



PARISH PROFILE 2014

All Saints' Episcopal Church

Peterborough, New Hampshire





OUR SEARCH PRAYER

Almighty and ever-living God, giver of wisdom and truth, look favorably upon us, the people of All Saints' Church, as we search for a new rector.

We pray for the life of our parish, that we may continue to be guided by you and strengthened in our mission to be a church community in which Christ's love is experienced and shared.

We pray for members of the search committee, that they listen to your Spirit with humility, patience and joy.

We pray for all priests in discernment and that you call one to us so we may minister together in this parish, the diocese and the world.

Give us your grace to follow where you lead us, and grant us your peace. In Jesus' name we pray.

Amen.



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INTRODUCTION

WELCOME TO ALL SAINTS'

*Where Christ's love
is experienced
and shared.*

GLORY OF GOD



We are a vibrant Episcopal Church active in our ministry in the parish, the wider community and the world. We cherish our heritage and serve God in our daily lives. Although we were sad when our previous Rector and Associate, a married couple with two children, were called to a larger parish, we rejoice in their ministry here and elsewhere. We are eager to expand our worship, service and fellowship under the leadership of our new rector.

Our MISSION *What We Do*

Our mission is to help people grow in their faith and trust in God by helping them recognize their God given talents and to use them to serve God and their neighbor.

Our VISION *Where We Are Going*

Our vision is to be a community in which God's love is experienced and shared.

Our VALUES *What Guides Us*

We are guided by Jesus' Great Commandment to love God with all our heart and our neighbor as ourselves.

We strive to be an open and inclusive church in which all people are welcomed.

We believe in meeting the spiritual needs of our parishioners by offering a range of worship services of the highest standards within the Episcopal tradition.

We place particular importance on music and on programs for young people.

We value the engagement of the intellect in our approach to our faith and are guided by the 'three-legged stool' of Anglicanism: scripture, tradition and reason.

We strive to be theologically inclusive and recognize that it is acceptable to disagree on theological issues.

We value the *Via Media* (the 'Middle Way') of the Anglican tradition.

We value the importance of putting our faith into action by serving the wider community on a local, national and international level.



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WHO WE ARE

OUR PARISH

Hundreds of people in the Monadnock Region call All Saints' their church home. There are over 440 members of our congregation and 134 people responded to our Rector Search Survey, from which some of the information for this profile was gathered.

All Saints' membership has remained stable over the past few years. Looking out at the congregation on Sunday, one sees worshipers of every age. About 40% of members are under 40 years old.

The All Saints' church family includes households ranging in size from one to seven. Children and youth are beloved and welcome at all services and church functions, and nothing makes parishioners happier than greeting newly baptized infants!

Ours is a well-educated parish: 51% of the survey-takers have graduate or professional degrees, and an additional 34% are college graduates. About

45% of the respondents are retired. All Saints' parishioners work in every imaginable field: we have nurses, teachers, professors, physicians, lawyers, architects, bankers, musicians, writers, business managers, executives, technicians, students, a fine arts appraiser, an archeologist, psychotherapists, engineers, homemakers, illustrators, photographers, Reiki masters, sales people, administrative assistants, clergy, secretaries, financial advisers, teachers' aides to name a few.

We love to volunteer at the church – many parishioners put in five or more hours a week for All Saints' – and at other venues in the area such as the community hospital, the transitional shelter, scouting, animal rescue and adoption, and local arts festivals.

A dozen parishioners write or work regularly on our monthly newsletter *The Messenger* and almost 150 of us have contributed articles, poems or pictures to the publication.

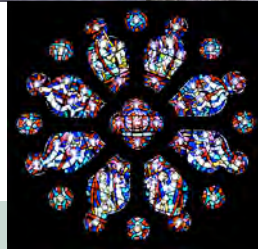


A strong sense of caring community is a hallmark of All Saints' Church.

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All Saints' Church has been on the National Register of Historic Places since 1981.



WHO WE ARE

OUR BEGINNINGS

All Saints' Church history dates back to 1901, when 27 Episcopalians gathered in the social hall above Forbush's Drug Store in Peterborough, led by a priest from nearby Milford. By 1904, the gathering grew and the name "All Saints' Mission" was adopted.

In September of 1912, the Rt. Rev. Edward Parker, Bishop of New Hampshire, visited Peterborough and announced that Professor William H. Schofield and his wife Mary Cheney Schofield planned to build an "adequate and beautiful"

church on Concord Street in memory of Charles Paine Cheney. Mrs. Schofield's first husband had died at age 27 leaving her with three very young children.

