

All Saints' Parish Profile

Our Congregation's Mission is:

to strive to be a growing Christian community that welcomes, nurtures, and nourishes people of varied cultures, backgrounds, and ages. We are committed to sharing the Good News of Jesus Christ with our church family and the community through worship, outreach, and education. We gather as the body of Christ so that we may grow in Christ and learn to live out our faith each day. In this spirit, we value the



fellowship of our community, and also our intergenerational relationships, our heritage of pastoral care, and our support for each other.

Our Community Will:

continue to foster its spirit of fellowship through our support for our community, our nation, and the world. We look to reenergize our approach to community outreach and to grow as a loving family.

History and Biography of Our Congregation:

Eight years after the Civil War, All Saints' Episcopal Church was founded on November 1, 1872. On May 22, 1893, All Saints' Protestant Episcopal Church was dedicated in its current location by the Right Reverend John Scarborough. The church has had 22 rectors over its 144

years. In 1923, a rectory was added to the properties of the church. The first of our beautiful stained glass windows, also the first in the community, was installed on May 26, 1946, in memory of Lieutenant John J. Rau. The parish house was dedicated by Bishop Gardner on March 19, 1950. Due to an increase in population in the Scotch Plains and Fanwood communities during the 1950's, All Saints' was renovated. This included repainting inside and outside, installing new pews, and walling over the porte-cochere door to create space for additional seating. A new rectory was purchased in 1961: the old rectory was sold and moved two years later. In 2015 our Sunday School rooms were renovated.

All Saints' has always been a parish reaching out into the community. In 1895 there were notices posted at a few public locations and carriage rides to services were provided. In the 1950's All Saints' needed to hold three services on Sundays and rent space in a local school for youth classes. We like to



think of today's congregation as a nice mix of generations with a renewed focus on our youth and our future. We offer Sunday services at 8 and 10 a.m. and a Wednesday

service at 9 a.m. We come together with a beautiful vision to welcome the stranger as Christ would.

Following are some of the many community services we offer: Each month we volunteer at a soup kitchen run by Grace Episcopal Church. We participate in the Heifer Project and raise money to support African Team Ministries through our African Crafts Program. Each fall, through Operation Christmas Child, we send Christmas boxes to children around the world. At Easter time, the Sunday School children put together Easter baskets for distribution to needy children. Our Youth Group organizes a lock-in with youths of other parishes in the Watchung Convocation and joins them in community work service projects. This year we have become active in a Refuge Assistance Program.



Congregational Goals for the Future:

We are a diverse community that aims to continue to grow in diversity and membership, but to remain a warm, friendly, inclusive church in the service of Jesus Christ. Our Vision and Mission Statements guide us in this noble undertaking. Looking forward, we must continue to build and strengthen our Sunday School, our Youth Group, and our College group, understanding that our youth are God's future evangelists. In this regard, we must also position ourselves to attract young families and a growing population of the elderly who are searching for a religious home. We recognize the importance of having a vigorous Outreach program that impacts the community and beyond. We are committed to providing pastoral care for our sick and elderly, and to consciously embracing social and racial justice. We must remain prepared to meet future challenges to our parish caused by a general decline in church membership and the related strain on financial resources. Our church programs, such as Stewardship, Outreach, Christian Education, Lenten Series Programs, Family Life events, and our Music

Program, with Adult and children's choirs, help lay the foundation for the future.



