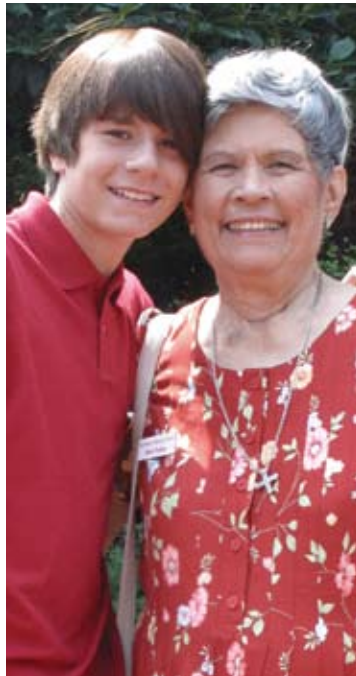


# All Saints' Episcopal Church

FREDERICK, MARYLAND





## *History of All Saints'*

The Parish was officially founded in Frederick in 1742 by an act of the Provincial government, and is the oldest Episcopal parish in western Maryland. A small colonial building was constructed about four blocks from our present church a few years later, and served the parish for over sixty years, including the Revolutionary period, when the Rector, along with most clergy of the state church, left for England.

The parishioners of All Saints' have continually been the leaders of the community. Thomas Johnson, the first post-Colonial governor of Maryland, and Francis Scott Key, prominent attorney and author of the National Anthem, worshipped at All Saints'. In 1793 All Saints' was the site of the first confirmation service by Bishop Thomas John Claggett, who was the first Episcopal bishop consecrated on American soil.

In 1814 a replacement structure was built on Court Street. It is now used as parish hall and classrooms. In 1855 another building was added. This handsome neo-gothic structure was designed by the noted 19th century church architect Richard Upjohn. Less than a decade later the Civil War broke out. For the people here it was not only "the war between the states" but "the war within the state". It is believed that members of All Saints' served faithfully in both the First Maryland Infantry (USA) and the First Maryland Infantry (CSA), which fought at the Battle of Front Royal in May 1862. That September both the people of the parish and its buildings were resources to care for the wounded after the battle of Antietam. Somehow most of the people of Frederick survived, and the wounds, physical and emotional, started to heal.

The 20th century brought about a growth in membership and relative stability. In the years from 1866 to 2006 seven rectors have served All Saints'. Fr. Jim Seale served from 1994 until his retirement in 2006. Some of these rectors introduced a number of liturgical practices such as Eucharistic vestments, a processional cross and sung services. A few decades later contemporary worship with guitars and choral music was instituted. Among the issues during this time was the ordination of women and their place in the local parish. In the mid-1980s we hired, as Director of Christian Education, a woman who was already ordained to the priesthood. In addition to her primary duties, she led the highly successful contemporary service that evolved into our current Great Hall service. Nevertheless, it was several years before she celebrated at the traditional services. There also has been some uneasiness about the consecration of an openly homosexual bishop. Through it all we remain firmly committed to the Episcopal Church.

It appears that those things which have defined us during our history have not been our differences of opinion on the latest issues. Instead, our ability to evolve, albeit slowly, enables us to continue serving God and God's people.



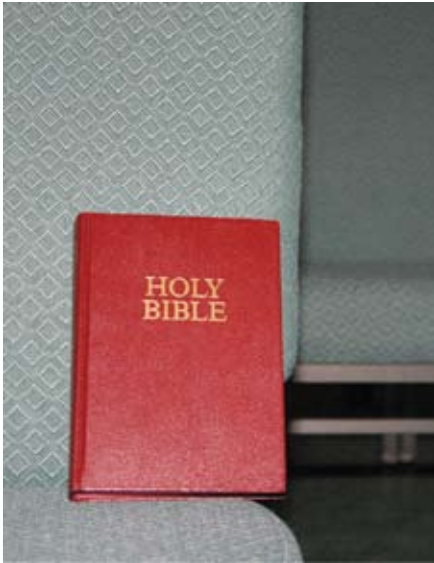
# *Saints' Alive!*

**S**aints' Alive! isn't just the title of our monthly newsletter; it also vibrantly describes the members of our parish. All Saints' is looking for someone to guide us on the next steps as we develop a strategic plan. Through this process, which includes a survey, a parish-wide retreat, and an ongoing Strategic Planning Committee, the parish is poised for new efforts to glorify God.

