



All Saints' Chelmsford

E P I S C O P A L

Parish Profile

10 March 2022

Mission and Ministry

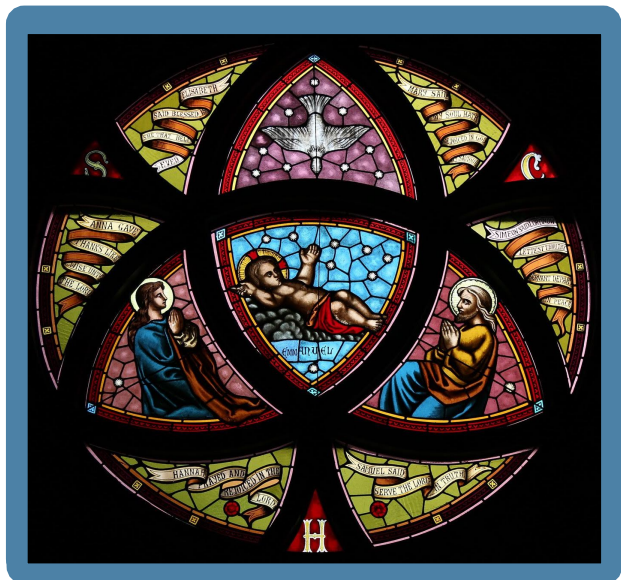
Mission Statement

All Saints' Episcopal Church is a community of people living in and around the town of Chelmsford, Massachusetts who gather to worship God. We cherish the Episcopal tradition. We strive to provide a nurturing environment in which our members discover, share and use their gifts, while gratefully acknowledging God as the source of all we have. Through Jesus Christ, and in unity with the Holy Spirit, we seek renewal and growth as people of faith.

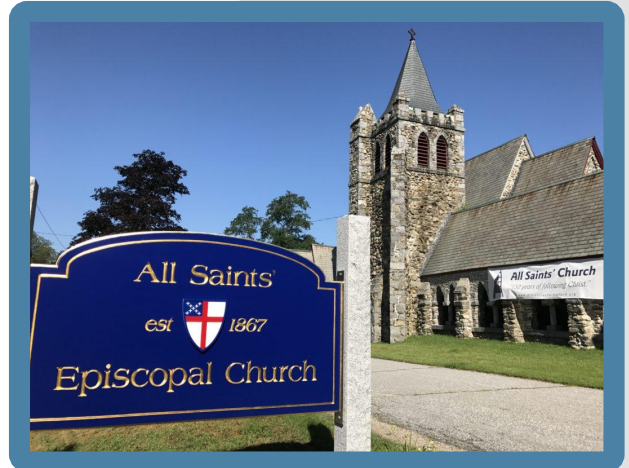
A Christian community, we worship God our Creator, are formed in our faith, and join God in God's mission of reconciling love. We serve both those in this place and those in the world outside our walls. Our stone church in Chelmsford center is a visible reminder, both to ourselves and to the community at large, of Christ's presence in our midst.

Statement of Inclusion

All Saints' Episcopal Church welcomes all people who seek the love of God without regard to ability, age, color, economic circumstance, ethnic background, family configuration, gender, nationality, or sexual orientation. We promise "to seek and to serve Christ in all persons ... strive for justice and peace among all people, and respect the dignity of every human being."



The cover image was created by our late parishioner Steve Grillo. It is patterned after a stained glass window in our sanctuary. He took pictures of parishioners to create this mosaic of our Lord as we are "all the body of Christ".



Who We Are

All Saints' Episcopal Church is a welcoming, inclusive, energetic parish made up of parishioners of all ages who seek to follow Jesus Christ with all that we are and all that we have. Through worship, fellowship, education, and outreach we open ourselves to God and our neighbor.

At All Saints' we talk about becoming living stones, precious to God, allowing ourselves to be built into a spiritual house. The most striking physical feature of All Saints' Episcopal Church is the great stone wall behind the altar with an immense wooden cross.

We are truly blessed to have this wonderful stone wall in our church: It is an incredible piece of work, skill, and masonry built from stones and rocks carried from parishioners' own fields and yards. It is a work of love and a physical reminder of those who came before us who were living stones and the foundation of a spiritual house - our spiritual house.

The stone wall is literally and figuratively behind everything we do here at All Saints'. During our services, the morning light passes over the wall as a reminder of God's love reaching down to us. Visually, this represents who we are – people of God and followers of Jesus Christ. Much like the stones in our wall, each of us is different, but when put together, the result is a magnificent example of Christ's manifestation at All Saints'. It is a physical reminder of our history and of those who came before us.

