



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Oct 1, 2021)*

## All Angels' Church, Manhattan, New York

251 W 80th Street, New York, NY 10024, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 11/15/21.

[search@allangelschurch.com](mailto:search@allangelschurch.com)

Weekly Average Sunday  
Attendance (ASA)

288

Number of Weekend  
Worship Services

2

Number of Weekday  
Worship Services

Number of Other per Month  
Worship Services

Current Annual  
Compensation

Cash Stipend

Housing / Rectory Detail

Utilities

SECA reimbursement

Compensation Available for  
New Position

Housing Available for

Pension Plan

**We're in compliance with  
CPF requirements.**

Healthcare Options

Full family

Dental

Yes

Housing Equity Allowance in  
budget

Yes

Annual Equity Amount

Vacation Weeks

One month, including 5  
Sundays (standard)

Vacation Weeks Details

Continuing Education Weeks

2 (standard)

Continuing Education Weeks  
Details

Continuing Education  
Funding in budget

\$501-\$1000/year

Sabbatical Provision

Yes

Travel/Auto Account

Yes

Other Professional Account

*We are calling a Priest-in-Charge, compensation & benefits according to diocesan guidelines.*

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

Our recent history has been shaped by COVID-19. We had no in-person worship for 14 months. Leadership learned to stream from the sanctuary. Parishioners faced employment interruptions, schooling adjustments, and disruption of our social services. Against that backdrop, we celebrated Easter Sunday 2021 together at a carefully orchestrated COVID-safe service. As we have no outdoor space, we obtained a city permit to close the block in front of our building. Eager parishioners joined staff in setting up a street sanctuary and facilitating the service. A spirit of resurrection filled the block, as we saw each other face-to-face after more than a year of interacting online. We met new babies after pregnancies no one had seen. Newcomers who'd joined during the year finally met people with whom they'd been praying online for months. We celebrated the Eucharist physically for the first time in more than a year. The service itself was no small logistical feat, but our joy came mostly from celebrating the resurrection as an embodied community, bearing witness to the Sunday morning passersby who stopped to watch (and sometimes participate in) this jubilant reunion on West 80th Street.

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

We worship the God of yesterday, today, and tomorrow and aim to include all in our corporate worship. About a fifth of our congregation are children and youth. We are committed to age-appropriate discipleship; we see kids as full participants in the body of Christ. We participated several years ago in Fuller Youth Institute's Sticky Faith cohort, with the goal of an intergenerational church culture that helps faith "stick" as youth move into adulthood. We also seek racial diversity in our congregation and leadership, and in recent years have discussed issues of race more directly than in the past. We wish for more understanding and focus on how to be a truly diverse church with deep relationships. The Church of the future also depends on flexibility from the Church of the present. We experienced that in the quick pivot to online worship and fellowship forced by the pandemic; as with most churches, it was a bumpy transition at times, but resourcefulness by staff and laypersons allowed us to continue our community life in an altered form even under extreme circumstances. As we look to the future, we aim to keep the online habits that remain lifegiving.

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

Humble servant, listening shepherd, community-builder, Gospel-driven.

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

Our worship is liturgical, sacramental, and flavored by an informal worship style. We want all congregants to worship, pray, study Scripture, participate in the Eucharist, and experience deep fellowship as an integral part of their lives. Before COVID-19, up to 200 adults and about 40 children and youth gathered for worship at 10 AM on Sunday mornings, with about 120 adults and 5 children at 5 PM on Sunday evenings. In the morning we follow Rite Two from the Book of Common Prayer, while the evening uses a more informal liturgy. From spring 2020 to summer 2021, our single online service combined elements and styles from both services. Since restarting in-person morning services in summer 2021, approximately 40-70 have participated in the building, along with others continuing to worship online simultaneously. The 5 PM service was reintroduced in person in September. Cognizant of the ongoing risks, we continue to be as safe as possible (staff/volunteers must be vaccinated; all attendees must be masked) while holding open a door of welcome to all.

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How do you practice incorporating others in ministry?