Mrs. Schofield chose renowned church architect Ralph Adams Cram to lead the project and the Charles Connick Studio in Boston to design and craft the 26 complementary stained glass windows. Johannes Kirschmeyer, a Bavarian master wood carver created the reredos and

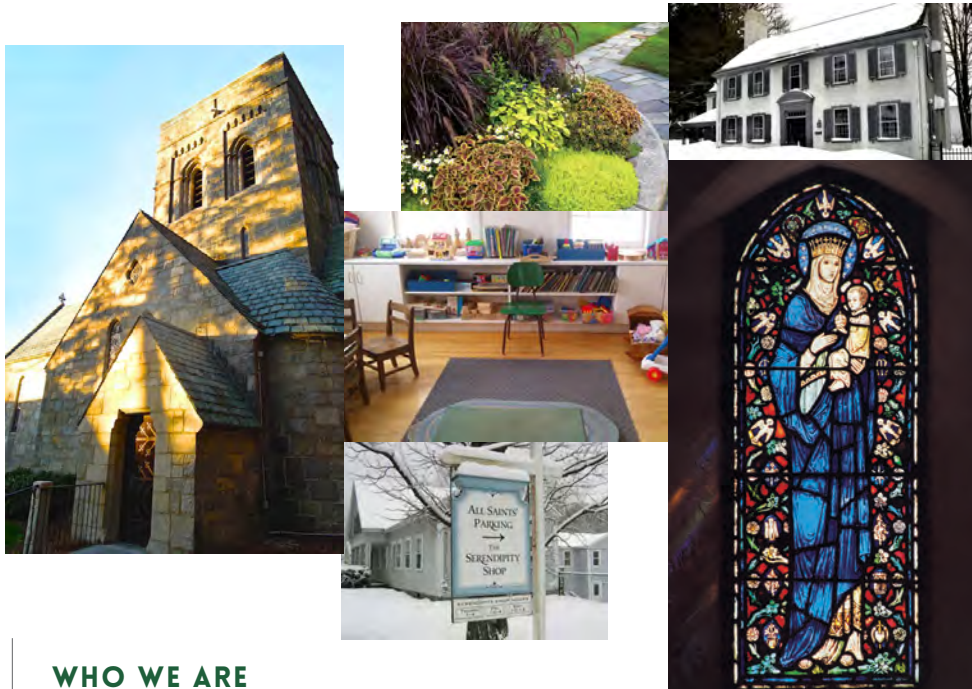
much of the rest of the medieval style woodwork. The church, built in the Transitional Gothic style from warm gray granite quarried close by in Peterborough, has been called "a precious gem – a place of awe-inspiring beauty."

Bishop Parker consecrated All Saints' Church on August 5, 1923. It is the final resting place for four members of the Cheney-Schofield family, who are interred in the Crypt Chapel located beneath the church sanctuary.



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All Saints' Episcopal Church | Peterborough, New Hampshire



Our campus offers a variety of spaces for worship, education, fellowship, and community outreach.



WHO WE ARE

OUR BUILDINGS AND CAMPUS

The church stands well back from the street at the head of a quadrangle of All Saints' buildings on four acres that include outdoor spaces for contemplation and our memorial garden/columbarium.

The two story, five-bedroom rectory stands south of the church. All of All Saints' rectors have lived in this rectory since it was built.

Across the parish green from the rectory, and to the north of the church, is the Old Parish House. It houses office space for the rector, parish administrator, Christian education director and organist/choirmaster.

There are also Sunday school classrooms, a nursery and, in the basement, a large area for the community food pantry. The recently remodeled parlor features a new flatscreen video monitor and a grand piano. This space is used for Adult

Education, Bible study, breakfast following the 8 a.m. Sunday service, and other meetings or small gatherings.

Reynolds Hall, built in 1985, completes the quadrangle. It is located across Concord Street and faces the church. It houses a large open hall with a fireplace and grand piano and a modern kitchen suitable for sizeable receptions and gatherings. The lower level houses a consignment and thrift store that serves the local community.

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Our town marks its 275th anniversary in 2014 and has much to celebrate.



WHERE WE LIVE

OUR TOWN

Peterborough, population 6,600, lies in southern New Hampshire at the confluence of the Contoocook and Nubanusit rivers and the intersection of highways NH 101 and US 202. This location makes Our Town an attractive destination, drawing residents and visitors from many locales and creating an accomplished and varied population.

