



All Saints Church Parish Profile

Bay Head, NJ

www.allsaintsbayhead.org

March 2021

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INTRODUCTION

If there's one word that defines All Saints Church, Bay Head, it is **resilience**. In the past 20 years, our parish has faced and surmounted many challenges.

Like everyone else, at the time of this writing, we are adapting to the “new normal” born of the novel coronavirus pandemic. Like many other parishes our website (www.allsaintsbayhead.org) and church doors bear the words “The building is closed, but the church is open.” In keeping with the church being “open,” we cautiously resumed in-person worship during the summer, offering services on Saturday evenings (without the sacraments) in the backyard of the rectory. On average, 34 parishioners (wearing the obligatory masks) attended, observing the mandatory social distancing requirements.

Instead, most of us have learned to attend Sunday Eucharist via Zoom. No matter how hard we pray, though, it's difficult to feel the same sense of the sacred, of Christ's presence among us when we're in our dwellings and gazing at a computer screen displaying two pages of grids filled with our fellow “saints” faces. We miss the nave, the choir in their robes, the altar, the holy spark; it's the longing for belonging—together, in one sacred space.

Although All Saints has only been a year-round parish since 1984, by 2000 we were growing so quickly that we undertook a successful three-year capital campaign to raise \$1,000,000 that enabled us to purchase the adjacent property and expand our fellowship, classroom, and office space.

For the first decade of this new century we continued to thrive, bucking the trend of

many mainline churches. We successfully expanded not only our membership and campus but also our outreach efforts and our “communion of saints.”

Unlike many other parishes, however, we faced a challenge greater than seeing our church doors closed. We have seen All Saints nearly lost to us forever. As you will read later in this profile, late in the day on October 29, 2012, Superstorm Sandy battered the New Jersey coast. During that disaster, the church had been lifted from its foundation—saved only by the stone baptismal font in the narthex that served as an anchor. The floors and walls of the sanctuary were compromised and watermarks reached up to four feet on the wainscoting. All of our relatively new fellowship space and office area were also damaged. The rectory was left uninhabitable.

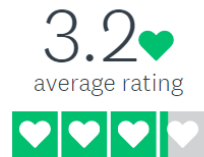
But, we are resilient and we are blessed. Christ was truly with us. We were graciously hosted by our sister parish St. Mary's-by-the-Sea in Point Pleasant Beach during the 14-month-long restoration of All Saints. Their generosity enabled us to worship together as one. As our time in exile made clear, we love our worship space deeply. But, even more, we need to be together as one parish family and in one another's presence.

During this period of virtual parish life and worship, we have learned to be not only resilient but creative. We have also taken stock of the new challenges that lie ahead—all of which are described in this Profile. Our first task is to discern the rector that God has chosen for us, the one who can help us grow in faith, courage, and determination to meet these new challenges.

Response from January 2021 survey.

My overall feeling about All Saints today is

Answered: 77 Skipped: 4



A New Generation of Saints

It's been 20 years since we entered this new century—nearly a generation. Many of our current members have joined the All Saints parish family since we undertook our expansion in the early years of the 2000s, and some joined after our displacement by and recovery from Superstorm Sandy. **So, who is this new generation of saints, and what do we hope to accomplish in the years ahead?** This profile aims to answer those questions.

To help answer this question, the Profile and Search Committees distributed a survey to 249 saints (18 years and older) in our parish directory, which includes year-round and summer parishioners. We distributed 166 surveys electronically and 83 in paper format for those without a computer or internet access.¹ The first part of the survey asked respondents for information that enabled us to take a demographic “snapshot” of the parish today.

The survey also asked respondents to identify the types of services and style of worship they valued, the parish activities they enjoyed, what attracted them to All Saints, and what

¹ We received 95 completed/partially completed surveys (or a 38.5% return rate for both paper and electronic versions). The electronic version alone had a 51% the return rate, which reflects strong participation.

they envisioned for the church going forward. Other areas of the survey asked parishioners to identify the particular qualities and skills they believe [our next rector](#) will need to support us in that journey.

We also discussed these topics and trends in responses during Zoom coffee half-hour following Sunday service. The common threads of these discussions and survey responses are woven throughout this profile. In this way, we hope to reflect the true spirit and voice of All Saints.

The quantitative view of All Saints gleaned from the survey results reveals:

- ✚ We tend to be an “older” group—74% is 61 years old or older. Those aged 51 to 60 represent about 20% of the parish, followed by 2% who are 41 to 50 and another 4% in the 31 to 40 age group.
- ✚ We are loyal congregants. About 56% of those responding have been members of All Saints for 11 or more years. Others (18%) have been members for 6 to 10 years.
- ✚ We make worship a priority in our lives. About 68% of those surveyed said they attended service every Sunday—before the pandemic. Of those responding, 59% also noted that their attendance has remained the same over the past three years, while 29% revealed that their attendance decreased during that time. Currently, parochial records show that average Sunday attendance has run about 61 for service via Zoom.
- ✚ We come from several communities. About 36% of our congregation comes from Bay Head, Point Pleasant, and

Point Pleasant Beach, and we draw 24% from the neighboring towns of Mantoloking and Brick Township. Still others come from as far north as Little Silver (22 miles), south as Toms River (17 miles), and west as Manchester (27 miles).

✚ We experience “tidal fluctuations” in attendance. Although headcount generally remains constant, the “heads” do not. There is a strong core group of parishioners in attendance on a year-round basis. In summer, a sea change can occur. Because Church School is not in session, some families are not in regular attendance, and some parishioners choose to worship at summer chapels in Bay Head, Mantoloking, and Spring Lake. Meanwhile, we see an increase in summer visitors and the return of “snowbirds.”

In addition, it’s important to note that we are a generally content parish, with 79% of those responding to the survey saying they felt “somewhat” or “very positive” about All Saints today.

Acknowledgments

The Profile Committee would like to thank the parishioners of All Saints Church who completed surveys, participated in Zoom discussions, and contributed their insights to this Profile. We would also like to thank the following clergy for their support and guidance:

- ✚ The Reverend Mary Frances Schjonberg, DD, our interim rector
- ✚ The Reverend Joanne Izzo, STM, our transition consultant

✚ The Right Reverend William “Chip” Stokes, Bishop of New Jersey (Trenton, NJ)

In addition, we would like to thank our videographer Alexa Russell and *The Star Ledger* for photos of the reconsecration of All Saints Church in December 2013.

The Profile Committee included Meg Beresik, Mark Durham, Rick Hager, Sudy Mayo, and Sheila Pardoe. The Search Committee included Linda Gyurko, Richard Hewson, Jim Brune, Jim Doran, Phyllis Kata, Larry Kyse, and Penny Witt.



A BRIEF HISTORY OF ALL SAINTS

Before the framework for the church building was erected, our first members—“summer people” from Philadelphia, northern New Jersey, and New York—opened their homes for Sunday services. With their numbers growing, these early church members decided in 1888 to purchase our present site at the southwest corner of Howe Street and Lake Avenue for a summer chapel.

The purchase was a success—with the understanding that the property would not allow “the sale of intoxicating liquors, the presence of hog pens or stable, nor the establishment of outdoor privies.”² And that chapel, which is the nave of the present-day All Saints, was ready in time for the first service on July 7, 1889.

The original building, a small box-like structure, stood alone on pilings in the sand and tall grass marshes, against a backdrop of freight cars on railroad tracks.

Early on, an iron fence enclosed the church property. Wooden walkways were built for sidewalks approaching the church entrance. And, in the early 20th century, an open bell tower was added—complete with a locomotive bell from the Baldwin Locomotive Works in Philadelphia, courtesy of one of our congregants. That bell still calls us to worship, where we will still kneel at the original altar rail.

² Parish history courtesy of Ramsay M.B. Fischer, *All Saints Church: The First 100 Years, 1889–1989*, and Dr. Hugh McCulloch.



The Year-Round Church

At first, All Saints offered Sunday services during July only, gradually expanding the “church year” to Labor Day, and then from Easter to All Saints’ Day. Finally, we became a year-round parish in 1984.

We have been served by many clerical luminaries, including several bishops. Perhaps the most impressive of these visiting clergy was **The Most Rev. and Rt. Hon. F. Donald Coggan, Archbishop of Canterbury**, who officiated on September 4, 1977—wearing shorts and sandals beneath his robe, as many clergy at this seaside parish have done over the years.