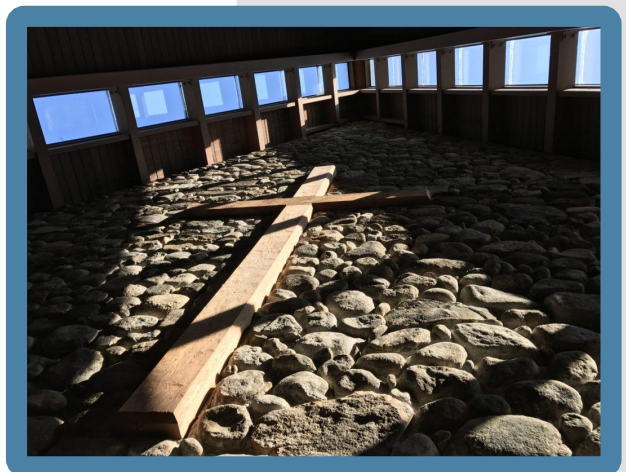
This living stone mantra, we are proud to say, is one that we continue to carry on today. Our current capital campaign, begun in 2015, is aptly called the Living Stones Campaign. It has afforded us opportunities to remodel our lower level church school spaces, upgrade our kitchens and bathrooms, repave our parking lot, illuminate our grounds, and complete other important projects in our shared spaces.

Our congregation is rich with a myriad of people of faith. Some are cradle Episcopalians, but many have come to All Saints' from other faiths seeking something more, and we are blessed they have found it here. We may have differing views, but one thing we all have in common is our love of All Saints' and its Episcopal faith and traditions. The weekly sermon, which helps connect our everyday lives to each other and to scripture,



Come to him, a living stone, though rejected by mortals yet chosen and precious in God's sight, and like living stones, let yourselves be built into a spiritual house, to be a holy priesthood, to offer spiritual sacrifices acceptable to God through Jesus Christ.

– 1 Peter 2: 4-5



is highly valued at All Saints'.

Our Church School Program is an enormous part of All Saints'. It is such an important part of our community that our Vestry, wholeheartedly supported by parishioners, voted for a part-time paid Director of Religious Education (DRE) position several years ago. The DRE works with the Church School Council, which meets monthly to provide programming for children 18 months through high school age. We have over 30 Church School leaders, several who are also students in the program, who lead weekly classes. Our Lower Church School has three classes (pre-K to 4th grade) that meet during the first half of our 10 AM service and enter at the Peace (pre-pandemic) to gather at the altar railing to listen and participate in the Eucharistic Prayer. The Upper Church School (grades five through eight) and Youth Group (high school) participate in the service as ushers, greeters, acolytes, tech guild, readers or Lower Church School Leaders and meet for their programming after church on Sundays.

Even during pandemic times it is a lively and growing program. Church School pivoted to online Sunday morning classes during quarantine, in addition to offering weeknight Book Club, Fun Club and Game Night Zooms to keep kids connected and engaged while remaining physically apart. When in-person services resumed, Dumpster Chapel was created as a way for our younger students to safely worship outside (by the dumpster) and provide children the opportunity to take leadership of their own worship. Our Summer Mystery Club keeps kids busy and involved during the summer when they spend a few weeks hunting for clues to solve a mystery, have fun, and learn some lessons along the way. Inter-generational Zoom Prayer services during Lent and Advent, born out of the pandemic, have become newly rich experiences that we hope will remain in practice.

Activities such as a Pageant for [Christmas](#), [Easter](#), or [Pentecost](#); making Lenten pretzels; coloring eggs; creating Epiphany Stars; or painting butterflies allow kids (and adults) a chance to understand and express our faith stories in artistic, tactile ways. Our DRE creates opportunities to include and meet every single one of our youth where they are on their journey of faith, connecting our youth to the larger congregation and making All Saints' a fun and special place.

With a strong commitment to volunteerism, our lay



"When my children's friends hear them talk about the way that our church school does things, the friends are so jealous of all the fun and creativity we have. They say, 'I wish I could go to a church like that!' and I can tell that my kiddos feel proud of their awesome church."
- ASC Parishioner



We moved outdoors during the pandemic: The children (and teachers) embraced their new Dumpster Chapel!



leadership is talented and brings many theological and pastoral gifts. All Saints' parishioners teach, plan, repair, clean, bake, crochet, knit, sew, strategize, imagine, visit, paint, build, troubleshoot, read, pray, and more. With our volunteers' unwavering dedication, we carry out our baptismal vows and extend our love beyond our church building and out into the world as living stones.

