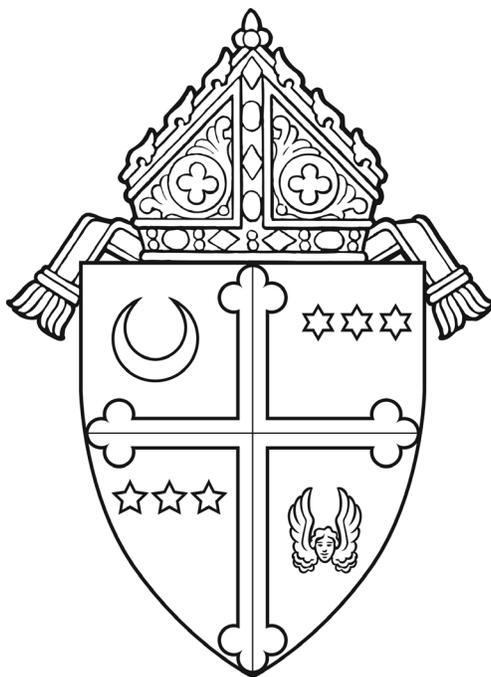




# RECOMMENDATIONS



of the

## FIRST SYNOD

of the

## ARCHDIOCESE OF WASHINGTON

## RECOMMENDATIONS ENDORSED BY THE SYNOD DELEGATES

The members of the Synod of the Archdiocese of Washington have, upon their discussions conducted in sessions on June 29, October 5 and November 16 of 2013, and January 7, February 8 and May 10 of 2014, prepared and submitted the following recommendations:

### RECOMMENDATIONS APPLIED TO EACH FOCUS AREA

#### Recommendation 1

That the Archdiocese and parishes implement the recommendations in a manner consistent with the mission, teaching and practice of the Catholic Church.

#### Recommendation 2

That Catholics deepen their understanding of the faith, so they may encounter Christ and thereby grow in confidence and then share Jesus Christ, His Gospel and His Church with others.

#### Recommendation 3

That members of cultural and language communities be included in the life and leadership of the Archdiocese, parishes and related organizations with particular attention to Hispanics.

#### Recommendation 4

That the dignity of every person be affirmed, from conception to natural death.

#### Recommendation 5

That the Archdiocese and parishes identify, seek out and minister to those not fully involved in the life and mission of the Church, and that efforts be undertaken to ensure the meaningful participation of people with disabilities in all aspects of the life of the Church.

#### Recommendation 6

That the Archdiocese and parishes engage in pastoral planning, using the *Indicators of Vitality*, and improvement processes to sustain and enhance the vitality of the parish and the effectiveness of active ministry.

#### Recommendation 7

That the Archdiocese and parishes improve in the use of technology through websites and electronic bulletins to enhance communications with parishioners, and that appropriate communication tools be used and shared, including training in best practices for pastoral staff.

## WORSHIP RECOMMENDATIONS

**A**t the heart of the Church's liturgical life is the celebration of the sacraments which are real and spiritual encounters with our Lord Jesus Christ. Central among the sacraments is the Holy Eucharist (the Holy Mass) which is the source from which all the Church's power flows and the summit toward which all our activity is directed. Clergy and the faithful – one and all – are called to full, active, conscious participation in the celebration of the Holy Eucharist, for it “is the outstanding means whereby the faithful may express in their lives and manifest to others the mystery of Christ” (*Constitution on the Sacred Liturgy*, 2).

The Holy Mass is the highest form of worship that the Church can offer and all are invited to participate in it. It is through the Mass, as well as the other sacraments, prayer and devotions, that we most perfectly glorify God and offer praise and thanksgiving for His blessings. Topics discussed in listening sessions included the continued liturgical formation of clergy and all lay faithful so that all may be well disposed to receive the graces conferred in the sacraments and other forms of worship; awareness of local and universal traditions in the various expressions of worship; and the encouragement of frequent reception of the Sacraments of Reconciliation and Holy Communion to nourish ongoing Christian life.

