



Parish Profile 2016



All Saints' Episcopal Church
171 W. Pike Street
Pontiac, Michigan 48341

In Our Own Words

"I feel charged
when I come here"

"The music program greatly
enhances our worship"

"I feel that we have become a
beacon of hope for the
surrounding community"

"The first time I came to All Saints, I felt at
home and at peace"

"Coffee hour offers great
fellowship after every service"

"Controversy in Pontiac over busing - this was the
beginning of inclusiveness for All Saints because we
took a stand on this issue. I was so proud we could
raise our children in a parish like this."

*All Saints' is a Christian community serving God through worship,
prayer, stability and service.*

*We welcome all with unconditional hospitality while growing in
our spiritual maturity as disciples of Jesus Christ.*

All Saints' Mission Statement adopted by the Vestry - May 19, 2014

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A Letter from Our Search Committee

All Saints' Pontiac is a diverse, inclusive, pastoral-sized parish that is centered in worship, music and service. Our love of liturgy and music is celebrated in our 10:30 am service while the 8:30 service is patterned after Celtic spiritual practices intended to promote a deep personal and contemplative experience.

We prize service to those in need as our celebration of God's generous love and invitation. The parish, started as a mission in 1837 has transitioned through numerous developmental phases. We were a socially prestigious congregation during Pontiac's economic boom years. By remaining in the city during its economic decline, we have embraced the opportunity to conduct outreach to serve our neighbors.

Our history shows that we do not shrink from the challenges that come from social change. We have developed into the congregation we are through our struggles to adjust to being an urban institution that deals with racism, sexism, fair housing, busing, and LGBT discrimination. Our identity is rooted in becoming better Christians. We have evaluated our mission, its implementation, and its results to identify a number of challenges that we, as a faith community, wish to address in the future.

If our celebration of Christ through worship and outreach and our challenge to grow excite you as they do us, we invite you to explore our website, learn about us, and submit an application if you feel called to do so. We eagerly seek a rector who will lead and guide us in our work, challenge us to improve, and help us to tell our story to others to promote our growth, both in numbers and in spirituality.

If you are interested in applying to be our rector, please contact Jim Gettel, Canon for Congregational Life, Episcopal Diocese of Michigan at jgettel@edomi.org.

Yours in Christ,

Alan Hoffman, Chair
Carole Elder
Dyann Hayes
Tony Skillman

Lori Hackett
Erika Lovell
Mary Beth Tygielski

Who We Are

All Saints' Episcopal Church is a multiracial, diverse gathering of people who are young and old, straight and gay, wealthy and poor. Some are cradle Episcopalians and some have recently joined us. We come from miles around to worship at All Saints' because we want an urban church where we can praise God, get out of our bubble and find our spiritual identity in community service and outreach – All Saints' is



a destination parish, and, as our mission statement suggests, we value welcome, hospitality, and a rootedness in our Pontiac, Michigan home.

All Saints' is located in a beautiful, Gothic building (ca. 1951) near downtown Pontiac. We take pride in the fact that we have existed as an Episcopal parish for nearly 180 years. We strive to make our facility accessible to all, and we are completing a commercial-code upgrade to our kitchen to expand its usefulness. We have a fantastic gym, as well as numerous classrooms and an auditorium with a stage – so many assets for a community so in need of them!



Our beautifully landscaped grounds, incorporating our memorial garden, are a natural haven in our urban setting, expressing our love and wonder at God's work. All Saints' lovely stained glass was designed and crafted by Charles J. Connick Associates of Boston in the medieval manner. Flooring in the chancel and nave feature Detroit's own world-renowned Pewabic pottery, and art is incorporated throughout our

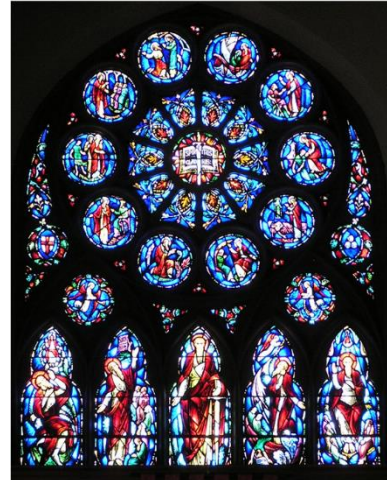
worship space. The rectory next to the church has been repurposed to support our outreach efforts, providing office space and square footage for Bound Together, the Resale Shop, and Veggie Market.

