



All Saints Church, Chevy Chase Parish

**3 Chevy Chase Circle
Chevy Chase, Maryland 20815**

Overview

All Saints Church is seeking a faith-filled, proven, effective leader who will help us continue to thrive and grow in advancing our mission to share Christ's love, transform lives, and build God's Kingdom.

Our parish is located in Chevy Chase, Maryland, adjacent to Washington, DC. We have been blessed by the Lord in many ways. Over the last 10 years, we:

- Doubled our membership to approximately 2,000 members and 600 active families spanning multiple generations, ethnicities, and political beliefs
- Added a contemporary Family Table worship service, to complement our traditional Anglican worship services
- Enhanced our adult, youth, and children's education programs
- Expanded our global and local mission and outreach programs
- Expanded our clergy and staff
- Successfully conducted a four-year Kingdom Campaign to strengthen our ministries, improve our building and grounds, and increase our financial security
- Adopted a 5-year Strategic Plan in 2020, which guides our ministry priorities
- Promoted healing and unity, both within the parish and with the Diocese of Washington
- Used live streaming, Zoom meetings, and telephone calls to continue and further expand our ministries during the COVID-19 pandemic.

We host three Sunday worship services, with an Average Sunday Attendance of 394 in early 2020 (before the pandemic), and 387 (in-person and online) in 2021. On major holidays, that attendance swells to more than 900.

We are supported by more than 50 clergy and staff (full-time and part-time), including two full-time priests, one part-time priest associate, a visiting priest, two seminarians, full-time parish administrator, volunteer business manager, and 20 preschool staff. We are also blessed by talented lay leadership who serve on the Vestry and lead our various ministries.

All Saints aspires to be a church seeking first God's eternal Kingdom, rather than placing any earthly, cultural, or political movements before God. As a Kingdom Church, we submit to Jesus Christ as our one true King and seek to bring His authority over every aspect of our individual and corporate lives. We seek to obey Christ's call to love one another just as He loved us, and to speak the truth in love.

Financially, our parish's annual expenses are in excess of \$3 million, including All Saints Preschool. Operating revenue has dropped ~15% since 2019 (due to the pandemic), resulting in a financial deficit in 2021. We manage an endowment of \$3.8 million.

Our Mission

All Saints Church's mission is to:

- Share Christ's love
- Transform lives
- Build God's Kingdom

Our Vision

As articulated in our 2020-24 Strategic Plan, our vision is to:

- Grow our Christ-centered, Bible-based efforts beyond our Sunday worship to all corners of our church;
- Deepen our calling to Christ's great commission through mission and outreach, most especially in our own church and local community; and
- Bring God's grace to people of all ages, especially youth;

while maintaining responsible and transparent stewardship of our time, talents, and treasures.

Our Strategic Priorities

We have six strategic priorities where the parish would like to see renewed emphasis and focus. These include three "core" priorities (viewed as central to advancing our mission and vision) and three supporting "foundational" priorities:

- Strengthen our spiritual and Biblical foundation
- Expand mission and outreach
- Create a robust student ministry
- Increase volunteer involvement
- Increase regular giving and income contribution
- Improve communications and transparency

We re-affirmed these priorities in Fall 2021, through multiple parish listening sessions and an online parish survey. More detail on these priorities can be found in our [Strategic Plan](#).

Our Goal in Calling a New Rector

The last 10 years have been a remarkable period of stability, renewal, and growth under the leadership of Rev. Edward T. Kelaher, who recently departed for North Carolina to be closer to his children and grandchildren.

Having defined our mission and strategic priorities, we are prepared to call a new rector who lives and conveys their abiding faith in Jesus Christ. We expect this individual to be a proven and effective leader and builder, as we strive to expand our ministries, programs, and outreach to the larger community.

We are seeking a person of faith, maturity, and demonstrated accomplishment, well-versed in scripture and preaching the Gospel, with strong leadership abilities and vision. Such a rector will have successfully led a parish or assisted materially in the growth of a large parish.