*The Archdiocese of Washington, as manifest in its parishes, agencies and the Central Pastoral Administration, has the responsibility to ensure...*

### Recommendation 1

That the Lord's Day, Sunday, which begins at the celebration of the Vigil Mass, be embraced as the day each week chosen by God for worship and rest.

### Recommendation 2

That parishes provide continuing catechesis on liturgy, worship and preparation for the reception of the sacraments, with a special emphasis on the worthy reception of the Body and Blood of Christ.

### Recommendation 3

That Mass times be coordinated among parishes to accommodate the needs of the people and the availability of priests.

### Recommendation 4

That the Sacrament of Confession be made widely available to accommodate the needs of the people and the availability of priests.

### Recommendation 5

That Catholics be encouraged and equipped to invite others – both Catholic and non-Catholic – to Mass and that parishes provide a welcoming environment for new members and visitors alike.

### Recommendation 6

That parishes communicate effectively, especially through new forms of media, the Mass times and various spiritual activities available throughout the Archdiocese.

### Recommendation 7

That continuing and effective formation is available to priests and deacons on the art of homiletics, including the capacity to convey well the tenets of Catholic doctrine, sacred scripture and the joy of discipleship in light of the challenges faced by the Catholic faithful today.

**Recommendation 8**

That parish liturgies instill an atmosphere of reverence for the divine mysteries, partly by encouraging periods of silence at appropriate times.

**Recommendation 9**

That music be appropriate, reverent and engaging for congregational use with an awareness of the cultural diversity of each parish.

**Recommendation 10**

That lay faithful be encouraged to assume appropriate liturgical roles with adequate instruction and catechesis.

**Recommendation 11**

That our relationship with Jesus Christ be fostered in parishes through Eucharistic Adoration, as well as devotional practices and novenas, small group faith sharing, bible study, retreats, missions, days of recollection and instruction in the various forms of Catholic spirituality.

**Recommendation 12**

That particular attention be paid to the spiritual and sacramental needs of the elderly, shut-ins, incarcerated, hospitalized and those with special needs.

**Recommendation 13**

That Catholics be encouraged to pray for vocations to the priesthood and the consecrated life and that parents encourage their children to listen to the voice of the Lord calling them to religious vocations.

## EDUCATION RECOMMENDATIONS

**A**t its heart, Catholic education means teaching the faith to adults, youth and children in a way that brings them into an encounter with Jesus Christ and prepares them to know, love and serve God. Topics discussed in listening sessions included reaching out to adult Catholics who do not know the truths and teachings of the Catholic faith; helping families and parents teach their children; the essential relationship between knowing the faith and sharing it with others as part of the New Evangelization; Catholic schools and religious education programs that successfully transmit the faith; ensuring that adults and children with special needs have access to excellent programs to learn the faith; support for families who educate their children in the home; updating the way in which the Church teaches, including using new media; building on the diversity of the archdiocese; and engaging a world that is sometimes hostile to the things of God.

*The Archdiocese of Washington, as manifest in its parishes, agencies and the Central Pastoral Administration, has the responsibility to ensure...*

### Recommendation 1

That all adults have access to faith formation through archdiocesan and parish catechetical initiatives and/or home-study resources, including informal gatherings such as bible studies, *lectio divina* and other practices. That Catholics be taught the faith and aided in their formation and catechesis by the use of appropriate print media and online and social media technologies.

### Recommendation 2

That Catholics of all ages, including children enrolled in religious education programs, benefit from religious education initiatives and sacramental preparation programs that promote lifelong faith, learning, inquiry and vocation discernment.

### Recommendation 3

That all who seek to enter the Catholic Church (adults, youth and children of catechetical age) be formed through comprehensive catechetical programs, including the Rite of Christian Initiation for Adults (RCIA).

### Recommendation 4

That religious education programs, Catholic schools and youth ministry be overseen by qualified and spiritually formed leaders and that teachers, catechists and staff also be qualified and well-formed.

### Recommendation 5

That parish/regional schools have strong Catholic identity, teach the Catholic faith, be academically excellent and be integrated with the life of the parish(es).