All Angels' has long been committed to setting an expansive table, where anyone who wishes to worship, explore faith, or simply find a place to rest will find a welcome. This extends not only to worship services, but to ministry roles. There's room to grow, but we have sought to find places where all can serve. This is part of our desire to break down assumptions about the "other," to remove walls that divide us as fellow seekers. We do this between ages: We are intentionally multi-age in worship. Before our pandemic shutdown, children had visible places of ministry as full (not "junior") members of the body of Christ. We also aim to do this between members of varied backgrounds and church experience. For example, we aim to include current and former Community Ministries participants in lay leadership (ushering, committee representation, etc). These efforts have been impacted by COVID-19, forcing us to implement a skeleton leadership crew of those at lesser risk, but in future we desire to rebuild ways for all to contribute. We recognize that our congregation has many underutilized gifts. We seek a priest who is gifted in establishing and sustaining meaningful lay leadership.

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

We are centered on the Eucharist and celebrate God's grace in our brokenness. We believe that small group gatherings centered around Scripture, prayer, and relationships are vital to our spiritual growth as a community. House churches are one place where we live this out together. We currently have eight groups (some on Zoom, some partially in-person; some longtime, some newer) and see room for development and deepening of this vital ministry. We value Biblical teaching that is thoughtful, complex, and grace-filled vs. formulaic or reductionist. We have active prayer ministries, including a longtime Sunday morning contemplative prayer group (lay-led), healing prayer teams during worship (also lay-led, curtailed during COVID), and prayer pods (prompted by the lay-led COVID task force; ~4 parishioners meeting on Zoom to pray for each other). We see room to deepen a culture of prayer across the congregation. We desire to strengthen pastoral care (clergy and lay-led), particularly in the aftermath of a traumatic season of isolation. Re: physical needs, see also the COVID task force in item 7.

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

In Community Ministries, 700 people experiencing poverty, homelessness, addiction, and/or mental health challenges come through our Pathways drop-in program each year. We offer meals, showers, clothing, and mail service; medical, psychiatric, and social services; and pastoral care. Pre-pandemic, we hosted an overnight shelter weekly for 13 women and 25 men. CM participants typically do not start as church members, but we hope that those who come with specific needs and those who come as volunteers will join our worshipping community. Shelter guests were encouraged to participate in the 5 PM service, followed by dinner served with dignity at round tables with tablecloths. This longtime community meal was an extension of the worship service, a point of intersection between those who come together at All Angels'. Although COVID has curtailed the shelter and modified the meals for now, we look forward to reinventing our valued Community Ministries. In a recent survey, parishioners identified CM as the highest priority of the 15 categories of church life listed. That said, there's room to grow our parish-wide involvement: more currently value CM than are active volunteers.

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

All Angels' has engaged in revitalization efforts within the Episcopal diocese in NYC through our support of St. Peter's Chelsea (see item 7). Many parishioners have international ministry experience, which brings a global perspective to their involvement at All Angels', and some serve in such parachurch ministries as Young Life and InterVarsity, which reminds us that we are not alone in our journey. Previously, AAC's broader geographical reach was expressed through support and occasional in-person visits to overseas ministries, some in India based on the connections of the former rector. This international focus has languished in our recent years of transition; we would welcome new vision and vitality in our engagement with the global Church and how this ties our commitments here in NYC. Many All Angels parishioners come from a non-Episcopal background, we celebrate the Episcopal expression of faith, liturgy, and theology. We are grateful to be a part of the Episcopal Diocese of New York, and annually pay the designated apportioned share.

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

In 2019, All Angels' joined Rose Castle Foundation in the UK to initiate a program in interfaith dialogue. All Angels' youth traveled with NYC Muslim youth to Rose Castle for an intensive week of communication about paths to peacemaking. This forged close friendships and planted seeds of understanding between Christian and Muslim youth. Also in 2019, a clergyperson and core parishioners from All Angels' moved to St Peter's Chelsea as part of a revitalization effort in the Diocese of New York. All Angels' has supported this venture with financial support and by sending out part of our church family to build a new worshipping community. AAC has long seen the health of the whole person as a vital ministry, best expressed through our Community Ministries. COVID-19 put the physical needs of the whole congregation into a new light. In March 2020, we formed a team to respond to the challenges faced by a church in a pandemic. This group set up a network to address congregational needs, from the physical (setting safe church policy; facilitating scarce vaccine appointments; etc.) to the spiritual (prayer pods and online events). Search committee co-chairs can provide contacts upon request.