This rector will demonstrate the ability to lead a diverse group of people characteristic of the energies and interests that one might expect to find in a religious community near the Nation's capital. To that end, this leader will possess superior conflict management skills to facilitate and resolve difficult conversations between individuals with diverse views, drawing on the scriptures and the Holy Spirit to build upon the beautiful opportunities such diversity provides.

Ideally, our next leader should be prepared to serve for at least 5-7 years.

Our Ministries

We offer a variety of ministries, under a three-part umbrella:

- **Gather:** We gather our parish in faith in Jesus Christ at Sunday worship and other special services, in fellowship over coffee and meals, and in friendship through groups based on shared interests. We also seek and welcome new people to our church.
- **Grow:** At All Saints, spiritual formation means learning and growing together in fellowship. We are committed to providing opportunities for Christian growth through Bible study and other experiences for parishioners of all ages, and to supporting and inspiring each other as we share our faith and trust in the love of God.
- **Go:** We aspire to build a thriving ministry to take the Gospel of Jesus Christ, in both word and deed, to our local community and around the world, so that the spiritual and physical needs of men, women, and children made in the image of God would be touched by Christ's mercy and compassion through the ministries of All Saints and its partners.

GATHER

Worship: All Saints celebrates the Holy Eucharist three times each Sunday, at 7:45am (Rite I, in-person), 8:30am (contemporary Family Table, in-person), and 10:30am (Rite II, in-person and live-streaming). We also offer Morning and Evening Prayer via Zoom on Tuesdays and Thursdays.

Music Ministry: Music is an important part of All Saints Church's identity and worship, led by Peter Crisafulli, our long-term musical director. A strong spirit of joy and camaraderie pervades our musical and choir fellowship, along with a love for great music, as we offer glorious sounds to God each week. On Sundays, traditional Anglican organ music and the parish adult choir

accompany the 10:30am service. Contemporary praise and worship music (frequently featuring guitar) accompanies the 8:30am Family Table service. In addition to Sundays, the choir participates in services for the major feast days of the Christian year. Instrumentalists and hand bells often assist. We are blessed with a fine 3-manual 45-rank pipe organ (which will be renovated in Spring 2021) and wonderful acoustics in the church, as well as grand pianos in the nave and choir room. Our mission is further enriched by special services and musical events throughout the year.

The Women of All Saints: Every woman of the parish is automatically a member of the Women of All Saints. All are welcome to participate in its monthly general meetings, which begin with a Eucharist service in St. Mary's Chapel. The Women of All Saints operates our Thrift Shop and is a major force in a variety of Church activities, including our Fall Festival.

Fellowship: The All Saints community gathers in fellowship for lunch each Sunday at 11:45am in the Great Hall. This sit-down meal is prepared by a paid chef, and offers parishioners the opportunity to connect with one another on a level deeper than a brief coffee hour, while enabling newcomers to have substantive conversation with parishioners. Other regular parish-wide events include our Shrove Tuesday Pancake Supper, Fall Festival, Advent Festival, and Parish Retreat.

GROW

Adult Education: Improving Biblical engagement, spiritual formation, and development are core goals of our Strategic Plan. Every Sunday at 9:30am, we offer 1-2 programs for adult spiritual formation, on a variety of topics (e.g., Bible sprints, church history, the identity of Jesus, the Book of Common Prayer). We host multiple Bible study programs throughout the week, including Ladies Bible Study on Wednesday mornings, Parish Bible Study on Wednesday evenings, and Chevy Chase Women's Bible Study on Thursday mornings. We also offer finite-duration courses on topics such as parenting or setting boundaries in relationships. Throughout the pandemic, we also began a daily online devotional (entitled 'Daily Moment with God,' written by clergy, staff, and parishioners), which is read by 300+ people daily. We are blessed to be able to draw on the talents of a large pool of highly educated, articulate, parishioners who can offer useful, engaging teaching on a wide range of topics.