One event, though, that put All Saints Church “on the map” was the one that tore the church building from its foundation and destroyed the rectory. On October 29, 2012, the New Jersey coast was slammed by Superstorm Sandy, the second costliest storm in U.S. history at that point. At its deadly height, Sandy raged across Bay Head during a full moon at high tide, bringing with it a storm surge of approximately 13 feet and leaving 24 dead in New Jersey—fortunately, none from our parish. What remained of the streets was buried beneath several feet of sand, parts of homes and boardwalks, personal belongings, and boats of all sizes.

Eternal Father, Strong to Save

Aptly enough, All Saints' sanctuary was truly saved by the baptismal font in the narthex, which anchored one end of the worship space and its connection to the parish hall at the other end. The storm had fiercely battered the church property, causing more than \$2 million in damages and scouring out nearly 8 feet of ground around its old brick pilings.



The damage caused the floors to sink and compromised the sanctuary walls. Watermarks and debris on the wainscoting suggested the church had been filled with 3 or 4 feet of water. Outside the church, the charming landscape was buried under 4 feet of sand. Behind the church, the bulkhead had been torn away and with it about 6 feet of land while the rectory was left uninhabitable.

A Sainly Sentiment~

We need "to be more proactive ... [because] events in All Saints' recent history (e.g., Sandy, COVID) have made us more reactive."



Amid this devastation, it was difficult to know where to begin the recovery process.



Thanks to the grace of God and the kindness of many, we did recover—restoring our church building and constructing an entirely new rectory.

We remain especially grateful to our neighboring Episcopal parish, St. Mary's-by-the-Sea in Point Pleasant Beach, which generously offered us office space and the use of their sanctuary so that we could carry on our parish life. After 14 months "in exile," we returned with joy to celebrate our first service at All Saints Church on December 22, 2013.

OUR COMMUNITY

Since the late 1800s, Bay Head has been a seaside destination for families from Philadelphia, northern New Jersey, and New York. Located 65 miles east of Philadelphia and 70 miles south of New York City, our small town was originally accessible by train from those two cities. As the automobile replaced train travel, Bay Head became easily accessible via highway, and the train between New York City and Bay Head still runs daily.

Over the years, many summer residents have taken up year-round residence, bolstering the year-round population. Coincident with the growth in the early 1980s, All Saints became a year-round parish in January 1984. And, like the town, the parish continued to welcome the friends who return to Bay Head for the summer season.

Today Bay Head has a year-round population of 1,050, a total that grows to 3,000 or more in summer. And, given Bay Head's small size, residents can walk to the town's eclectic shops and restaurants, a delicatessen, wine and cheese shops, and a bakery that remains open most of the year.

In addition, Bay Head enjoys close ties with the small neighboring community of Mantoloking to the south, which has 395 year-round residents and swells substantially in summer. Adjacent to Bay Head is Point Pleasant Borough, which is a largely year-round community of 18,600. Lying to the north is Point Pleasant Beach, with a winter population of 4,535 that grows in summer. More importantly, Point Pleasant Beach offers a broad array of shops, grocery stores, and professional services throughout the year, as well as a one-mile boardwalk with restaurants,

an aquarium, and amusements for families visiting during the summer months.

Our County

Bay Head is located in the northeast corner of Ocean County, New Jersey's largest county, almost one-third of which comprises inland waterways and bays. Since 1990 Ocean County has been one of the fastest growing counties in New Jersey. In 2000, Ocean County's population was approximately 511,000, and today it is 607,000—an increase of almost 19%, making it New Jersey's sixth most populated county. By contrast, in the last 20 years, Bay Head's population has decreased from 1,238 in 2000 to 1,048 in 2020.

Notably, the population of Ocean County is among the least diverse of New Jersey's counties in terms of age, race, or ethnic background. The population remains predominantly white (90.6%) and has a significant percentage of seniors (22.2%). Many of Ocean's seniors live in retirement communities throughout the county. The U.S. Census Bureau also reports that according to current estimates, the median household income in the county is \$62,222. And while residents of Bay Head may enjoy a very comfortable standard of living (median family income of \$129,000 and median home value of \$1.16 million), many in this county do not. According to the Census Bureau's 2019 *American Community Survey*, nearly 10% of the county was living in poverty. These figures reveal why All Saints' [outreach](#) ministry is so crucial and why it extends well beyond the town of Bay Head.

The Benefits of Living in Bay Head

The benefits of living in Bay Head are many. Of course, as a seaside community it offers

countless opportunities to enjoy sailing and motor boating, fishing and crabbing, swimming, kayaking, and surfing, as well as tennis, golf, bicycling, and simple relaxation. In nearby Lakewood, there is a baseball stadium that is home to the Jersey Shore Blue Claws minor league baseball team.

Quiet moments can be spent at the Reading Center in town, which like the library branches in neighboring towns of Point Pleasant and Point Pleasant Beach, is maintained by the county library system. There are also garden clubs, antique shops, art galleries, and art classes in the area.

‡ **Educational:** Many full-time Bay Head send their children to the town's public school, which serves grades K through 8. The Bay Head School has a current enrollment of 128 pupils, 40% of whom are residents and 60% are tuition students from nearby towns. The student-teacher ratio is 13:1, and there are teachers who specialize in teaching music, art, Spanish, physical education and gifted/talented students. All students are provided their own laptop/tablet for use in school and at home. Graduates of Bay Head School attend Point Pleasant Beach High School, one of the top-ranked high schools in the county and among the top 10% of high schools nationally. The total enrollment at the high school is approximately 370 students. Nearby higher educational institutions include Ocean County College (OCC) in Toms River, Georgian Court University in Lakewood, and Monmouth University in West Long Branch. OCC is a 2-year

program that provides the opportunity for direct transfer to state universities such as Rutgers. New Jersey's Ivy League institution, Princeton, is about an hour away.

‡ **Medical:** A 24/7 emergency care center in Point Pleasant Beach is a satellite of the nearest hospital, Ocean Medical Center, which is about 15 minutes away. Both are part of the Hackensack Meridian Health (HMH) system. Just a half-hour north of Bay Head is Jersey Shore University Medical Center in Neptune, another HMH hospital. Notably, these HMH hospitals partner with Memorial Sloan Kettering in providing cancer treatment. And, other nationally recognized medical centers are readily accessible elsewhere in New Jersey, Philadelphia, and New York City.

‡ **Cultural:** With New York City, Philadelphia, and Princeton within easy commuting distance, those living in Bay Head can always "make a day (or evening) of it" at various museums, Broadway shows or the Metropolitan Opera, art galleries, and more. Closer to home, Bay Head offers small museums devoted to boating, antique cars, and 19th century life in town. For those interested in the performing arts, the Algonquin Theater in Manasquan is only minutes away, and the State Theatre in New Brunswick, the Two River Theater in Red Bank, and McCarter Theater in Princeton, among others, are also readily accessible.

OUR BUILDINGS AND GROUNDS

All Saints Church is located three blocks west of the Atlantic Ocean at the corner of Lake Avenue and Howe Street, in the Borough of Bay Head, Ocean County, New Jersey. The campus consists of four buildings that reflect the character, growth, and restoration activities of the parish.

As mentioned previously, the worship space has evolved from the simple wooden nave originally constructed in the late 19th century to include the narthex, transept, and bell tower. In the 20th century, Bristol Hall, our fellowship space was built and connected to the church.



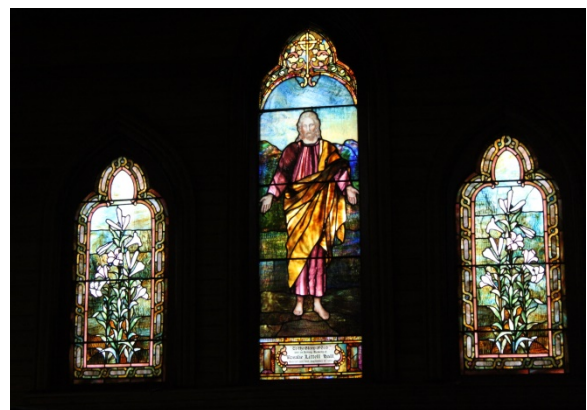
Before we purchased the adjacent property to the south of Bristol Hall, this fellowship space not only served as the classroom area for Church School on Sunday (using partitions) and Bible Study during the week, but also as meeting space for church and community groups on weekdays. It also contained a small kitchen and two cramped rooms that served as the parish office and rector's office, respectively.