Music has historically been and continues to be an integral part of All Saints'. Our vibrant music program, which includes the all-volunteer adult, youth, and handbell choirs, is a critically important aspect of our Sunday worship as well as our church life in general. Pre-pandemic, we typically had 25-30 children and youth in two choirs, and about the same number in our adult choir. Our handbell choir has been in existence for about 30 years and was chosen to participate in the Consecration service of Bishop Gates several years ago. Besides the choirmaster and organist on staff, volunteer musicians direct the bell choir and accompany the youth choirs and contribute their musical talents in other ways as well.

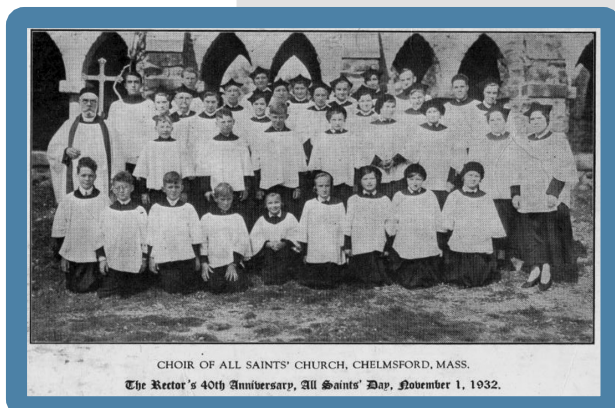
As a parish with 150 years of history, we have a rich connection to our community and to each other. We join together each week to pray, remember our past, and look forward to discovering the next part of our journey. We are a community and All Saints' Church is more than just our spiritual house. All Saints' is home. We are family.

Stone Soup

As the European folk story goes, stone soup is about sharing what we have. If each household shares a bit of their food for hungry strangers, everyone can enjoy a meal with no one going hungry. The imagery shows a stone in a bowl of soup, thus, if that amount of each family's soup pot or bowl were shared, it would combine to feed many hungry people. The moral of the story is about the value of sharing.

All Saints' runs or supports the following outreach programs and activities:

- Chelmsford community exchange food pantry
- B-Safe: a program run by St. Stephen's Church in Boston for inner-city children and youth
- Food for Friends: our program that supports St. Paul's Church in Lowell's feeding program



- Table of Plenty: provides food and companionship (barring pandemics!) on Tuesdays to elderly and low income people at the Chelmsford Senior Center
- Gingerbread Village (proceeds help support Food for Friends)
- Prison ministries
 - Angel Tree: gifts for children of inmates
 - Holiday cards and gifts for inmates
- Refugee Immigration Ministry (RIM), now including resettlement of Afghan families, provides immigrants with gifts from parishioners of cash, clothing, furniture, household items, help with transportation, etc.

The only two programs funded directly from the Endowment Fund are the following:

- B-Safe Program \$700
- St. Paul's Feeding Program \$2400

The other Outreach programs do not get direct funding but are supported by parishioners through a combination of their time, talent, and treasure without Endowment financing.

How We Are Funded

Functional Budget

All Saints' is blessed with a strong financial position. Our parishioners put a great deal of time, talent, and treasure into the church. A high level view of both the income and expenses of our church can be found in the charts below.

Income		Expenses	
Type	%	Type	%
Pledge	93.20	Personnel	64.81
Gifts/Offerings	3.21	Building/Grounds	18.57
Fundraising	1.84	Community/Church	9.48
Plate	1.21	Administration	3.77
Rentals	0.54	Parish Life	3.37

The All Saints Parish Endowment Fund

In 1999, All Saints' established an endowment fund for the first time. It was begun with remaining funds from the 1997 Stone by Stone Capital Campaign as well as bequests from the estates of two longtime



