

Parish Profile

September 2007

All Saints Church

10 Irving Street
Worcester, Massachusetts



We are All Saints...



WELCOME



Welcome to All Saints Church – a vibrant, active and flourishing Episcopal congregation in downtown Worcester, Massachusetts. The search committee, with the help of the Vestry and many other committed parishioners, prepared this profile to introduce you to our parish.

Our rector search process began in December 2006 when the Rev. Mark Beckwith left All Saints to accept the call as Bishop of Newark. Mark was our rector, spiritual guide and friend for 13 years. We parted with fond farewells after Mark’s festive consecration as the tenth Bishop of Newark, NJ in late January 2007.

We invite you to read through this profile. We believe it captures the spirit of All Saints – our respect for the legacy left to us by those who have gone before, a deep commitment to our community, and a belief in the need to consciously seek growth if we are to continue to thrive.



The seal consists of a cross, the arms of which end in the symbols of the four evangelists. The Greek text surrounding the seal reads, in translation:

“What is the breadth, the length, and depth, and height.” (Ephesians. 3.18).

A PRAYER FOR OUR PARISH

Good and gracious God: We give great thanks for our life together at All Saints Church, and we recommit ourselves to its ministry, its future and your vision for what we might yet become.

Empower us, we pray, to continue in your steadfast love. Summon our dreams and courage, and open us to the movement and guidance of your Spirit during this time of transition and change. Ground us in affection for you and one another through our worship and witness, our mission and ministry.

Ignite us with a passion for that which you are calling us to do, and set our hearts on fire. Be with us as we discern what you would have for us and from us that we may listen to your voice and the voices of others in our midst. Guide and guard the hearts and minds of those who shall seek and choose a rector for this parish. May we find commitment to one another in this task, always remembering to delight in each other, even as we move through this most serious of responsibilities. Assure us that, even now, you are calling for your service a faithful pastor and a prophetic witness, who will care for your people and equip us to more fully become your disciples. Steady us through our discernment that we may ask nothing more of our next rector than we, ourselves, are willing to do, and ready us to receive the one you have been forming for service in this place.

All this we ask, through our Lord, Jesus Christ.

Amen.

The All Saints Alliance offers this prayer to the congregation during our search for a new Rector so that in prayer we can all move forward together during this time of significant transition.

CONTENTS

Please note that all of the “quotes” featured in this profile come from stories and comments made by several All Saints parishioners as we gathered input for the rector search. Hyperlinks in the online document point to relevant web pages.

Our Mission Statement and Core Values	6
Our History	7
A Closer Look at All Saints Church	8
Worship	
Music and Liturgy	
Spiritual Growth and Christian Formation	12
Mission: Ministries & Outreach	
Community: Groups & Activities	
Leadership: Committees	
Communication	
Parish Facts and Figures	17
Membership	
Financial Matters	
Buildings and Property	
Hopes & Dreams	19
Looking Ahead to the 175 th Anniversary	
Rector Profile	21
Mutual Expectations	
Our Location	22
Diocese and Deanery	
Worcester and Vicinity	
The Nativity School	
Area Links and Beyond	
Our Search Process	26
Acknowledgements	

OUR MISSION STATEMENT AND CORE VALUES

As a visible sign of God's presence in the world, All Saints Church is a welcoming, diverse, and urban Christian Community, actively proclaiming and living the Gospel.

"It was as though someone had placed a warm blanket around me in the midst of a storm."

"In All Saints we found a church that accepts us as a same gender couple."

"Uncertainty, pondering over scripture, questioning one's faith.... we can share it all."

COMMUNITY

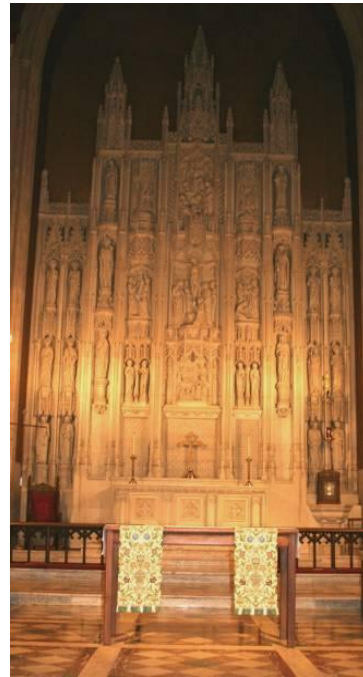
Community is where we find and create connections with others in a variety of ways. Gathering together in love strengthens our relationship with God and each other.

DIVERSITY

We are a congregation that reflects and embraces people from every family, language, race and nation. We honor the dignity of each person, respect the plurality of experience and opinion in the community, and intentionally learn and grow from our differences.

GROWTH

Growth happens when we invite others into our community. Spiritual growth occurs as we discover our personal experience of God.



