Fund	2,500	370	625	2,863
Mission Council	85,000	16,158 *	21,250	82,173 *
Non-Budgeted Expenses (Deficit for year 2010 recovered)	NA	558 **	NA	2,157
TOTAL EXPENSES	491,373	125,500	122,843	483,249
Operating Surplus/ (Deficit)	0	(13,079)	0	(558)

updated report as of April 20, 2011

PRESBYTERY OF NEWARK

2011 APPROVED BUDGET

The Year-to-Date(YTD) actual figures are as of March 31, 2011

* included \$3,814 (for 2010) funding received from Synod/GA for hunger program

**net deficit for year 2010 is charged as 2011 non-budgeted expenses.

INVESTMENT UPDATE AS OF MARCH 31, 2011

	MARKET VALUE 12/31/10	MARKET VALUE 3/31/11	MARKET VALUE 4/30/11
<u>FIDELITY INVESTMENTS:</u>			
Fidelity Cash Reserve Fund	5,371	5,371	5,371
Fidelity Ginnie Mae Fund	68,906	3,676	3,732
Calvert Social Investment Bond Fund	570,976	517,965	522,489
Fidelity Portfolio Advisory Services	4,433,857	4,609,612 *	4,751,097
<u>OTHER INVESTMENTS:</u>			
New Covenant/PCUSA/ PILP	643,231	655,541	655,541
PNC Money Market Account/Checking Account	85,162	58,464	62,250
Total Investments	5,807,503	5,850,629	6,000,480

* effective May 2008, all new covenant funds investment and also Fairholme; T. Rowe and part of Calvert Fund were liquidated. All these proceeds are now invested with Fidelity Portfolio Advisory Services

Special project- Presbyterian Transformation Commission:

	Actual as of 3/31/11	Approved Total
Harambee Community Development Initiative, Inc (per consulting fees agreement)	45,000	
Cole, Schotz, & Leonard PA (Attorney fees for legal expenses of 501 © (3))	8,190	
IRS-User fees for 501 (c) (3) certificate	0	
PTC meeting catering expenses	1,642	
PTC meeting/speaker travel related/ and other related expenses of PTC(now CTC)	1,701	
PTC Consulting Agreement with Harambee Community- of December 1, 2009 for a total of \$23,000	23,060	
Total	79,593	80,000

updated report as of April 20, 2011

PRESBYTERY OF NEWARK

2011 APPROVED BUDGET

The Year-to-Date(YTD) actual figures are as of March 31, 2011

MAINTENANCE RESERVE POSITION AS OF MARCH 31, 2011

<u>Committees</u>	Balance 1/1/11	Activity in year 2011	Pending use of Reserve	<u>Balance</u> 3/31/11
	-----	-----	-----	-----
Board of Trustees	32,030			32,030
Committee on Ministry	0			0
Committee on Preparation for Ministry	19,248	731		19,979
Mission Council	56,890	(2,550)	(22,084) *	32,256
Overall Budget Surplus	0	0		0
Total as of March 31, 2011	<u>108,168</u>	<u>(1,819)</u>	<u>(22,084)</u>	<u>84,265</u>

* multi-media academy funding for year 2008 and 2009, yet not disbursed

Besides Reserve, Mission Council has following designated fund available:

Peacemaking	1,369
PCUSA Disaster Relief	5,568
Synod/GA/PPG-Multi media academy	12,500
Synod-Innovative Advocacy Ministry	45,818
Installation offering	5,061
Youth Triennium	8,968
Vaughan Trust-Orange First Restricted Fund	5,000

THE PRESBYTERY OF NEWARK

Human Resources & Operation

Attachment to the 2011 Approved Budget

Year To Date –MARCH 31, 2011

Schedule of Staff Salaries and Benefits

EFFECTIVE SALARIES (Cash salary and housing allowance as appropriate)