### Recommendation 6

That efforts be continued to make Catholic education more affordable through tuition assistance, exploration of alternative funding models (including forming partnerships with businesses and communities) and support for school choice initiatives.

### Recommendation 7

That parents, including homeschooling parents, be provided with excellent resources and support to help them in their role as the primary educators of their children so that families can learn and grow in faith together.

### Recommendation 8

That clergy and catechetical leaders be provided excellent resources, both print and digital, to foster vibrant marriages. This includes ongoing parish faith formation and spiritual development of couples, both prior to and after marriage, as well as promoting an understanding of marriage as a vocation.

**Recommendation 9**

That religious education programs receive adequate and appropriate funding recognizing the overall pastoral needs of the parish.

**Recommendation 10**

That religious education programs be made accessible to the homebound, incarcerated and those in nursing homes. That all religious education programs and faith formation efforts support and include persons with disabilities.

**Recommendation 11**

That, when appropriate and beneficial, resources and personnel be shared regionally/locally to ensure that quality catechesis and faith formation occur.

**Recommendation 12**

That young people be invited and welcomed to vibrant and properly-resourced youth ministry programs that include faith formation and catechesis.

**Recommendation 13**

That young adults have access to and benefit from effective faith formation and religious education programs that are properly-resourced and appropriate to this age group.

**Recommendation 14**

That the Archdiocese continue to provide the needed resources to form men for the priesthood and permanent diaconate prior to and after ordination.

**Recommendation 15**

That encouragement and resources be made available to archdiocesan seminarians to enable them to learn a second language during their formation for ordination.

## COMMUNITY RECOMMENDATIONS

**T**he Church is the experience of communion with God and with one another through Christ. Through the sacraments, we experience the living presence of the Trinity, who is Father, Son and Holy Spirit. Building community is the ability to create a welcoming parish where a familial bond exists among members who desire to open wide the doors to invite and embrace all people who seek to know and form a relationship with Jesus Christ, especially those who may feel alienated from the Church. How parishes manifest the love of Christ is seen in all areas of parish life. In assessing the vitality of community, topics discussed in listening sessions included the qualities of the parish that foster a sense of belonging and a sense of unity; helping Catholics understand their baptismal responsibility to share Christ with others; preparing parishioners for service; and recognizing the gifts that different cultures bring to parish life.

*The Archdiocese of Washington, as manifest in its parishes, agencies and the Central Pastoral Administration, has the responsibility to ensure...*

### **Recommendation 1**

That parishioners have opportunities to continually grow in their understanding of the faith so that they can confidently share Christ with others and invite them into the mission of the Church.

### **Recommendation 2**

That parishioners be called through preaching and catechesis to discern their God-given gifts to respond to the call to share them through active participation in the life and mission of the Church.

### **Recommendation 3**

That parishes welcome, support and celebrate the cultural heritage of their parishioners in a way that strengthens the unity of the body of Christ.

### **Recommendation 4**

That parishes provide a welcoming atmosphere and find ways to integrate new parishioners.

### **Recommendation 5**

That parishes invite youth to know and encounter Christ and to become involved in the life and mission of the Church by providing vibrant youth ministry and age-appropriate activities through properly-resourced programs.

### **Recommendation 6**

That parishes invite young adults to know and encounter Christ and to become involved in the life and mission of the Church by providing vibrant properly-resourced young adult ministry, with outreach to those who are not fully involved in or are away from the Church.

### **Recommendation 7**

That parishes seek opportunities to work together regionally to further build unity and community among all Catholics in the region.

### **Recommendation 8**

That communal bonds within parishes be strengthened by regular prayer, social events, fellowship, service opportunities and programs that bring parishioners together.