The energy in this place is tremendous and the incredible resources available within the Parish provide the stepping stones to new approaches to move this faith community into the 21st century. We are seeking a rector who will provide that leadership to move us forward. If you think you might be that person, read on...



# Today



We are a large church, with an average attendance of over four hundred for weekend worship services, and over two hundred for weekly Christian Formation. Our physical location is in the middle of a small city, with one hundred thousand people within a ten mile radius. The population is growing, both because of jobs within Frederick County and jobs in the Washington/Baltimore metropolitan area, some forty miles to the south and east.

If there is a single word to describe us, other than the obvious Episcopal, it would be diverse. Over half of our survey respondents have come to All Saints' in the past ten years; a quarter of us have been here more than a quarter century; a few can trace their local ancestry many generations. Over 40% of the respondents state they are life-long Episcopalians; many others come from mainline Protestant traditions. Some have been Roman Catholics, some Southern Baptists, and a smattering have been members of the Assembly of God or Greek Orthodox churches. Some came

only with strong encouragement from a family member, but decided to stay and get involved.

Even though we come from a variety of backgrounds, we are united in our appreciation of the liturgy and our appreciation of the "three-legged stool" of scripture, tradition, and reason.

Our primary opportunity, which is also our greatest challenge, is growth. We have experienced significant growth in recent years and we try to welcome new members, but we need to do more to incorporate these people into the life of the parish. Additionally, our growth has not always been matched by changes in our organization. After years of seeing ourselves as a pastoral/program size church, we now recognize the need to operate in the corporate-size mode, and are being guided in that direction by our Interim Rector. An effective organization is extremely important as we position ourselves for future growth to be a Christian community in the twenty-first century.



# Worship



We have four different Eucharist experiences each weekend, as well as a mid-week Eucharist and a few other worship services. More than four hundred people attend one of these services each week.

At 8:00 a.m. in the Nave, there is a Rite I spoken Eucharist.

At 10:30, in the Nave, there is a Rite II Eucharist with traditional music, accompanied by the Moller pipe organ. Generally the music is led by the adult Nave Choir. The Youth Choir or Children's Choir sing on a monthly basis. One of the three handbell choirs is added periodically.

Also at 10:30 the Great Hall service offers contemporary music, generally from *Renew! Songs & Hymns for Blended Worship*, which is led by the Great Hall Choir, accompanied by piano and/or guitars. The Men's Choir and Youth or Children's Choirs sing once a month. The service has been a slightly-modified Rite II Eucharist, with chairs rather than bench seating. To emphasize the importance of community, during

Eucharist, the congregation forms a circle around the room. The communion is distributed by the clergy moving from person to person.

The 5:00 p.m. Saturday service, in the Nave, is our fourth weekend Eucharist. This service has had some variation in forms and attendance over the past few years. At times it has had a hint of a Celtic (Iona) flavor; at other times it had a generally meditative flavor. Music has recently been added to this service. The form and function continue to evolve.

Lay persons serve in many roles. In most services there are people serving in the roles of acolyte, altar preparer, chalice, greeter, lector, and usher. There also is a separate Flower Guild. Vestry members rotate the duty of welcoming and making announcements at the beginning of each service. Clergy rotate among the various services on a weekly basis.



# Christian Formation



All Saints has always had an emphasis on Christian education for children. The emphasis on Christian Formation was reinforced in 2003 by hiring a full-time professional, Caroline Black, to head and rejuvenate our Christian Formation programs for children and adults. Within the Sunday School our goals are for children to acquire a basic working knowledge of scripture appropriate to their age level and for adult workers to recognize their own gifts of leadership and teaching. Participation has increased so that over one hundred children are registered for Nursery and Sunday school through grade 5 with the average Sunday morning attendance at 80. Although Ms. Black assumed a position as Missioner for Christian Formation for the Diocese of Southern Virginia in November, 2006, we have a dedicated group of teachers who have been trained in the

curricula, including Godly Play. We also hired a part-time Superintendent of Children's Christian Formation for the remainder of the 2006-2007 program year.

The youth are formed into middle and senior high classes with a registration of over one hundred. The Rev. Andy Jones, as a major part of his job since 2002, has enabled the youth to develop an atmosphere where they can experience and feel the love of Christ. It is a journey of self discovery and includes not only the Sunday morning program but an array of fun activities in and out of the church atmosphere. In September, 2006, Reverend Andy accepted a call to be Rector of St. Andrew's Episcopal Church, Madison, Wisconsin. The youth programs will continue with lay leadership and oversight by our new Curate.