<u>Positions</u>	<u>2010 Actual</u>	<u>2011 Approved</u>	<u>Year to Date Actual</u>
General Presbyter (included social security offset)	92,399	94,247	23,562
Stated Clerk- (part-Time)	24,720	25,216	6,304
Accountant	53,498	54,564	13,641
Administrative Assistant I	41,638	42,471	10,618
Temp. Clerk (for Administrative Assistant Duties)	229	NA	0
Building Maintenance ¹	3,400	5,100	975
Staff Benefits ²	70,903	71,714	17,014
Staff travel/Professional Expenses ³	26,476@	9,180	2,091
TOTALS	<u>313,263</u>	<u>302,492</u>	<u>74,205</u>

@break-down:

Travel/Professional expenses-GP	11,726
OGA conference/GP/Stated Clerk	7,566
Professional expenses-staff	5,249
Staff travel	1,935

¹Temporary position for Presbytery Office building cleaning.

²Includes the employer's share of Social Security, major medical, pension, disability, Study Leave, cell phone and reimbursement for continuing education pursuant to Internal Revenue Services rates and presbytery budgetary limits.

³Includes reimbursement at the Internal Revenue Service rates for work-related travel to staff (in and out state), meals/hotel expenses including professional expenses such as registration/conference fees, OGA conference etc.

THE PRESBYTERY OF NEWARK

Human Resources & Operating Costs

2011 Approved Budget

Year To Date – MARCH 31, 2011

Schedule of Operating Costs of Presbytery Center

<u>Details</u>	<u>2010 Actual</u>	<u>2011 Approved</u>	<u>Year to Date Actual</u>
Total Operating Costs	<u>58,792</u>	<u>51,531</u>	<u>19,132</u>
Telephone	4,939	4,200	1,251
Utilities	8,736	10,000	3,115
Resource Center Materials	2,749	1,500	442
Office supplies	9,268	8,584	2,459
Postage	1,179	1,500	818
Equipment Maint. & Service	9,259	9,000	2,410
Legal & Filing fees	25	100	50
Repairs & Maint. Building	8,450	4,000	6,363
Insurance	3,130	3,000	792
Auditor Fees	7,000	5,500	0
Website Design and maintenance	3,703	3,000	1,400
Bank charges	130	200	25
Miscellaneous	189	165	6
Computer skill training//Databased	36	700	0
Contingencies	0	200	0
Total	<u>58,792</u>	<u>51,531</u>	<u>19,132</u>

Schedule of office equipment/capital expenses

<u>Details</u>	<u>2010 Actual</u>	<u>2011 Approved</u>	<u>Year to Date Actual</u>
Total Approved	1,362	1,500	0
<u>Break-up:</u>			
Laptop/printer and upgrade		500	
Office furniture/other equipments/tools		500	
Computer accessories/major repair		500	
Total	<u>1,362</u>	<u>1,500</u>	<u>0</u>

updated on 04/20/2011				
		Presbytery of Newark		
		2011 Approved Budget		
			2011	2011
			budget	actual
				YTD 03/31/11
Board of Trustees:				
Emergency assistance to congregations including special projects				
			26,200	
committee meeting expenses			800	115
	Total		27,000	115
	Regular budgeted amount		20,000	115
	committee reserve		7,000	0
Committee on Ministry:				
Collaborative Ministry			11,000	3,048
Early Ministry Institute			300	
Ethical conduct events for clergy			2,500	
Cluster expenses-COM members			250	
Clergy support group			3,200	600
pastor training events			3,000	
COM leadership books, materials			800	50
Mission-Insite/Demographic/			2,300	1,764
Clergy emergency fund			1,500	6,500
Miscellaneous			500	
	Total		25,350	11,962
	Regular budgeted amount		25,350	11,962