Due to the aging infrastructure of the physical plant and the cost to maintain it, it takes a lot of effort to keep our church running – and, in addition to our sexton, we have several faithful members who make the care of the campus a priority. We work to make good use of the church and its location through outreach and service to our community, and

as we move into the future we look forward to leveraging these gifts in new ways, acting as Christ's hands and feet in our part of the kingdom.

Our Worship

Worship at All Saints' reflects St. Paul's message to the church in Corinth – that all members of the body of Christ are essential. Being a pastoral-size parish means that there's an integral role for everyone, and has real advantages in the experience of worship -- in the intimacy of the liturgy, the joy in knowing and being known, as well as in being able to identify the newcomer and offer them a smile and an open *Book of Common Prayer*. Members are eager to serve as lay readers, as intercessors, as ushers and greeters, as Eucharistic ministers, as altar guild members, as acolytes and crucifers, and we sing and pray with confidence that all who gather truly belong – to our faith community and to God.



Currently, there are two regular worship services at All Saints'. The early worship service on Sunday morning has blossomed, and is a quiet example of trust, openness to change, and good things coming of both. While in the fall of 2014 this service was a much-loved Rite One observance, its attendance faithful but small, a joint discernment between parishioners and clergy decided to try something new. This service now is patterned after Celtic spiritual practices, meeting in the chancel and gathering around the altar for a deeply personal, contemplative experience of God's presence.



All Saints' 10:30 service with choir is one reflecting the Episcopal tradition: vestments, processions, liturgies of word and sacrament. Like all affirming traditions, however, it is not followed for its own sake, but rather as a way for our lived experience to be deeper and more meaningful – and therefore we take opportunities to add, to change, and to explore when those present themselves. We've borrowed liberally, again, from the Celts, from

our Anglican neighbors' prayer books, and also incorporated *Enriching Our Worship* during several seasons of the liturgical year. Our members are comfortable with a diversity of devotional expression during the service, and it's the norm, essentially, to have no norm: to have some standing, some kneeling, some holding hands during prayer, some genuflecting as makes each feel closer to God.

An additional tradition at All Saints' is a long and distinctive history of music's importance to worship. Liturgy and music, comprising a seamless whole, are



consistently remarked upon by parishioners as an essential part of their worship experience, with some parishioners still remembering the tenure of the Rev. Bates Burt (1922-1947), and that family's contribution of carols to the Christmas musical canon. Music, too, is vibrant and varied at All Saints', with everything from Palestrina or Byrd to Wonder, Love and Praise; from Lift Every Voice to music reflecting Caribbean, jazz or gospel influences (and, yes, we clap!). The choir gives voice to the appointed readings in ways that deeply reinforce their meaning, and, in addition to our truly splendid Aeolian-Skinner organ, it's not unusual to hear drums, strings, or bells. In addition to our wonderful organist's offerings, preludes and postludes regularly feature parishioners on a range of instrumentation, and everyone's talents are encouraged and nurtured.



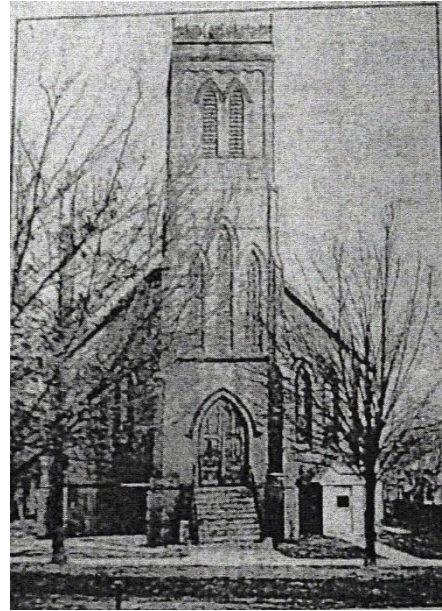
No matter which service one attends, we hope that the impression is immediately one of openness and welcome. Our ushers and greeters offer an initial hello and access to services for those who may be hearing or vision impaired. A welcome from the lectern ensures that all are oriented to the worship space, and our bulletin prints much of the service rubric in order to enhance participation. Our 10:30 service often welcomes friends from nearby supervised

living homes, and we understand that having the flexibility to incorporate some additional conversation or movement is a good thing. The passing of the peace takes a bit of time, as it is typical for parishioners to leave their pews and fan out in order to seek out one another for a hug. An invitation to communion assures that all are welcome, and a transept station is provided to create accessibility. Anointing and prayers for healing are offered, as are prayer votives. Coffee hour follows our 10:30 service, and we hope that all who choose to worship with us leave renewed and feeling cared for.