At the same 9:15 hour that the child and youth formation classes are held, there also is a variety of weekly offerings for adults. These include an adult forum, a book discussion group, and a Faithful Families class for parents of young children. Total weekly attendance averages seventy. Education for Ministry (EfM) and a Kerygma bible study are among the offerings during the week. Via Media, confirmation preparation, and other limited-duration offerings are held seasonally.



**FAITH  
HOUSE**

**RESCUE**

**FREDERICK  
RESCUE MISSION**

# Beyond the Parish



## **Outreach**

Outreach has been a significant part of the life of All Saints' Parish for over 150 years. Partnership and support of many local organizations are part of our reaching out beyond ourselves, and is described more fully in our Guide to Ministries. Notable among our outreach projects for the Frederick community was the startup of Advocates for Homeless Families, which helps families transition from homelessness to self-sufficiency. We also supply volunteer and monetary support for an overnight homeless shelter and a men's recovery program.

Recently we have initiated two new ministries, one international, and one national. Each summer, starting in 2004, the Frederick Regional Council sends a team of more than a dozen people to the Diocese of Panama for one week to staff a medical clinic and to help with a building project. One of our parishioners, JoEllen Nutter, R.N., recently left Frederick to serve, on a long-term assignment, as a Medical Missionary in the Diocese of Panama. Much of her financial support has come from All Saints' parishioners.

Soon after Hurricane Katrina in 2005 a partnership was established with the Church of the Redeemer, Biloxi, Mississippi. In 2005-2006 we sent five mission teams along with supplies to help rebuild the Biloxi community. This work is ongoing.

## **The Diocese of Maryland**

We are members of the Diocese of Maryland with its Diocesan House and cathedral located in Baltimore. The diocese is headed by Rt. Rev. Robert W. Ihloff who will be retiring in April, 2007. Our suffragan Bishop, the Rt. Rev. John Rabb will be continuing. The Diocesan Camp and Conference Center, The Claggett Center is located just fifteen miles from Frederick. We use this facility for our summer day camp and occasional retreats.

## **Frederick Regional Council**

The Council is composed of 9 Episcopal congregations in Frederick County. We support each other and work together on several projects such as the mission to Panama. The Council joined with Evangelical Lutheran Church in Frederick to start Trinity School of Frederick in 2002. There are currently 88 students in grades K-8 located in a facility on the south edge of the city.



# Within the Parish



## **Administration**

In addition to the various functions performed by a recently-hired Parish Administrator, much of the administrative work, as well as facility maintenance is performed by volunteers within the parish. Each weekday an office volunteer acts as receptionist, often performing other office duties. A group of retired men, known as the “over-the-hill gang” spend each Tuesday working on various maintenance tasks. Several outside groups rent our Great Hall. We are increasing revenue from the rental of this facility, the largest hall within the city of Frederick.

## **Pastoral Care and Spirituality**

The pastoral care ministry is recognized as a very important segment of our parish. Our Lay Eucharistic Ministers take the Holy Eucharist to communicants who are not able to attend church. Pastoral care teams are in place for visits to those in need of companionship.

There is a very active Chapter of the Daughters of the King who provide prayer, service, and evangelism. A chapter of the Junior Daughters of the King has been formed to provide teen-age girls an opportunity to grow through fun and fellowship and share a common Christian commitment.

## **Newcomers**

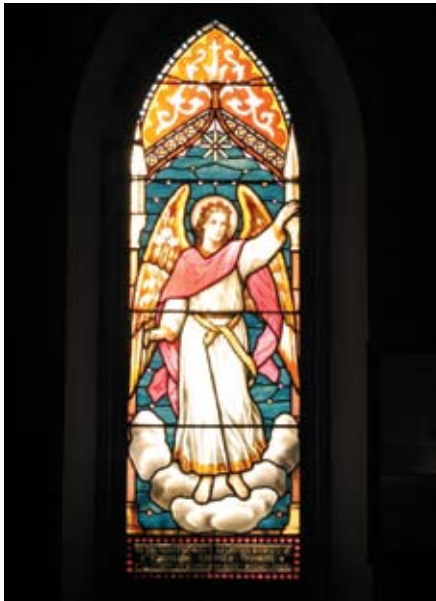
Welcoming and integrating new people into the life of a parish is not easy in a large parish. To assist in this process we have several strategies. Greeters are stationed at each of the major entrances to the facility before worship services, and in the greeting space after the services. Clergy and members of the Newcomers’ Committee make phone calls as well as host a quarterly brunch to help newcomers feel welcome.

