



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Oct 21, 2016)

All Saints Episcopal Church, Michigan

171 West Pike Street, Pontiac, MI 48341, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 12/02/16.

jgettel@edomi.org

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
89	2	0	0
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
\$58662			
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
	\$70000		We're in compliance with CPF requirements.
Healthcare Options	Dental	Housing Equity Allowance in budget	Annual Equity Amount
Full family	Yes		
Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
	4	2 (standard)	
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
\$1001-\$2000/year	Yes	Yes	Yes

All Saints Episcopal Church, Michigan

Rector / Vicar / Priest-in-Charge | Receiving Names until 12/02/16.

Contact:

jgettel@edomi.org

Describe a moment in your worshipping community's recent ministry which you recognize as one of success and fulfillment.

They were all filled with the Holy Spirit and began to speak in other languages as the Spirit enabled them to speak. Acts 2:4 It was well-controlled and joyous mayhem! For Pentecost 2015, all parishioners who could speak a second language were invited to the altar to read the Gospel simultaneously. The result was a mixture of German, Spanish, French, Japanese, and other languages including Finnish. It was a moving chorus, reciting the Word and celebrating the Holy Spirit. As readers returned to their seats amidst the congregation we prayed The Lord's Prayer and once again each spoke it in their own language. The panoply of beautiful voices coming together in a truly meaningful celebration of the prayer created grace in surround-sound. Both participants and worshipers remember the occasion as a profound experience of the Holy Spirit as well as a celebration of the diversity of our community.

How are you preparing yourselves for the Church of the future?

Our greatest asset is - and will be - our people, and All Saints is conscious of the need to support spiritual journeys with diverse opportunities for worship and play, study and fellowship, work and renewal. Building on decades of inclusivity and welcome, we strive to incorporate all and hope never to overlook the gifts of any, with an emphasis upon empowering our youth and encouraging all to participate in the life of the broader church. We are home to local groups who use our space to meet, partner with local government in outreach and are in dialogue with advocacy groups, particularly in the Latino community, as we respond to demographic shifts in our neighborhood. Parishioner pledges reflect a deep commitment to securing our future and supporting God's work in Pontiac, continuing All Saints' tradition of gratitude and giving. Financial stability comes with professional management of investments and endowment in tandem with robust oversight from the Trustees, Vestry, and Audit Committee. Our vision for the building/campus is to support the community, with ongoing maintenance and renovations that support outreach as well as income.

Please provide words describing the gifts and skills essential to the future leaders of your worshipping community.

articulate, compassionate, creative, dedicated, Receptive, direct, engaging, joyous, spiritual, leader

All Saints Episcopal Church, Michigan

Rector / Vicar / Priest-in-Charge | Receiving Names until 12/02/16.

Contact:

jgettel@edomi.org

Describe your liturgical style and practice for all types of worship services provided by your community.

We have an open approach to worship and are eager to explore new and fresh liturgical resources, pray prayers from around the world, make music from a variety of cultures and traditions, and incorporate meaningful spiritual practices such as healing stations, and opportunities to embrace the power of silence. Our diocesan Hispanic Missioner recently helped us to add a Spanish service on Saturday evenings, which we hope to continue. Our 8:30 Sunday service is contemporary and joyously experimental. At 10:30, our youth serve at the altar and read the lessons. Our pews are home to the homeless and differently abled from the surrounding community. Some of us light candles, some kneel, some stand, some genuflect, but all exchange the peace with enthusiasm. We mark the liturgical year with family crèches, with foot washing, with bells and holy fire, with the Lord's Prayer prayed in ten languages. Our choir chants and whispers, or sways and stomps. After "Go in peace, to love and serve the Lord" we join in genuine friendship around the table for a (renowned!) coffee hour and send our lay Eucharistic ministers to share the Body of Christ with those Saints who cannot be with us.

How do you practice incorporating others in ministry?

With so much to do in pursuit of the kingdom, the All Saints community knows that everyone brings gifts to God's table, and so we are focused upon discerning, and then encouraging, their active expression. Within our worship ministries, lay and clergy work together to create liturgies that speak - and give voice - to all. All Saints also takes care to make worship accessible, with user-friendly and large print bulletins, hearing assistive devices, an elevator to all floors, wheelchair seating, and a station in the nave for communion. We strive to identify one another's gifts, find our passions, and ways to feed those passions with service. Members can match their gifts to needs in our multiple outreach ministries permitting both to grow and expanding our service to God and the community. Service - whether at the altar, in outreach, or in hospitality extended - leverages community, and sharing ministry allows us to share the miracle of receiving much more than we give.