In the past 20 years, after purchasing the adjacent property and connecting the existing building on that lot to Bristol Hall, we have

constructed a commercial kitchen, expanded the office area and separate rector's office, added a conference room and ADA-compliant rest room (with infant changing table), four classrooms, and elevator. The classroom building attached to Bristol Hall is shown in the far right background of the photo below.



Over the years these buildings have been carefully maintained, modernized, and painstakingly restored after Superstorm Sandy. Shortly before that storm, we had completed restoration of the stained glass windows in the church, including the ones above the altar (shown here).



Most recently, the cedar shake roof over the sanctuary was fully replaced.

Fortunately, in all the expansion and modernization, All Saints' worship space has retained its rustic beauty (shown here as restoration neared completion in 2013).



But perhaps it is the church setting, particularly the approach from the footbridge, that has inspired many local artists and brings joy to young and old who come to the Howe Street entrance by that route. The bridge crosses a small tidal waterway (Scow Ditch) that borders the back churchyard. This area of the property is home to the Memorial Garden and columbarium.



With the spirea, impatiens, and more in bloom, this quiet area offers a delightful worship space for Saturday evening services during the summer and early autumn.

The Memorial Garden is also a favorite spot for parish picnics and cookouts after church services.



Pandemic Impacts~

Although in March 2020 the church buildings were closed for worship and parish activities during the COVID-19 pandemic and in accordance with the diocesan mandate, the Buildings and Grounds Committee undertook several measures to ensure our eventual re-opening is safe.

Specifically, the air filtration system was upgraded to meet current CDC guidelines and professional cleaning services were hired to sanitize the worship space and office areas.

It should be noted that as of this writing, All Saints has not been notified of any staff or parishioner testing positive for COVID-19.

The Rectory

The present rectory was newly constructed in 2014. It is located directly across the street from the church and Bristol Hall on Lake Avenue.

Designed to meet revised standards following Superstorm Sandy, the three-story residence meets federal flood-level elevation standards and is equipped with an elevator that runs from the ground-floor level to the top floor. The home has magnificent views, over and beyond the church, to Barnegat Bay.



On the ground level, there are two covered parking spaces at the front of the building, and ample covered patio area in the back, as well as a spacious backyard.

A study and the master-bedroom suite are located in the front of the rectory's first floor, at one end of the spacious entry hall. The laundry area, huge closet, half bath, and split staircase are located in the center of the entry hall. At the other end is a living room with natural gas fireplace, dining area, and kitchen. Sliding doors from the living room lead to an enclosed porch overlooking the backyard.

To the side of the enclosed porch is an outdoor shower for family and guests returning from a day at the beach.

Note: While the church has been closed to indoor worship during the COVID-19 pandemic, All Saints has used the backyard of the rectory in summer and early autumn for [Saturday evening services](#), as shown here with interim rector preaching from the landing.



On the second floor are two expansive bedrooms with large closets and sliding doors to the upper deck that overlooks the backyard and views of the neighborhood to the east. A full bath, an ample closet in the upstairs hallway, and generous storage/walk-in attic space is located on this floor.



WORSHIP AT ALL SAINTS

The mainstay of our life at All Saints is worship. Prior to the pandemic, on average, 86 of us attended Sunday services regularly. Of course, as discussed later, the current COVID-19 pandemic has changed our worship schedule.

The words most often used by congregants to describe worship at All Saints Church are “dignified,” “reverent,” and “relaxed.” And, in many ways, we remain similar in spirit to our parish founders.

Among our first clergy was Dr. George Martin Christian, the Rector of Grace Church, Newark, who served us in July and August for 10 years, beginning in 1891. He attained national fame when he spoke at great length in defense of the Nicene Creed at the General Convention in 1889, and so swayed the convention that he ended forever any talk of dropping this Creed.

Although his sermons were typically 40 minutes long—a characteristic decidedly not popular today—Dr. Christian was considered a “spellbinder” who packed the pews. He was also decidedly “High Church,” with a fondness for “lots of candles, incense, and colored silk vestments,” which did not appeal to many congregants even then. So, striking the balance between dignified worship and the relaxed atmosphere of a seaside retreat appears to be a time-honored tradition at All Saints.

Sunday Services

All Saints celebrates the Holy Eucharist at 8 and 10:15 a.m. on Sundays (except during the current health crisis).

✠ **Holy Eucharist at 8 a.m.** (Rite I) typically appeals to “early birds,” especially the sailors in the parish who

race during the summer months. Other parishioners say this service helps focus them for the day ahead.

Nonetheless, at the exchange of the peace, you will find that everyone moves about freely among the pews to greet each other warmly. As at the later service, at least one usher is on hand to greet these worshipers, and one or two lectors, acolytes, and chalice bearers take part in the service.

✠ **Holy Eucharist with Choir at 10:15 a.m.** (Rite II) is popular with music lovers and families with young children (Church School is held at this time from mid-September to mid-May). The [choir](#) is an important part of the service, leading the congregation in the singing of the Kyrie, Gloria, Sanctus, Agnus Dei, and hymns. They also offer an anthem at the offertory and during communion. The vergers, two acolytes, chalice bearers, and lectors assist in worship as well.

Over the years, our rectors have put much effort into finding “seamless” ways to include the Church School children at the altar rail as well as in other parts of the service. It is also at this service that we have hosted guest preachers or speakers, and prior rectors have occasionally included instructional elements about why, for example, we stand or kneel at particular points in the service. And, as at the early service, parishioners are fully engaged during the exchange of the peace. Many remain after the

service for “coffee hour” (see [Hospitality](#) later in this profile).

Weekday Service

Traditionally, Holy Eucharist is offered on Wednesdays at 8:30 a.m.

Festival Services

The three major holidays—All Saints’ Day, Christmas Eve, and the Great Easter Vigil—have long been celebrated with festival services, which begin with clergy, choir, acolytes, and crucifer for the processional. For our patronal day, in the past the Church School children have also processed bearing banners and leading a rollicking rendition of “When the Saints Go Marching In.”

Late in the afternoon of Christmas Eve, the Church School children play a key role again at a special service that begins with carols. The children gather to lead us in the Blessing of the Manger and treat us to their interpretation of the story of Christ’s birth. The festival service follows in the evening, featuring the choir and guest musicians, such as a harpist or string quartet.



Photo: *The Star Ledger*, December 22, 2013

The Easter Vigil is an especially lovely occasion that begins with the church in darkness. The congregation assembles in the churchyard for the blessing of the new fire. After the Paschal

Candle is lighted from the fire, we enter the narthex and light our candles from the Paschal Candle. Although the service is long and solemn, it is also remarkably beautiful. Even the infants awaiting baptism seem soothed. The favorite moment for all is the Gloria, when traditionally congregants have reached into their handbags and pockets for bells they have brought from home. When the bell tower starts to sound, we all join to proclaim our joy in the resurrection of our Lord. Often, following this service, this joy is extended as we take part in an Easter Feast of parishioner-provided buffet and Alleluia Punch.

Seasonal and Other Services

Since Saturday evening services were introduced in summer about 20 years ago, they rapidly became a popular aspect of our spiritual life. And, this was one service that has survived the current pandemic—with some key modifications.

Traditionally, this Informal Eucharist is celebrated in the Memorial Garden at 5:30 p.m., beginning on Memorial Day weekend. At first, these services concluded Labor Day weekend, but over the years the schedule has extended into mid-September. During the pandemic, the schedule stretched to All Hallows’ Eve (with congregants being encouraged to come in [costume](#)), and the service was moved to the backyard of the rectory to accommodate more worshipers while maintaining the necessary social distancing.

On average, 34 worshipers attended this service during the pandemic. Under normal conditions, congregants sit on chairs or benches in the churchyard while young children prefer the church steps or the grass.

(In inclement weather, service moves into Bristol Hall.) It's not uncommon to see a family of ducks or people in canoes paddling by on Scow Ditch, the small creek that runs along the churchyard, during this brief, simple service. About once a month, congregants have been welcome to stay for a cookout following the service in the past.



MUSIC AT ALL SAINTS

As noted previously, the marriage of music and liturgy is long and much loved; 90% of our survey respondents rated hymns as important or very important in worship and many singled out preserving our music programs as we go forward.