Family Ministry: Led by Gary Wieder, our Family Pastor, Family Ministry includes Children's Ministry, Student Ministry, the Family Table worship service, Women's and Men's ministries, the parish retreat, and mission trips for teens and adults. We partner with families to strengthen marriages, deepen faith, and encourage them through every stage of life. From Sunday brunches and couples' dinners, to Family Forums and roundtable discussions, we continue to connect the Gospel of Jesus Christ with our families and their everyday lives.

Student Ministry: Led by Mark and Meghan Gottwald, we aim to present the Good News of the Gospel that every student may know how deeply loved they are by Jesus Christ. Every Sunday at 9:30am, our CLUB (grades 5-7) and CREW (grades 8-12) programs give students a chance to catch up, share prayer requests, and unpack a weekly Bible passage. We also host monthly events (e.g., snow tubing, broomball, bonfires, laser tag), evening small group discussions, local service opportunities, and summer mission trips to Pittsburgh and the Dominican Republic. Student Ministry includes 144 students across 90 families, with a core group of ~65 students. Each year we also offer a Confirmation course for students in 7th grade or older who have a

desire to make a mature commitment to their faith by choosing to live a life with Jesus. Seventeen students were confirmed in 2021.

Children's Ministry: We partner with parents to create a loving, safe, and inviting environment for children (grades pre-K through 4) to know and follow the Lord Jesus Christ. Our goal is to help build spiritually healthy, connected families through a variety of programs for children and their families. Each week, these include worship services, Sunday School (Sundays at 9:30am), Kid's Time (Bible-based learning and play during the 10:30am worship service), and nursery/childcare. 2021 Sunday School attendance is ~40 children, a significant decline due to Covid. We also hope to resume offering Vacation Bible School for one week in June 2022.

Men's Ministry: The men of All Saints often gather for fellowship and service events; for example, a day of repairs at a local women's shelter, or a day of grounds maintenance at the church. We have also hosted a breakfast series and periodic steak dinners. Finally, there are weekly Zoom groups and Bible studies for men.

Women's Ministry: In addition to the "Women of All Saints" luncheons and Thrift Shop ministry, All Saints women gather for events such as "Ladies Night Out" at parishioners' homes, featuring dessert and Christian testimony. Also, there are weekly Zoom groups and Bible studies for women.

All Saints Retreat: We have held four parish retreats (2015-19) at Sandy Cove in Northeast, Maryland, bringing together ~200 parishioners of all ages. Unfortunately, the retreat was postponed in 2020 and 2021 due to the pandemic; the next one is planned for May 6-8, 2022.

GO

Prayer Ministry: In order to transform All Saints into a praying church, the Prayer Ministry hosts a variety of prayer opportunities. We offer Morning and Evening Prayer via Zoom on Tuesdays and Thursdays; hold a weekly prayer group on Wednesday evenings (known as 'The Furnace'); organize special 24-hour prayer vigils several times a year, to focus all of the parish's prayers on vital topics (e.g., healing the nation's divisions, our rector search); send out prayer cards to all active parishioners multiple times per year; and provide formation opportunities for adults to learn about and engage in prayer.

Mission & Outreach: Led by Shireen David, Director of Mission and Outreach, All Saints has greatly expanded its local and global outreach, principally through key mission partners, to promote personal, hands-on engagement by parishioners and volunteers. In the DC area, we partner with Little Lights (which empowers under-served youth and families in Southeast DC), Central Union Mission (the oldest private social service agency in DC), and Interfaith Works Women's Center (a 70-bed emergency shelter serving ~300 women per year). We provide meals for families at Thanksgiving and Christmas, gifts to children for Christmas (Angel Tree), winter coats for children in need, and an ongoing lunch program for hungry people near the parish. We have also taken steps to establish and grow our refugee care program. Our global mission partners include Rev. Bisoke Balikenga and the Peace Center in the Congo, Dr. Sylvia Martinez and Sociedad Lucas in the Dominican Republic, Mustard Seed Project in Rwanda, and parishioners Richard and Catherine Ranger at Uganda Christian University.