High Altar Reredos



Our Neighborhood



Family Service Summer Worship

OUR HISTORY



"I feel at peace when worshipping here. I love my church."

"The service of Lessons and Carols was like the gates of heaven opening...really."

"Diversity is important to me -- I love hearing different languages being spoken at coffee hour and the variety of forms that the Lord's Prayer can take for those around me."

We are the first Episcopal Church established in Worcester, beginning with a small gathering in the Town Hall on December 13, 1835. The name All Saints Church was adopted in 1843 and on June 10, 1846 the first service was held in the All Saints Church on Pearl Street. A fire destroyed that building on April 7, 1874. A new church building on the present site at Pleasant and Irving Streets was consecrated in 1877. The parish house was added in 1917. Fire struck again in 1932 and destroyed all but the tower, spire, and some exterior walls. On Easter Sunday in 1934 the first service was held in the present building. The parish house was added in 1955. In 1998 a new accessible west entrance, vestibule, and parish office was completed. In our 172-year history we have had ten rectors; four have become Bishops after leaving All Saints.

The All Saints Choir of Men and Boys, established in 1868, is the oldest performing men and boys' choir in the United States. The Saint Cecilia Choir was founded in 1878 to provide a parallel experience for the girls of the parish and community. This choir is also the oldest of its kind in the country. Today, men and women are members of the Adult Choir. The choirs are affiliated with The Royal School of Church Music in America, and will sing daily services at Worcester, Gloucester and Hereford Cathedrals in England in August, 2008. Varied musical concerts and programs are presented throughout the year for the enjoyment of the Worcester community.

All Saints has long been a diverse congregation, with members from Worcester and many area towns. All Saints continues to grow and change with the times, and our congregation reflects many of the demographic characteristics of the area. We recognize that we are at different places in our journeys of faith and it is important to us that every stage of this journey be valued by our community. We comprise a wide range of people of differing ages, ethnicities, family structures, sexual orientation, viewpoints, beliefs, and backgrounds. We strive to actively welcome, respect and celebrate these differences - gathering together to worship, discuss, question and learn from one another. As we move to the next phase of All Saints' rich history, we look forward to a continued commitment to our core values of community, diversity, and growth under the leadership of a new rector.

A CLOSER LOOK AT ALL SAINTS CHURCH



Worship

Our regular worship services are centered in the Episcopal tradition reflected in the 1979 Book of Common Prayer. We will continue to be open to the use of other liturgical forms, such as those found in the New Zealand Prayer Book. We value thought-provoking, reflective and scholarly approaches to preaching combined with lay involvement in worship services.

We offer three worship services on Sunday and additional worship at recurring times. *We believe that all who seek God and are drawn to Christ are welcome at the Lord's Table.* When we say the Lord's Prayer, people are explicitly invited to say this prayer, using their voices and/or their bodies, in the language that brings them closest to God. Nursery care for children through age 3 is available during the 9:00 and 10:30 services from 8:45 – 11:45 a.m. each Sunday. For some services, a child-friendly area for use with parent supervision is available in the church. Coffee hour follows each service.

Sunday Services

Sunday 7:45 a.m. – *Holy Eucharist Rite I*

Congregation members like the quiet and contemplative nature of this traditional Rite I Eucharist, unaccompanied by music. They gather for coffee and fellowship following the service.



Sunday 9:00 a.m. – *Family Eucharist*



This 40-minute Eucharist with sermon features participation by members of the congregation as Greeters, Verger, Chalice Ministers, Altar Bread Bakers, and members of the Welcome Ministry. Children (of all ages) are encouraged to fill out Prayer Cards, which are read as part of the Prayers of the People. Children serve as Acolytes and Readers. Organ, piano, and an occasional band accompany sung parts of the service, led by the boy or girl choir two Sundays per month. A coffee hour, prior to Church School and an Adult Forum, follows the service. During summer months the Family Eucharist is held outdoors in the Courtyard.

Sunday 10:30 a.m. – *Sung Eucharist Rite II*



The combined boy, girl and adult choirs, Easter Day 2007

This Eucharist with sermon features the All Saints Choirs and organ. The boy or girl choir sings the soprano part on alternate weeks, accompanied by varied configurations of adult men and women. Our organist and choir director leads the choirs, assisted by an assistant organist and choir director, a music administrator and parent volunteers.

Weekday and Monthly Services

Sundays at 5 p.m. – Evensong, Lessons and Carols, or Taizé Service

Choral Evensong is offered by the All Saints choirs or visiting choirs, or quiet services of music and meditation based on the traditions of the French ecumenical community of [Taizé](#) are held once or twice per month. Services of lessons and carols are held during Advent, Epiphany and Holy Week.

Tuesday 7:45 a.m. – Morning Prayer Rite II

Lay readers lead this contemplative service.

Wednesday 7:00 a.m. – Holy Eucharist

A light breakfast and clergy-led discussion of the upcoming Sunday lectionary texts follow this service.



