



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Dec 6, 2019)*

## All Saints' Church, Briarcliff Manor, New York

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 01/10/19. [allsaintsbriarcliffsearch@gmail.com](mailto:allsaintsbriarcliffsearch@gmail.com)

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
55	2	0	
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
		3	<b>We're in compliance with CPF requirements.</b>
Healthcare Options	Dental	Housing Equity Allowance in budget	Annual Equity Amount
Full family	Yes		
Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
One month, including 5 Sundays (standard)		2 (standard)	
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
\$501-\$1000/year	Yes	Yes	

*Compensation will be 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.

All Saints Church, along with some local churches, participated in the Emergency Shelter Program (ESP), providing 3 meals and sleeping accommodations for between 5-12 clients for one week in March, 2019. It was our first effort of this magnitude, and we were pleasantly surprised to have had substantial support from the congregation. Thirty people in all pitched in to help. It was a joyful and fulfilling mission that brought us all closer together while serving those in need. We look forward to participating in ESP in 2020.

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

We are a forward-looking church that is searching for our most fulfilling future. Over the last two years we embarked upon an ambitious program, called Renewal Works, to look inward and assess our best path forward. Through Renewal Works we're looking to build fellowship and spirituality by programs such as a music workshop, which we will be conducting this November. We are also conducting an accessibility assessment to make our physical plant more user friendly to those with physical disabilities. We have a long history of combining efforts with other local Episcopalian churches called the Landmark Churches and look to increase those efforts to take advantage of combined resources and scale. We send out a weekly email blast highlighting worship and special events, maintain a Facebook page and have recently updated our website.

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

engaging preacher, welcoming, inclusive, builds community and fellowship, recognizes and encourages individual gifts, empowers congregation.

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

We've been described as just on the "High Church" side of center. We have an 8:30 Sunday Rite I Service without music. We also have a 10:30 Rite II Service with music and a full choir. We have adult education between the two services as well as a weekly women's Bible study program.

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How do you practice incorporating others in ministry?

Although small in number, All Saints' Church has always had an active and talented lay ministry. We like to get to know our members, find their passions, and then empower them to pursue those different ministries. Many of our lay leaders are very good at inviting new parishioners to join them in ministry. In the past three years, the Altar Guild has grown by three members in that way. Choir members have invited newcomers to join, and have grown by two singers in the past three years. At our Annual Meeting we specifically recognize all our many different ministries and each provides information about their activities so those who are unfamiliar may find something that sparks their interest. Some of our ministries include: Lay Readers and Acolytes, Choir, and Outreach. See our website for a full listing of all our ministries.

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

We are a very welcoming and caring church with a long history of rallying behind parishioners in their times of need. We offer seniors rides to church when needed, help provide food and other supplies during times of crises, conduct prayer chains, and provide pastoral visits and worship to those in a local senior home and at Bedford Hills Correctional Facility, a women's prison. Many members of All Saints have completed or are enrolled in Education for Ministry. In addition, we have the following ministries: Adult Education, a midweek Women's Bible Study, monthly Bagels and Books, and REPAIR (Rivertowns Episcopal Parishes Action on Inclusion and Race). We're conducting an accessibility study, and just recently created a children's corner to supplement our newly re-established youth group.

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

We believe outreach and pastoral care in our community is essential to our mission. We are active in our local community and provide pastoral care through the Bedford Hills Correctional Ministry. We provide food to those in need by participating in Loaves and Fishes (a local food kitchen) and our work with the Community Food Pantry of Sleepy Hollow and Tarrytown. Two members of the CFP board are members of All Saints. Additionally, we provide space for local activities like AA meetings.

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

We tailor most of our efforts to local concerns like Christmas Angels (providing Christmas gifts for children who might not receive any), Hudson Links, and the Bedford Hills Correctional Ministry. We also have an affinity to feed those who need nourishment, and do that through Loaves and Fishes, the Community Food Pantry of Sleepy Hollow and Tarrytown, and our community garden. Three members of the organizing committee for Rivertowns Episcopal Parishes Action on Inclusion and Race are active members of All Saints, and our church hosts REPAIR meetings several times a year. On a wider basis, we proudly donate one-third of our outreach budget to the Episcopal Relief and Development Fund.

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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?