Peterborough was a typical small New Hampshire mill town until the early part of the 20th century, when Mrs. Perkins Bass, Mary Lyons Cheney Schofield (the patron of All Saints' Church) and other local women used their influence to create a distinctive town center. The Peterborough Historical Society, Town House and Guernsey Cattle Building were constructed at that time using bricks from the same shipment and similar architectural styles, giving Peterborough a unified and elegant appearance.

Today downtown Peterborough is a lively mixture of shops, restaurants, and galleries where one might hear a famous author speak at the local bookstore, take in a film at the historic but state-of-the-art movie theater, enjoy a musical evening at the Historical Society, and attend a public meeting or even contra dance at the Town House.

In 1907, Marian MacDowell donated her Peterborough summerhouse, Hillcrest, to establish an artists' retreat in honor of her husband, composer Edward MacDowell. The renowned MacDowell Colony has since offered thousands of artists time and space to imagine and create, including Thornton Wilder who used Peterborough as inspiration for Grover's Corners in his play *Our Town*.

Peterborough has been home to Peterboro Basket Company for over 150 years. The headquarters of Eastern Mountain Sports and the Staff Development for Educators home offices are located here, as are New Hampshire Ball Bearings and the RiverMead Lifecare Community.

Peterborough has the oldest library supported by taxation in the United States. The Monadnock Community Hospital and Bond Wellness Center are also in town and our recreational facilities include a newly renovated public pool.

Both professional summer theatre, The Peterborough Players, and a classical music festival, Monadnock Music, are based here. A spring highlight each May is the Children and the Arts Festival, celebrating its 21st year in 2014.



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WHERE WE LIVE

OUR REGION AND OUR STATE

Peterborough is only one of 25 towns in the Monadnock Region from which All Saints' parishioners come. For historical reasons, town centers in New Hampshire are seven miles apart, and seven miles to the west is Dublin, home of Yankee Publishing. Seven miles northwest is Hancock, where both the Harris Center for Conservation Education and Music on Norway Pond are located. Northeast is Greenfield, where the Diocese of Massachusetts has its Camp and Conference facility, the Barbara C. Harris Center. Seven miles east is Temple where America's first Town Band was established in 1799. Seven miles south is Jaffrey, home of Mount Monadnock, America's most-climbed mountain.

The Contoocook Valley (ConVal) Regional School District serves nine towns in the area and numerous private schools include The Well School (grades K-8) and The Dublin School (9-12).

The entire Monadnock Region is racially homogeneous: 97-98% of its population is white/Caucasian. The median incomes of towns in



the area range from \$50K to \$78K, considerably higher than the national average of \$45K. The median age of 47 is ten years higher than the US median age of 37. The percentage of residents living below the official poverty level ranges from 4.5-6.4%, well below the national average of 15%.

Peterborough is roughly a 1.5 hour drive from Boston and 45 minutes from the Manchester-Boston Regional Airport.

In January 2014, Politico Magazine ranked New Hampshire the best state in the nation, "according to various measures of health, culture, wealth and public safety." We agree.

Learn more at:

www.visitnh.gov
www.locallookpeterborough.com
www.yankeemagazine.com
www.nhstateparks.org
www.facebook.com/visitmonadnock
www.townofpeterborough.com
www.greater-peterborough-chamber.com
www.conval.edu
www.monadnockcenter.org
www.monadnockcommunityhospital.com
www.macdowellcolony.org
www.childrenandthearts.org
www.crotchedmountain.com
www.bchcenter.org

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WHERE WE LIVE

THE DIOCESE OF NEW HAMPSHIRE

I am about to do a new thing; now it springs forth, do you not perceive it? I will make a way in the wilderness and rivers in the desert. (Isaiah 43:19)

“...What might the “new thing” that God is working among us look like? Where have you seen it emerging in your parish or your wider community? Whatever it is, we can be sure that we are being called to a commitment to a life that is WAY beyond the obligation to keep our buildings standing and heated, as important as that may be in some cases. We are called to a WAY of life where Christ seeks to meet us in every area of our life in the world, whatever and wherever we find ourselves...”

— The Rt. Rev. A. Robert Hirschfeld
Bishop of New Hampshire

*Excerpt from the Invitation
to the 2013 Convention*

The Diocese of New Hampshire is part of Province I of the Episcopal Church in the United States. It was originally part of the Diocese of Massachusetts, but became independent in 1841. There are 46 Episcopal congregations and seven seasonal chapels in the diocese.