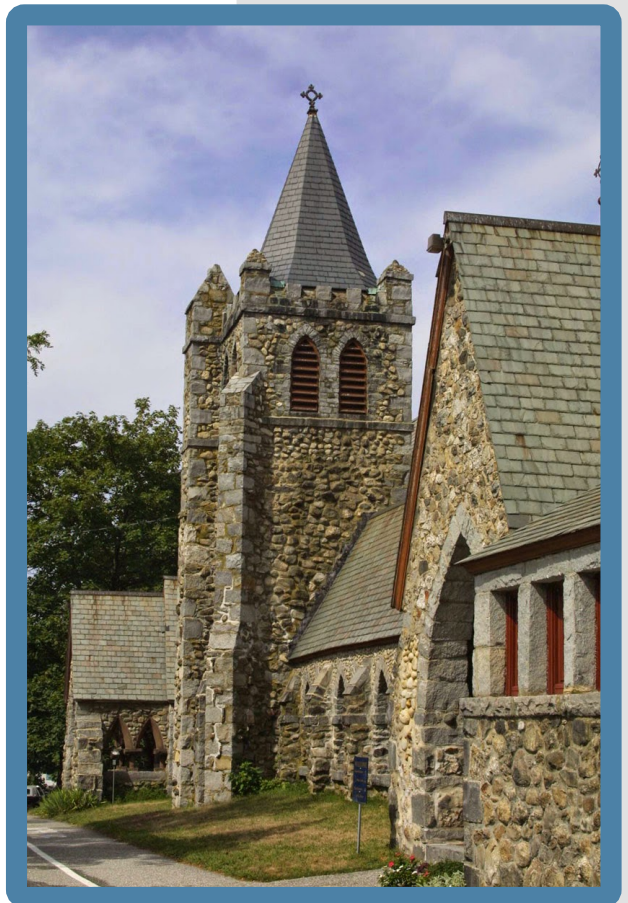
parishioners. Per the guiding policies regarding the use of the Endowment Fund, its purpose is to enable the Parish to fulfill its mission more completely by developing its ministries beyond what is possible through its annual operating funds. Distributions from the Fund are limited to uses such as capital improvements, outreach ministries, seed money for new ministries, special projects, and such other purposes specifically designated by donors to the parish whose gifts are included in the Fund.

In the years since it began, the Fund has been invested and overseen by the Endowment Committee, as directed by the Vestry. The Fund has achieved a very healthy growth in the years since its inception, in particular since it was invested in the Diocesan Investment Trust. A percentage of the Endowment's yearly income can be used for various Parish needs, which in recent years have included re-pointing the stone walls of the chapel, roof repair, and support towards the purchase of a new furnace. The Fund distributions cannot be used for the Parish's annual operating costs.

In 2004 the Endowment Committee made the decision to create a legacy society to honor and thank those who have made estate provisions and to encourage others to do so in the future. The name chosen for this group was the Anna Eliza Hunt Society (our church's founder).

Where We Want To Go

The vision we have for All Saints' is one of continuing growth. We are a strong community and one of our goals is to offer more programs and events that not only enrich our parish life, but that connect and engage with people outside our parish: "Come, follow me," Jesus said, "and I will send you out to fish for people." Matthew 4:19. Whether it's a youth game night to which we invite surrounding churches, a weekend workshop or fair open to all, or a community service project coordinated with other local organizations, we want All Saints' to be a shining example of God's love for every living thing. We want every person who walks through our door to feel welcomed in a way that makes them want to keep coming back. Our hope is that beyond fostering strong community ties and reflecting Jesus' teachings out into the world, this connection with our community will help our parish grow in a way that will



"I want All Saints to be a place to raise kids knowing Jesus' love, and knowing they are part of something greater than they are. For the community we are part of to know who we are and why we gather, and to be a safe place for people to come."

- ASC Parishioner



lead to firmer financial stability and more flexibility to spend money when and where it is needed.

We want to pass on the torch by increasing activities with commitment to the youth and young adults. We value looking outward to our community and welcoming strangers to our faith and worship. Our new rector will challenge our thinking and help us to engage in social issues. Our hope is that All Saints' can be a place for healing after troubling times.

Where We Have Been

In the 1850's, Miss Anna Eliza Hunt wrote to the Rev. Theodore Edson, Rector of Saint Anne's Church in Lowell, about the "enfeebled state of religion" in Chelmsford, and asked him to come to hold Episcopal services. Meanwhile Miss Hunt began holding a Sunday School for children in Chelmsford. She spent the next 50 years methodically gathering the human and capital resources to establish a congregation. Even so, she spent even more time and energy building a community of faith. She established a church school, organized prayer meetings, and oversaw fellowship events. All of this would combine to grow into the All Saints' Episcopal Church.

