



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Apr 10, 2017)

All Saints Episcopal Parish, Newark

707 Washington St., Hoboken, NJ 07030, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 06/15/17.

davidt@ceoexpress.com

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
100	3	1	
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
	\$75000	4	We're in compliance with CPF requirements.
Healthcare Options	Dental	Housing Equity Allowance in budget	Annual Equity Amount
Full family	Yes	No	
Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
One month, including 5 Sundays (standard)		2 (standard)	
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
\$501-\$1000/year	Yes	Yes	

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

Last autumn, our Parish Care Team was revived after a period of dormancy. Almost immediately it was called into action. A pre-school girl in our congregation was hospitalized for several days, undergoing emergency surgery. The Parish Care Team organized a rotation to cook dinners for the rest of the family, including the grandparents, who came up from Virginia to stay in the apartment so the mother could be there with the girl in the hospital. The little girl's mother said that getting that help, and knowing there was a supporting community, transformed her relationship with All Saints. While she and her family had been attending services for a couple of years, she said she now feels tightly connected and she talked about it movingly as a stewardship witness. She herself has joined the Parish Care Team. And of course, the team members who stepped up to help got even more out of it than she did. The act of giving is a gift to the giver.

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

We are a liberal, progressive parish that wants to stay in step with the times and build on our diversity. We try to take the long view in terms of the costs of maintaining our properties, and we know that we need to grow our base of pledging members to ensure our financial security. We have a goal of finding new ways to engage middle-schoolers. We would like to have a bigger, better presence on the Internet--and yet we believe that community and face-to-face interaction is more important than ever.

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

Enthusiastic; decisive; preaching; pastoral care; stewardship; growth and mission-oriented; strong communicator; humor

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

Our three Sunday services couldn't be more different. The family service at 9 a.m.—our largest, by far— is informal and often less than quiet. The sermon is short and directed at the kids, who come up front for it, and the music is a mix of traditional hymns and some newer Christian songs. The 11 a.m. is traditional, with many hymns, a choral anthem, and a sung Eucharist. The 8 a.m. service is quiet and intimate, usually with fewer than a half dozen people there. There is only one hymn, so the service is reflective, with focus on the readings, sermon and Eucharist.

How do you practice incorporating others in ministry?

We always have lay readers for the Old and New Testaments, as well as the Psalm and the Prayers of the People. Lay persons also bring up the bread and wine, take the collection, and make announcements. Sunday School teachers are volunteers. Congregants are also on the Altar Guild and hospitality teams. People come together before Christmas for the “greening” of the church, putting up the trees, bunting and poinsettias. Families regularly open their homes for fellowship events, and we have a history of sponsoring up-and-coming ministers.

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

We hold a lot of social events so that we can get to know each other better. We make a point of listening to others about their lives--the happy and the sad. We have weekly hospitality time to reinforce those bonds. We have a Parish Care team that helps any family during a crisis, such as a major illness or injury. Our buildings are used for gatherings such as a drumming circle and yoga.

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

We have opened our doors in the wake of recent national tragedies such as mass shootings, in case anybody was seeking comfort. We hold 9/11 memorial services each year, as Hoboken was very hard hit by the terror attacks of 2001, with 57 residents killed. We have been vocal advocates for welcoming refugees, supporting a resettlement project in Jersey City and flying a banner on the front of the church that says, "Love ye therefore the stranger: for ye were strangers in the land of Egypt."

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

Our parishioners are active in the community, with projects and programs ranging from the Midtown Farmer's Market and rummage sale held on Saturdays during the summer at our Holy Innocents property to volunteering at the Hoboken Shelter for the homeless. We send several attendees to the Diocesan Convention.

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

Our Midtown Farmer's Market (aka Rummage and Ruffage") aims to bring fresh produce and gourmet delicacies to the people of Hoboken but also to raise funds for the restoration of Holy Innocents. In addition, it provides support for small businesses, and it has been a great way to bring the community together, as it is a festive atmosphere. Erin Stehli is the contact for that. A few of the children are in charge of the Pennies from Heaven bucket, and make announcements during the church service to collect loose change that goes to the homeless shelter. For a while we were participating in the interdenominational MidnightRun.org, where we collect clothing for the homeless, and then drive into New York City to distribute it at assigned places. Unfortunately, when our most recent Rector departed that participation ended. Indeed, we need some guidance on new ministries.

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

For our stewardship drive, we send mailings, a Vestry person gives reminders during weekly services, and, most important, we have pledging members get up and tell their personal stories about why they pledge. We follow up with phone calls to the people who haven't pledged. We know that we need to do more.

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

We definitely know conflict, having suffered through the divisions that erupted over the Day School's expansion plan--which had to be suspended--and the Rector's abrupt departure amid that rift. There was a lot of anger, but a core group of parishioners, including Vestry and lay leadership, got together for several meetings on neutral territory to break bread, to vent and hash out our feelings, but also to commit to work through the problems. Meanwhile, a working group of school representatives and a few Vestry members have been endeavoring to move beyond the strife. We have a sense of perseverance and optimism. After the worst of the crisis passed, we held what we called "Rally Sunday" to get people excited about moving forward and one of our lay leaders, Bud Proctor, gave a rousing sermon titled "A New Season."

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 is known for having blazed a trail for gay rights, with the Oasis project in the 1980s. While many current parishioners weren't here at the time, we all embrace that progressive attitude. As for addressing change, we have had two Rectors leave abruptly in recent years and those changes didn't go smoothly with the congregation. We learned of the importance of open communication and partnership between the Vestry and the Rector. We also learned that parishioners are central to the day-to-day operations and are key leaders when called upon. We need a Rector who can be the glue to the operation.

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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
J. Gregory Morgan	Interim	2015-11	

Name	Position Title	Date Begun	Date Ended
Daniel Lennox	Rector / Vicar / Priest-in-Charge	2013-11	2015-06

Name	Position Title	Date Begun	Date Ended
Geoffrey Curtiss	Rector / Vicar / Priest-in-Charge	1984-01	2013-05

The school is in the process of becoming independent from the parish. In the future, the relationship will be mostly tenant/landlord.

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
	5	30

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

Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School
	250	30	40



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Worshipping Community Web site: allsaintshoboken.com

Media Links:

- > <https://www.facebook.com/rummageandruffage>
- > <https://www.facebook.com/restoreholynnocents/>

Online References:

- > <https://www.facebook.com/AllSaintsHoboken>
- > <https://www.allsaintsdayschool.org>

Languages Significantly Represented:

Provide Worship or Classes in:

References

Bishop: (973) 430-9976 mbeckwith@dioceseofnewark.org
Mark Beckwith

Diocesan Transition Minister (973) 430-9915; gjacobs@dioceseofnewark.org
Gregory Jacobs

Current Warden/Board Chair LARussell@legal-aid.org
Laura Russell

Previous Warden/Board Chair (551)697-0292; hjn2@aol.com
Haig Nargesian

Search Chair (917)-690-2335, lisa.vickery@wsj.com
Lisa Vickery

Parish/Institution 201-792-3564; gmorgan@allsaintshoboken.com;
J. Gregory Morgan

Local Community Leader 201 792 2112; <http://injesusnamecharities.org>
April Harris