Five years ago, our rector and the rectors of three other local Episcopal churches decided to jointly offer a Lenten education series to consider the roots and causes of racism. The program was so meaningful that participants decided to turn it into an ongoing ministry, hosting programs monthly from September through June in alternating parishes. Several members of All Saints have been particularly active, with three members participating in the organizing committee, which determines, facilitates, plans and publicizes those meetings. Meetings are open to the public, and some have been attended by more than 100. Particularly successful were Bystander Training Workshops (hosted at All Saints) and a talk by Ibrahim X. Kendi, winner of the National Book Award for *Stamped From the Beginning: The Definitive History of Racist Ideas in America*, hosted at the public library. For more information, contact [janice.landrum@icloud.com](mailto:janice.landrum@icloud.com), consult the REPAIR Facebook page or our website, [www.repairrivertowns.org](http://www.repairrivertowns.org).

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

We run an annual Stewardship Campaign. Recent campaigns feature personal reflections from parishioners. These reflections highlight why people come to All Saints', what the church means to them, and their approach to giving. We use the reflections to promote better relationships among the congregation and inspire increased financial support. Our stewardship strategy has changed from a budget-based appeal to a reflective, call-based approach that supports the ministries and work of the church. Based on parish survey data, about 75% of the congregation are engaged in at least one ministry. In 2018, 43 pledging units pledged a total of \$206,000.

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

Our 8:30 worship service used to use the 1928 Book of Common Prayer. These devoted parishioners were very faithful to worship, with most attending every week. They loved the language and the familiarity of this worship, which had been a deep part of their spiritual lives for so many years. When we called a new rector, this was one area that he felt must change. But he made the change very intentionally. He notified them that he felt he must make this change. He explained why. He met with them many times to demonstrate the "new prayer book." He listened to their pain and disappointment respectfully. When he ultimately made the change a few months later, there were tears, but we did not lose this devoted group of worshippers. From this and other experiences with conflict we have learned that process really matters: listening, gathering voices, educating and moving collaboratively to achieve the work of God.

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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?

Our former rector left All Saints' in February 2019. Since then, our church has had three interim priests: Rev. George Brandt, Rev. Cheryl Paris, and Rev. Glenn Chalmers. Each has a unique personality and leadership style, and each knows the success of their assignment depends on the willingness of the parishioners to adapt to change. It is a credit to the All Saints' community that we have welcomed, accepted and worked effectively with all three of our interim priests. They have helped us stay strong and united during this transition period and have been a blessing to our church. Seven years ago, the preschool that rented our space went out of business. We saw this as an opportunity to start our own Episcopal preschool. It was a big undertaking financially and required extensive time commitments from our rector and lay leadership. We worked hard to make the school a success, but the headwinds were too strong - our neighborhood started a universal pre-kindergarten program that crushed our school. We learned a valuable lesson from this: although we'd love to grow in size, taking on a large financial commitment in an uncertain environment is not the best way to achieve this goal.



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### Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. Glenn Chalmers	Interim	2019-04	

Name	Position Title	Date Begun	Date Ended
The Rev. Yejide Peters	Rector / Vicar / Priest-in-Charge	2010-09	2019-02

Name	Position Title	Date Begun	Date Ended
The Rev. Timothy Schenck	Rector / Vicar / Priest-in-Charge	2002-07	2009-07

Church School <b>YES</b>		Number of Teachers/Leaders for Children School <b>3</b>	Number of Students for Children School <b>9</b>
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Number of Teachers/Leaders for Teen/Young Adults School <b>0</b>	Number of Students for Teen/Young Adults School <b>0</b>	Number of Teachers/Leaders for Adults School <b>2</b>	Number of Students for Adults School <b>9</b>
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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: <http://allsaintsbriarcliff.org/>

Media Links:

Online References:

Languages Significantly Represented:

**English**

Provide Worship or Classes in:

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### References

Bishop: 212-316-7413, [bpdietsche@dioceseny.org](mailto:bpdietsche@dioceseny.org)

**The Rt. Rev. Andrew ML Dietsche**

Diocesan Transition Minister 212-316-7421, [nsmith@dioceseny.org](mailto:nsmith@dioceseny.org)

**The Rev. Canon Nora Smith**

Current Warden/Board Chair

Previous Warden/Board Chair

Search Chair [allsaintsbriarcliffsearch@gmail.com](mailto:allsaintsbriarcliffsearch@gmail.com)

**Jeffrey Altabef and Jim Relyea**

Parish/Institution

Local Community Leader