## SERVICE RECOMMENDATIONS

Jesus came “to bring good news to the poor, liberty to captives and to set the downtrodden free” (Luke 4:18). In his Encyclical Letter *Deus caritas est*, Pope Benedict XVI writes, “The Church’s deepest nature is expressed in her threefold responsibility: proclaiming the Word of God, celebrating the sacraments, and exercising the ministry of charity” (25). Through serving the poor, the homeless, the marginalized, and other afflicted people and families in the community, we bring the love of Christ to the world. Christian service is the expression of our faith through our deeds and is integral to our life as believers in Jesus Christ. Topics discussed in listening sessions included the ways we as an archdiocese, from our youth to our elders, express our concern for the dignity of all people as we actively pursue peace, justice and advocacy for those in need. The rich social teaching of the Church provides seven themes that can be a guide for the areas of discussion.

*The Archdiocese of Washington, as manifest in its parishes, agencies and the Central Pastoral Administration, has the responsibility to ensure...*

### Recommendation 1

That parishioners be well-formed in the seven principles of Catholic social teaching: 1) life and dignity of the human person, 2) call to family, community and participation, 3) rights and responsibilities, 4) the preferential option for the poor and vulnerable, 5) dignity of work and the rights of workers, 6) solidarity, and 7) care for God’s creation.

### Recommendation 2

That Catholic Charities, the charitable arm of the Archdiocese of Washington, partner with parishes in each region of the Archdiocese to minister to the social needs of those at the parish level and interact with communities of varied demographics, making known the temporal challenges people encounter and the resources available through the parishes and Catholic Charities.

### Recommendation 3

That parishes in the Archdiocese value partnerships with other charitable organizations and have or participate in local and/or regional charitable outreach programs (e.g., shelter, food pantry) especially in ecumenical settings for acts of charity, justice and peace.

### Recommendation 4

That those who benefit from various charitable ministries be invited into the life of the parish and the ministry itself.

### Recommendation 5

That charitable outreach include spiritual and pastoral care appropriate to age, circumstance, language and culture considering both the temporal and spiritual needs of the person.

### Recommendation 6

That parishioners who have special needs, are homebound or are in extraordinary circumstances remain involved in the life of the parish, for example, by being visited by other parishioners.

### Recommendation 7

That parishioners of all ages have opportunities to engage in acts of charity, justice and peace that promote the tenets of Catholic social teaching at the local, state and federal level.

**Recommendation 8**

That the needs and rights of immigrants and refugees be advocated for at the local, state and federal levels, and that Catholics be educated about the needs and rights of immigrants so that they may be advocated for.

**Recommendation 9**

That through various communication initiatives – including preaching and promotional efforts, such as regional and local ministry fairs – Catholics be made aware of and regularly encouraged and invited to participate in service opportunities and acts of charity, justice and peace offered by Catholic, ecumenical and inter-faith charitable organizations.

**Recommendation 10**

That programs or training opportunities to empower individuals and enable them to break out of the cycle of poverty, (e.g., trade schools), be developed through the Archdiocese and/or Catholic Charities.

## STEWARDSHIP RECOMMENDATIONS

**E**ssential to the fulfillment of the Church's mission is the preservation, oversight, use, and development of both the physical properties of the Church and its income and other assets (temporal goods).

Topics discussed in listening sessions included the fostering and promotion of competent leadership in parishes with respect to each Catholic's role within the Church; management of temporal goods of the Church; and the offering of one's time, talent, and treasure.

*The Archdiocese of Washington, as manifest in its parishes, agencies and Central Pastoral Administration, has the responsibility to ensure...*

### Recommendation 1

That catechesis on the fullness of the Church's teaching regarding stewardship be made available to parishioners and reinforced through initiatives that encourage the donation of time, talent and treasure.

### Recommendation 2

That parishes be systematic and intentional in recruiting qualified volunteers, and people be given opportunities to share in the leadership responsibilities by being empowered to use their skills and experiences.

### Recommendation 3

That the Archdiocese provide clear, concise and timely communications to the parishes regarding archdiocesan directives and policies.

### Recommendation 4

That parishes ensure their facilities are adequate for the needs of their people through short- and long-term strategic planning, including anticipating future growth and development, financial resources for needed maintenance and capital projects and a systematic approach to debt management.

