

APRIL 2021

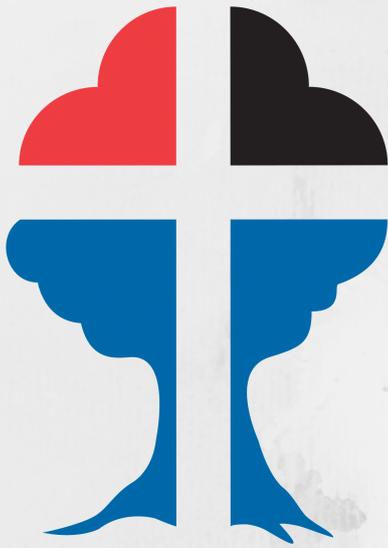
allsaints allwelcome



Parish Profile 2021



Ngā mihi nui - warm greetings!



allsaints

Nau mai ki All Saints Anglican Church - welcome to All Saints. We hope this document helps you understand us and lets you in to the things we do and what is important to us.

We invite you to read about All Saints and consider whether you might like to be our new leader. We know that we have much to celebrate, lots of stuff happens in our parish life, but we also know that we have lots to do. We are aware of the challenges we face and we want to make our Vision Statement a living thing that truly reflects us.

We are looking for a new parish leader who can get to know us, teach us, challenge us and help us to keep alive the vision to introduce people to Jesus Christ. We need someone who can lead a large staff and ministry team, build relationships with people, and work with the wider Anglican church in the Nelson Diocese.

Please read through this profile, and if our vision, ethos and style of church resonate with you, then please put in your application to Bishop Steve Maina for us to consider.

Vision - All Welcome

All Saints established a **Vision Document** about 8 years ago and uses it to underpin decisions about ministry initiatives and decision-making. The Vision document was last reviewed in 2019.

Our **Vision** is:

To be an **all age, multicultural community shaped by Jesus** responding to the Jesus commission "Go, then, to all peoples everywhere and make them my disciples" (Matt 28:18).

Through discernment during 2019, we believe the parish is being called into a space of healthy growth, equipping us as disciples on a mission to reach our neighbourhoods. The new vision is one where we welcome a richer and fuller experience of God through people of all ages, different cultures and languages – all invited to belong, everyone helping someone, together in worship and as family on mission.

We communicate our Vision in 3 layers:

Layer one speaks to people who walk past the church – it answers the first question that visitors have: "What will I find in there?"

The answer: **All Saints – All Welcome**

The second layer is for people who come in to find out more and answers questions like: "Who are these people? Why are you different?"

The answer: **We are an all-age, multi-cultural community being shaped by Jesus.**

The third layer describes our **values** and gives answers to questions like:

"What are they doing? Why are they doing this stuff and how might I get involved?"

This third layer is where we clarify our priorities - are our 5 values:

- Family of disciples on mission together
- Connecting to God through Word and Spirit, song and sacrament.
- Equipping disciples for adventures of faith
- Resourcing mission and leadership (Stewardship)
- Helping people in need

We are about **Relationship, not Programmes**

We want our parish life to reflect a balanced rhythm of

Up: Relating well with God - renewed in the Spirit and scripture.

In: Loving one another, for that is the mark of Jesus' disciples.

Out: Relating well with our community in our adventures of family on mission.

What our people say ...

We invited parishioners to complete a questionnaire, asking them four questions:

- Please identify aspects of church life and worship you particularly wish to celebrate.
- What are the greatest challenges facing the parish at this time? We need to know this so that we choose someone who can help us face these challenges well.
- With reference to our Vision Statement, what are the most important parts of this that we should keep in mind when choosing our next Vicar?
- The Person we should look for: In addition to the person having a vital relationship with God, which of these are top priorities for you when looking for someone to lead All Saints parish?

In summary they said:

We particularly celebrate the fellowship and family atmosphere of the All Saints community, as it is a place where everyone feels welcome, included and safe. We value the fact that we are inter-generational, and are focused on community outreach, being missional and supporting overseas mission. We celebrate that our Sunday services, while being diverse, both include regular communion, good music and strong biblical and relevant teaching.