Top Five Congregational Programs:

- Youth Group,
- Grace's Kitchen,
- Christian
- Education,
- Family Suppers, and
- Refugee Assistance Program



Congregational Style of Worship:

Our approach to worship incorporates a Eucharistic-based liturgy. The congregation appreciates the variety of services offered

by the Book of Common Prayer. We use Rite I and Rite II in our Eucharistic services. Music is an integral part of our worship. We also feel it is important to have our church school children join our services after their instruction, and for them to participate in various ways. We offer Sunday services at 8 and 10 a.m., which are combined into one 9 a.m. service during the summer months. Special services are held throughout the



year, typically starting at 8 p.m. On Christmas Eve, services are held at 5 and 10 p.m. Our children delight in participating in a Christmas pageant at the earlier service. We are committed to inclusive worship services where, together with our priest, parishioners enhance our services in so many ways. These include Acolytes, Worship Leaders, Greeters, Ushers, members of the Altar Guild, and the Organist/Choir Master and Choir. All who seek a deep relationship with God are welcome at our church. In 2015, we organized a worship committee to consider all aspects of our worship services and their impact on our parish family.

Immediate and Further-Reaching Challenges:

The objective of All Saints' in this period of transition and beyond is to fulfill its mission as a Christian Community. For this to happen, we must address certain challenges that represent a drain on our financial and human resources.

- A scarce pool of potential new members.
- The loss of older parishioners.
- The question of retaining a rectory.

New Membership: All Saints' draws most of its members from the towns of Scotch Plains and Fanwood. Although the combined population of these towns numbers about 32,000, they are not heavily populated Episcopalian communities. Yet the general trend of declining church membership, which we are experiencing, spurs the need to attract new members. And growth supplies the many hands needed to achieve God's work. This situation presents a challenge that in the past we have addressed somewhat passively by being a welcoming community that offers a broad liturgical style of Episcopal worship. Thus, we are developing plans to magnify our local community presence, believing that such efforts will help to enhance our standing as an attractive, purposeful, and friendly church worth joining.

Aging Parishioners: We have been aware of the fact that we, as a long-standing parish, would eventually experience the adverse effect of older members passing away or relocating. We have continually alerted our congregation to this situation as a way of encouraging pledge increases among our newer and younger members. (It is well known that the larger share of pledge income typically derives from older members.) We first felt the effect of this trend in 2015. In recognition of this challenge, our Stewardship Committee is planning to embolden the year-round non-pledge and pledge components of the Stewardship program and to explore the development of additional fund-raising programs.

The Rectory: Our rectory is in need of relatively costly repairs. Because of its proximity to the church and because our previous rectors have enjoyed living there, a number of parishioners believe it is advantageous to retain the rectory. We have decided to keep it as an option for inquiring priests, with the understanding that necessary repairs will need to be made. If the rectory is not selected, other options involving the sale or rental of the property will be considered.

Housing Available at this

Congregation:

We maintain a rectory that has four bedrooms and is located near public schools and public transportation.

The financial information for the last available completed fiscal year:

Total Income	\$179,183
Clergy and Personnel Expenses	\$121,353
Operations Expenses	\$12,753
Outreach Expenses	\$17,545
Building Expenses	\$31,635
Other Expenses	\$0
Total Expenses	\$183,286
Excess Income	(\$4,103)

Although pledge income increased by \$3,000, other income declined by \$8,000. The difference was offset by transfers from the Endowment Fund. While the transition process resulted in reduced clergy costs, this reduction was offset by costs associated with hiring a part-time maintenance supervisor and incremental costs associated with hiring a new parish secretary and a new organist/choir master. The modest full-year operating deficit was financed by drawing down a portion of the \$13,000 opening cash balance.

Financial information for the current fiscal year, as budgeted:

Total Income	\$180,167
Clergy and Personnel Expenses	\$123,220
Operations Expenses	\$15,590
Outreach Expenses	\$14,100
Building Expenses	\$30,580
Other Expenses	\$0
Total Expenses	\$183,490
Excess Income	(\$3,323)

The most notable change was a \$16,000 decrease in pledges (2 parishioners died and 4 moved away). Budgeting for an interim priest for the full year added a net cost of \$4,000. These adverse changes were balanced by a reduction in the Diocesan Fair Share and a temporary increase in transfers from the Endowment Fund. Plans are underway this year to increase pledge income and fundraising.