### Recommendation 5

That parishes have active and knowledgeable pastoral and finance councils so they can fulfill their advisory responsibilities as outlined in archdiocesan guidelines. Pastors should consult with the pastoral and finance councils prior to making financial and property decisions. In addition, the Archdiocese should provide parish clergy, staff and advisory bodies with training concerning financial management and property maintenance.

### Recommendation 6

That parishes, living within their own budgets, have sufficient, qualified employees to further the mission and meet legitimate needs of the parish.

### Recommendation 7

That parishes have written policies and procedures that enable continuity of their mission in circumstances of either normal or unanticipated events and staff turnover.

**Recommendation 8**

That the Archdiocese provide financial and administrative advice (best practices documents, purchasing programs, etc.) to help parishes meet their operating expenses and necessary capital projects and encourage parishes to collaborate on issues of mutual concern and interest.

**Recommendation 9**

That the Archdiocese and parishes continue to be transparent in financial reporting and provide appropriate financial summaries to parishioners.

**Recommendation 10**

That parishioners be encouraged to financially support ministries of charity and justice at the local, national and international levels.

## ADMINISTRATION RECOMMENDATIONS

**I**n addition to the substantive recommendations for each focus area as set out above, Synod participants also made recommendations concerning the administrative aspects of each area.

### WORSHIP

#### Recommendation 1

That there be norms and policies regarding liturgy which should be reviewed periodically and updated, if needed.

#### Recommendation 2

That there be norms and policies regarding sacred arts which should be reviewed periodically and updated, if needed.

### EDUCATION

#### Recommendation 3

That there be norms and policies regarding parish catechesis which should be reviewed periodically and updated, if needed.

#### Recommendation 4

That there be norms and policies regarding Catholic schools which should be reviewed periodically and updated, if needed.

### COMMUNITY

#### Recommendation 5

That there be norms and policies regarding child protection which should be reviewed periodically and updated, if needed.

#### Recommendation 6

That there be norms and policies regarding parish pastoral councils which should be reviewed periodically and updated, if needed.

### SERVICE

#### Recommendation 7

That there be norms and policies regarding archdiocesan corporations which should be reviewed periodically and updated, if needed.

## STEWARDSHIP

### Recommendation 8

That there be norms and policies regarding priest personnel which should be reviewed periodically and updated, if needed.

### Recommendation 9

That there be norms and policies regarding the ministry of permanent deacons which should be reviewed periodically and updated, if needed.

### Recommendation 10

That there be a norms and policies regarding parish financial assessments (e.g. offertory) and for the support of the archdiocese (e.g. administration, ministry, education) which should be reviewed periodically and updated, if needed.

### Recommendation 11

That there be norms and policies regarding legal contracts, fundraising and alcoholic beverages which should be reviewed periodically and updated, if needed.

### Recommendation 12

That there be norms and policy guidelines regarding parish finance councils which should be reviewed periodically and updated, if needed.

### Recommendation 13

That there be norms and policies regarding employment which should be reviewed periodically and updated, if needed.

## SUGGESTIONS FOR THE FUTURE

### Recommendation 14

That the Archdiocese research and, if appropriate, administer its own archdiocesan treasury for the provision of an efficient savings and loan mechanism.

### Recommendation 15

That a resource be created to help make known existing resources in various languages and both staff and clergy that are fluent in multiple languages.

### Recommendation 16

That the civil legal structure of the archdiocese be reviewed and recommendations brought forth regarding a structure that best serves the needs of the Church.

## RECOMMENDATIONS and STATUTES INDEX

Between September 2012 and May 2014, members of the Pastoral Preparatory Commission created a process to gather input from the faithful. Based upon the gathered information, the commission made a series of recommendations about the life of the Church of Washington. In particular, subcommittees were formed to examine the areas of worship, education, community, service and stewardship.

The purpose of the following index is to help readers of the Synod statutes understand the recommendations that contributed to their creation. Readers should be encouraged to know that these recommendations emerged from the analysis of more than 15,000 suggestions from the faithful. This analysis was conducted by subcommittees that were diverse geographically and ethnically, as well as consisting of men and women and of lay, consecrated and ordained persons. It therefore offers a reasonably comprehensive reflection of the needs and desires of the people of God within this archdiocesan Church.