The mission of the Episcopal Diocese of New Hampshire is initiated and empowered by the baptismal covenant with Almighty God through which its members have been incorporated into the Body of Christ and are led by the Holy Spirit—in their congregations and communities, through their institutions and as persons, in their worship and in their lives:

- to proclaim by word and example the Good News of God in Christ;
- to seek and serve Christ in all persons, loving our neighbors as ourselves;
- to strive for justice and peace among all people, respecting the dignity of every human being.

The Right Reverend A. Robert Hirschfeld was elected and consecrated Bishop Co-Adjutor in 2012 and became the 10th Bishop of New Hampshire in January, 2013.

A compassionate and visionary man, Bishop Rob challenges us to see change as opportunity. His Facebook page and monthly column on the Diocesan website and in the printed journal exhort the faithful to action and outreach.

The Diocese of New Hampshire made history in 2003 with the election to the episcopate of Gene Robinson, an openly gay man in a committed relationship.

Visit www.nhepiscopal.org to learn more about our Diocese.



PHOTO: Thomas Roy/ Union Leader



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WHAT WE DO

*"Who We Are Cannot
be Separated from
What We Do."*



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WHAT WE DO

WORSHIP



We value having a variety of worship services.

All that we do as Christians begins with and flows from our life as a worshiping community. At parish forums and in the survey the most oft-repeated comments show a strong appreciation for the choice of three quite different Sunday celebrations of the Eucharist. The current schedule is 8 a.m. in the church, Rite I; 9:15 a.m. in Reynolds Hall, an informal or “Rite III” Eucharist; and 10 a.m. in the church, Rite II. When we had both a Rector and half-time Associate, there were two simultaneous services at 10 a.m. with the two clergy alternating as celebrants in Reynolds Hall and the church. The Interim Rector has enlisted the help of retired clergy in the parish during this time of transition.

Many parishioners express a loyalty to one particular service while respecting others’ choices. Some prefer 8 or 10 a.m. as a time and may or may not prefer Rite I or II. Those who attend the Reynolds Hall service enjoy its informality, lay involvement in planning, discussion that takes the place of a sermon, and passing Communion to one another with

home-baked bread. People who favor the 10 a.m. service may be drawn by the music, the Sunday School schedule, coffee hour and/or occasional adult forums following that service.

Many people consider the sacred beauty of our church an important part of their worship experience. Some feel strongly that both the high altar and the one in the Lady Chapel, which are east-facing, must not be moved, while others hope we can find a way for the celebrant to face the congregation.

At All Saints’ we have enjoyed a tradition of excellent preaching, with sermons that relate Scripture to our everyday lives, are intellectually and spiritually challenging and include a bit of humor. Many parishioners prepare for and participate in the liturgy as members of an Altar Guild (one in the church and one in Reynolds Hall), ushers, greeters, acolytes, lectors, Lay Eucharistic Ministers, choristers, or members of the healing ministry.



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WHAT WE DO

WORSHIP *continued*

Other services include a Thursday morning Eucharist followed by Bible study, monthly mid-week services at two assisted living facilities and a variety of special services on holy days throughout the year. Less formal services have included Blessing of the Animals and a lay-led meditative Advent Spiral Walk in Reynolds Hall. On Christmas Eve we have a Nativity pageant and Eucharist in the late afternoon as well as two celebrations of the Eucharist with special music at 7:30 and 11 p.m., and on Christmas morning, Eucharist with hymns.

During Lent laypersons lead Morning Prayer in the Lady Chapel each weekday. Holy Week and Easter observances begin with Palm Sunday/Sunday of the Passion and include Maundy Thursday foot-washing and Eucharist, a vigil through the night until the Good Friday Liturgy at noon, Holy Saturday Liturgy in the crypt, an Easter Vigil and two festal Eucharists on Easter Day.

All Saints' is blessed with an Organist and Choir Master and music program regarded as among the finest in the diocese. The Austin organ, with 30 ranks of pipes over three manuals and pedal, is unusual in this part of New Hampshire.

The 20 volunteer members of the All Saints' choir are devoted and faithful stewards of the Anglican tradition of sacred music during the academic year, while the Christmas Pageant Choir comes together in a matter of weeks under the direction of a choir member who is an experienced conductor.

Music at All Saints' is not for Sunday morning only. Several times during the year we offer Evensong and on the Fourth Sunday of Advent in the late afternoon a Festival of Lessons and Carols as a gift to the community.