Music and Liturgy

“The music and liturgy are amazing.”

Music

We have a long-standing tradition of fine sacred music at All Saints. Parishioners support our current offerings through their participation, attendance at events and financial underwriting. Our music program has a tremendous heritage in both the tradition of the choirs and the historic and internationally renowned organ. The boy or girl choir rehearses every Thursday along with the adults who are singing on the coming Sunday. In addition, the choir boys rehearse on Tuesday and the girls rehearse on Wednesday. Members of All Saints and area children are invited to audition for the choir to first enter as members of the Training Choir, and then become full choir members. Church membership at All Saints is not required although a high degree of commitment is expected. For singers entering grade four and above, a week of residential Choir Camp is held at our diocesan Camp Bement in Charlton. There are no enrollment fees; choristers receive a stipend for their commitment along with the enriching experience of travel.

The Choirs



Girls Choir Rehearsal

The mission of the All Saints Music Department, adopted in 2001, is threefold:

- To provide music to glorify God and to inspire people in worship and spiritual growth.
- To provide choristers with superior music education and performance opportunities in a nurturing environment that fosters commitment and fellowship.
- To maintain a commitment to the rich and celebrated tradition of music at All Saints Church and to a dynamic music program that responds to the ever-changing identity and spiritual needs of the parish community.

The Organ



All Saints' Rice Memorial Organ is an Aeolian-Skinner, Opus 909 organ, which was re-dedicated during the Lenten Recital Series in 2000. It consists of four manuals and pedal, seven divisions, 135 ranks and over 7,000 pipes. The result is an organ of unusual class, great power, clarity, and brilliance. Pipe chamber accessibility, modern electrical systems and video technology enhance the presentation of this instrument in recitals and community outreach programs.

Liturgy

The Eucharist is the center of our worship at All Saints. To support and sustain this vital aspect of our common life a number of groups exist. Our acolyte program is open to all. Members of our Altar Guild prepare the altar for all regular Eucharist services, in addition to weddings, funerals and other special services.



High Altar ~ Thanksgiving



Altar Guild

Lay Eucharistic Ministers and Lay Readers are an integral part of worship. Teams of ushers serve at the 7:45 and 10:30 a.m. Sunday services. Our flower ministry includes the memorial or thanksgiving offering of Sunday flowers, the arrangement of plants and flowers during special holidays, and the weekly delivery of High Altar flowers to people who are unable to come to church.



Spiritual Growth and Christian Formation

"Learning moments ...open my mind and heart to new ideas and perspectives on the Episcopal faith as well as living a better life."

Christian education for all ages is woven throughout All Saints. Our offerings for Children's Spiritual Life extend through high school. Infants are cared for in the Nursery; an abbreviated Christian formation experience for two and three year-olds is available. Church School classes are offered to children age three and a half through twelfth grade. *Living the Good News*, a lectionary-based curriculum geared to different learning styles, is used. Church School is held between the 9:00 and 10:30 services, as is the Sunday Forum for adults. At least once a year, families can attend a Communion Class Series and Family Service Participants' training. Special intergenerational activities include: All Saints Day, Advent 1, Epiphany, the Baptism of Our Lord, Shrove Tuesday, Lent, Good Friday and Pentecost.

Young adults and others continue their spiritual journeys in age-appropriate Confirmation classes. An Inquirer's Class taught by a member of the clergy takes place twice yearly for those who wish to be confirmed or received, or those who desire to learn what it means to be an Episcopalian.



"Being a member here completes me, there is so much love and nonjudgmental acceptance in this church."

Bible Study and a series of lay led adult classes are offered regularly. The Monday morning Spiritual Life Program begins with lay led Morning Prayer from *The Book of Common Prayer*, followed by discussion of a spiritual book chosen for the season. Breakfast and Bible study with clergy occurs on Wednesday mornings after a 7:00 a.m. Eucharist. Emmaus, an adult evening class to explore how we live our faith, takes place weekly during the school year. The leaders have adapted this Church of England curriculum to provide an opportunity to learn more about the Christian tradition and to provide a sense of hospitality and safety for people to raise profound and difficult questions. A number of parishioners have completed the Education For Ministry program. Students enrolled in EFM meet once a week in seminar under the guidance of a trained mentor. The Fellowship of All Saints has chosen to live a common rule of life. The [Kairos Spiritual Life Center](#) is an ecumenical ministry that offers resources and programs to those who seek to deepen their spiritual lives. The center offers Mindfulness-Based Stress Reduction, Centering Prayer, Labyrinth walks and retreats. Our Healing Ministry offers healing monthly at all three Sunday services.

Our Pastoral Care Team is growing and currently includes clergy, the parish nurse and lay pastors who visit the homebound and hospitalized. We have a very active prayer shawl ministry and transportation team. A Prayer Chain has been established to pray daily for those on the prayer list.