Recommendations were offered that apply to the aforementioned areas of worship, education, community, service and stewardship. Below is a chart that links the recommendations of the five subcommittees and related administrative matters to specific statutes.

<b>Subcommittee Recommendation</b>	<b>Synod Statute</b>
<b>WORSHIP</b>	
Worship #1	Statute #28
Worship #2	Statute #31
Worship #3	Statute #30
Worship #4	Statute #30
Worship #5	Statute #32
Worship #6	Statute #30
Worship #7	Statute #31
Worship #8	Statute #28
Worship #9	Statute #28
Worship #10	Statute #28
Worship #11	Statute #30
Worship #12	Statute #29
Worship #13	Statute #33

<b>Subcommittee Recommendation</b>	<b>Synod Statute</b>
<b>EDUCATION</b>	
Education #1	Statute #36
Education #2	Statute #36
Education #3	Statute #37
Education #4	Statute #38
Education #5	Statute #39
Education #6	Statute #39
Education #7	Statute #36
Education #8	Statute #37
Education #9	Statute #38
Education #10	Statute #40
Education #11	Statute #38
Education #12	Statute #36
Education #13	Statute #36
Education #14	Statute #41
Education #15	Statute #41

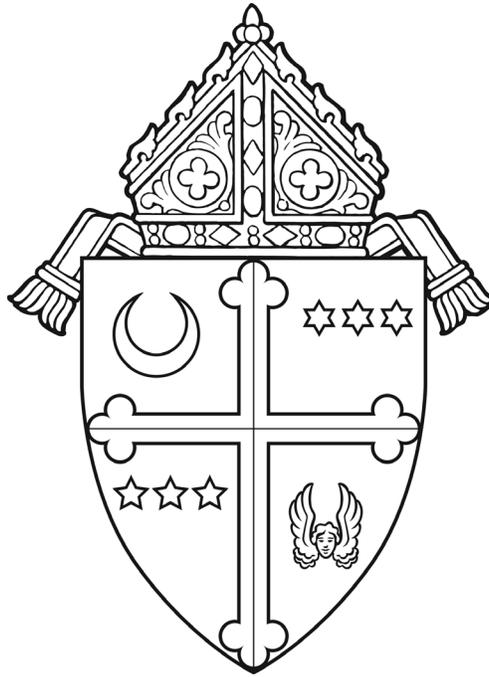
<b>COMMUNITY</b>	
Community #1	Statute #43
Community #2	Statute #43
Community #3	Statute #44
Community #4	Statute #44
Community #5	Statute #45
Community #6	Statute #45
Community #7	Statute #45
Community #8	Statute #45

<b>SERVICE</b>	
Service #1	Statute #47
Service #2	Statute #48
Service #3	Statute #48
Service #4	Statute #48
Service #5	Statute #48
Service #6	Statute #45
Service #7	Statute #47
Service #8	Statute #47
Service #10	Statute #25 and #49
Service #11	Statute #49

<b>Subcommittee Recommendation</b>	<b>Synod Statute</b>
<b>STEWARDSHIP</b>	
Stewardship #1	Statute #53
Stewardship #2	Statute #54b
Stewardship #3	Statute #55
Stewardship #4	Statute #54d
Stewardship #5	Statute #54a
Stewardship #6	Statute #54c
Stewardship #7	Statute #54e
Stewardship #8	Statute #54
Stewardship #9	Statute #56
Stewardship #10	Statute #53

<b>ADMINISTRATION</b>	
Recommendation #1	Statute #27
Recommendation #2	Statute #34
Recommendation #3	Statute #35
Recommendation #4	Statute #35
Recommendation #5	Statute #42
Recommendation #6	Statute #17
Recommendation #7	Statute #46
Recommendation #8	Statute #10
Recommendation #9	Statute #13
Recommendation #10	Statute #50
Recommendation #11	Statute #52
Recommendation #12	Statute #18
Recommendation #13	Statute #51