Challenges: While appreciating the variety of services, some who attended forums said that it feels as if we are three different congregations, even though we say we are one. Some would like more opportunities to get to know parishioners who attend other services and some miss the shared coffee hour when there were two simultaneous services at 10 a.m.



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CHRISTIAN EDUCATION AND SPIRITUAL FORMATION



Both clergy and lay ministers lead a variety of offerings for youth and adults.

CHILDREN AND YOUTH

A part-time Youth Director oversees programs for children and youth. She recruits nursery caregivers, Sunday school teachers and other volunteer helpers and leads the youth group. Godly Play is used in a class for Kindergarten through 2nd grade, while a class for students in grades 3-5 participates in interactive lessons that include Bible study, discussions of world religions, crafts and other activities related to Scripture.

Activities for Junior and Senior High youth include preparation for confirmation, a family hike, movie and pizza nights, leading Stations of the Cross in Holy Week and a variety of outreach efforts both near and far.

For a number of years until it was deemed too risky to take our youth, some of them joined adults from the parish on mission trips to Juarez, Mexico to volunteer at Centro Victoria. In recent years the youth have collected warm winter clothing, new socks and underwear and toiletries, which they take to Boston, where they have participated in City Reach and Ecclesia Ministries. They help distribute food and clothing to homeless people at a shelter and on the Boston Common.

Closer to home, they have organized Christmas gift drives for the children of prisoners and others in need. They host Shrove Tuesday

pancake suppers to raise money for outreach, and each year they participate in the 30-Hour Fast sponsored by World Vision, with pledge proceeds going to fight hunger around the world.

Fifteen of our youth serve as acolytes and each year two Head Acolytes mentor others with help and supervision from two adult acolyte trainers.

ADULT FORMATION

Both clergy and lay ministers lead a variety of offerings for adults. The former Associate Rector taught an Inquirers' Class and mentored several groups through Education for Ministry (EfM) and then turned the leadership of that program over to two graduates of the EfM, who in turn became trained mentors. The former Rector shared his sabbatical experiences with a variety of approaches to spiritual formation and deepening by introducing us to contemplative prayer as taught by Father Thomas Keating. Many of us have benefited from book discussions and study groups such as "Reading in the Rectory"; a DVD series based on Diarmaid MacCulloch's *History of Christianity*; weekly Thursday morning Bible study; men's monthly Saturday morning breakfast and Bible study; Circle of Trust and contemplative prayer groups.



OUTREACH

Many members of All Saints' are generous with their time, reaching out to help others whether through parish efforts or other agencies in the community. Three vibrant outreach ministries are hosted in our buildings, which also accommodate twelve-step meetings and gatherings of other community groups. In 2006 the vestry commissioned an outreach ministry whose mission is "to support and coordinate efforts that model the love of Christ in our local, regional, national and international communities."

The vestry and ministry team embraced one international and one national (or beyond NH borders) outreach ministry as well as those based in our buildings, which serve people from a wide area and depend upon the volunteer efforts of parishioners and non-parishioners alike.

OUTREACH LOCALLY

The Serendipity Shop began as an ecumenical project with members of the Congregational Church in the early 1960s. The shop operated in a Victorian house across from the church for over 20 years, and since Reynolds Hall replaced that house in the 1980s, the entire lower level has been home to the Serendipity Shop.

The "Dip", as it is known affectionately by many, is a consignment and thrift shop offering clothing, housewares and jewelry for sale at

reasonable prices. It is run by a separate board and staffed by dozens of volunteers who may or may not be members of All Saints'. The clientele comes from a wide area, with many depending upon the modest income they receive as consignors and the bargains they find as shoppers. The board decides how to distribute proceeds of the shop to a variety of local, state and church related charities.

The Monadnock Area Food Pantry (MAFP), one of three in Peterborough, operates out of the basement of the Old Parish House and this past year served people from 19 towns in the area. It is open three mornings a week and is managed by a couple who are members of All Saints' and are assisted by many volunteers from both inside and outside the parish. It is supported by donations of both food and funds from individuals and groups in the parish and the community.

Requests for food assistance have increased considerably in recent years; in 2013 the MAFP responded to 3,406 requests, providing 72,686 pounds of food for 10,623 people.

Community Supper on Tuesday evenings in Reynolds Hall began in 2006 as the inspiration of a parishioner who still coordinates the suppers and does most of the cooking. Often 80-100 people attend, enjoying delicious homemade



PHOTO: The Monadnock Ledger

...to support and coordinate efforts that model the love of Christ in our local, regional, national and international communities.