Parish Nurse

Mission

"We find the diversity of groups to participate in and grow with essential to our spiritual life."

We endeavor to live our mission in a variety of ways through actions both within the parish and outside in our neighborhood. The Neighborhood Ministries offers Fun Fridays for younger children and Fab Fridays for middle and high school-age young people during the school year. A combined program is offered in the summer months; several children have been sponsored to attend [Bement Camp](#) and a rewards program has encouraged summer reading. Throughout the summer, parishioners are invited to take a weekly early evening walk in the neighborhood to connect with our neighbors, offer prayer for the hopes and concerns of those we meet, and then come together for a dinner and fellowship afterwards.



All Saints serves as a designated Safe Haven within the Federal Justice Department's [Weed and Seed Initiative](#). In partnership with local government and non-profit agencies, programs weed out illegal and unacceptable activities within this neighborhood and seed activities that encourage attractive and safe communities for those who live, work, shop, and worship here. Young people are taught to resist drugs and crime, to avoid questionable neighborhood activities, and to become involved in positive and creative programs. All Saints' Safe Haven is a multi-service center offering youth and adult activities, programs and services in a highly visible and accessible facility. It is a safe and friendly place where doors are open many hours every day and all are welcome. "Working to Make Our Neighborhoods Better", Weed & Seed grants have funded both the production of a youth play and a community film viewing presented by the church group Harmony. Harmony is an All Saints anti-racism team that seeks to help people gain understanding of the gifts of diversity through guided experiences.

As a parish we participate in the [Interfaith Hospitality Network](#), hosting homeless families twice yearly and providing meals and companionship during their stay with us. We celebrate our blessings through the spirit of giving as Food Baskets are prepared for Thanksgiving and Easter. We provide gifts for Christmas to neighborhood families and the [Cottage Hill Academy](#). The Mustard Seed Ministry offers long standing volunteer opportunities for some dedicated parishioners of All Saints.



Food Basket Collection

Groups

All Saints' groups present a wide range of functions that foster community as they bring people together. While our Welcome Ministry helps newcomers feel at ease, the Women of All Saints offer gatherings that promote friendship, activity, prayer, concern for one another and outreach to the community. The Junior & Senior EYC groups blend social and spiritual activities for teens and the Over 60s group gathers regularly for fellowship and social events. In celebration of our GLBT members, the Alliance was formed. A small number of book groups meet monthly or bi-annually, and several times a year a community read with a pot-luck luncheon is offered to the entire parish to discuss a book of interest. Once a year we have an international dinner, which gives us a chance to share our favorite recipes. Arts and culture are important to All Saints; the Friends of Music and the Arts extends our resources to the greater Worcester community by sponsoring various programs of music, theater, film and the visual arts. Last spring, the group sponsored a second annual Arts Festival which featured live performances and an impressive display of works by parishioners and local artists.

"Some things we take for granted, but I am grateful for the space that God has blessed us with and the Fix-It Folk and others who help keep the gardens and church so beautiful."



Chapel

St. Francis

Huntington Hall

Our church thrives with the help of many. The Fix-It Folks come together once a month to lend a hand with the upkeep of our building and facilities. The Arbor Society comprises members of the Parish who are interested in maintaining the legacy of All Saints and have made plans to leave a bequest or make another type of planned gift to the church. Our Archives Group organizes and maintains church historical documents and materials. In 2010 All Saints Church will celebrate 175 years; this project will focus on our commitment and mission to the neighborhood.

Committees



Guild Room Gathering



Meeting in the Library

A number of committees support the administrative functions of the parish. Our governing body is the Vestry, whose members are elected by the congregation at the Annual Meeting in January of each year. In addition, there are committees that oversee stewardship, investments, finance, endowment growth, property and planning. Vestry members and other parishioners sign up for duty as Officer of the Day to cover the front office every Sunday morning.

"We love the obvious attributes of All Saints – the building, the music, the worship...but the truly outstanding characteristic of the place is the diversity of the membership. We love worshipping with all sorts and kinds of people week by week. The degree of harmony is genuine and remarkable."

Communication

Our website www.allsaintsw.org, which is designed and maintained by parishioner Gerald Lagueux, is becoming an everyday portal for many. We are mindful of the digital divide and continue to have systems in place that provide paper mailings as well. Upcoming services, meetings, and activities are listed each week in the Sunday service leaflets. The online daily calendar also provides advance notice of this information.

The Parish is a newsletter that is published twice monthly and mailed to all households. An electronic version is emailed to those parishioners and others who have provided their email addresses. The most recent issue of *The Parish* is posted online and includes additional information and useful links within our website.

PARISH FACTS AND FIGURES

Membership

"We have been in Worcester for a little over a year...For us, All Saints Church has wonderful qualities of both small and large churches that we have attended...At All Saints I can continue to learn and to grow. And I love the sermons and the music."