## **Fellowship**

As with most active parishes, fellowship is an important ingredient of a healthy church. Through its very well attended monthly community nights with gourmet meals, dinners out at local restaurants, foyer dinner groups meeting in individual homes, and Sunday coffee hours, we enjoy the opportunity to be with other parishioners for fellowship. A men’s ministry meets for breakfast once a month and a very active St. Mary’s Chapter, established in 1886 to help the Rector with Parish Work, is always developing ways to raise funds for parish projects.



# All Saints' Environs



Our facility is located in the Historic District of downtown Frederick. History, architecture, and beauty are words often used to describe the church buildings and environs. There are three interconnected structures which are all wheelchair-accessible. Most areas are air-conditioned. These buildings surround a small courtyard with trees, a pond, and the parish columbarium.

**Parish Hall** – built in 1814. This two story stucco structure was the second church and now is the Parish Hall and classrooms.

**Main church** – built in 1855. This beautiful, red brick neo-Gothic structure, designed by Richard Upjohn, sits on Court House Square with other nineteenth century buildings. The steeple is one of the clustered spires of Frederick quoted in John Greenleaf Whittier's poem, *Barbara Frietchie*. This building includes the primary worship space, a small chapel, a classroom, and some storage space. There have been a number of interior changes in the past 150 years, including the addition of stained glass windows, rearrangement of the console for the Moller pipe organ and choir stalls, and movement of the altar away from the front wall.

**New building** – built in 2002. This 22,000 square foot brick-clad structure, has, on the upper level, the Great Hall which is used for contemporary worship services as well as church dinners and occasional rentals. The middle and lower levels contain offices, classrooms, and conference rooms.

**Residence** – Adjacent to the main building is a historical residence that was built in 1791, and is the oldest building on Court House Square. It was purchased by All Saints' in 1915 and has been used as a Rectory ever since, with periods of additional use as church office and classrooms. We are in the process of determining the future of this building.

There is limited on-site parking on weekdays. In evenings and on weekends there are an additional seventy free on-site spaces. There also is on-street parking. A large city parking garage is available at all times, and is free on Sundays.



# City of Frederick



The center of the City of Frederick has many buildings dating to the late 1800s, including both town homes and single-family homes. The main business streets-- Market Street, going north-south, and Patrick Street, going east-west -- have been revitalized during the past few decades, and now feature a wide variety of restaurants, boutiques, and antique shops. One block north of Patrick Street, Church Street, is home to a number of church buildings dating to the same era. There has been recent activity in constructing new office buildings and condominiums in the downtown area; the new construction is required to adhere to a strict visual code so as to not overwhelm the historic buildings. The remainder of the city is primarily residential, with a few commercial areas. Recent residential growth has been mainly just outside the city limits. This growth is expected to continue.

Frederick is home to Hood College, a small liberal arts college, and Frederick Community College. Frederick Memorial Healthcare System serves the entire county.

## **Beyond Frederick**

In addition to being a city in its own right, Frederick is an outer-ring suburb of Washington, D.C., which is 45 miles to the southeast on Interstate 270. Baltimore is 50 miles to the east on Interstate 70. The proximity to major metropolitan centers offers us excellent opportunities for education, the arts, entertainment, and world-class hospitals.



# Our Numbers

418	Average attendance (2005 Parochial Report)
50-70	Attendance at 8AM service
130-150	Attendance at 10:30 Nave service
150-170	Attendance at 10:30 Great Hall service
45-50	Attendance at 5PM Saturday service
58	Different organizations, (see Guide to Ministries)
\$3.8 million	Cost of 2002 building
\$1.8 million	Total indebtedness (primarily 2002 building)
\$0.3 million	Capital fund pledged but not yet due.
\$2 million	Total endowment
60,000	Population of City of Frederick
120,000	Population within 10 miles of All Saints'
	30% Obtained BS or advanced college degree
	56% Born in Maryland
	6% Born outside the USA
	10% Born before 1943
220,000	Population of Frederick County (current)
118,000	Population of Frederick County (1980)
76,000	Population of Frederick County (1960)
5 million	Population of Washington/Baltimore metro area
7,800	Employed at Ft. Detrick, in research on cancer and infectious diseases, as well as Army Signal Corps.
42,000	County residents who travel outside the county to work
30 minutes	Average commute, all county residents
\$80,000	Average household income, Frederick area
\$68,000	Median household income, Frederick area