As excited as we are about the positive changes in our worship life, and the ways in which we try seek and serve Christ in that worship, we also know that there is always more to be done. Are we doing enough to try to invite/unite our outreach constituencies into our worship community? How will we support our Latino friends in ways that are mutually affirming and that bind us together? Do we have the courage and conviction needed to invite those we know, and confidently offer what we have at All Saints', to our friends and neighbors? Our new rector will help us answer those questions in ways that reach out and grow our community while building upon our traditions – and pushing us to expand those traditions as we aspire to be the Body of Christ at All Saints'.

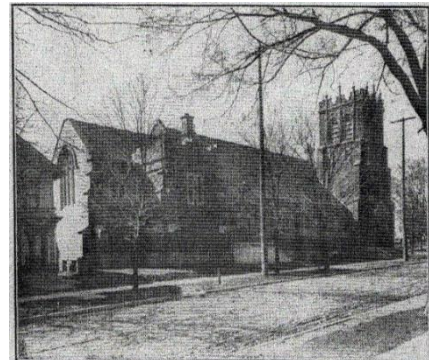
The All Saints' Story

All Saints' Episcopal Church is one of the oldest parishes in the area, established in the same year that Michigan achieved statehood – so our story is August, and one that reflects the enormous social and cultural changes undergone during almost two centuries of our common life. Privileged, but also challenged, to be on the cutting edge both of good and testing times, All Saints' has evolved over time into a social justice parish. While there have been struggles over the years, All Saints' has responded to the calls for respect and equality from the movements for civil rights, for women's rights, for the dignity and personhood of our LGBT friends and for those living with addiction or economic disadvantage with openness, with dialogue and with inclusivity.



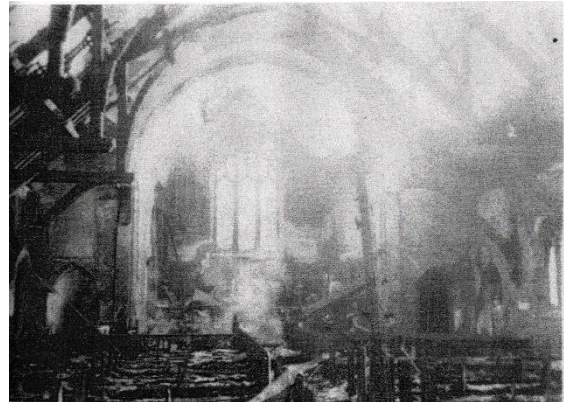
So while our historical landmarks fall around our clergy leadership referenced below, our parish story is also very much about the acts of courage, of kindness and of vision personified in our members down through the years – the preschool begun, the AIDS quilt stitched, the teenagers mentored, the inadequately housed sheltered. Here are some highlights:

- In 1837, the Reverend Algernon Hollister saw the need for a mission to the village of Pontiac, Michigan. The Reverend Hollister founded Zion Church and later constructed a stone edifice in 1851.
- After a series of short rector tenures, the Reverend Lawrence Stevens brought dramatic change, reviving the parish in 1881. Of him was said, “Never was he known to turn anyone from his door who came in want or penury; he was ever ready to go to those in sickness and sorrow.”
- In 1904, the congregation was renamed All Saints'. In 1905, a fire damaged the church, and in 1907, a new structure featuring semi-Gothic architecture was completed
- The Reverend Bates Burt was called to serve as All Saints' rector in 1922. During his 25-year



tenure, the Reverend Burt expanded the church and fostered the use of it by the community of Pontiac. With church organist Wilha Hutson, the Reverend Burt and his son Alfred, a talented jazz musician, composed a series of Christmas carols, with the much-loved "Burt Carols" marking the beginning of a legacy of fine music at All Saints'.

- All Saints' once again experienced a devastating fire in 1948, severely damaging the church; the Reverend Ivor Curtis consecrated the restored building in 1951.