updated on 04/20/2011				
		Presbytery of Newark		
		2011 Approved Budget		
			2011	2011
			budget	actual
				YTD 03/31/11
Committee on Preparation for Ministry:				
Committee expenses			0	101
career counselling for Pre-inquirers/Candidates			1,000	2,700
Books			2,000	381
Ordination Exam			1,000	
CPE			2,000	
Travel			1,000	
Education/grants			1,000	
Total			8,000	3,182
Regular budgeted amount			3,000	3,000
committee reserve			5,000	182
Mission Council:				
Camp Johnsonburg			10,000	
Bloomfield college			2,000	
Chaplaincy services			4,000	
Presbytery meeting/materials			4,000	993
resource center materials/stewardship			1,000	165
Leadership development event			3,000	
Global mission partnership			4,000	
Presbyterian Transformtion commision loan repayment back to presbytery			15,000	15,000
Peace & Justice			10,000	
Hunger programs			10,000	
Evaluation Process			500	

updated on 03/31/2011

Presbytery of Newark

Details of Receipts for HAITI DISASTER RELIEF FUND

Report as of March 31, 2011

Month	PIN NO	Name of Church	Amount	
JAN 10	180448	Special offerings collected at January 16 Presbytery meeting	1,128.21	
	12211	Elmwood United church	5,247.02	
	12013	Newark First Hispanic	985.00	
	INDIVIDUAL	Winston Velez	25.00	
	04832	Maplewood Prospect	1,685.00	
	INDIVIDUAL	Ellen Merker	100.00	
	INDIVIDUAL	William Trafton	50.00	
		(recd. in memory of Mary Cornell for Haiti relief)		
	INDIVIDUAL	John Czaplicki	50.00	
	INDIVIDUAL	Lillian Andeson	50.00	
	INDIVIDUAL	William H Williams	50.00	
	INDIVIDUAL	Jill Firestone	10.00	
	INDIVIDUAL	Dr.Melvin Goldblat	35.00	
	INDIVIDUAL	Marilyn Woerner	30.00	
			225.00	
	11138	Taiwanese church of Northern Jersey	2,000.00	
	12211	Elmwood United church	1,058.30	
		(recd. in memory of Mary Cornell for Haiti relief)		
	INDIVIDUAL	Elizabeth Williams	10	
	INDIVIDUAL	James Nystrom	300	
	INDIVIDUAL	Dorothy Mooney	25	
	INDIVIDUAL	E.F.B young	50	
	INDIVIDUAL	Kiwanis Club of Livingston	75	
	INDIVIDUAL	ALS associates, LLC	25	
	INDIVIDUAL	Barbarann Lenman	25	
	INDIVIDUAL	Carol Mader	50	
			560.00	
FEB 10	04902	Newark St Paul	2,320.00	
		(recd. in memory of Mary Cornell for Haiti relief)		
	INDIVIDUAL	Hatch Mott MacDonald	100.00	
	INDIVIDUAL	Arthur Mader	200.00	
	INDIVIDUAL	R.Firetti Plumbing & Heating	50.00	
	INDIVIDUAL	Norma Daneski	40.00	
	INDIVIDUAL	Hapton Bay association	100.00	
	INDIVIDUAL	Bergoth Meusel	25.00	
	INDIVIDUAL	Nicholas Houmis	50.00	
	04832	Maplewood Prospect	1,782.00	
	12211	Elmwood United church	307.00	
	04822	East Orange Bethel	1,000.00	
	09562	Elizabeth Ave-Weeq church	553.00	
		lois fossett	100.00	
	04912	Verona First and Members of church	1,445.00	
	12013	Newark First Hispanic	45.00	
	04912	Verona First	835.00	
	04832	Maplewood Prospect	767.50	
	09651	Orange First	1,203.00	
	04860	Livingston Church & members	521.33	
	INDIVIDUAL	Fay B Marks	100.00	
	04860	Livingston Church & members	500.00	
	INDIVIDUAL	Henry Cade	100.00	
	INDIVIDUAL	model railroad	50.00	
	04875	Irvington First	1,568.47	
	09562	Elizabeth Ave-Weeq church	200.00	
		Presbytery women	50.00	
		Robert Gibbon	25.00	
10-Mar	INDIVIDUAL	R T mcan	west orange	10.00
	INDIVIDUAL	judy huhn	west orange	100.00
	INDIVIDUAL	Barbara Toriello	west orange	20.00
		West Orange st.colud		249.00
		verona first		330.00