All Saints continues to grow in the number of members, while overall average attendance at Sunday services has remained stable.

CONGREGATION	2004	2005	2006
Families	253	261	270
Individuals	259	256	266
New People	80	46	39
Restored from inactive status	-	-	1
Lost by death, transfer, moving	42	28	18
Net increase	38	18	22

SERVICES AND SACRAMENTS	2004	2005	2006
Sunday Services	168	167	167
Marriages	6	7	5
Confirmations and Receptions	0	21	0
Baptisms	17	15	9
Burials	17	24	16
Net increase	38	18	22

ATTENDANCE	2004	2005	2006
First Sunday in Lent	259	244	283
Easter	701	788	763
Pentecost	221	244	238
First Sunday in Advent	262	259	*852
Average	262	259	248

*Includes afternoon service of Advent Procession and Celebration of the Ministry of The Rev. Mark M. Beckwith.

CHRISTIAN EDUCATION	2004	2005	2006
Nursery & Kindergarten	37	28	23
Grades 1-8	63	67	73
Grades 9-12	25	36	34
Total Children/Youth	125	121	130
Church School Teachers/Advisors	26	25	19
Adults Education Enrollment	128	118	120

Financial Matters

We have had a deficit in our operating budget for each of the past two years, although pledge income and the number of pledging units have both increased. The number of pledging units has grown steadily since 2004, from 242 to 281. Pledge income has steadily increased from 2004 and 2006. In 2003, annual pledges amounted to \$344,956 and in 2006 that amount was \$397,012. Maintenance of our historic building will continue to be costly, and utility costs have risen substantially in the past two years. Increases in both the number of pledging units and the total amount pledged are not keeping pace with increasing operational costs. Focused attention to routine parish stewardship and other forms of fundraising is a priority in order to resolve our deficit.

Buildings and Property

All Saints Church is blessed with a magnificent plant located in the Diocese of Western Massachusetts. It is located at 10 Irving Street, Worcester, Massachusetts. Architects for this Gothic Revival building were Frohman, Robb and Little, who also designed the National Cathedral. Among the highlights is a glorious stone reredos above the High Altar whose figures were carved in Italy.

Church – The church building was constructed in 1877, substantially destroyed by fire in 1932, then rebuilt, and opened again on Easter 1934. The church building has stone and brick walls, stained glass and other windows, a pitched slate roof, and three wooden doors providing primary entry to the Sanctuary. In 2000, the construction of a columbarium began. Built by [Lamb Studios](#) of Clifton, NJ, the fine cabinetry was designed to match the woodwork in the building. The columbarium was installed in 2001, and many loved ones are now memorialized in our chapel.

Parish House – Constructed in 1916 and 1954 (the latter the Irving Street wing), the parish house connects to the church through a common hall. It has brick walls, single glazed double hung and casement windows plus some new thermo pane casement windows, a pitched slate roof, and wood doors as primary entry, including new doors for accessibility at the rear.

The church and parish house buildings are heated by an oil-fired steam boiler and oil fired hydronic boiler respectively. Steam radiators and the fan coil system date to the year of construction of each building. There are two steam and six hydronic zones. A gas-fired boiler with 2 storage tanks generates domestic hot water. There is no central cooling. Several rooms have through window air conditioners. Electric service is rated at 200 amps, and appears to date to 1954. Wiring is of various eras. Interior lighting is primarily incandescent, with some florescent in classrooms. There is entry lighting at doors. Equipment with electricity demands includes office machines and kitchen appliances. The primary water use is from the sinks in the rest rooms and kitchen. The other water use is for steam boiler make up. The primary sewer use is toilets.

In 2005, an energy audit was conducted in the building. As currently configured and operated the facility paid an estimated \$86,563 for all utilities in 2006, an increase over 2005 of nearly 30%. The facility paid \$66,761 for all utilities in 2005. The cost for the utilities increased by about 35% in 2005 as compared to 2004, and by 10% in 2004 as compared to 2003. Use of electricity increased in 2004 over 2003 by 4%, though use in 2005 was 8% less than in 2003. Oil and water/sewer use show upward use trends. Gas use is dropping. As compared to the average facility of its type, All Saints used over twice the energy per square foot and pays 226% more per square foot for its energy. The higher use of the building, including weekday use by Nativity School, contributes to this higher use.

Rectory - The church also owns a rectory, which is a large 3 story colonial in a residential neighborhood approximately 2.5 miles from the church.