This feeling is deeply rooted. Even when the first “saints” were worshiping in one another’s homes, they also gathered at the Casino by the beach at the end of Bridge Avenue for hymn sings led by a Presbyterian minister on Sunday evenings. According to church records and invoices, in the early years All Saints rented its organ each season—for \$10—and paid about \$1 to have it shipped to the church from Philadelphia. A few years later, the rental was replaced by an oak organ given by Rodman Wanamaker—who had also commissioned the “ultraorchestral” Grand Court pipe organ for Wanamaker’s Department Store (and which can still be heard at what is now Macy’s) in Philadelphia.

Inspired by the late Dr. Lee Hastings Bristol, Jr., then-president of Westminster Choir College and our summer organist, All Saints developed a small but magnificent music program. In the 1970s, Dr. Bristol was also

✚ **Ecumenical Services** have also been a hallmark of All Saints’ strong ties to neighboring churches, including St. Paul’s Methodist Church and Sacred Heart R.C. Church. In the past, we have celebrated such a service with our fellow Christians on or before Thanksgiving, with each church taking turns in the role of host.

✚ **Pet Blessing** remains popular although this service has moved around the calendar over the years. In the past it was celebrated in the churchyard during August to accommodate those parishioners and friends (and, of course, their pets) with us only in the summer. This year, due to the pandemic, the blessing was held scheduled for October 3, closest to when the Episcopal Church honors St. Francis of Assisi.

“instrumental” in our obtaining the 2-manual, 13-stop, Casavant Tracker organ, which we enjoy today. The organ underwent complete restoration following Superstorm Sandy. At the time of restoration, the organ was valued at half a million dollars; it is an extremely rare instrument.



Our current music coordinator, Stephen Pinel, although relatively new to All Saints, has served several churches in the state and in New York City. He holds a bachelor’s and a master’s degree in Sacred Music from Westminster Choir College and has done doctoral work in Historical Musicology at New York University. Tapping his scholarship, he has strengthened the choir’s repertoire of Anglican music and made rehearsals (which are held in the hour between 8 and 10:15 a.m. services) engaging as well as educational.

Our choir is composed of four voice parts, and each section has traditionally been led by a professional singer. These vocalists, as well as our talented volunteer choir members, often enrich worship at the offertory or communion with a solo.



Saintly Sentiments~

Some responses to our January 2021 survey about how parishioners feel about All Saints:

“It is a wonderful, loving community. A light in the darkness.”

“We have been through so much that I am not sure how I feel about All Saints today. I do think it is passing through that cloud that hung over us for several years and certainly changed things.”

“Great group of people.”

“The church is a very welcoming place.”

“The love that members have for All Saints. All Saints is an adaptable and creative church with a solid faith base that has sustained it over the years, allowing it to grow and weather both light and dark times. [There’s] a host ... of talent within its walls.”

“Love the camaraderie...”

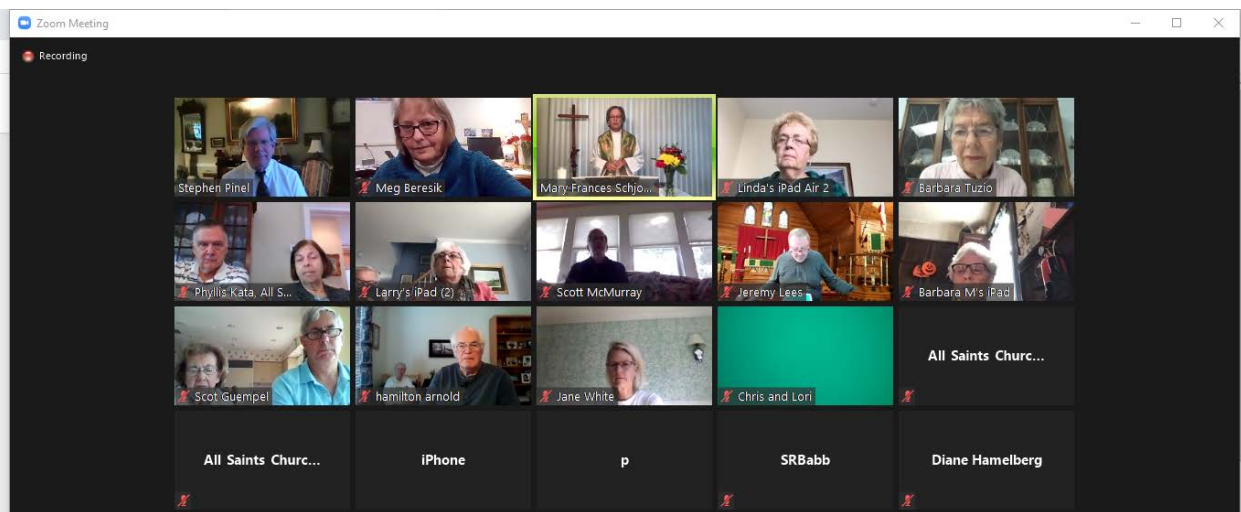
WORSHIP IN THE TIME OF PANDEMIC

As already noted, the church buildings have been closed since the Diocese of New Jersey mandated this action in the early spring of 2020 in response to the COVID19 pandemic. Initially, All Saints attempted to livestream the rector leading a single Sunday service (with organ music and no parishioners present) via the parish website and Facebook page. However, several technical difficulties forced us to abandon that approach.

By the time our interim rector arrived on Pentecost (May 31), All Saints had undertaken two major steps to revive worship as the closure continued through summer. The first was to launch one Sunday service at 10:15 a.m. via Zoom, and the second was to gain approval for a limited re-opening plan that would permit in-person worship, as well as [baptisms and funerals](#), outdoors (weather permitting and with the necessary precautions).

Adapting to “Zoomcharist”

Our team of saints quickly set about assembling a plan. A “virtual usher” was identified to host the Zoom “meeting,” admit attendees, and mute/unmute their microphones (when necessary and possible). A list of “Zoom-experienced” lectors was drawn up for the first few services, and the interim rector ensured that assigned readers and intercessors understood their parts and could run a practice via Zoom before the actual service. The wardens and interim rector also sent emails and letters to “all the saints” to let them know how to access the Zoomcharist. And, each week the Order of Service has been sent out via email with a reminder and link to the service.



Fortunately, our [organist](#), Stephen Pinel, quickly learned how to use Zoom and already had an antique practice organ as well as a piano in his home. Our soloists also stepped forward, getting better microphones and other tools that enabled them to bring their special gifts to our worship once again. We continue to work on improving this element of worship because it is so important to parishioners. Recently, a videographer has recorded Mr. Pinel playing the organ in All Saints and we've shared the recordings during Zoomcharists, along with those of soloists and lectors that were recorded in separate sessions in the sanctuary.

We have also added a recording of the church bell to open our Zoom services and for Christmas Eve created a hybrid service that opened with a live "tree-side" greeting from the interim rector, followed by a pre-recorded service that included carols on the organ, readings, and sermon, all videotaped at separate sessions for safety, and a virtual choir performance.



Many attendees (on average 61 parishioners join the Zoomcharist) have delighted in seeing their fellow "saints," but missed speaking with them. One parishioner's sister would even regularly attend from Mexico! That inspired us to add a coffee half-hour immediately after the service while participants were still in the Zoom space.

Unlike our usual [coffee hour](#) in Bristol Hall, this one is a bit more structured. The warden or interim rector often begins the session by posing a question, such as what attracted parishioners to All Saints (**spoiler alert:** most said it was the friendliness and welcoming spirit of the congregants).



In a survey sent to parishioners via email in early October, we learned that about 82% of the respondents have adapted to and enjoy Zoomcharist. Even more popular is the virtual coffee half-hour, which earned a 94.28% acceptance rate (evenly divided between satisfied and very satisfied). Among those especially grateful for Zoomcharist are older parishioners who have difficulty walking and attending church in person.

When we can return to in-person worship in the nave, we will need to consider making services available via Zoom or livestreaming for these parishioners. Meanwhile, we learned that some long-time "saints" do not have access to the internet and do not have a computer, tablet, or smartphone. We are working on ways to include them not only in virtual worship and coffee half-hour, but also in the discernment process.

Saturday In-Person Service

After our limited re-opening plan was approved by the Diocese of New Jersey, we began holding a Liturgy of the Word at 5:30 on Saturday evenings. This was the only type of service provided for in the plan. As noted earlier, these services have been taking place in the backyard of the rectory rather than in the Memorial Garden behind the church, because it provides a larger seating area. This location allows the officiant to be seen by all while preaching and presiding from the landing of the stairs leading up to the back porch of the [rectory](#). And, to ensure the sermon can be heard, the preacher uses a sound system provided by a portable karaoke machine we purchased specifically for this purpose!