Presbytery of Newark

Details of Receipts for HAITI DISASTER RELIEF FUND

Report as of March 31, 2011

	bloomfield bethany	3,425.00
	livingston taiwanese	520.00
April	Montclair central	50.00
May	Bloomfield church on Green	1,395.00
	Verona First	162.00
June	Livingston	2,000.00
	Newark Roseville	8,001.15
	Verona First	343.00
July	Fewsmith Memorial	520.00
August	Livingston	2,900.00
	Upper Montclair	750.00
	TOTAL	<u>47,875.98</u>

Details of REMMITANCE TO PC USA- FOR HAITI RELIEF

01/19/10	check # 11939	1,128.21
01/26/10	Check # 11956	8,092.02
01/31/10	Check #11959	3,843.30
02/09/10	Check # 11972	2,885.00
02/16/10	Check # 11979	3,642.00
02/24/10	Check #11998	7,435.30
03/18/10	with Feb 2010 remittance	75.00
04/15/2010	with March 2010 month report for all offerings	4,654.00
05/15/2010	with April 2010 month report for all offerings	50.00
06/15/2010	with May 2010 month report for all offerings	1,557.00
07/15/2010	with June 2010 month report for all offerings	10,344.15
08/22/2010	with July 2010 month report for all offerings	520.00
09/16/2010	with August 2010 month report for all offerings	3,650.00
	TOTAL	<u>47,875.98</u>
	Balance to remitted	0.00

Presbytery of Newark

Details of Receipts for HAITI DISASTER RELIEF FUND

Report of March 31, 2011

List of remittance directly to PC USA disaster assistance from our congregations:

Name	Amount
South orange First Trinity	1,745.00

Presbytery of Newark

Note on Investment Portfolio (Fidelity) as of 03/31/2011*

- | | | |
|-----------|---|---------------------------|
| 1. | Fidelity total investment value of 4/01/2010 | \$4,925,493 |
| 2. | Add: Total dividend/ capital gain/appreciation
For year 4/1/10 to 03/31/11 (net of withdrawal) | \$211,131 |
| 3. | Fidelity total investment value of 03/31/2011 | <u>\$5,136,626</u> |

** This report does not include presbytery's investment with Foundation, New covenant and Presbyterian Investment & Loan program and PNC money market. Please refer quarterly report for 'total investment portfolio'.*

Actual Percentage of overall return (net) on Fidelity Investments for year ended 03/31/2011 (4/01/10 to 03/31/11) 4.29 %

Conclusion: Our earning rate of return on investment for year ended 03/28/11 is far more than our rate of withdrawal. We are reinvesting fund at greater speed than rate of inflation (which is very low in current year). YTD 03/31/11, we are +4.29 % after deducting withdrawal amount.

Presbytery's major investment is with the Fidelity. We draw funds from the fidelity for our budget needs (as per the approved budget by presbytery). This year to date picture reflects how presbytery is drawing funds from investment portfolio and what rate of return its investment portfolio earned. By comparing this, **we feel comfortable that our withdrawal is not exceeding our return on investments YTD.**

Summary of total investment portfolio in last Five years:

Years	12/31/05	12/31/06	12/31/07	12/31/08	12/31/09	12/31/10 **
Total portfolio	5,760,326	6,527,640	6,663,955	4,674,222*	5,432,115	5,807,503

- Market correction- (realized and unrealized loss) per auditor's report \$1,886,074

Note: Our investments are mostly at the same level as of December 2005. One observation is that we maintained the level of our endowment funds and not depleted like other organizations even though we have gone through recession period of 2008 and 2009.