## TRENDS

YEAR	2001	2002	2003	2004	2005	2006
Number of Pledges	328	330	358	356	329	325
Average Pledge	\$1,211	\$1,449	\$1,492	\$1,687	\$1,723	\$1,883
	<b>ACTUAL</b>					<b>BUDGET</b>
	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>
Pledge Income	\$465,721	\$517,505	\$568,231	\$613,014	\$616,896	\$627,500
Other Income	\$121,394	\$127,677	\$135,164	\$129,950	\$135,389	\$142,400
Total Income	\$587,115	\$645,182	\$703,395	\$742,964	\$752,285	\$769,900
Total Operating Expenses	\$571,796	\$636,224	\$774,666	\$716,272	\$746,667	\$796,176
Increase (Decrease) in Net Assets	\$15,319	\$8,958	\$(71,271)	\$26,692	\$5,618	\$(26,276)



# Our new Rector



Three hundred people responded to our survey and gave valuable input on the skills and qualities that we seek in our next Rector.

## **We seek a rector who will –**

- Preach the Gospel with conviction
- Inspire us to live out our Christian faith
- Inform our faith with a spiritual message grounded in a theological understanding of the living Christ
- Plan and lead worship that is well-done and uplifting, using beautiful music, symbols and physical space
- Enable staff and parish leaders to use their gifts to further the work of the church
- Expand our system of pastoral care to minister to those who are ill or in distress.

## **She or he should**

- Have a strong personal spirituality
- Be warm and welcoming
- Interact well with people of all ages

Additionally, the Vestry expects that viable candidates will have demonstrated performance in managing a multiple-staff church over an extended period of time, either as Rector or as Senior Associate. We want our next Rector

to lead us in a variety of different worship forms and styles as well as in new ways of stewardship for our time. We seek someone who will share leadership with us as we face the challenges and embrace the God-given opportunities for ministry in the 21st century.

**To contact the Rector Search Committee,  
All Saints' Episcopal Church  
Frederick, Maryland**

**allsaintssearch@earthlink.net**

*All Saints' Rector Search  
P.O. Box 3825  
Frederick, MD 21705*

**All Saints'  
Rector Search Committee**

Jack Anderson, co-chair  
Nancy Hennessey, co-chair  
Jim Breisch  
Pat Custer  
Sally Hales  
Ian McGreevy  
Tawnya McKee  
Joseph Moore  
John Nutter  
Jake O'Sullivan  
Eileen Weber  
Mary Ann Wesselman  
Jackie Gambill, recorder

**Vestry**

Chuck Hedges  
*Sr. Warden*  
Dwight Wooster  
*Jr. Warden*  
Dunbar Ashbury  
*Treasurer*  
Gary Crump  
*Registrar*

**Class of 2007 (February)**

Sara Gibson  
Robyn Hildebrand  
Bruce Jones  
Sharon O'Rear

**Class of 2008**

Judy Haines  
Chuck Hedges  
Dan Lajewski  
Dwight Wooster

**Class of 2009**

John Frye  
Bill Gibb  
Hunt Hendrickson  
Tom Litras

**Class of 2010**

(not yet elected as of press time)

**Youth Representatives**

Jake O'Sullivan  
Keith Thrash

**Clergy and Staff**

The Rev. Philip Wiehe  
*Interim Rector*  
The Rev. Thomas S. Rogers, III  
*Curate*  
The Rev. Columba Gillis  
*Assisting Priest*  
The Rev. Tom Claggett  
*Deacon*  
The Rev. Kay Rice  
*Deacon*  
Rick Hirschman  
*Parish Administrator*  
Carroll Howe  
*Music Director*  
Denise Parker  
*Assistant Treasurer*  
Lynn Staininger  
*Assistant Music Director*  
Betsy Lalley  
*Parish Administrative Assistant*  
Rixey Hoult  
*Church School Superintendent*

*The Profile Committee would like to thank  
Ken Eastep, Ann Hess, Wilson Mann, and Cam Overs  
for contributing their photographs to this publication.*

*The souls of all the saints  
Those we have known and loved  
Ebb and flow to heavenly chords  
In a song of peace.*

**-unknown**

*All Saints' Episcopal Church*  
FREDERICK, MARYLAND