As a worshipping community, how do you care for your spiritual, emotional and physical well-being?

While All Saints' has numerous outreach programs focused on support for our broader community, we find this question harder to answer, as we have work to do with respect to "in-reach", or parish self-care. During our interim period we have revived adult and youth formation on Sundays, while facing challenges in getting the latter working. The last year has seen seasonal study groups, one of which has evolved into a weekly exploration of spirituality. Healing stations have been introduced and warmly embraced, and we are nurtured in book club and movie nights; affirmed in the hugs and handshakes marking the passing of the peace; and nourished by sumptuous pot-lucks feeding both body and soul. Our annual (multigenerational! riotous!) Women's Day celebrates friendship and community each spring. We are working to deepen opportunities like these, and look forward to creating others.

All Saints Episcopal Church, Michigan

Rector / Vicar / Priest-in-Charge | Receiving Names until 12/02/16.

Contact:
jgettel@edomi.org

How do you engage in pastoral care for those beyond your worshipping community?

Like parish in-reach, creating intentional pastoral care is a work in progress at All Saints. We work to provide greater contact with those who are part of our community but unable to be with us regularly, through the Prayer Shawl ministry, visiting Lay Eucharistic Ministers, and greeting cards signed by the congregation. Our youth have reached out to the home-bound with caroling. We added a Spanish language service in February, and we joined a Diocesan effort to collect & deliver water to St. Peter's-Detroit. "Ashes to Go" during Lent offers imposition during the morning commute, gave an opportunity to greet others, explain the observance, and create a sacred moment in an unexpected way. Neighbors in need find help through our discretionary funds, and we provide not only material but spiritual and emotional support to those seeking aid. We also have a powerful template in our recent experience of the illness and death of our rector, throughout which the faith community continued to provide care, friendship, and the sharing of loss & grief. We hope to carry these important lessons into on-going active ministries of support & care within and beyond our worshipping community.

Describe your worshipping community's involvement in either the wider Church or geographical region.

All Saints' mission statement testifies to stability and hospitality in Pontiac, which has seen tremendous change in 175 years of parish life. A Jubilee Center, All Saints has a history of incubating community-oriented social groups. With the Oakland County Health Department a weekly Community Breakfast feeds our community. Our Produce Market offers affordable fresh produce in the area. We were the first home to Lighthouse of Oakland County, which empowers people to move to self-sufficiency, and a long time supporter of the Baldwin Center, which feeds, clothes, and educates Pontiac's needy. Our classrooms house Bound Together, a partnership with St. Philips, Rochester and others, supplying tutoring and a hot evening meal 3 days/week to Pontiac elementary students. Our popular Resale Shop offers shopping with dignity, along with our semi-annual rummage sale that pairs All Saints with community service hours provided by Oakland County Courts. Throughout the years All Saints has provided leadership in both the national and diocesan Church, and most recently sent two of our youth to the General Convention. We are most proud of the ways in which we make Christ visible every day.

Tell about a ministry that your worshipping community has initiated in the past five years. Who can be contacted about this?

Meals for a Healthy Pontiac is an object lesson in how outreach ministries are not just about doing, but also about listening. In 2013, All Saints embarked upon a series of free evening meals that were open to the community, and, while they were well received, they were not well attended and seemed not to reach our neighborhood, where we know there are food security issues. At that point, there was not discouragement but rather a return to the drawing board with questions about the who, the why, the when and the how of a feeding ministry; we went to the Department of Health, we talked to other community organizations, and determined that a weekend morning, rather than a weeknight evening, was where the need could be met. We opened the doors on the Community Breakfast a little over a year ago with an initial gathering of 25 people that has now grown to a weekly presence of up to 140, and we continue to partner with local government, receiving resources and support. Contact: Rev. Chris Berg

All Saints Episcopal Church, Michigan

Rector / Vicar / Priest-in-Charge | Receiving Names until 12/02/16.

Contact:
jgettel@edomi.org

What is your practice of stewardship and how does it shape the life of your worshipping community?

