



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Nov 5, 2020)

All Saints', San Francisco, California

1350 Waller Street, San Francisco, CA 94117, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 12/15/20.

deniseo@diocal.org

Weekly Average Sunday Attendance (ASA) 44	Number of Weekend Worship Services 2	Number of Weekday Worship Services 4	Number of Other per Month Worship Services
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position \$69000	Housing Available for 3	Pension Plan We're in compliance with CPF requirements.
Healthcare Options Clergy only	Dental Yes	Housing Equity Allowance in budget	Annual Equity Amount
Vacation Weeks One month, including 5 Sundays (standard)	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account

Rectory 3B/1.5B "B" classification congregation for diocesan clergy compensation chart

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

In March, 2020, we closed our doors due to COVID-19, and opened a virtual door to worship on Zoom. It was a huge shift for us. We learned quickly about setting up a service on Zoom: security and invitations, when to mute and unmute attendees, etc. We learned fast because Holy Week and Easter was upon us. We now celebrate an interactive Ante-Communion Sunday service, with readers and an intercessor, music recorded by our music director and choir, and video sermons. We have a Zoom verger who co-hosts with the Interim and shares a bulletin online with the readings and music. Meeting on Zoom has been a positive experience for the most part. Some 8:00AM parishioners have joined in, along with people who found it hard to attend church before. We've built a new sense of community that's been especially meaningful during a pandemic. We can see each other and coffee hour takes on a joyful dimension. It has taught us to be a little more flexible, more thoughtful. Though we cannot yet gather to celebrate the Eucharist together, we are still celebrating our spiritual connection to Christ through the scriptures, the prayers, and through our connection with each other.

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

Through the work of the Vestry and Rector Search Committee, in 2020 the first Parish Survey was conducted. Fifty-six people responded to the survey, which demonstrates the care and concern All Saints' parishioners have for the church and each other. The survey had several sections related to our future, including people's opinions and perspectives of the Health of the Church and what the qualities and capabilities parishioners are looking for in our next Priest. We are also near completion of the Rectory renovation project, which will provide housing for new Priest and prepare for her/his future in San Francisco. During the Interim Rector time, we have launched a YouTube channel for daily morning prayer and sermons, and shepherded in new, virtual communities through online networking, Facebook and our adaption to Zoom.

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

Embrace Diversity. Compassionate. Builder. Sense of Humor.

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

We worship in a progressive Anglo-Catholic spirit: we incorporate symbol and ceremony, candles, holy water, incense, sanctus bells, fine vestments and paraments, processions, chanting, the rosary, the crèche and stations of the cross, but also inclusive language for God and ourselves and preaching relevant to our faith and our life in the world. We love to sing. We relish choral music, our organ and acoustic instruments. We incorporate as many people as possible into leadership roles in worship. We value the ministry of the deacon and we appreciate guest preachers. We celebrate solemn mass at 10:00 am each Sunday, and low mass at 8:00 am on Sunday and 6:00 pm during weekdays. We worship on Christmas Eve and Day, the Epiphany, Ash Wednesday, Maundy Thursday, Good Friday and Holy Saturday. We observe the Easter Vigil and rejoice again on Easter Day. Above all, we delight in celebrating the Eucharist: giving, receiving, reserving and revering Christ's body and blood that unite us with God and each other and that nourish us in order to nourish others. Visit: <https://allsaintssf.org/resources/in-praise-of-the-sacred/>

How do you practice incorporating others in ministry?

It may sound simple, and it is—we ask people to participate. We are a small parish, and most everyone participates at some level. If you are a visitor to All Saints', at coffee hour you will undoubtedly be approached by a parishioner wanting to get to know you. In turn, the visitor will be introduced to others, and after a week or two they might be asked to join the choir, be a reader, or other ministry. Some people prefer to simply attend services—for which we are grateful—and we always offer opportunities to get people involved according to their wishes. In the 2020 Parish Survey, respondents noted how they participate at All Saints': Altar party, Sunday reader, annual meeting, Children's pageant or Easter egg hunt, Parish retreat, Wednesday night programs, arranging flowers, visiting the elders and the homebound, and Vestry are just a few of the ways.

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

Our spiritual well-being is fed through a sensorially magnificent experience of the liturgy in our old and intimate timber church. Weekday services provide additional spiritual offerings, and the Parish Retreat is an annual opportunity for varied renewal. Clergy and lay visits bring spiritual care to homebound or infirm parishioners, exhibiting compassion—a hallmark of All Saints'. In our 2020 Parish Survey, 69% of respondents named "the care and concern we have for each other" a top strength of All Saints'. We tend our emotional well-being through community and observance; together we acknowledge beginnings and endings, celebrating baptisms and weddings (including same-sex) and grieving at funerals. The Shrine to Michael and All Angels stands in our Parish Garden in memory of our many members and friends who died of AIDS. We remember, as our columbarium also attests. We pray for each other. More convivial expressions of care are the fellowship at coffee hour, singing of carols after the Children's Pageant, our welcome to visitors and tourists, the way we might leave our pew to seek out each other during the Passing of the Peace, and telephone outreach to parishioners during COVID.

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

We hold Anglican liturgy as a way of practice that occurs outside of the worship services. The movement of the liturgy serves as a metaphor for our movement as Christians in the world during our daily lives. There are specific examples of how we practice this. For over 50 years, we have served our neighborhood through our weekly meal program when we welcome those in need into our parish hall each week. We also offer spaces in our building for outside community activities. Over time, we have joined and nurtured affiliations with our neighborhood churches and have come together for common worship and to celebrate major feast days. We provide pastoral services for members and friends in our community, including those in hospitals and extended care facilities. We have a monthly Sunday visitation service for the residents of the Grove Street Extended Living and Care home. These forms of engagement in pastoral care in our community are essential to who we are as a community and part of how we want the Gospel to move through us in our lives at work, school and play.