OUTREACH *continued*

soup, bread, salad and dessert, as well as fellowship. Many are regular weekly guests and include elderly people who live alone, single mothers with children and members of local group homes. The meal is advertised as free, while the cost of food (\$2.10 per person) is supported largely by donations and a line item in the parish budget.

A faithful crew of regular and occasional volunteers prepare the meal, serve guests and clean up afterward. They would like to see more parishioners join them at the Tuesday suppers, whether as diners or volunteers in this vital ministry of outreach to the community.

For the past eight years we have held an English Summer Fair in early August. We welcome members of the surrounding community to our campus for traditional cream tea and other food, fun and games, a silent auction, tours of the church building and pony rides. Tickets for games, sales of plants, baked goods and white elephants, as well as silent auction items last year amounted to nearly \$5,000, and proceeds were divided among three local charities.

OUTREACH BEYOND OUR AREA

We have supported several ministries beyond our area, including Ecclesia Ministries and City Reach in Boston and National Education for Assistance Dog Service (NEADS), making contributions to those agencies and participating in a hands-on way or by hosting visits from representatives. We share part of the special Christmas and Easter offerings with these agencies and/or some of the local ones mentioned above.

At times we support the United Thank Offering with a special collection and Heifer International with donations from members of a senior exercise group that meets in Reynolds Hall.

INTERNATIONAL OUTREACH

Although some of us support various international outreach efforts individually through Episcopal Relief and Development and other agencies, our major focus as a parish has been Centro Victoria in Juarez, Mexico. Our relationship with Pastor Joel and his home for abandoned and abused children began with a parishioner who is a former Christian Education Director and Spanish teacher.

Since 2004 All Saints' has supported this ministry with mission trips for youth and adults, hands-on work helping to build dormitories, contributions from special holiday offerings as well as direct individual contributions and by hosting Pastor Joel's visits to All Saints' to share his story.

Challenges: In the forums we heard a range of comments and opinions about our outreach ministries, varying from "we're doing a lot" to "we're not doing enough" or "what are we doing?" Some parishioners were surprised to hear about the extent of our local efforts to feed people, for example. Others believe we are generous with our money but could do much more hands-on outreach. Many of our parishioners spend countless hours volunteering in parish outreach efforts and with other area agencies, such as driving elderly people to appointments, tutoring in schools, and assisting with a therapeutic riding program.



WHAT WE DO

PARISH LIFE: WELCOME, HOSPITALITY AND FELLOWSHIP

Our weekly “Saints Alive” email begins with the statement “All are welcome at our services.” We hope that goes without saying but know that some people find it intimidating to enter a church for the first time. In recent years we have been more intentional about our ministry of welcoming new people to All Saints’ with a special group of greeters, a brochure developed with the Communications ministry and reminders that we can all make a difference to newcomers and visitors by welcoming them and helping them find their way around the prayer book or across the street to coffee hour.

Hospitality and fellowship take many forms as we welcome new members and guests into our midst, get to know one another better and share refreshments or meals together. Many parishioners help provide food for elegant

special receptions that take place occasionally, while a small corps of volunteers generously provide Sunday breakfast following the 8 a.m. service and coffee hour following the later services. It is a challenge to find more people to commit to hosting coffee hour on an ongoing basis. Some people say they miss the opportunity for fellowship among people who attend the services in Reynolds Hall and the Church since those two services are now held at different times.

Over the years many parishioners have participated in an annual series of “8@8 Dinners” held in homes from January through April. These potluck affairs have provided a good way for some of us to become better acquainted with others in the parish in a relaxed setting.

*All are welcome at
All Saints’.*



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WHAT WE DO

PARISH LIFE: PASTORAL CARE

Clergy and laity alike share Pastoral Care at All Saints'—sometimes on an ad hoc basis and at others with more coordination and consistency. In the forums and survey, pastoral care was often mentioned as a high priority for a rector but is also appreciated as a lay ministry.

At present a group of parishioners with gifts for and interest in this ministry have begun to meet under new leadership to share ways that they might support parishioners in need, providing meals, rides and visits.

A parishioner has been quietly and anonymously exercising a “sunshine ministry”, sending cards and hand-written notes to those who are sick or bereaved or celebrating birthdays, anniversaries or graduations.

In conjunction with Adult Formation, we will have a health forum, “Planning for the Rest of your Life”, in May 2014. In the fall, we hope to have another forum on addiction and how it affects individuals, families and communities.