In keeping with the approved re-opening plan (which complies with CDC and diocesan guidelines), those who want to attend this in-person service must pre-register by 1 p.m. on Thursday afternoon, must provide information for contact tracing, and must wear a mask and remain in their assigned seats—which are placed at least six feet apart—at all times during service. Ushers control the flow of attendees into and out of the backyard, attendees drop their offertory in a basket as they exit, and hand sanitizer stations are positioned at the entrance/exit. And, although it is a “big ask,” attendees are committed to leaving the rectory grounds promptly and to refraining from socializing in close proximity to one another on the property. Despite these inconveniences, these services were well received by those who attended (on average 34 people).

All Hallows' Eve service with congregants in costume.



This Too Shall Pass

It should be noted that we did not propose a plan to re-open the church building for worship during the first and second waves of the pandemic for several reasons, including:

- ✠ Given the floor space in the nave and crossing, to meet the social-distancing requirements for congregants (six feet), the officiant (20 feet), and just one soloist (30 feet), All Saints could accommodate only 22 parishioners at a time. This would mean excluding many from worship.
- ✠ Offering more than one service on Sunday would require approved sanitizing between services every week, the cost of which would be prohibitive.
- ✠ As with the Saturday service this summer, parishioners would need to pre-register for service, print out and bring the Order of Service, wear a mask, and maintain social distancing. The sacraments could not be offered. There would be no hymnals or prayer books in the pews, no sacraments, and no coffee hour.

These decisions were difficult, and the wardens and vestry understand that some parishioners are frustrated because a few neighboring churches—some of which have younger clergy and/or larger naves—began having indoor worship this fall. A few of our parishioners have attended services at those churches, and we hope those parishioners will return to All Saints when we fully reopen.

Perhaps the group most saddened by the temporary closure has been the [Church School](#) children, who could not see their friends and classmates in September. As we learned from our experience with Superstorm Sandy, children are often the most deeply unsettled by disasters, particularly when the children’s routines are disrupted and when adults seem powerless to control the situation. To reassure the youngest “saints” that we are thinking of them and eagerly await their return, their teachers have sent each one an illustrated Bible, Advent and Lenten activities, and a prayer cube. And, as a special treat for our parish family who miss seeing the Church School children, our Christmas Eve service opened with a video message from two of the children recounting a favorite holiday family tradition and noting what they would have brought as a gift for the newborn Jesus.

Prayer Cubes (reprinted from a weekly email message)

To remind our Sunday School children that they are important to our church family, the teachers came up with the idea of sending prayer cubes. A bedtime prayer cube went to each child with a note saying how much they are missed, and that Sunday School will still be there when they are able to return. The cube came with a note that read: “Dear _____, Even though we are unable to see each other face-to-face, we are still thinking of you and hope all is well. Signed Mr. & Mrs. McGlynn, Mrs. Copman, and Mrs. Lippert.” The feedback has been very positive.



FORMATION

At All Saints, adult Christian education and Church School are highly valued aspects of our parish life. Survey results indicate that 80% of respondents consider Church School important or very important while 90% view adult education similarly important.

However, both have been disrupted by the current pandemic and temporary closure of the church buildings.

Adult Education

The hunger to learn more about our spiritual life, the Episcopal Church and forms of worship, and the Scriptures remains strong. In one survey, 48.15% of respondents expressed an interest in continuing adult Christian education or hearing from guest speakers virtually.

Typically, clergy have offered a variety of classes for adult parishioners in the evening as well as during the day during fall, winter, and spring. In addition to weekly Bible study, topics for these sessions have been guided by the mutual interests of the rector and the parishioners. Such topics have ranged from preparing for confirmation and understanding the Episcopal faith and its Anglican roots to exploring religious themes in Italian Renaissance art. In February 2021, prior to Zoomcharist, a six-week course on the Nicene Creed is continuing our education program.

Church School

From mid-September to late May during 10:15 Eucharist on Sundays, our youngest “saints” gather for fun and learning in the classrooms adjacent to Bristol Hall.

Teachers incorporate age-appropriate games, crafts, and music into the lessons mapped to the lectionary. And, once a month or more often, the children join the congregation for communion. They also treat us to a festive pageant each Christmas Eve, and have often led the procession on the Sunday closest to All Saints Day.



The children also support various Outreach projects, including collecting food and holiday gifts for St. Gregory’s Pantry and making Valentines for the homebound.

Traditionally, the children close the Church School year in May by hosting a picnic in the churchyard for the entire parish.



MINISTRIES AND SERVICE GROUPS

The breadth of ministries and opportunities to serve in parish groups reflects a strong dedication to our community, to fellowship, and to lay leadership at All Saints.

Outreach

All Saints has a long tradition of engaging in various outreach projects and activities. For the past 10 years, we have expanded our reach through our support for the Episcopal Relief and Development (ERD) Fund and the Interfaith Hospitality Network. Many of the charities we support locally, regionally, and globally—and the fundraising efforts enabling that support—are identified in the section on the [Women's Guild](#).

Although All Saints has raised close to \$30,000 for outreach in the past decade, not all of our efforts aim to raise funds; some have raised awareness. For instance, we held a “Senior Fair” with the participation of community organizations that assist older residents. Our parish also hosted an educational evening, open to the wider community, on the topic of human trafficking. Although not designed as a fundraiser, the event resulted in our congregation collecting \$2,031 for Polaris Project, an organization that supports survivors of human trafficking.

Members of All Saints do know about the Millennium Development Goals and the Global Goals; they do understand how ERD works, and they do share a sensitivity to the needs of others. This awareness inspired parishioners to undertake a “Chili Cook-Off” for hurricane relief and the church school children to dive into their own special projects such as participating in the Diocese of New Jersey’s Matching Grant Program. Still other parishioners actively contribute “time, talent,

and treasure” to programs such as “Dress-2-Impress” (which collects gently used business attire for men), “MA-22” (which addresses military veterans’ mental health), and Dottie’s House (which serves survivors of domestic violence). And, many join in the seasonal collections for St. Gregory’s Pantry and in preparing meals for the monthly “Supper for All Saints.”³

Knowing that members of the surrounding communities are facing food insecurity and a sense of isolation more than ever during the pandemic, the Outreach Committee wanted to continue providing a monthly dinner to those in need—even though our kitchen and parish hall are closed. Divine inspiration struck in October, leading them to prepare and assemble a “picnic” style dinner in the sheltered area under the rectory (see photo on next page). “Supper for All Saints” was delivered along with an invitation for the recipient to participate in the diocese’s “Soles for the Harvest” 5K run/walk to alleviate hunger in New Jersey. In December, the volunteers delivered beef stew meals to about 25 people. This program is continuing in 2021.

³ Originally called Supper *with* All Saints, the program was renamed Supper *for* All Saints during the pandemic when community members and members of All Saints could no longer dine together in Bristol Hall. Instead, we shifted to home delivery.



The “outreach objective” is to respond to the needs of others, wherever they may be and whatever their circumstances might be. All Saints’ experience can be summed up by the simple phrase, “It is in giving that we receive.”

Women’s Guild

The ministry of the Women’s Guild is to serve God, the church, the community and each other, and to meet in prayerful fellowship and friendship. Every woman of the parish is automatically a member of All Saints’ Women’s Guild as well as the Episcopal Church Women (ECW) organization.

The Guild holds monthly meetings from September through June (during the pandemic via Zoom rather than in person). Typically, meetings feature a guest speaker. The cost of the speaker program is defrayed by the \$10 annual contribution each of our members having been paying.

Among the many favorite gatherings the Guild hosts in Bristol Hall are the “Giving Tree” Christmas party in December and a “Quiet Day” of prayer and reflection during Lent.

Over the years, the Guild has been the primary source of fundraising for All Saints’ [Outreach](#) program, [Inreach](#) program, and Student Service Awards, as well as several church

charities. Beneficiaries include the Episcopal Relief and Development Fund, the Seamen’s Church Institute, and the National Cathedral Association. Closer to home, The Guild supports Ocean’s Harbor House, Point Pleasant First Aid, the local fire departments, St. Paul’s Church (Camden) Camp Faith, and St. Gregory’s Pantry, the robust food service program of St. Mary’s-by-the-Sea Church.

Not forgetting the outpouring of generous assistance we received from Episcopal parishes across the country following Superstorm Sandy in 2013, the Guild has added to its beneficiaries churches around the world that continue to suffer through devastating circumstances. These needs are typically addressed by loose-plate offerings the Guild announces in advance to the congregation.

