
All Saints', Redding, Northern California

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 03/12/18.

michelle@norcalepiscopal.org

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

Two years ago, All Saints' participated in an interfaith learning opportunity. Each Thursday of Lent 2017, we visited with members of different faith communities - Sikh, Jewish, Muslim, Buddhism, and Quaker. We learned about these faiths' core beliefs, were welcomed into their places of worship, joined them in their religious practices, explored similarities and differences between their doctrines and our own, and found mutual respect and admiration. These visits were arranged through our connections at the Shasta County Interfaith Forum. This series of events has a special place in the hearts of parishioners and we hope to do more things that bring us that sense of interconnected community. All Saints' wants to impact social change in our community by building God's kingdom here on the solid foundation of these interfaith partnerships.

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

All Saints' has been deliberately and intentionally making ourselves fit for purpose - spiritually, physically, financially, and socially. We attend Adult Christian Education forums and regularly scheduled book studies. We have been modernizing our facilities to meet demands for access and technology. We are considering stewardship an opportunity for grace, transparency, and honesty - encouraging parishioners to be engaged in the financial needs and expenditures of our church. We have opened the door to greater acceptance and social diversity in our church community, and have hosted two same sex marriages. We take seriously the role of educating and incorporating children into our worship and encouraging their participation in the life of the parish.

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

preacher, outgoing, team-builder, intellectual, music-enthusiast

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

At All Saints' we enjoy a variety of worship styles, all of which are securely grounded in the rich Episcopal tradition of liturgy. Our Saturday evening Eucharist is small, intimate, and held in the chancel. This service includes healing prayers, where those in attendance are invited to participate in the laying on of hands. The early Sunday Eucharist is a traditional Rite 2 Eucharist from the Book of Common Prayer without music. The later Sunday worship is our higher Mass with the music of a full choir, soloists, and new Viscount organ. This is the service with the largest attendance. We have integrated Godly Play into the 10:30 service to more fully include children. During the week, we offer Morning Prayer Tuesday - Friday. We offer an evening candlelight Taize service periodically.

How do you practice incorporating others in ministry?

All Saints' has recently adopted a shared ministry model to enable more people to take on manageable roles that accommodate their time availability, gifts and talents. We have chairpersons to help organize the various ministry teams: Worship, Spiritual Formation, Stewardship & Finance, Outreach, Hospitality, and Buildings & Grounds We have a Ministry Nurturing Team to help parishioners discern their calling and support their chosen ministries. We are committed to incorporating all interested members in ministry. Our parish commitment to creating a shared uplifting community worship experience is evident when you enter the church. Our members work together as greeters, ushers, choir members, instrumentalists, acolytes, lectors and intercessors, lay preachers, Eucharistic ministers and visitors, healing prayer teams, and coffee hour hosts.

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

First, we do so by coming together for services of worship and thanksgiving. Our services and fellowship opportunities, combined with opportunities to work side by side in ministry teams, allow us to create relationships. When relationships are formed, people are able to celebrate one another's joys, and personally support one another in times of trial. Monthly parish breakfasts, Various forums and book studies, grounds, thrift shop work, making lunches together for the HOPE Van are just some of the opportunities available at All Saints'. These opportunities allow us to get to know one another in ways in which members create real relationships and increase our sense of belonging to a community.

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

Our pastoral care impacts those outside the parish through partnership with community organizations: 9 different 12-step programs and our Girl Scout troop meet in Memorial Hall weekly. We partner with other churches to serve the homeless and working poor: providing food and clothing to the HOPE Van, volunteer medical care providers and collecting for the food bank at Living Hope Compassion Ministries. Girl Scouts collect toys for Living Hope's Toy Store, a program for parents to purchase new toys at a discounted price. We support One Safe Place, a center and residential shelter for victims of domestic violence. Our Daughters of the King chapter donates toiletries to the shelter and our Girl Scouts provide "Trunk or Treat" at Halloween and a Holiday craft day so resident children can make gifts for their parents. All Saints' Thrift Shop is staffed by volunteers and is our primary outreach in the Redding area. Since inception, the thrift shop has made over a half-million dollars in donations to organizations that serve Redding. In the aftermath of the 2018 Carr Fire, All Saints' opens its doors as a short term "respite center" for neighbors sifting through the ashes of their homes.

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

All Saints' parish is active within our deanery and the larger diocese. Our extended church family is served by our Saints' Alive Singers who bring worship music twice each year to the six churches in our deanery that do not have choirs. We also serve as the media center for the Deanery, with teleconferencing equipment. We participate on diocesan committees and workgroups. All Saints' chapter of the Daughters of the King has hosted their spring convention. All Saints' donated a piano to our sister church in Anderson and our pipe organ to a local Trappist monastery, Abbey of New Clairvaux. We are active within the Redding faith community through participation in the Shasta County Interfaith Forum, and through our community prayer labyrinth.

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

The Ministry Nurturing Team was initiated in the past five years. This ministry supports leadership growth, listening for God's direction for talents, and encourages discernment of God's presence in our lives. The contact person for further questions is Rev. Churchill.

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

Traditionally, our practice of stewardship has had a spirit of conservation, which matches the culture of the region. We meet economic necessities, but do not tend to exceed minimum expectations. Given the size and demographics of our parish, our concept of church stewardship has room to expand and grow. Over the last several years, we have focused on the spiritual aspects of stewardship, on better informing the parish regarding how we spend money, seeking ways to save, and encouraging members' ownership of the financial health of the parish. This strategy involves regular conversation and education, recognition of our blessings, and grateful giving. The discussions about money are becoming less awkward; more about grace, gifts and gratitude. We have developed ways of fundraising beyond the plate and pledge that incorporate fellowship, fun, and community. We are learning to accept that conversations and concerns about finances are a part of our being in community.

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

We are a diverse parish in terms of ages, political ideology, educational and socio-economic family backgrounds. While this can bring some challenges, it also brings blessings in the diversity of skill-sets for problem-solving. While we may differ in some areas, we all agree on the life-transforming love of Jesus Christ and the power of the Holy Spirit. There are fresh challenges now as we have recently redesigned vestry committees and parish ministries in keeping with evolving parish priorities. As in many organizations, national politics has had somewhat of an impact. A previous interim and the subsequent priest skillfully and with care, worked with our congregation to heal and grow. Pastoral attention, providing opportunities for dialogue, and offering topical forums are some of the ways we are working to facilitate discussion and understanding. The goal for our best selves is to promote ethical speech, help one another avoid the temptation of triangulation and deal directly with any misunderstandings.

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?

Change always involves some level of discomfort, as previously learned and now automatic habits must be replaced with a new habit. This is difficult for all individuals, but when you have a large group going through the process of a change simultaneously, it is significantly more challenging as everyone's learning curve and style rarely matches up. We have found that good communication and repetition in different teaching modalities is key to easing the process of change. All Saints" recently moved to a shared ministry model to allow more parishioners opportunity for involvement in areas of leadership giftedness, with manageable time commitments to avoid individual burnout. We have chairpersons for the different commissions as "air traffic control" oversight. Because this was a new and unfamiliar concept for most parishioners, it has taken several parish meetings and different (verbal and visual) means of explanation for parishioners to understand how this will work. It is still a work in progress, as we all learn this new approach and create new habits in the parish. We are learning to be patient with change, with ourselves, and with others as we learn the new processes.