Visiting Ministry: Every individual matters at All Saints, and a heavy load of home and hospital visitation, carried out by clergy and lay volunteers, demonstrates our commitment to that

principle. During the pandemic, the Visiting Ministry contacted every single parishioner, with a particular emphasis on sick, injured, shut-in, and elderly parishioners. Annually, the Visiting Ministry team makes about 2,000 contacts to those in need through visits, phone calls, cards, and Holy Communion.

Hospitality Ministry. The growing influx of new members and interested visitors, as well as a still sizable body of loosely involved members, requires us to intensify our efforts to ensure that everyone who enters our doors is helped to establish relationships and to find a place in the life of the parish. Ushers and greeters welcome newcomers in person, and the clergy and parish staff connect swiftly with our guests through letters, emails, phone calls, and a robust website. Before the pandemic, the Hospitality Ministry offered periodic newcomers' classes and receptions in which visitors could mingle with both clergy and lay leaders of the parish.

ADDITIONAL MINISTRIES

All Saints Preschool: Led by Lisa Hollingsworth since its inception in 2009, All Saints Preschool has an enrollment of approximately 80 students, aged 1-5, inclusive of parish members and non-members. The mission of the school is to instill the joy of learning in a nurturing environment that reflects God's love. The program is based on *The Creative Curriculum*, which focuses on social/emotional development, physical, cognitive, language, and literacy skills. Students also attend a weekly chapel program, led by All Saints clergy.

Stewardship: All Saints espouses a biblically rooted approach to stewardship, with a 2021 goal of 100% participation in our annual giving campaign. However, we also recognize that, like many other groups, the vast majority of our contributions comes from a significant minority of our members. One of the challenges that a new rector will face will be broadening the base of those pledging (particularly given the significant reduction in 2020-21 giving due to the pandemic), as well as nurturing new programs such as planned giving.

For more detail on our ministries, please visit our website at <https://allsaintschurch.net>.

Our Parish History

All Saints Church was founded in 1897 as a mission of St. John's Church, Norwood in Bethesda, Maryland, and was originally located in a small school house. The cornerstone was laid for a new church building in 1901, and the church was completed that same year. Its location on Chevy Chase Circle has been an important factor throughout its existence, as the Circle has been and continues to be a gateway between downtown Washington D.C. and suburban Maryland.

All Saints' first rector, the Rev. Dr. Thomas S. Childs, was called in 1903; average church attendance was 60. The Rev. J.W. Austin succeeded Dr. Childs in 1911, and by 1913 communicants numbered 580 and a Guild Hall was built. During this period, the Sunday school became the second largest in the diocese. The current stone church was largely built during the 1920s, and the old church became what is now Memorial Hall. The Rev. Henry Teller Cooke became the third rector in 1923 and was followed by the Rev. Dr. Charles W. Lowry (1943-1953) and the Rev. Frederick H. Arterton (1953-1956). During this period, All Saints grew to have the largest number of communicants and the largest Sunday School in the Diocese of Washington. Along with this growth, additional expansion of the buildings and grounds occurred. This period also saw the election of the first women to the Vestry in the early 1950s.

In 1956, the Rev. Dr. Charles Edward Berger was called to be rector. Dr. Berger's rectorate lasted 23 years and saw the expansion of the parish's physical plant, including the acquisition of land adjacent to the church, though parish membership began to decline towards the end of Dr. Berger's tenure. Upon Dr. Berger's retirement, the church called the Associate Rector, the Rev. Dr. H. Stuart Irvin, as rector. During this period, church membership continued to decline roughly 20%. Upon Dr. Irvin's retirement, the Rev. Dr. Phillip C. Cato became Priest-In-Charge and oversaw several initiatives, including the construction of a new Parish Hall and the renovation of the Parish House in 1999-2000.