- The Reverend George Widdifield led the congregation for a 20-year period beginning in 1953. In Pontiac, during the latter part of this tenure, mandatory school integration began and the city government enacted the Fair Housing Covenant. Many of the city's mainline congregations began to relocate out of the city. All Saints' was determined to remain in Pontiac as witness to its commitment to social justice.

- The Reverend Roger Derby continued the course of social justice, and celebrated the parish's 150th anniversary during his 1974-1993 tenure. Father Derby was a passionate proponent of civil rights and literacy, and as a result was a founding force behind Lighthouse of Oakland County, an organization that continues today to serve those in need. Parishioners responded to local need in establishing the first low-income daycare in Pontiac during this time.



- The Reverend Catherine Waynick was called to All Saints' in 1993. During her tenure, a successful capital campaign was launched to rebuild the endowment fund. Following several weeks of AIDS education at All Saints', a seed was planted to create a quilt commemorating those who struggled not only with the illness but the stigma of it. Thirty people contributed to this work of art and love, which was displayed on the National Mall and is now archived with the National AIDS Quilt Association in Atlanta, GA. Additional community outreach was stimulated, including the Bound Together program. Monthly healing services and Lay Eucharistic Minister communion visits to homebound parishioners were begun. The Reverend Waynick was called

to be Bishop of Indianapolis in 1997.

- In January 1999, the Reverend Robert L. Hart joined us. During his tenure, All Saints' was made accessible and barrier free. Reverend Hart also led us to rethink how we fund our mission. The Reverend Hart retired June 30, 2007. The Anti-Racism Committee, including Jim Lewis, Anne and Dick Poole, and others spearheaded a Black Oral History project focused upon five members of our parish whose life experiences were vividly and movingly chronicled. The Black Oral History project was completed in 2001, and is housed at the Bentley Historical Library at the University of Michigan.
- The Reverend Karen Johanns joined All Saints' as its 25th rector in October 2008. She continued the social conscience movement by establishing a weekly community breakfast program to feed those in need and a produce market to provide fresh, affordable produce to Pontiac. The Reverend Johanns passed away August 30, 2015 following a serious illness diagnosed in 2012.

And our story continues, with our last year being spent in discernment about our future as we consider the chapters already written. We hope that we've learned from our history, and that we carry those lessons into what God is now calling us to do. We eagerly anticipate working with a rector who will challenge and encourage us to share our story more broadly – and that as a result we may grow not only in numbers, but also that “our young will see visions, and our elders dream dreams” of what God’s future holds.



Outreach & Community Building

All Saints' has a long history of meaningful outreach programs that have become our trademark and a beacon for those who seek a faith community that lives out the messages of the prophets and the gospels. Sharing our space with community organizations such as AA and Leader Dogs throughout the year, as well as providing powerful opportunities for members to roll up their sleeves, All Saints' makes a difference with the following outreach programs:

- **Bound Together:** begun in 1994, this program started as a small tutoring program by retired Pontiac teachers and All Saints' members. In 1999, Bound Together became an independent 501 (c) 3, with funding raised through private donations, local churches, grants from charitable foundations, and other partners in ministry. Today, Bound Together tutors and feeds dinner to 26 students in grades 1-6 three days a week. Throughout the year, children in the program are also offered arts enrichment on another weekday, as well as special events such as Halloween, Valentine, Easter, Christmas and End-of-the-Year parties.
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- **Meals for a Healthy Pontiac:** started in 2014 as a weekly free breakfast, All Saints' partnership with local government and volunteers offers a nutritional breakfast on Saturdays to anyone in need. A typical breakfast consists of a variety of cereals, hot oatmeal, turkey sausage, hard boiled eggs, yogurt, granola bars, fresh fruit and a selection of breads, which are donated by local bakeries.
 - **Community Produce Market:** our Community Produce Market provides affordably priced fruit and vegetables in an area where quality grocery stores are hard to find. Fresh produce is brought in each week, and partnerships linking this effort with other civic health initiatives, such as exercise and lifestyle education, are actively pursued whenever possible.
 - **Book Nook:** Open every Saturday, The Book Nook is a gem with literally thousands of books arranged by many categories at very low prices. Residents of Pontiac and clients of the Community Free Breakfast, the Produce Market and the Resale Shop can look for specific authors and topics or just browse. Our bestselling categories are novels, mysteries and cooking books, we also offer biographical, history, business, children's and teen's, self-help, spiritual, health, gardening books, and lots more.