A group of parishioners knit prayer shawls, which are blessed and given to those in need of comfort and prayer. Some of the shawls were distributed at a liturgy to honor loss in Advent 2013.

Members of the Women's Prayer Group commit themselves to meet and pray together in the Old Parish House for an hour twice a month. They invite prayer requests from others in the parish and pray for the needs of the congregation as expressed in the prayer list in the Sunday bulletin as well as their own needs and those of their families.



Clergy and laity alike share Pastoral Care at All Saints'.



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STEWARDSHIP AND FINANCES\

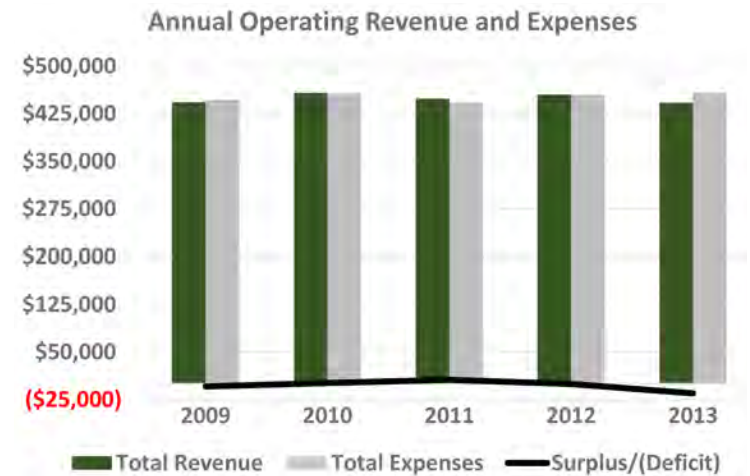
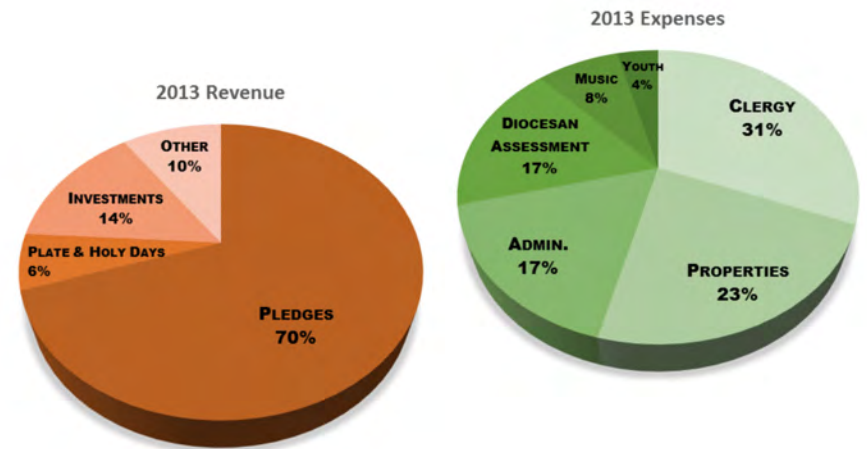


We know that Stewardship is not just about money but about how we care for and use all of God's gifts, including our time, talent and treasure. Beginning with Mary Cheney Schofield's gift of our historic church building, the people of All Saints' have been generous and faithful stewards and supporters of our ministry. We are concerned with taking good care of people as well as our campus.

Recognizing the particular stewardship challenges of a time of transition, the Stewardship Ministry and Vestry planned accordingly. In recent years the number of pledges has declined from 202 in 2009 to 177 in 2013, while the average annual pledge has increased from \$1,400 to \$1,757. Overall operating costs and their distribution have remained quite stable over the past five years. Our annual operating income has averaged approximately \$445,000, with expenses well-managed to achieve small operating surpluses or deficits.

In addition to pledges, in recent years parishioners have given funds for outreach or third party charities through All Saints' amounting to \$35,000-50,000 per year. We have also given over \$150,000 for capital projects over the past five years, including \$95,000 for stained glass restoration.

As of December 31, 2013, we are blessed with \$1.5 million in financial assets, of which \$1.2 million is in an endowment administered by the Diocese. We have generally been debt-free, but recently used a diocesan lending program for energy-saving capital improvements. This program offers a favorable interest rate and dollar-for-dollar matching of principal repayments.



PARISH PROFILE 2014



OUR FUTURE

In the past few years the leadership and people of All Saints' have been discerning the future into which God calls us in a variety of ways. In 2011 many of us participated in a parish survey and telephone interviews about what brought us here, what we like about various aspects of life at All Saints' and "what would make it better". At the January 2013 Annual Meeting we were asked to share three things for which we are thankful and one we need to work on or improve.