The most significant challenge we face is a lack of confidence in, and understanding of, the Gospel, and how to relate the Bible to daily life and the issues facing NZ society. We struggle to share our faith with others, to know how to make disciples and to live with a missional and transformational focus. We are concerned that we are not reaching and encouraging young families, or those who are 'on the margins'.

We identified that the most important aspects of our Vision Statement is to be a multi-cultural all age community that is growing and being equipped as disciples who are on mission into our neighbourhoods; we want to do this through genuine relationships and not through programmes.

The top priorities desired in our new vicar are that they are a good team leader; they are a skilled biblical preacher and teacher; they can accept and manage responsibilities as the executive leader; they can communicate vision and lead others towards that vision and they can delegate and give people room to exercise their gifts and skills.

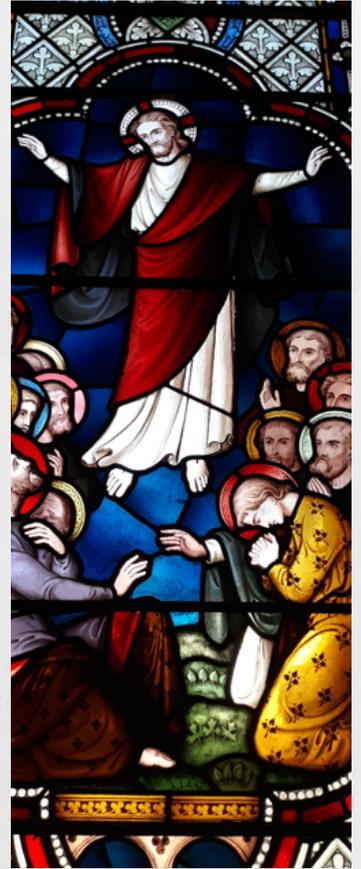
We then asked them to rate the qualities they wanted in our new vicar.

They said our new vicar will lead as an enabler, a listener, an encourager and as an equipper, and they will be people-centred, courageous, focused on growing disciples, and teaching and equipping from the whole Bible.

Heritage & Strengthening

Construction of the church building began in 1868, with it and the surrounding property being continually developed and improved by subsequent generations. Earthquake strengthening and modernisation of the church was completed in 2016-18. The flexible seating and underfloor heating are wonderful additions to a beautiful building whose heritage status has been respected and maintained.

The church foyer is a very useful extension that provides exceptional meeting and community gathering space. Recent upgrades to the sound system are nearing completion.



Our Practical Theology

At the heart of All Saints is a theology of 'together on God's Mission, through Christ, to the world around us.

We have a desire for a deep discipleship that shapes every area of our lives together.

We seek to be empowered by the Spirit, who gives gifts and courage, to play our part in this Good News community of welcome; to one another, to those in our local community, and further afield.

We seek to be grounded in God's faithfulness and not be afraid of ideas or people who are different.

As we respond to the needs around us, we endeavour to extend God's grace, reflect God's unconditional love, and pursue justice and restoration for people and the planet.

We believe we have a role in the coming of God's Kingdom by being alongside those who are poor, marginalised, weak or struggling; by offering practical support; and by being a community of welcome and belonging.

Sunday Services

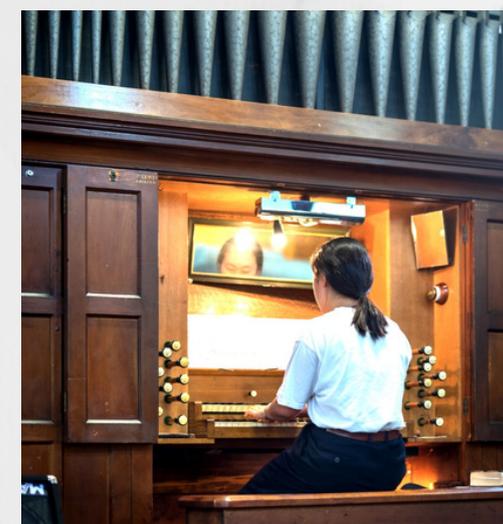


9.00am traditional Worship

This service is a traditional, fairly formal style that has a friendly feel. We follow the Prayer Book of the Anglican Church, using the three given forms for Eucharist. The celebrant robes for communion in simple alb with stole. The sermon is the same used at the 10.30am service and is given by the same speaker, usually the Vicar but sometimes by others in the team or visiting speakers.