- The Old Rectory Resale Shop: Staffed by All Saints' volunteers and volunteers from other area churches, The Old Rectory Resale Shop provides a retail outlet for the residents of Pontiac where they can purchase a variety of high quality household items and clothing at very affordable prices.



We know that our outreach activities provide deep satisfaction to our parishioners as well as serving as a potent attraction to newcomers. All Saints' challenge is to continue and strengthen current programs and to find new projects that empower and benefit both servants and served – and perhaps we'll know we've truly succeeded when it's harder to tell one from the other. We are excited by the new relationships afforded by our Spanish language service, and

wonder if that might be the next horizon? Will our commercial kitchen allow us to meet hunger head-on at a new level? All Saints' is eager to deepen our commitment to current work, and to build on our dreams with a rector who shares a passion for service and for making Christ a real and visible presence in Pontiac.

Parishioner Commitment & Ministries

If you hang around All Saints' for a while, it won't take long to realize that there's quite a bit going on – it's a hive of activity many days during the week! In addition to our outreach, there are worship and social ministries devoted to keeping the Saints in good spiritual and emotional repair, and lots of people are involved.



Our worship services are supported by the altar guild, our stalwart ushers, and our acolytes, as well as our lectors, intercessors and Eucharistic ministers – not to mention our very talented choir. Behind these scenes has also been a worship committee, working with our interim rector to evaluate our worship experiences and to seek ways to deepen and enliven our liturgies.



But what about those of us who are, for any number of reasons, unable to be physically present? All Saints' recently re-instituted visiting LEMs, carrying the community out to those who are still very much a part of us. The Prayer Shawl Group works to provide hand-stitched coverlets to those who are homebound, and greeting cards are often found waiting for parishioners to sign and send to those who can't be with us regularly.

Additionally, there is a supporting cast of many others – taking care of hospitality work that involves everything from coffee hour to greeting and making sure that newcomers are welcomed. Teams of counters assisting with the efficient care of the offerings. Volunteer hands trimming shrubs and edging walks, or clearing snow and spreading

salt. Beyond worship, All Saints' also has groups of parishioners who gather around interests, such as our very lively Book Group and the Movie Night folks, who are always open to new recruits.

When you look at all of this activity (and, let's just look at the outreach folks as well!) you get the sense that All Saints' is truly a parish of do-ers. Here are some numbers that help to tell the story:

- Meals for a Healthy Pontiac **feeds 90-140 people** each week, thanks in a big way to the **20-30 volunteers**
- Our Rummage Sales generate **\$30,000 to \$35,000** each year, thanks mostly to our **65** or so hard-working volunteers who offer about **900 volunteer hours** each year
- Our members volunteered over **1,200 hours** to operate The Community Produce Market, and sold **29,985 pounds** of food in 2015
- The Old Rectory Resale Shop generates about **\$350** each week. Volunteers offered about **1,400 hours** to assist in the Resale Shop's operations

In addition to our active outreach programs, we draw from the talents of the following:

- 20 Lectors
- 11 Acolytes
- 17 Eucharistic Ministers
- 6 Eucharistic Lay Visitors
- 1 Deacon
- 2 Clergy



With so much talent and willingness available, we also know that there are many more ministries that we might engage in – flower delivery to shut-ins on Sundays? Crisis care meals, a Stephen Ministry program? Transportation for those without? Youth or adult sports in our gymnasium? We hope to discern what might serve God and our people best as we continue to grow together, and we're excited about rolling up our sleeves

anew.

Faith Formation & Education

Formation and education – for children, youth and adults – represents a tremendous growth opportunity at All Saints'. While our more recent history, replete with social action and outreach initiatives, has afforded parishioners a rich, experiential learning environment, the more introspective kinds of inquiry have been less emphasized, and the Vestry identified work in this area as a primary goal of our interim phase.



Youth at All Saints currently participate in our 10:30 worship service by serving as Crucifers, Acolytes and serving at the Altar. We value “youth” at All Saints and realize they are our future as well as the church right now.

We at All Saints are positioning ourselves to grow a youth program and look forward to grow in that ministry with the help of a new minister.



Perhaps our biggest challenge is to navigate the need to provide opportunities for a hoped-for constituency while it is still absent – essentially: do we build a church school so that children/families will come, or do we wait for them to arrive first? Education for younger children has had a strong tradition at All Saints’ but, at this point, no children to participate in it. *Godly Play*, a powerful curriculum, has had currency in the parish previously, and there are some indications that a new cohort may be in the making – but there is much work to be done.