HOPES AND DREAMS

Early in 2005 a strategic planning process was undertaken. Our mission statement and core values had been identified in 2001, so this phase of our growth and development focused on the creation of action steps and timetables. The following five goals are the result of that process. Each goal has several action steps and a specific timeline associated with it:

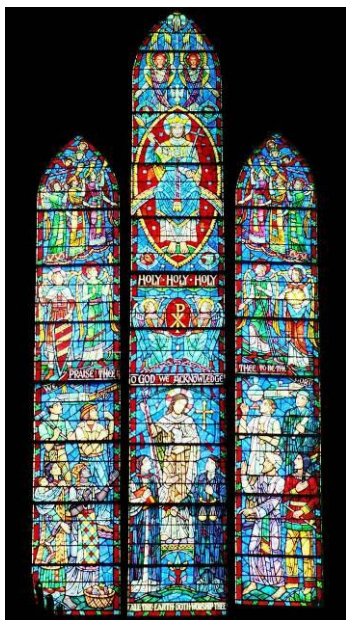
1. **Make All Saints Church a welcoming and embracing place for all people.**
2. **Make All Saints Church a center for spiritual growth for all ages and interests.**
3. **Make All Saints Church a center of ministry to the world through advocacy and action.**
4. **Celebrate and Honor All Saints Church's 175th Anniversary in 2010.**
5. **Ensure that All Saints Church has resources through comprehensive planning and growth.**



"All Saints has been my home church for thirty years...In five years, I expect All Saints Church to thrive, offering spiritual support, care, and love to a diverse congregation. It will be a significant nurturing feature in the city of Worcester and the Diocese of Western Massachusetts with an ongoing mission."

LOOKING AHEAD TO THE 175TH ANNIVERSARY

175th Project Committee



The Great West or TeDeum Window

In recognition of the All Saints community upcoming 175th anniversary and in keeping with an objective of our 2010 Plan, the 175th Project Committee was formed in early 2005. The established mission of the group is: "To develop a project that will celebrate and proclaim the 175th anniversary of All Saints Church. This project will have a lasting, transforming, and positive impact on our parish and our neighborhood". After careful and prayerful discernment, the committee's decision was to establish and have in place a youth arts program. This program would operate in conjunction with the many arts and youth resources already available in Worcester. All Saints plans include focusing on building partnerships and a collaborative association with existing arts programs while creating a small relationship oriented project based in our neighborhood.

In the fall of 2006, a grant proposal was submitted to the Worcester Cultural Commission to provide seed money for a small project. The year-long program for ten to fifteen middle school age youth, will include 3 to 4 classes with local artists in a variety of media. The artists are donating their time to teach students enrolled in this inclusive program. Existing organizations such as Foothills Theater, ARTS Worcester and the Worcester Art Museum have agreed to offer support. There will be two venues where arts projects will be showcased in the community. In the winter of 2007, we were informed that All Saints had been awarded the grant.

Our neighborhood arts program was launched in the summer of 2007 in collaboration with the Victory Center summer lunch site for youth. Although the program and lunch site were discontinued due to lack of attendance, we provided 3 printmaking sessions for the children. Undeterred, our committee is now in the process of deciding how to proceed with the additional artists that have offered their time and talents.

RECTOR PROFILE

Mutual Expectations

With the help of our Strategic Planning Committee some 5 years ago, All Saints set out to define our mission and values in the context of what God was calling us to do. The answers were very clear. Just recently, the Search Committee engaged the congregation in conversation about what was important to them. As we met with various parish groups and received individual input through personal conversations, clear themes emerged. The diversity of All Saints is why many of us were originally attracted to and remain worshipping here. Combined with *our acceptance and welcome of all to the Eucharistic Table*, diversity also helps to make our parish unique. In addition, inspirational preaching, the strong music program, our beautiful worship setting and numerous opportunities that strengthen our spirituality are crucial for parishioners. Through this engagement process with the congregation, we were able to validate that our mission and core values have not changed. Our strategic plan for the future is clear.

We are looking to call a Rector who will help us balance this vision for the future with the realities of economic, staff, and other challenges like our beautiful, but aging building. Someone who can help us grapple with this reality and use our strengths as a community bound together by the love of Christ, strong in our mission and core values, and intent on continuing to grow as a Christian community. We need a Rector who is a facilitator and implementer, who advocates shared leadership, who leads by example, and who can continue to develop, mentor and empower strong lay leaders.

We are looking for someone who will walk the neighborhood with us, as we believe that our role in the neighborhood and our many neighborhood programs, and our work in the wider community, must continue. We have a long track record of supporting and spearheading social justice issues within our neighborhood and the Worcester community. We want to use the strength and appeal of our music program and the growing Kairos Spiritual Center as outreach vehicles. As a medium-size parish, All Saints must call a Rector who will work to develop lay leadership since much of the work of the church will be the responsibility of our members. We will be looking to this leader to help us change the role and vision of stewardship, as we all accept the baptismal call to use our skills and expertise, along with our financial gifts for the growth of All Saints.

Our new Rector will be an individual with strong spirituality and passionate preaching skills; effective management, delegation, and communication skills; someone who will work well with staff and lay leaders of all cultures and backgrounds to ensure the spiritual, financial, and organizational health and growth of our church. Someone who can leverage what we have already built and who can continue to help position us for the future. We know the future will bring changes and *we all* have a role in implementing and carrying on the mission and values of All Saints.