It is notable that the founders of All Saints' chose to locate their church in the center of the town and built a church that was significantly different in appearance from the New England Meeting House architecture of the Unitarian, Baptist and Congregational churches also in the town Center. Parishioners carried stones from their fields to build the original church, now used as our chapel.

In 1892 the arrival of the Rev. Wilson Waters, who served as Rector for almost 40 years, solidified All Saints' Church as a permanent and stable local institution. In the same way, "The Stone Church" became a landmark for all who passed by.

In the early 1950's, the parish began to address the fact that their facilities were woefully inadequate. Instead of building a new sanctuary, All Saints' built the Parish Hall, with a primary concern for serving the children and youth of the town. In this time, All Saints' served as the center of many people's social lives. In 1960 the new sanctuary was built, again using stones provided from local residents for the wall behind the



This photograph of Miss Hunt's students was given to her as a gift.



altar. Strong lay leadership was the strength behind both of these building projects.

Over the past 20 years we have continued to renovate and update the facilities and common meeting spaces. This has included making the church ADA compliant by adding an elevator, accessible bathrooms and ramps. Strong lay leadership continues to lead the building projects and upkeep of the buildings and grounds.

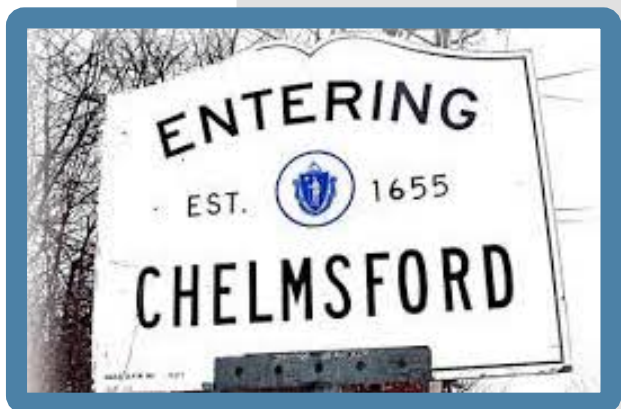
The global pandemic forced the lay leadership to quickly assess our capabilities and determine a method to continue serving our members. We transitioned to prerecorded services and then moved to live-streamed services. As part of the broadcasting capabilities, we have created a technical guild that manages the audio-video systems at the church. As an outcome of these events, we saw our membership grow while the church buildings were closed, and our existing community maintained the connections that make us a church, and not just a building. As we have carefully transitioned back to in-person services, we have maintained our live stream option. We found it to be a valuable way for members to continue to worship with us when they are not able to join us inside the sanctuary.

Where We Are Located

Chelmsford is a suburban community located in northern Middlesex County approximately 24 miles northwest of Boston, Massachusetts. Incorporated May 8th, 1655, it currently has a population upwards of 33,000. The town has one public high school – Chelmsford High School, which is ranked among the top 500 schools in the nation – as well as two middle schools, and four elementary schools.

Chelmsford sits at the intersection of Routes 495 and 3 beside the city of Lowell (northeast) and four neighboring towns; Tyngsboro (north), Billerica (east), Carlisle (south) and Westford (west). At 23.2 square miles, it consists of a balance of neighborhoods, retail, commerce, and industry, but there **are many open spaces to explore**:

- Rail trail
- Two lakes
- Golf course
- Nature reservations



You can bike, hike, walk, run, golf, kayak, canoe, swim, picnic, and enjoy the great outdoors. It is bordered by the Merrimack River (north) and the Concord River (east) and despite its drastic growth in the mid 1950's-70's, it has retained much of its New England charm. Chelmsford Center, where All Saints' Church is located, is the heart of town and the site of many activities and special events held throughout the year:

- Chelmsford Farmers Market
- An old fashioned Country Fair and the annual Fourth of July Parade (one of the largest in the state)
- The annual Holiday Prelude and Tree Lighting Ceremony
- The [Chelmsford Center for the Arts](#) hosts visual and performing arts

Chelmsford was voted #14 in Money Magazine's Best Places to Live in 2020 and "[may be the best kept secret of Middlesex County.](#)" It is described by niche.com as "[one of the best places to live in Massachusetts.](#)" Chelmsford [is a balance of suburban life and urban living](#): plenty of restaurants, retail, public transportation, commerce, parks and open space.