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

We know that we have been given much as a congregation; we take a holistic view of stewardship. Pre-pandemic, we estimate that 80% of the congregation volunteered in some capacity in worship and ministries. The bulk of our income comes from annual pledges and other non-pledge giving by individual households, representing a wide range of socioeconomic diversity. For the past several years, we have operated at a balanced budget or net operating surplus. Additionally, we have several investment funds, including an endowment that currently approximates \$4.8MM and upon which we draw annually to enable us to balance our budget. Approximately 20% of our budget is allocated to Community Ministries, and our space is often used for these ministries to people experiencing homelessness. We are committed to the maintenance of our well-used parish building; we are conscientious about the care of our three-bedroom rectory in the neighborhood. Beyond our life together as a congregation, we aim to steward our individual vocational skills and talents to the glory of God.

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

We grappled with conflict around the resignation of our rector, requested by the vestry for cause in October 2020, 15 months after his installation. (This followed a difficult prior transition in late 2016, when the rector of 17 years was removed under Title IV.) The news was met with a mix of concern, appreciation, anger, and surprise, although the congregation was largely supportive. Other staff left under various conditions in recent years. It has been difficult to process this during pandemic separation and isolation. The lack of in-person gathering meant that there was no serendipitous interaction between those who held contrasting viewpoints, and we could only process in online settings. Conversations in Zoom gatherings (house churches, coffee hour, prayer pods) facilitated the maintenance of community. The wardens shared honest facts via Zoom meetings and had further conversation with individuals, while seeking to balance confidentiality and transparency. The wardens and current clergy team have worked hard to foster the trust and healing we desire, but we are still on that road, and the ongoing pandemic has hindered our ability to move into unified understanding and vision.

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What is your experience leading/addressing change in the church? When has it gone well? When has it gone poorly? And what did you learn?

NYC and All Angels' have a natural transience. About a third of the congregation turns over every few years, so we often receive newcomers while sending others out. That gives us resilience while creating challenges in sustaining lay leadership and connections. At a deeper level, our recent transitions have revealed systemic wounding that we are actively attempting to address. Our community has felt in a state of change and is still interrogating how this season sets the path for our future. This honest assessment is painful but necessary, and parishioners have a range of opinions about where we've been and where we're going. As we examine our history, habits, culture, and calling, we welcome leadership eager to walk with us and guide us. More broadly, we are keenly aware of the societal issues faced by the Church. Many parishioners are concerned with justice. As a church, we've spent time grappling with issues of race and considering whether we are truly the diverse and justice-minded community we claim. We long for visionary leadership that will help us gain focus and momentum in acting on behalf of the Kingdom in a changing and often unjust city and world.



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### Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. John Schmidt	Interim	2021-01	

Name	Position Title	Date Begun	Date Ended
The Rev. Nathaniel Jung-Chul Lee	Rector / Vicar / Priest-in-Charge	2019-05	2020-09

Name	Position Title	Date Begun	Date Ended
The Rev. Milind Sojwal	Rector / Vicar / Priest-in-Charge	2000-06	2017-02

Church School		Number of Teachers/Leaders for Children School	Number of Students for Children School
YES		10	32

Number of Teachers/Leaders for Teen/Young Adults School	Number of Students for Teen/Young Adults School	Number of Teachers/Leaders for Adults School	Number of Students for Adults School
6	22		

Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School



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Worshipping Community Web site: <https://allangelschurch.com>

Media Links:

Online References:

> <https://www.youtube.com/channel/UCDasH-QS5sUoppSpeZxWEjQ>

Languages Significantly Represented:

**English**

Provide Worship or Classes in:

**English**

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### References

Bishop:

Diocesan Transition Minister

Current Warden/Board Chair

Previous Warden/Board Chair

Search Chair

Parish/Institution

Local Community Leader