The Rev. Alfred T. K. Zadig, Jr. was called as rector in 2002, and served until 2007, when he returned to Charleston, South Carolina, where he had begun his ministry, to take over a larger church there. He was succeeded by the noted theologian and writer, the Very Rev. Dr. Paul F.M. Zahl, who served us for one and one-half years until his own retirement. Throughout both of those rectorates, All Saints experienced a renewed sense of energy and substantial growth, especially among young families and in Sunday school enrollment. During this time, the parish's budget grew about 50% to \$1.4 million, and our Average Sunday Attendance grew to 356.

In November 2006, in a creative yet challenging recognition that All Saints and its traditional views were not typical of the Diocese of Washington, but desirous of maintaining its allegiance, energy and potential for growth, the Bishop of Washington, John Chane, and the Bishop of South Carolina, Edward Salmon, entered into an agreement in which Bishop Salmon would provide supplemental episcopal oversight for All Saints. This arrangement blessed All Saints, and when the Rev. Dr. Zahl retired, Bishop Salmon consented to become our Rector. Among the most-notable achievements of his tenure was the re-establishment of a thriving preschool that not only is a part of the church but also serves the larger community.

The Rev. Edward T. Kelaher was inducted as Rector of All Saints Church in October 2011 and served for 10 years until September 2021. As described above, Rev. Kelaher led All Saints through a period of stability, healing, and growth. He emphasized becoming a true "Kingdom Church," and his love for our parish, the community, and most importantly the Gospel of Jesus Christ has set the course for our future.

When Bishop Salmon passed away in 2016, supplemental oversight continued under Bishop Ed Little. Towards the end of Rev. Kelaher's tenure, he and the Vestry mutually agreed with Bishop Mariann Budde to formally end the supplemental oversight.

All Saints is poised and ready for a new rector to lead and expand our ministries, programs, and operations to new and higher levels as we look to live and thrive in the Gospel of Jesus Christ.

Our Physical Plant

Of native Maryland stone, All Saints is designed in the English Parish Gothic style and is topped with a square bell tower four stories high. Attached and integrated into the Church is a Parish House. The appearance is of a single building with pleasing traditional lines. The interior is faithful in style to the exterior. Seating 500 people in permanent pews, the stone nave with its Gothic stained glass is considered by many to have a particularly strong and warm beauty.

In 2000, construction was completed on an addition that includes a 2,500-square foot Parish Hall with stage and kitchen, a parlor, church library, and choir rooms with space for robes, rehearsals, and library music. It also provides two youth rooms, additional classrooms, a larger Thrift Shop

on the ground floor, and significant storage space. An elevator and semi-circular “drop-off” driveway have greatly improved access to the church. The existing Parish House was renovated as part of the construction project and contains office space, classrooms, and a staff lounge. The parish also contains a memorial garden and columbarium in a courtyard between the nave and the newest addition. In 2009, the parish renovated its lower-level space to accommodate its Preschool.

Over the last 10 years, further improvements have been completed on our building, including the renovation of second floor offices, Sunday School classrooms, conference room, and the Bride’s Room. In 2017, important work was completed to re-roof the Church. The roof covered an expanse of history between 64 and 120 years, and large sections of the roof had fallen into significant disrepair. The slates above Memorial Hall are still the original Buckingham slates from 1901, renowned for their hardness and durability and intended to last over 175 years – a gift to future generations of worshippers. Other recent improvements include new Main Entrance doors (consecrated in 2019) and the installation of a beautiful Celtic Cross in the Columbarium.

The Church building and grounds are overseen and maintained by a highly qualified team that is capable of identifying and mitigating problems that a 120+ year old building can produce on a regular basis. The team meets monthly and manages a prioritized repair and enhancement log.

Our Future

Under Father Ed’s leadership, All Saints has reached a milestone in its 120-year existence. We have fixed our place solidly within the Episcopal Diocese of Washington at the same time as we have maintained both our Kingdom focus and our diversity as we work to strengthen our spiritual and Biblical foundation. We feel the power of the Holy Spirit and believe that, with the guidance of the rector that we are seeking – a gifted leader, preacher, and builder – we will grow both in grace and in our ability to serve God.