We will offer:

- ~ a competitive salary with a salary range of \$45-\$60,000 a year depending on the background and experience of the candidate
- ~ a benefit package including pension contribution; health and life insurance; and with dental insurance offered through the Diocese
- ~ 4 weeks vacation a year; and 3 month sabbatical every 7 years
- ~ 4 bedroom Rectory within several miles of the church; if the candidate prefers not to utilize the Rectory, a living allowance could be considered
- ~ business expense allowance.

OUR LOCATION

Diocese and Deanery

All Saints is the largest of the 67 parishes located in the [Diocese of Western Massachusetts](#).

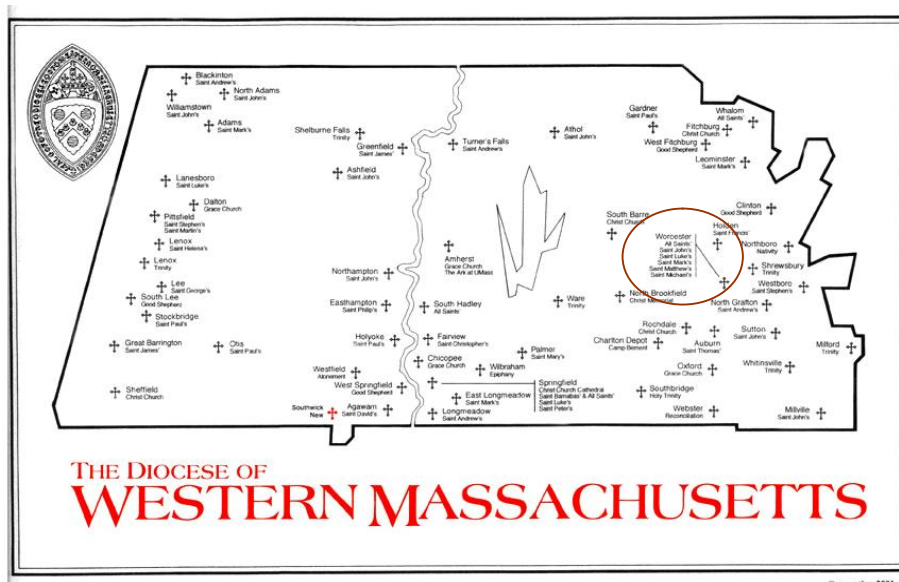
MISSION: The purpose of the Diocese of Western Massachusetts is to carry on Christ's work of transformation and reconciliation. We work and pray together to develop healthy mission focused Christians and congregations who live the fullness of the Baptismal Covenant wherever God places us. (Bishop and Council 1997)

VISION: We are becoming evermore recognizable as the Body of Christ. We are learning and growing together as a community of miraculous expectation, utterly dependent on God, fully gifted by the Holy Spirit, joyously living Christ's Great Commandment and Great Commission in Western Massachusetts and the world. (Convention 1999)

THE DIOCESE OF WESTERN MASSACHUSETTS is one church united in living and proclaiming the Good News of God in Christ through 67 unique mission outposts. God's yearning and our yearning is that we may know Christ, live Christ and make Christ known together. (Convention 2000)



Our Bishop is Gordon Paul Scruton. Elected the eighth Bishop of the Diocese of Western Massachusetts on June 29, 1996, Bishop Scruton has been a member of the Episcopal clergy for more than 20 years.



Worcester and Vicinity

[Worcester](#), called the “Heart of the Commonwealth”, is approximately 50 miles from Boston and equidistant from Springfield, MA, Providence, RI, Hartford, CT, and Manchester, NH. A population of nearly 175,000 makes it the second-largest city in New England. The metropolitan area includes suburban and rural communities. A family ski area lies 30 minutes north of the city, the beaches of Rhode Island and Cape Cod are no more than a couple of hours away, and the mountains of Vermont and New Hampshire can be reached within two to three hours.



All Saints' Downtown Neighborhood

According to the city’s Office of Economic Development, Worcester combines the warmth of a small town with the convenience of a thriving city. A manufacturing and innovation giant for 200 years, Worcester's landscape blends historic mills and diverse architecture with community-oriented neighborhoods and inviting green spaces. Our municipal services are first-rate, with one of the best urban school systems in New England and one of the lowest serious crime rates in the country (in cities of 100,000 or more). A mix of old and new, Worcester is one of two communities nationwide to have been recognized as an All-America City a record five times.

There is always something happening in Worcester. Over 35,000 students at more than a dozen area colleges contribute to the cultural vibrancy of the city, which features a variety of museums and concert halls, theatres, galleries, as well as a number of performing groups, ethnic festivals and artists of every discipline.