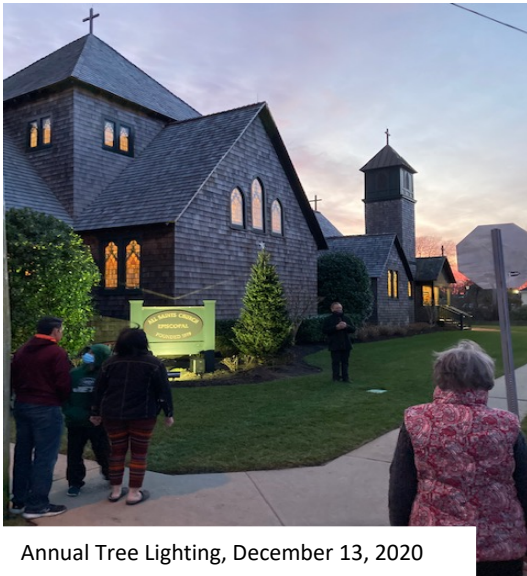
Also listed under its financial duties, the Women’s Guild is responsible for the Rector’s Discretionary Fund and for the Student Service Awards. Through the latter program, two college-bound students graduating from high school receive awards of \$100 each in recognition of their service to the parish.

To support these many charities and programs, under normal circumstances, the Guild hosts two major fundraisers each year. Particularly successful is the Fashion Show and Luncheon (followed by a card party) held at the Bay Head Yacht Club in August. A favorite with not only parishioners but also many summer residents, this event garnered about \$9,000 in 2019.

The other popular fundraiser, the St. Nicholas Bazaar, takes place each November in Bristol Hall. Festively decorated tables feature home-baked goods and soups, handcrafted Christmas décor and baby clothes, and

giftware. A raffle for donated items and services, as well as a sandwich lunch available for purchase, enable this event to raise about \$7,000 annually.

Although we have been unable to use the church facilities for meetings and fundraisers during the pandemic, the women of the Guild have operated efficiently, safely, and creatively in 2020. By asking for donations in lieu of the Fashion Show and Luncheon, they raised \$4,500. And, they also raised funds by selling handmade Christmas ornaments, which raised \$336 and enabled them to keep pace with their financial responsibilities.



Annual Tree Lighting, December 13, 2020

Altar Guild

Day-to-day responsibilities of the Altar Guild are many, but it is uniquely the strong pull this ministry exerts over Guild members that instills in them a true dedication.

According to the All Saints Church Customary, “It [the Altar Guild] is a ministry of great importance to the principal gatherings of the community of the faithful. Caring for the sacred vessels, vestments, linens, and other materials important to the worship of God can

bring a wonderful sense of joy and satisfaction. Those who hear the clear call of God to serve on this important Guild are also able to enjoy beautiful friendships that often become life-long. In addition, members increase their knowledge of and love for beautiful liturgies of the Episcopal Church.”



The All Saints Altar Guild, a voluntary parish group of a dozen dedicated women, is significant for its seeming insignificance as a presence in the church. The women can be seen, but always singly and quietly, going about their business of preparing all things necessary for the celebration of the Eucharist or any other sacrament of the Church, including [weddings, funerals, and baptisms](#).

All Saints is blessed with an extraordinary collection of beautiful handmade artworks, including needlepoint kneelers at the altar, needlepoint Stations of the Cross to grace the nave, a wood and earthenware baptismal font, and other objects crafted by the skilled hands of our church members over the years. These unique objects, as well as all the vessels, brass (to be polished at any time), linens, candles, and flowers, are lovingly cared for by the Altar Guild. To set up for the Eucharist, two women handle the preparations during the week. Many hands, however, must be

recruited for Christmas, Easter, and other large events—and these hands are raised willingly.

Despite the church building's closure during the pandemic, the women of All Saints were not to be denied their favorite time of year and their favorite sanctuary dressing. The women of the Guild have kept the sanctuary candle lighted and ensured the hangings have changed according to the church season.

This past year, however, a Christmas sanctuary posed a particular challenge. After consulting with those who facilitate the Sunday Zoomcharist and learning how they planned to pre-record major portions of the 2020 Christmas Eve and Christmas day services in the church, the Guild members were delighted to go about dressing the sanctuary for Christmas—mindful of wearing masks and socially distancing.



And so, when parishioners logged in to those services, what to their wondering eyes did appear but All Saints' lovely altar festively adorned for Christmas as usual.



All Saints Church members have traditionally commemorated their families' significant life events by sponsoring altar flowers and the sanctuary light. Here again the pandemic has presented new challenges. Under the circumstances, the Guild issued a plea to parishioners: "Even though we are not worshipping in the building, the sanctuary light is still burning to indicate that consecrated Eucharistic elements are present. You may still sponsor the light and you are invited to contribute to a virtual altar flower fund."

Nevertheless, the Guild members look forward to being needed to dress the altar regularly after the pandemic has subsided, and for the many splendid occasions in 2021 and in the future.

Inreach

The mission of the Inreach Committee is to provide assistance to members of our parish family through friendship, prayer, and support. We realize our mission in small, personal, and often ongoing ways. Each committee member signs up for a month or two during which he or she sends a note of cheer and caring to homebound "saints." And, as the committee becomes aware of parishioners who are ill or undergoing medical

procedures, they ensure those parishioners receive a get-well card and their names are added to the weekly prayers. Similarly, the committee sends sympathy cards and monthly notes to the bereaved, for whom the All Saints church family will also pray.

Once a month, following Supper with All Saints, committee members deliver meals to the homebound or parishioners who are recovering from illness. Whenever possible, small bouquets gleaned from the altar flowers after Sunday services are also delivered to the homebound. Meals and flowers may also be accompanied by a copy of Forward Movement's *Day by Day*. And, twice a year, around exam time, the bakers on the committee crank out batches of delicious brownies and cookies that they mail to our scholar-saints away at college.

Hospitality

A tradition connecting one generation of "saints" to the next is hospitality, and many newcomers who join our "communion of saints" note that it is the friendliness of the parish that attracted them. A spirit of hospitality runs deep through our outreach efforts offering dinners to anyone in the community who feels the need for physical and social sustenance and through our inreach program that delivers flowers along with home-cooked dinners to the homebound.

Those attending Sunday service at 10:15 can inevitably be found at coffee hour immediately following that service. Over the years, our capable Hospitality Committee has promoted a welcoming spirit in Bristol Hall that extends and amplifies the Exchange of the Peace. Pairs of hosts, who serve on a rotating schedule, lay out a sumptuous array

of baked goods, finger sandwiches, fresh fruits and crudités, and other tasty delights, as well as coffee and juice. They often decorate the buffet tables and card tables festively for those who wish to sit and chat. And, everyone catches up with each other to share family news.

As this is such a treasured part of our Sunday routine, its loss during the temporary closure of the church building has been especially painful. Although a coffee half-hour follows Sunday Zoomcharist and it is generally well received, particularly by those who generally cannot attend church or traditional coffee hour, it is not nearly as satisfying.



To address the ongoing need of parishioners to see one another in person, to move among one another and make real eye contact, and to join in smaller conversations spontaneously, this autumn we introduced Social Hour in the Memorial Garden late on Sunday and Wednesday afternoons. Attendees had to pre-register, wear a mask until they entered the churchyard and established a safe distance from others, and bring their own snack and beverage. On average, six have attended the Social Hour and find it uplifting.

What we value about All Saints

connecting
environment
fellowship engagement
program loving
choir traditions
community
music kind
welcoming
outreach
friendly

Scholarship Programs

All Saints is not only hospitable and resilient, it is generous. In addition to the service award granted by the [Women's Guild](#) to deserving parish members graduating high school, All Saints awards the Cannon Memorial Scholarship. Established in 1993 with the bequest of \$25,000 from F.A. "Bill" Cannon to All Saints Church expressly for this scholarship, the fund has been invested conservatively. In 2020, the fund had a closing balance of \$25,026.73.

Originally, the award was made to a graduating local high-school senior. But in the last 20 years, the scholarship has also been awarded not only to graduating high-school seniors but also to year-round parish members, regardless of their residence, who are already in college.

Saintly Statistics & Sentiments~

According to our survey and parish summit, parishioners value these programs/ministries:

√ **87%** consider a **Youth Program** somewhat or very important

√ **89%** consider **Fellowship/Special Events** somewhat or very important;

√ **92%** consider **Outreach Programs** somewhat or very important

√ **82%** consider **Women's Guild** somewhat or very important

And, according to our survey, All Saints want to preserve:

"Hearts for Hope. It gives the children a way to be involved in and learn about outreach...."