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

The most obvious, and for the congregation, the most important involvement with the community is the 50-year tradition of a weekly feeding and food distribution program for the unhoused and others in need. Involvement with the wider community now and aspirationally is a priority for All Saints. The parish responds generously to seasonal request that raise funds for local and Anglican Communion ministries. Space in the church is used by local schools, 12 step groups, and other organizations needing a place to meet. All Saints' is a wonderful space and is used as such. The congregation embraces and engages larger issues in San Francisco and the Bay Area, such as in the evolution of Pride activities and our unambiguous and continuing responses to systemic racism to show that Black Lives Matter. Parishioners participate in the annual Diocese Convention. Community involvement and an active congregation makes All Saints an attractive site for deacons in formation and volunteer clergy. All Saints' members volunteer for many organizations based in the Bay Area, like San Francisco Night Ministry and SF-Marin Food Bank.

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

All Saints' seeks to connect the scriptures with all aspects of our daily life, and has traditionally offered a Wednesday night Lenten series and other seasonal classes throughout the year. In Lent, 2020 we chose the Society of St. John the Evangelist's Signs of Life curriculum as our Lenten Series. We met in person with a meal and 6:00 Mass beforehand. We had about 15 people come to that event. Then, the COVID-19 shutdown happened, and we moved it to Zoom, watching the video together online and having discussion afterwards. We learned that for many people it was more convenient to meet on Zoom than meeting in the church at night. We've continued to meet on Wednesday evenings and now study the Gospel passage for the upcoming week. We read the Gospel three times in three different translations (KJV, NRSV, and The Message) using Lectio Divina. We meet for 90 minutes and end with Compline from the New Zealand Prayer Book. About 8-10 people attend. An email newsletter with the Zoom invitation goes out to the parish list. Meeting online has opened up new opportunities for Christian Formation and community building that All Saints' can explore more deeply in the future.

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

One of All Saints' core values is A Spirit of Generosity. This value embodies how we view stewardship in shaping our lives and worshipping community. All Saints' stewardship invites and involves congregational participation. It is a basic model of personal calling to share our time, talent and treasures with each other and the community. Examples include volunteering for the Saturday morning food program, decorating the church weekly with flowers, and taking care of the church garden; participating in Diocesan activities and community events, like the Pride festival; participating in Sunday services as a reader, a choir member, an Usher, or in the Altar Party; and last, but not least, prayer. Financial stewardship comes in the form of annual pledging, weekly collection, special designated donations for such items like flowers, Rectory renovation, and stained-glass windows renovation. All Saints' stewardship efforts are rewarded year after year by the generosity demonstrated in donations received by year's end. Many pledges are fulfilled in advance of the new year; many pledgers are pleased to overpay. We are incredibly fortunate to have such generosity from parishioners.

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

Our Rector's sudden health crisis and retirement was a jarring experience for All Saints'. Privacy concerns prevented the vestry from sharing personal communication regarding the Rector's health. Speculation, worry and frustration ensued. The vestry engaged a diocesan clergy consultant to facilitate open discussion of unexpressed feelings. The arrival of our Interim Rector led to the retirement of the beloved pastoral associate, who had stepped in seamlessly to serve until an Interim could be selected. Parishioners had then been separated from both of their long-time, valued priests. Our Interim addressed the remaining unsettled atmosphere by continuing with the assistance of diocesan-led discussions. Gratitude, care and concern for the departing rector were supported to facilitate a graceful farewell and nurture hope for the future. Improved communication to members has been reassuring. While thankful for all of this, we cannot truthfully report that all discomfort is gone. Yet responses to the parish survey are cheering. They point to a commitment to All Saints' future and desire to be a part of it.

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?

In the book *For All the Saints, The First Hundred Years of All Saints' Episcopal Church, San Francisco* by Lawrence R. Holben, Fr. Holben describes the many changes All Saints' has gone through in its history: from being a fairly typical Episcopalian, Caucasian congregation; changing in the 1950's as the neighborhood became more diverse; experiencing a revival in the 1980s that was interrupted by the devastating AIDS crisis; to finally, at the turn of the century seeing an increase in neighborhood couples—gay and straight. Over the past few years, change has continued with the retirement of our beloved Rector of 30+ years, an Interim Rector to guide us through transition, and surviving the 2020 COVID-19 crisis. Among the lessons learned is to take no one and nothing for granted, to be transparent, and over communicate to parishioners, especially in times of conflict. With COVID-19, we learned to be flexible and nimble in our approach to worship and try new approaches like Zoom and YouTube. In the 2020 survey, we learned how much people care about All Saints', love the Anglo-Catholic tradition of our services, and have a strong desire for All Saints' to grow again.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Kenneth Schmidt	Rector / Vicar / Priest-in-Charge	1989-01	2019-01

Name	Position Title	Date Begun	Date Ended
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Name	Position Title	Date Begun	Date Ended
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Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
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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
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Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School
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Worshipping Community Web site: <https://allsaintssf.org/>

Media Links:

Online References:

Languages Significantly Represented:

Provide Worship or Classes in:

References

Bishop:

The Rt. Rev. Dr. Marc Andrus

Diocesan Transition Minister

Denise Obando

deniseo@diocal.org 415-869-7804

Current Warden/Board Chair

Previous Warden/Board Chair

Search Chair

Parish/Institution

Local Community Leader