The Person We Seek

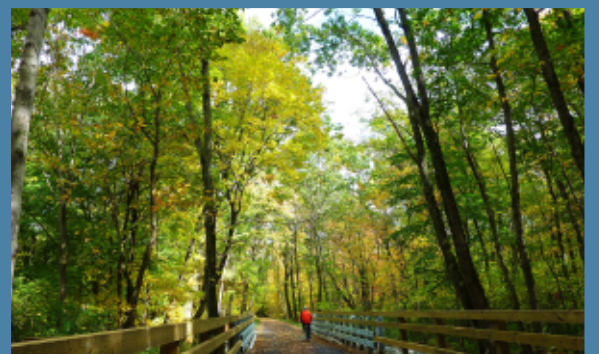
We seek a rector who takes joy in our community and shares our sense of mission, core values, and goals. We look forward to hearing sermons that keep the scripture alive for us, connecting history, poetry, and revelation with our lives today. We search for a priest who will recognize and embrace the *spirit* of All Saints' that has helped us to be a stable, vibrant and exciting Christian community for decades.

Collaborative Leadership

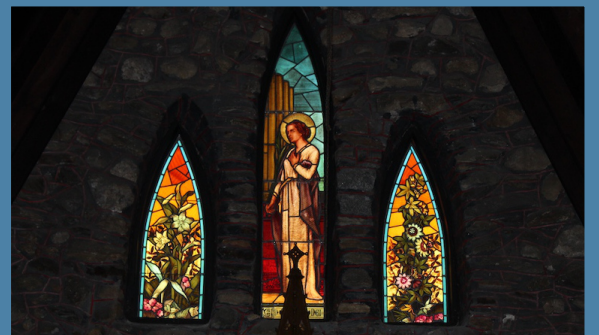
- Create meaningful connections between your experience, the diversity of our parish, and our established traditions.
- Listen to, challenge, and encourage our strong volunteer leadership
- Delegate thoughtfully



Scouts marching – 2021 4th of July Parade
Photo by Don Miffitt



Bruce Freeman Rail Trail



Appreciation of our Children

- Enjoy and comfortably interact with kids
- Include children in community and worship

Organizational Capabilities

- Organize and manage time, information, and interactions efficiently and justly
- Implement changes with skill and tact
- Comfortably use technology for communicating and connecting

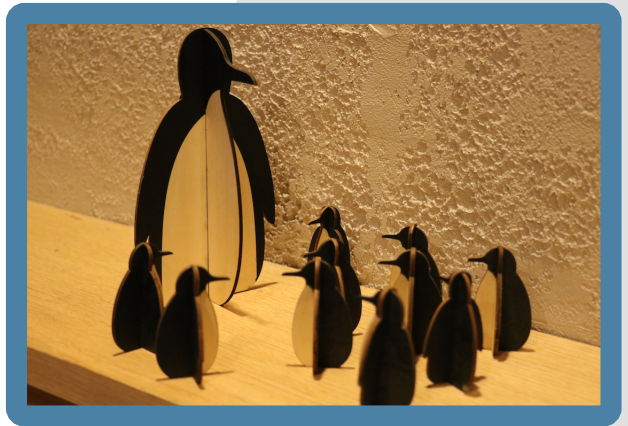
Spiritual Guidance

- Foster acceptance, tolerance, warmth, and openness in both individual and group interactions
- Lead Christian formation for parishioners of all ages
- Support and constructively challenge our strong lay leadership
- Preach, teach, and live a life of faith, inspiring us to deepen our own spirituality, stretch our thinking, and fully live our faith

Pastoral Care

- Care for and support our members in times of difficulty, grief, and need
- Lend a sympathetic ear when we are struggling, questioning, or in pain
- Coordinate with and help our pastoral care team to be good stewards of ourselves, our fellow parishioners, our community, and our earth

We also pledge to support our pastor and recognize their needs for respite and self-care.



Diocesan Mission Statement

The Diocesan mission strategy can be briefly summarized as, "The people we long to be are disciples of Jesus, seekers of justice, and protectors of creation." An expansion of that summary, as well as links to the full mission strategy document with goals and actions, can be found on [the website of the Episcopal Diocese of Massachusetts](#).



Instructions for Applicants

Please submit your application package including a letter of intent, OTM ministry portfolio, resume, and three sermons (audio/video) to Diane Olbert, Corresponding Secretary of Search Committee, at ASChurchSearch@gmail.com.

Label your submission as follows:

Last name.First initial.Middle initial.ASC.Document name

The deadline for all applications is **Monday, May 30, 2022**.

The All Saints' Chelmsford Search Committee is looking forward to learning more about you!