"The fellowship and outreach."

"Themed meals like Shrove Tuesday Pancake Supper, Lenten soup suppers, Italian Night scholarship dinner"

"Supper with All Saints."

"Hospitality following worship."

"Best organized, caring Inreach."

"Intergenerational activities and friendships."

MOVING FORWARD

Perhaps the best way to describe All Saints going forward is as a parish seeking to make connections—metaphorically and literally. As of this writing, we are still separated from our physical worship space and continue to explore ways to rekindle and maintain contact with our fellow “saints” in safe ways.

Connecting to the Future

The results of our survey make clear that we face several challenges. In particular, some many respondents emphasized the need to grow the church (or maintain its headcount in the years ahead) by attracting young families—an aspiration of many churches today.

Most immediately, however, respondents noted the challenge of reconnecting with parishioners who explored worship at other churches that re-opened earlier or parishioners who left All Saints in the past few years because they “could not connect with the previous rector” or felt the liturgy had become “too High Church or Catholic.”

Connecting with Tradition

The leading responses to what should be preserved at All Saints included:

- ‡ “An uplifting and inspiring Sunday service that I feel good about having attended.”
- ‡ The warmth of the greeters at the door.
- ‡ The use of Rite I at 8 a.m. service.
- ‡ The “high caliber” music program.
- ‡ The welcoming of newcomers and visitors.
- ‡ The hospitality following the 10:15 a.m. service.
- ‡ The Saturday evening outdoor service (preferably followed by a cookout).
- ‡ Christian education for adults and children.
- ‡ Fellowship activities and meals in the parish hall and at the rectory.
- ‡ Outreach and engagement with the community.

Connecting with Parishioners

Survey responses suggest ways in which various groups within the parish (that is, those of different ages, those who attend different services, etc.) can strengthen their relationships.

- ‡ **Communication:** Overall, respondents seem satisfied with the level of communication within the parish today. Some singled out the weekly email messages as particularly helpful, informative, and calming during the pandemic. Others noted the thoughtfulness of the friendly notes the [Inreach](#) committee members send to parishioners. On the other hand, a few parishioners mentioned that better and regular communication about All Saints’ financial health is needed.

‡ **Inclusion:** Survey respondents generally acknowledged the lack of diversity in the age groups comprising our parish, and a few commented on the lack of racial and socioeconomic diversity, which are largely indicative of the immediate community. Survey responses frequently prioritized attracting younger families. Still others commented on finding ways to include our current younger members and children in service (“perhaps a children’s homily occasionally”) or to include youth in Outreach, particularly “in Supper with All Saints.”

Other respondents felt it was important to consider scheduling special events and activities on weekends or evenings to enable children and working parents to participate. A few respondents also pointed to looking for ways to include more summer residents/parishioners in various activities (“I think they have left and we need to pull them back in”).

‡ **Fellowship:** This remains an area of priority at All Saints. More than half of respondents emphasized the importance of parish dinners and picnics, coffee hour, social gatherings, and guest speaker programs. Most see these occasions as effective not only in nurturing the sense of parish family but also in extending hospitality to visitors, friends, and the wider community.

Connecting with the Community

Of those responding to our survey, 92% feel that Community Outreach will continue to be an important or very important ministry going forward. Many noted that the parish has made considerable improvement in broadening its scope and involvement in this area during the past decade.

● ● ●
*“I have always loved the
little church by the sea.”*

● ● ●

In particular, some parishioners noted that All Saints has been generous, readily writing checks and raising funds to help various charitable organizations; however, the question was raised about whether we could be more “hands-on” in outreach activities—particularly beyond our immediate community. Just as we partner with St. Mary’s-by-the-Sea to support St. Gregory’s Panty, we may need to consider working with other Episcopal parishes to expand our mission in those underserved communities.

Most importantly, many feel any activity that brings us together to help others (within the parish, the local community, or across a greater area) is an excellent opportunity for fellowship. And, that is one aspect of parish life that most respondents feel should be preserved.

FINANCIAL SUMMARY

All Saints has had a stable financial history through the years—even during our time “in exile” following Superstorm Sandy and in this pandemic—and has been blessed with the support of the Endowment Fund, which was established in the 1970s with bequests from Robert Carter and Harold E. Williams. With these bequests, the fund was worth nearly \$500,000.

The Endowment Fund, along with the operating and capital budgets, is reviewed by and monitored by the Finance Committee and our Treasurer. For 2020, the Treasurer reported the following closing balances of the three funds in our Ameriprise Financial investment account:

Fund	Opening Balance	Closing Balance
Scholarship	\$25,383.93	\$25,026.73
Capital	\$118,695.60	\$104,362.52
Vestry Directed	\$523,569.11	\$541,179.33
Total	\$667,648.64	\$670,568.58

The modest change in value of \$2,919.94 does not reflect the drama of the past year. As COVID-19 gripped the world and its financial markets, our combined accounts dropped in excess of \$100,000 to a March ending value of \$567,157.59. Over the next nine months we recovered that loss and closed with a 0.44% increase in net value. For that we have our Vestry Directed Fund to thank. Those investments comprise four funds that together combined for an increase of over 40% in total value over the next nine months.

Typically, any shortfalls in covering operating expenses and any capital improvement projects for maintenance of the church, Bristol Hall, or the rectory have been financed through income from the fund. Throughout 2020, net withdrawals from our three funds totaled more than \$47,000; the money went primarily to covering our operating costs. Counterbalancing that were the combined dividends, interest, income, and increases in share values in our equity funds that totaled over \$50,000. The difference between these debits and credits accounted for the net increase of \$2,919.94.

All Saints also tracks changes in the value of our funds on an annualized basis (i.e., 12-month average), dating back to 2018’s opening values. That analysis indicates that over the past three years our funds have experience an annualized decrease of 2.27%. The largest decrease in value occurred in 2019 when we covered the cost of the new roof on the sanctuary and the HVAC system with Vestry Directed Fund monies. Absent those expenses, but including our regular drawdowns for operational needs, we would have experienced a 3-year annual increase of approximately 3%.

As of December 31, 2020, our total asset allocation is: 33.6% in cash and cash investments, 10.4% in fixed income, and 56.0% in equities. This allocation will be reviewed by our Finance Committee in early 2021.

In summary, we have come through some financially difficult times during the past three years, including a relatively flat 2018, capital expenses over \$100,000 in 2019, and the pandemic slump in 2020. All things considered, our moderately conservative funds have put us on good financial footing as we enter 2021.

Stewardship Campaign

For 2021, the operating budget is \$195,000. The purpose of our annual stewardship campaign is to cover the operating budget. By mid-January 2021, we had received 95 pledges for the year 2021, totaling \$185,000. Historically, the pledges that come during the final January campaign days would put us on target to reach 95 pledging units for \$190,000. Considering the COVID-19 effects both on our ability to worship in person and on the economy, we feel very positive about the support the congregation has shown.

The following table provides a quick view of the number of pledging units and annual pledges for the past few years. Data from 2000 is also included for a “generational” perspective.

Year	Pledging Units	Annual Pledges
2021*	95	\$190,000
2020	114	\$206,520
2019	117	\$194,539
2018	108	\$190,476
2000	147	\$147,479

* The numbers for 2021 are projections.

OUR NEXT RECTOR

All Saints seeks a priest who strives not to draw people to him/herself, but who leads people to Jesus and extends Jesus' tradition of welcoming guests and visitors. This welcoming quality is shared by our parish members and is often cited as a major factor in determining what attracted parishioners to All Saints. In our parish survey, respondents identified warmth, engagement, and enthusiasm as central qualities that we seek in a rector who extends a welcoming spirit. Similarly, the other personal qualities that parish survey respondents most often said they valued in a rector are a sense of humor and just being "down to earth."

Survey respondents also expressed the importance of a rector who welcomes the seeker and nurtures spiritual growth through a variety of activities. Related to this is the key quality of being a good listener, someone who is empathetic, kind, and non-judgmental. Many respondents emphasized how important it is for our rector to treat others with respect, regardless of their age or personal struggles.

We view our next rector as a spiritual leader and a unifier, someone who builds bridges with and among parishioners, promotes harmony in the parish, and connects with local churches and townspeople. These skills can help grow All Saints not only in the present but for future generations.