Many of our older generation have been attending for years and are very welcoming of children, making for a family friendly feel. Attendance is around 45-50. The aim is to keep the service reverent, meaningful and relevant; building on the strong bond of fellowship and an appreciation of the traditional service format.

Music is played on the Lewis organ and is mainly hymns.



10.30am all-age service

This is a contemporary service suited to all ages with modern music. It includes worship, prayer, communion, discussion, preaching and singing. There is a relaxed, friendly feel to the service with a mix of modern and older songs. We have several bands that play on different weeks each month.

We are progressively introducing the use of Te Reo for key phrases and responses in the service. There are also regular kids' story-time and mission partner updates before the kids and youth go out to groups, returning to share in communion together as family.



All who seek to know God in Christ Jesus are welcome to receive communion regardless of denomination or confirmation status.

Average weekly attendance is 120

Music & Sung Worship

Contemporary Worship

We are blessed to have a great pool of musical talent. From the organists at the 9am service, through to youth and adult band members who play for our 10.30 services, our musical worship is really enhanced by a wide range of talent.

The bands use modern electronic and acoustic instruments, playing modern music with a mixture of quieter and upbeat songs. The digital sound desk is operated by a small team of sound techs.

Music at All Saints is focussed on encouraging the congregation into a worship space, never to allow the music to be an end in itself. We regularly introduce new music and people are very gracious as they come on the musical learning journey with us. Our musicians are not professionals and we encourage people to join in as their ability allows. Having a mentored place for young people to contribute, learn and grow in our bands is a highly valued and appreciated.



The Lewis Organ

The organ was built by T C Lewis of Brixton in England, imported into New Zealand and installed in 1884.

The organ is still used every week for the 9am service. It has the original casing, the spotted metal pipes on display, and tracker action on the console. While the organ has only 17 draw bars it can give a glorious big sound using the different foot pedal combinations. It is the only working water-pumped organ in New Zealand. The organ was hand pumped until 1912, but now has a hydraulic pump.

There have been two big overhauls and regular maintenance continues with financial provision supported by the Tibble Organ Trust Fund. We also have three young organ scholars learning to play supported by a small scholarship fund.



Parish Location & Roll

Our place in Whakatu/Nelson

All Saints church is located on the city fringe, just a few minutes walk from the main shopping streets but also adjacent to suburban housing. It was planted in this part of the city 150 years ago to reach a growing number of workers in Nelson.

Nowadays, the congregation comes from a wide area, from Nelson's northern suburbs right through to Richmond to the south.

All Saints Church has a natural connection with the Washington Valley housing area, as well as the local Auckland Point School. Some of our parishioners run the Breakfast Club there.

Part of our vision is to connect with the communities we live in, no matter where that happens to be, with more of a home-based community focus than one of expecting newcomers to come to the church site.

Parish Roll and Database

We use a cloud-based Parish Management System (Breeze) to record our Parish information, groups, rosters, weekly newsletters and to handle email communications.

There are 394 people on the parish list, but some are people who have left and still want to keep in touch.

There is a roughly 60/40 mix of females to males. Roughly 30% of us are youth or children. We have a fairly typical mix of ages, with all age groups represented, including about 100 people over 65 and about 90 youth and kids. Several new babies were born into the parish in recent years.

Financial Resources

All Saints has been blessed over the years by generous bequests from parishioners. This has meant we have some Trust funds that have accumulated to be able to generate annual income that can be spent on ministry and infrastructure costs. Some trusts are tagged for specific purposes and some are able to be used for any purpose, subject to vestry oversight. We are usually able to cover running costs of salaries and operational costs with income from parishioners' regular contributions, and are then able to use Trust income to support bigger maintenance costs and ministry initiatives.