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of the

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of the

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Mr. Luis Gorres  
Ms. Cynthia Renee Guy  
Mr. Cyprian Jenifer  
Mr. Harry Kettmer  
Ms. Gertrude Ann Lyles  
Ms. Carmen Mezzera  
Ms. Sandy McGraw  
Ms. Isidra Molina

Ms. Maris Moriarty  
Ms. Dorothy Newman  
Mr. Joseph Norris  
Ms. Patricia Peterson  
Ms. Christine Tantisunthorn  
Ms. Mary Ann Tretler  
Mr. Damien Wanner  
Mr. Edward Zipeto  
Reverend Thomas Clifford, SJ  
Reverend Mario Dorsonville  
Reverend Monsignor Paul Dudziak  
Reverend Scott Hahn  
Reverend David Werning  
Sister Celestine Meade, LSP  
Deacon Kevin Butler  
Deacon Timothy Tilghman

STAFF: Reverend Richard Kramer

## STEWARDSHIP SUBCOMMITTEE

Reverend John Dakes, Co-Chair

Mr. Paul McNamara, Co-Chair

Mr. Amado Alvarez  
Ms. Frances Anderson  
Mr. Nils Anderson  
Mr. Carlos Aquino  
Ms. Diana Brown  
Mr. Richard Browne  
Mr. Carl Cole  
Ms. Susan Colona  
Dr. Francine Dove Hawkins  
Mr. Steven Gallagher  
Mr. Eric Gay  
Ms. Maureen Golding  
Ms. Ruby Hill  
Ms. Sherri Lind Hughes  
Mr. Thomas Hughes Jarboe  
Ms. Marian Jenkins  
Mr. John Landicho

Ms. Julie Mack  
Ms. Mary Ellen Merkel  
Ms. Kathy Schmitt  
Mr. Enrique Sotelo  
Ms. Margaret Anne Strand  
Mr. Allan Wibbenmeyer  
Reverend David Brault  
Reverend Monsignor Karl Chimiak  
Reverend John Dillon  
Reverend Thomas LaHood  
Reverend Mark Smith  
Reverend Monsignor Eddie Tolentino  
Reverend Monsignor Peter Vaghi  
Sister Maria de la Revelacion Castañeda, SSVM  
Sister Mary Joanna Ruhland, RSM  
Deacon James Nalls

STAFF: Mr. Terry Farrell, CPA

## OFFICERS OF THE SYNOD

His Eminence  
Donald Cardinal Wuerl  
*President*

### General Preparatory Commission

The General Preparatory Commission provided oversight to the work of the Synod Preparatory and Canonical / Legal Preparatory Commissions.

Most Reverend Barry C. Knestout  
*Chair*

Reverend Monsignor Kevin Hart  
*Pastoral Consultant*

Mr. William Gorman  
*General Facilitator*

### Pastoral Preparatory Commission

In addition to the Chair, the membership of the Pastoral Preparatory Commission included the Co-Chairs of the Subcommittees for Worship, Education, Community, Service and Stewardship

Reverend Monsignor Charles Pope  
*Chair*

Reverend Monsignor Mark Brennan  
Ms. Valencia Camp  
Reverend John Dakes  
Ms. Susan DePlatchett  
Dr. Marguerite Duane

Reverend Monsignor John Enzler  
Reverend Carter Griffin  
Reverend Monsignor W. Ronald Jameson  
Mr. Paul McNamara  
Reverend Monsignor Charles Parry

### Canonical / Legal Preparatory Commission

In addition to the Chair, the membership of the Canonical / Legal Preparatory Commission included the Co-Chairs of the Subcommittees for the Review of Policies and for the Indexing of Archdiocesan Policies

Reverend Monsignor Charles Antonicelli, J.D., J.C.L.  
*Chair*

Jane Belford, Esq.

Kathleen Asdorian, J.C.L., Esq.

Reverend George Stuart, J.C.D.  
Reverend Juan Esposito, J.C.L.

STAFF: Ms. Jeannine Marino, J.C.L. and Ms. Linda Budney, J.C.L.