Other skills that many survey respondents emphasized included being a good communicator. In particular, the majority ranked highly someone who can interpret liturgical tradition and scripture and make it relevant to people's lives today. Our next rector should be open to growing the parish through liturgical flexibility, the inclusion of children in worship, and the possible addition of an occasional healing service. Currently we offer a [Saturday evening service outdoors](#) during the summer and need to consider extending it indoors during the colder months to accommodate parishioners' busy schedules and to attract more families with young children.

Further, our next rector should exhibit these personal qualities and skills beyond the context of worship and spiritual instruction. As noted throughout this document, social and fundraising activities are key to our church family life. Also important is our commitment to preserving the high quality of the music program, to growing the Church School and youth program, and to expanding our active outreach program. Our expectation is that the new rector will firmly endorse expanding these programs and actively support lay leadership in these endeavors.

APPENDIX: CHURCH DATA

Parochial Records Summary (including data from 2000 for “generational” comparison)

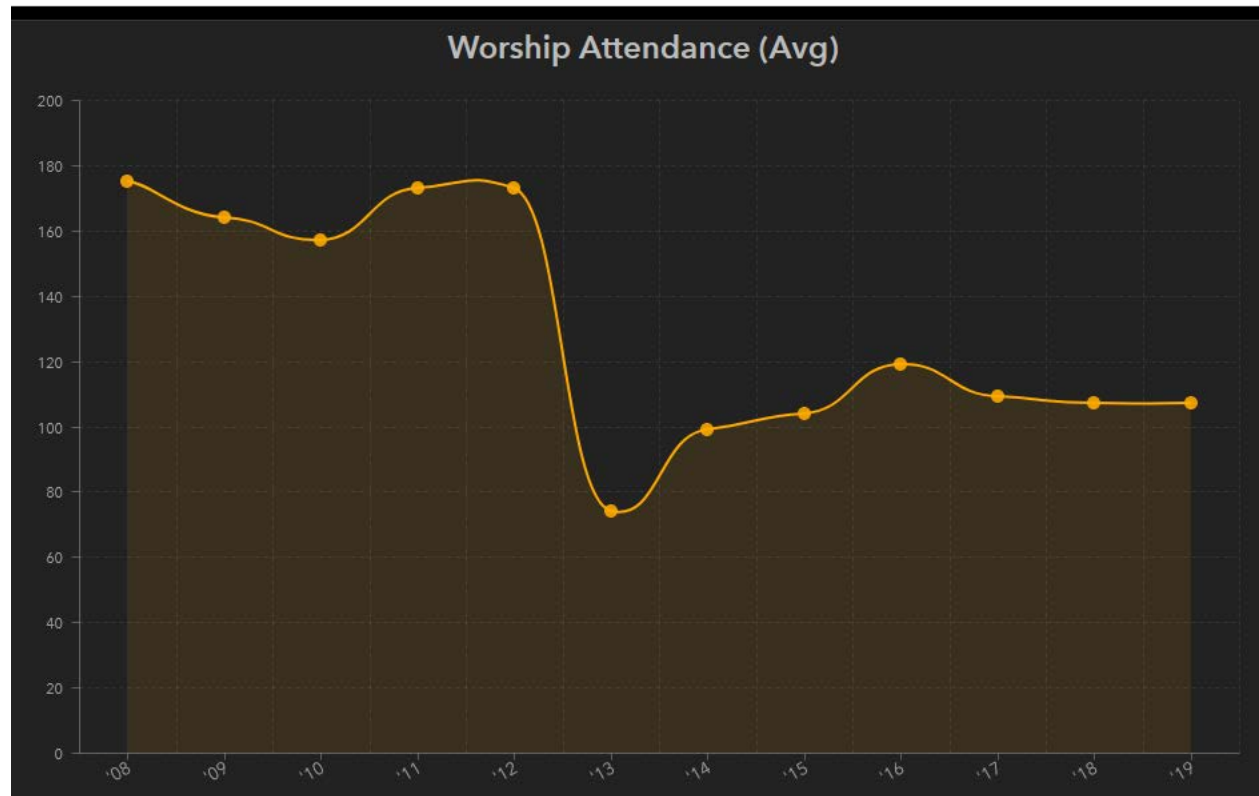
Year	Sunday*	Easter†	Marriages	Burials	Baptisms	Confirmations‡	Church School
2020	86	—	0	4	4	0	—
2019	107	321	1	6	6	6	12
2018	107	297	0	6	6	0	13
2017	109	302	2	4	4	0	10
2000	145	470	21	8	22	7	34

* Combined attendance from 8 a.m. and 10:15 a.m. services. For 2020, average attendance at in-person services (January through March 8) was 86; average attendance at Zoom service is 61.

† Combined attendance from Easter Vigil and Easter Day services. Due to the pandemic, congregants were encouraged to attend these services virtually from the National Cathedral.

‡ There were no confirmations in 2020 due to the COVID-19 pandemic.

Below is a graphic generated by the Episcopal Church based on All Saints’ parochial records for 2008 through 2019, which provides an overview of our attendance trends. The drop in attendance depicted for 2013 followed Superstorm Sandy, when the parish was displaced, and the retirement of the rector who had served since 2002.



2020 ACTUAL – 2020 BUDGET – 2021 BUDGET

ALL SAINTS CHURCH, BAY HEAD, NEW JERSEY

<u>ACCOUNT</u>	<u>2020 ACTUAL</u>	<u>2020 BUDGET</u>	<u>2021 BUDGET</u>
REVENUE			
--Unrestricted (includes: General, Other Unrestricted, Rental, Altar Guild)	\$ 234,416.00	\$ 266,525.00	\$ 237,600.00
--Restricted (includes: Restricted, Memorial Fund)	31,589.00	50,365.00	42,400.00
--Women's Guild	5,818.00	22,650.00	9,800.00
TOTALS	<u>\$ 271,823.00</u>	<u>\$ 339,540.00</u>	<u>\$ 289,800.00</u>
EXPENSES			
--Administration (Includes: Rector, Office)	\$96,060.00	\$162,403.00	\$ 83,205.00
--Music (Includes: Music staff, Other Music staff)	35,304.00	31,600.00	27,900.00
--Altar Guild	2,378.00	5,990.00	2,775.00
--Women's Guild	14,484.00	22,650.00	8,100.00
--Insurance	12,370.00	11,315.00	11,514.00
--Memorial Garden	0.00	0.00	0.00
--Outreach / Inreach	5,366.00	7,850.00	10,050.00
--Pass through	2,047.00	350.00	100.00
--Utilities	22,060.00	22,716.00	18,668.00
--Maintenance Contracts	9,543.00	7,106.00	8,690.00
--Office Supplies	4,721.00	11,480.00	6,275.00
--Buildings & Grounds	19,962.00	32,644.00	32,644.00
-- Discernment Expenses			10,000.00
--Feasibility Study	5,000.00	5,000.00	0.00
--Christian Education	195.00	250.00	250.00
--Fellowship	1,967.00	2,360.00	1,650.00
--Diocesan Assessment	38,000.00	38,000.00	36,024.00
TOTALS	\$ 269,457.00	\$ 361,714.00	\$ 257,845.00
SURPLUS / < DEFICIT >	2,366.00	< \$22,264.00 >	31,955.00

CLERGY, STAFF, VESTRY

The Rev. Mary Frances Schjonberg

Interim Rector

Clayton Smith, Sr., Verger

Mark Durham, Treasurer

Steven Beresik, Senior Warden

Joseph DeAmicis, Junior Warden

Jim Brune

John Copman

Chris Kyse

Diane Lippert

Debbie McCullam

Rob McCullam

Jonathan McGlynn

Chad Newsome

Jane White

TBD, Clerk of the Vestry

Stephen Pinel

Music Coordinator

Linda Calvillo,

Parish Office Manager

Cheryl Smith

Bookkeeper

Jeannette Caldwell

Sexton



All Saints Church

500 Lake Avenue
Bay Head, NJ 08742

732-892-7478

<http://www.allsaintsbayhead.org>

The shield of All Saints Church depicts our relationship with the Diocese of New Jersey, with our immediate community, and with the communion of saints. The alternating blue and gold pattern signifies the sand and water of our shoreline. The double crowns represent the sanctity of the saints, and the crozier (the bishop's staff) symbolizes our long relationship with Bishop Warnecke. The white and black fields on which the crowns appear reflect the brightness of heaven and the trials of the earthly life, respectively.