Formation for adults has seen lots of activity in the last year, with Advent and Lenten programs and the institution of a Sunday morning adult forum. Our seasonal programs have evolved into a mid-week spirituality group that meets around simple meal, a mutually-agreed upon subject matter, and Night Prayer from the New Zealand Prayer Book. While this group and the Lenten programs have been very well attended and have generated thoughtful, consistent participation, the Sunday forum has been more difficult to establish – but we believe that these are seeds that will, indeed, ultimately yield a harvest. We aspire to create opportunities throughout the week, with study and worship in addition to our Sunday observances.

We know that we have a great deal of work to do in this area, and look forward to working with a rector who will exercise an empowering leadership as we develop programs to nurture the faith of all God’s children at All Saints’.



Resources & Stewardship

All Saints’, like many small, mainline churches, has struggled with the financial realities inherent in maintaining a parish. We have a beautiful, but capital-intensive building. We are distinguished by having one the highest rates of financial giving in the diocese, but have seen the number of our parishioners diminish over the years. We engage in many hours of highly successful fundraising, but also wonder, at times, whether those efforts exhaust our human resources and diminish our time and energy for other things important to the life of the community.

Grappling with these issues highlights the dual nature of the role of the rector – a person who must be not only



pastoral- and mission-focused, but able (and excited!) to work with us in charting a fiscally responsible, sustainable course into the future.

We've taken on some important aspects of that work in the last year. On the expense side, All Saints' has done some serious budget-cutting by re-aligning our staffing and prioritizing those areas most important to our community. In thinking about new ways both to serve and to grow, a signal effort is the investment we have made in upgrading our commercial kitchen, seeking not only to support our outreach to our immediate neighbors but also to create a revenue stream via a burgeoning interest from area caterers. Perhaps one of our greatest strengths is the ability and willingness to collaborate – whether that be with government, the diocese, non-profits or fellow faith communities – in order to garner resources and make good things happen.

All Saints' has a long tradition of financial stewardship that we hope to deepen and expand into an intentional, thoughtful year-round program: one emphasizing treasure but also identifying and nurturing talent, and making the best use of our volunteer time. A parish of doers, we engage in fundraising efforts such as our semi-annual rummage sale and the Re-Sale shop, which both support our neighborhood with affordable shopping and provide about 12% of our budget annually.



Our financial leadership is strong, with trustees, treasurer and an annual audit team working in tandem to provide the Vestry with regular, incisive reporting. The trustees have initiated a planned giving program, rolled out in January 2016, that seeks to serve the desire of parishioners to create a legacy and to ensure that our endowment, professionally managed, continues to grow.

So, what's in the future? With God's help, an investment in increasing both the number and level of pledged gifts; a steady growth in the principal of the endowment; and a balance of fundraising activities with other aspects of parish life. We know that many of the elements are in hand, and look forward to integrating them into a meaningful whole as we move into the next chapter of our parish life.

Links

All Saints' website	http://www.allsaintspontiac.org/
Video: All Saints' Celebrates 175 years	https://www.youtube.com/watch?v=f9NrfoScbCU
Episcopal Diocese of Michigan	http://www.edomi.org/
All Saints' Stained Glass entry in the Michigan Stained Glass Census	http://www.michiganstainedglass.org/collections/building.php?id=17-83-4A2
All Saints' Organ Opus – Aeolian/Skinner	http://aeolianskinner.organsociety.org/Specs/Op01333.html
Bound Together	http://boundtogetherpontiac.org/
Video: Mitch Albom takes a look at Bound Together	http://www.mitchalbom.com/...y/bound-together-season-4-episode-9/&embedplayer=true
The AIDS Memorial Quilt	http://www.aidsquilt.org/
Alfred Burt's Story	https://en.wikipedia.org/wiki/Alfred_Burt
Black Oral History at the UM Bentley Historical Library	http://mirlyn.lib.umich.edu/Record/007099197/Description#tabs
Pontiac History and Demographics	https://en.wikipedia.org/wiki/Pontiac%2C_Michigan
The City of Pontiac	http://www.pontiac.mi.us/
Metro Detroit Travel and Tourism	http://visitdetroit.com/