A Strategic Planning Ministry group that had spent months praying and working together issued a report in the spring of 2013, and a "SWOT Analysis" of strengths, weaknesses, opportunities and threats. The Vestry had written a statement of "The Mission, Vision and Values of All Saints' Church" a few years earlier.

These documents and others were shared at a joint retreat for the Vestry and newly formed Search Committee (SC) on October 5, 2013. In December 2013 and January 2014 the SC held a series of six open forums and a meeting with the youth group. We also conducted a survey both online and on paper that drew responses from 134 members of the parish. The various surveys, interviews and discussions over the

past few years have yielded quite consistent and favorable results, showing widespread support for our mission, ministry and life together at All Saints'.

We know there is always room for improvement and that we face some challenges shared by many churches in today's world and some particular ones during a time of transition between rectors. For example, the 2013 SWOT analysis viewed the fact that we had maintained a consistent average Sunday attendance and small but consistent increases in pledge dollars as positive accomplishments, considering the general decline in those figures in the wider church. As often happens during an interim period, however, even with strong interim clergy and lay leadership, we have experienced a drop off in both attendance and pledges. We hope that with a new rector we will regain those losses and attract new people to join us.

In recent years the clergy, wardens and vestry have worked together to shift our parish organization from operating as a pastoral to a program model church. According to our attendance and membership figures we are an "in-between" church, but we now have a

structure that is more consistent with a program size church. We now use the word ministry rather than committee to refer to the groups that lead various efforts. Each of the lay led ministries has a vestry liaison, and each of the two wardens oversees half of those ministries.

We have made strides in accomplishing or improving in some of the areas noted in the 2011 survey, such as communications via the website, weekly emails, and the monthly print newsletter, *The Messenger*. We have formed a Welcome Ministry team to greet newcomers and visitors, published a brochure and encouraged all members to be part of this ministry.

According to the search-related survey, many of us see ourselves as a very welcoming and inclusive community, but we also hear that some people in the community perceive All Saints' and the Episcopal Church as exclusive and wealthy. We know that we still have work to do in welcoming those who come through our doors and in reaching out to others in the wider community.



OUR NEW RECTOR

We have prayed, asked and listened in forums, a survey and private conversations: what qualities or characteristics do we wish for in our new rector? Based on survey responses to questions about the importance of various gifts and skills, the roles of a rector that received the highest ratings for importance were preacher, spiritual guide, pastoral caregiver and liturgical leader. In a section about administrative skills, the most highly rated one is “works collaboratively with staff and lay ministries.”

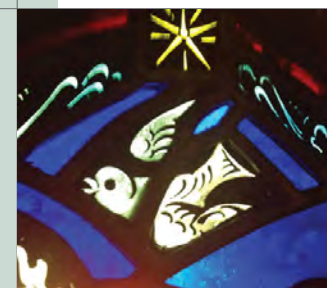
When asked a number of questions about the rector’s interaction with parishioners, the vast majority of respondents ranked pastoral skills, including crisis ministry and counseling, the most important, followed by the ability to help deepen and enrich our spiritual life. Many also appreciate the ability of a rector to help people discern their gifts and ministries and to identify lay ministry leaders.

We would also hope the rector would be able to plan and lead Christian formation programs, support our commitment to outreach ministries, relate well to people of all ages, have

a sense of humor, be energetic and enthusiastic and attend to his or her own wellness. It would also be helpful if the rector were visible and involved in the wider community.

In open-ended sections asking what else is important about the parish and a new rector, there were many thoughtful comments, some of which elaborated on earlier points. Several people mentioned they prefer to keep politics out of sermons, while someone claimed at a forum that the gospel is unavoidably political. Others mentioned that they would like the rector to be a person of prayer and faith, intelligence, integrity and love of the Church, who understands the stresses of everyday life and is approachable, empathetic, happy, joyful and fun.

This all sounds like a tall order, but we do not expect the rector to have it all or do it all – and not alone. We pray for a faithful priest to join us on our journey and share the ministry to which God calls us together into the future at All Saints’, in the wider church and in the world.



*We pray for a faithful priest
to join us on our journey and
share the ministry to which
God calls us together to do
God’s work in the world.*

To apply, please contact
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PARISH PROFILE 2014

All Saints' Episcopal Church

Peterborough, New Hampshire



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