updated

Presbytery of Newark
Details of Investigating Committee Expenses
Statement for period ended March 31, 2011

EXPENSES

Month	Name of Payee	Category	Amount
Apr-10	Town of Harwich		10.00
	Travel expenses reimb.		95.23
May-10	Travel expenses reimb.		339.16
Oct-10	Mauck & Baker,LLC	attorney	3,510.00
	Travel expenses reimb.		28.99
Nov-10	Mauck & Baker,LLC	attorney	292.50
	Barrister reporting	recorder	2,329.90
Dec-10	Travel expenses reimb.		174.80
	Travel expenses reimb.		39.93
	Anthony's homemade		82.00
	Mauck & Baker,LLC	attorney	6,979.56
	Travel expenses reimb.		232.48
	Travel expenses reimb.		99.45
	Travel expenses reimb.		110.49
	Mauck & Baker,LLC	attorney	4,290.00
	Staple		37.39
	PJC meeint exp- paid by credit card		78.97
	Sub-total for Year 2010		<u>18,730.85</u>
Jan-11	Travel expenses reimb.		174.80
	Hodges party rental		293.10
	Travel expenses reimb.		497.04
	Travel expenses reimb.		8.77
Feb-11	Travel expenses reimb.		115.77
	Travel expenses reimb.		119.40
	Hodges party rental		272.94
	Barrister reporting	recorder	6,199.50
	Travel expenses reimb.		349.60
	Mauck & Baker,LLC	attorney	617.50
	Mauck & Baker,LLC	attorney	13,644.44
	Travel expenses reimb.		40.90
	Travel expenses reimb.		174.80
	staple		63.38

Presbytery of Newark
Details of Investigating Committee Expenses
Statement for period ended March 31, 2011

EXPENSES

Month	Name of Payee	Category	Amount
	staple		121.57
Mar-11	Travel expenses reimb.		26.50
	PC USA		49.00
	Travel expenses reimb.		268.76
	Travel expenses reimb.		103.44
	Travel expenses reimb.		149.50
	staple		17.41
	Travel expenses reimb.		115.78
	Travel expenses reimb.		15.00
	Mauck & Baker,LLC		650.00
	Travel expenses reimb.		80.60
	Void check-Town of Harwich		-10.00
	Sub-total for Year 2011	<u>24,159.50</u>	
	Grand Total Expenses		<u>42,890.35</u>

8. Report of the Nominating Committee Report

9. Board of Trustees Report

ON FOLLOWING PAGES:
Appendix (Documents and Forms referred to in this Packet)



Better Together

A Multicultural Celebration of Pentecost

Sunday, June 5, 2011
at Pilgrim Church
18 Essex Rd. Paramus NJ 07652
201-843-2222
4:30pm Worship Service (Main Sanctuary)
6:00pm Dinner (Fellowship Hall)

 **Guest Speaker:**
Rev. Robert N. Burkins, Sr.
Senior Pastor of Elmwood United
Presbyterian Church, which has three locations
in NJ (East Orange, West Orange, & Newark)

 Hosted by the *Eastern Korean, Newark, and Palisades Presbyteries*
of the *Presbyterian Church (USA)*

BLESS THE COMMUNITIES WE LIVE IN

You neighbors will thank you for bringing them to this dynamic celebration!
On Sunday, June 5th, your family and neighbors are invited to experience the awesome energy and diversity of the first Pentecost event. Multi-language, multi-ethnic, musical performances, words of encouragement, and dramatic readings will be followed by a free community meal and conversations around the tables. It's Better Together! We are planning for hundreds of your neighbors to attend.

For more information, or to reserve free transportation to and from the event, please contact your closest regional office:

Palisades 201-599-1111 • Newark 973-429-2500 • Eastern Korean • 201-313-0010

Does your community need a blessing? Come and see...It's Better Together!