With the idea that stewardship is the nurturing of something entrusted to one's care, the community at All Saints takes our sense of place and time as a starting point for what God is asking us to do. We are in one of the most at-risk neighborhoods of Oakland County for a reason: to make Christ visible, to be Christ's hands and feet, and to seek Christ in all. This grounding gives All Saints a deep, instinctive impulse to give, and to give at all times: whether it be in on the Altar Guild or as a eucharistic minister, in untold hours of shopping, sorting and serving for the Community Breakfast or ReSale Shop; talent offered in the choir, in bookkeeping services for Bound Together, planning the kitchen renovation or troubleshooting the boiler; or treasure, in a long-standing tradition of strong pledging and financial responsibility that includes a commitment to the larger Church in our Diocesan apportionment. In the end, we know that we give out of an abundance that comes to us from God, because it belongs to God. Every day is a response of gratitude: that we have been given so much, and that God has invested the work that we can do with meaning, and with goodness.

What is your worshipping community's experience of conflict? And how have you addressed it?

All Saints' tradition as a worshipping community has been tested and made stronger by the experiences of conflict. Our urban setting places social change at our front door, change that has swept through and continues to transform our community today. Civil rights, fair housing, busing, racism, the ordination of women, HIV/AIDS - all are woven into the fabric of All Saints. Change means controversy, and some, over time, decried the parish anti-racism committee, were anguished over the ordination of women and feared the community's embrace of those living with HIV/AIDS. Huge fault lines grew in the parish, lines that could not be erased or bridged, and our community became much smaller as the center failed to hold. Those who stayed redefined the personality of our congregation in countless acts of personal courage, love and service, making us who we are today - and so while we embrace our mission and identity, we understand deeply the tremendous impact that unmediated conflict has. We hope that we will draw upon the experiences of the past in meeting new challenges posed by an ever-more polarized and hurting world, and that we can offer both a passion for justice and reconciliation.

What is your experience leading/addressing change in the church? When has it gone well? When has it gone poorly? And what did you learn?

All Saints has lived through integration, movements around race, gender and sexuality, and Pontiac's recent economic collapse. All Saints was a social prestige parish and is now a social justice parish, changes finding us united today, with God's help, around worship and service as our key expressions of faith. Recently, change has been deeply personal, in the loss of our rector to illness. Experience with social turmoil has given All Saints resilience and a reflex of calm. The response to the diagnosis was to begin our dining outreach ministry: God is good, all the time. In the last four years, however, as we supported our priest and her partner, their needs taught us that we need to do more: in spiritual education, in pastoral care, in nurturing and ministering to each other. Change is hard work, and the Vestry itemized needs for guidance, experience, and vision as we approached the OTM. We have been fortunate in the Bishop sending an insightful, experienced and passionately pastoral interim, and in the willingness of the parish to examine our worship, our governance, our finances, and our ministries so we are truly ready to move into God's future, with God's help.



Ministry Portfolio

Full Portfolio
(last updated Oct 21, 2016)

All Saints Episcopal Church, Michigan

Rector / Vicar / Priest-in-Charge | Receiving Names until 12/02/16.

Contact:

jgettel@edomi.org

Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. Karen Johanns	Rector / Vicar / Priest-in-Charge	2008-01	2014-01

Name	Position Title	Date Begun	Date Ended
The Rev. Robert Hart	Rector / Vicar / Priest-in-Charge	1999-01	2007-01

Name	Position Title	Date Begun	Date Ended
The Rev. Cate Waynick	Rector / Vicar / Priest-in-Charge	1993-01	1997-01

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School

Number of Teachers/Leaders for Teen/Young Adults School	Number of Students for Teen/Young Adults School	Number of Teachers/Leaders for Adults School	Number of Students for Adults School
		2	15

Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School



Ministry Portfolio

Full Portfolio
(last updated Oct 21, 2016)

All Saints Episcopal Church, Michigan

Rector / Vicar / Priest-in-Charge | Receiving Names until 12/02/16.

Contact:
jgettel@edomi.org

Worshipping Community Web site: <http://www.allsaintspontiac.org>

Media Links:

> <https://www.facebook.com/groups/allsaintspontiac/>

Online References:

> <http://www.allsaintspontiac.org/parish-profile>
> <https://www.youtube.com/watch?v=f9NrfoScbCU>

Languages Significantly Represented:

English, Spanish

Provide Worship or Classes in:

English, Spanish

References

Bishop: (313) 833-4435 bishop@edomi.org

**Bishop Wendell N. Gibbs,
Jr.**

Diocesan Transition Minister (313) 833-4424 jgettel@edomi.org

Canon James Gettel

Current Warden/Board Chair

Gail Hunger

Previous Warden/Board Chair

Michele Wogaman

Search Chair

Alan Hoffman

Parish/Institution

Local Community Leader