The Nativity School



Parish House Hallway

During the week, All Saints' parish house classrooms come alive with the presence of roughly 60 boys in grades 5 – 8 who attend the [Nativity School of Worcester](#), a non-profit "private, independent, Jesuit middle school for inner-city boys". Prior to 2003, the federally funded Head Start program was housed in the All Saints parish house. In 2003, the Head Start program moved out just at the time that Nativity Worcester organizers from the College of the Holy Cross were looking for a location for their new school. The vacant space at All Saints met their needs and the church and the school have had a fine relationship ever since.

Working in collaboration with the College of the Holy Cross, whose graduates serve as Teaching Fellows, and "in the Jesuit tradition of educating the whole person; mind, body, and soul", a partnership with All Saints was formed. In support of Nativity's arts program, a number of their students participate in our Boys' Choir.



Vinton Hall

Nativity School's pledge to "focus on the positive [and] challenge students to discover and develop the fullness of their individual gifts" presented a characteristic that mirrored All Saints' mission in the neighborhood. The school mission strives to offer a "structured and caring environment where each 'Nativity Man' is encouraged to learn, to serve and to grow to the best of his ability through the school's four pillars: *vires* (strength), *studium* (scholarship/study), *mores* (character), and *christianitas* (service).

AREA LINKS AND BEYOND

The Episcopal Church <http://www.episcopalchurch.org/>

The Episcopal Diocese of Western MA <http://www.diocesewma.org/>

City of Worcester <http://www.ci.worcester.ma.us/>

<http://www.worcestermass.org/>

U.S. Census Bureau Quick Facts
<http://quickfacts.census.gov/qfd/states/25/2582000.html>

Telegram & Gazette <http://www.telegram.com/>

Worcester Magazine <http://www.worcestermagazine.com/>

The Nativity School of Worcester <http://www.nativityworcester.org/>

Worcester Public Schools <http://www.wpsweb.com/>

Colleges of Worcester Consortium <http://www.cowc.org/>

ADDITIONAL LINKS

UMass Memorial Medical Center	http://www.umassmemorial.org/
Worcester Medical Center	http://www.worcestermedcenter.com/
Social Web	http://www.socialweb.net/
Worcester Art Museum	http://www.worcesterart.org/
ARTSWorcester	http://www.artsworcester.org/
Tower Hill Botanic Garden	http://www.towerhillbg.org/
Mechanics Hall	http://www.mechanicshall.org/
Foothills Theatre Company	http://www.foothillstheatre.com/
American Antiquarian Society	http://www.americanantiquarian.org/
Worcester Women's History Project	http://www.wwhp.org/
Old Sturbridge Village	http://www.osv.org/
Wachusett Mountain Ski Area	http://wawa.wachusett.com/
Ski Ward	http://www.skiward.com/
Mass. Central Rail Trail	http://www.masscentralrailtrail.org/
Higgins Armory Museum	http://www.higgins.org/
EcoTarium: A Museum of Science & Nature	http://www.ecotarium.org/
Mass Audubon: Broad Meadow Brook	http://www.massaudubon.org/Nature_Connection/Sanctuaries/Broad_Meadow/index.php

OUR SEARCH PROCESS

Our Parish Profile is the result of five months of inquiry and review conducted by a representative group of parishioners that comprised the All Saints Rector Search Committee. The profile draws on the strategic plan that was undertaken in 2005 and a series of parishioner input sessions that took place from May through July 2007.

Several themes emerged from these input sessions; parishioners identified and emphasized the importance of their personal experiences as being *welcome* and feeling *included*, the reality of the multicultural, economic, and lifestyle *diversity* found in the congregation, and the sense that All Saints is a personal *spiritual home*. Our magnificent *physical setting* and superb organ combined with the beauty of the liturgy are treasured. We appreciate the co-existence of *tradition* and respect for *new ideas*, which are embodied in our *music* and *choral* offerings, *worship* services and resources provided by the *Kairos Spiritual Life Center*. Spiritual growth and formation for members of all ages is recognized as a fundamental element of our parish life. A genuine commitment to being “a visible sign of God's presence in the world” is evidence that we strive to live our mission in our own downtown *neighborhood*.

The All Saints Church Search Committee

Charlie Garniewicz	Beth Baldwin	George Bernardin
Bonnie Johnson	Coralie O'Connor	Pauline Cloutier
Dan Sullivan	Margaret Cardello	Karen King
Brian Major	Lorraine Brumskine	Lisa Kunhardt
Debbie Mathews Finch, Chair		

Sub-Committees:

Parish Input Collection for Parish Profile

Margaret Cardello	Brian Major	Karen King
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Parish Profile Development

Lisa Kunhardt	Charlie Garniewicz	Bonnie Johnson
Sally Talbot	Jerry Lagueux	

Rector Profile Development

Debbie Mathews Finch	Dan Sullivan
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Acknowledgements

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