Vestry takes the stewardship of our financial resources very seriously and we want to honour the financial commitment made by parishioners by making wise and sustainable financial decisions.

Staff and Ministry Team

All Saints life and ministry happens through a large number of both paid staff and volunteers committed to the ongoing mission of God in this church.

Paid Staff



Greg is our newest team member. He is ordained, and has extensive experience in church leadership and is pursuing his passion as Parish Enabler for Disciple-making and Pastoral Care. Greg works as a paid staff member half-time.



Anne Marie is on staff for 25 hours per week as our parish administrator and is the "point person" for the parish and those who wander by. Anne-Marie has been in this role for many years and parishioners see her as a "rock" who knows the heartbeat of the parish.



Emily is on staff half time as Children's & Families worker, coordinating all the programmes and volunteers involved with kids' ministries. She works closely with Greg to coordinate parish ministry activities.



Sheryl is on staff part time to lead our seniors' outreach programme. Sheryl will shortly finish in her role and we will seek someone to replace her. External funding helps to pay for the majority of the salary costs of this role.



Rebecca is our youth ministry leader with a passion for teaching and pastoring young people. On top of her voluntary hours, she is paid as a contractor during term time to prepare and deliver the teaching material for our youth programme. Rebecca also teaches at the nearby Bishopdale College.



Alison works 16 hours per week as the Manager of the Loaves & Fishes lunch service. She is responsible for recruiting, training and managing volunteers, seeking funding from external sources and maintaining relationships with relevant other people in the community.



Edward has been the Men's Night Shelter manager for more than two decades. His salary is paid by the Night Shelter Trust, a joint venture between All Saints and the St Vincent de Paul Society, managed independently of All Saints.

Unpaid Ministry Leaders



Gordon is our parish deacon. He is retired but gives his time voluntarily, popping up in lots of places, but particularly in overseeing the 9am service. In the past he has worked in Children's Ministry.



Lois keeps the parish in touch with our overseas and local Mission involvement, and also heads up Kids 'n Koffee, our community outreach to parents and young children.



Joan is responsible for incorporating new people and leads a team to make this important aspect of parish life happen.

As with all churches, there are lots of other people who head up ministries and/or take a big part in keeping things running smoothly.

Youth (high school)

All Saint's youth ministry is a community of about 35-40 young people, and 10 adults, headed up by Rebecca.

Activities are borne out of the concept of a Youth Community - youth are a unique group of people, but closely knitted in to the parish through relationships and taking part in activities involving younger and older parishioners.

Our team of committed adults meet together monthly to grow as disciples of Jesus and develop their leadership skills. About 15 young LITs (leaders in training) that have been developed by Emily.

The Youth meet for Breakfast on Sundays, and have their own teaching during the sermon time. Four small groups also meet in homes on Monday evenings to intentionally learn, share, pray and develop deeper connections with one another and the Lord.

Many of the youth play in our church bands, and we have a junior youth band being headed up by two of our young people which is training more to be ready to play in worship.

Outreach: We are currently looking at how we can support 24/7 Youth work in our colleges and support our youth in their mission of being witnesses to Jesus at their school Easter Camp in Christchurch and Spring Camp in the Nelson region are highlights of the youth calendar every year.



Children & Families

As All Saints Children & Families Ministries we are, "Friends together, adventuring with Jesus, to grow the family of God" – this is our vision wherever two or more of us are gathered! Jesus has made us part of His family and we are blessed by Him to be a blessing.

Whether the person in front of us is a two year old toddler or a 40 year old Dad, we want to acknowledge them as a person created in the image of God and invited to participate in His Mission to the world!

We desire to see every age group ministering to one another as whanau, encountering Jesus and journeying into wholeness. This is how we grow resilient faith as family on mission.

Outreach

Loaves & Fishes

Since 1987 volunteer team members have been providing 'Loaves & Fishes' lunches three days a week, so that no one in central Nelson need go hungry or lonely at lunchtime. Alison manages the project, its fundraising needs, team management and training. There is scope for more Christians to make this a faith community where all are welcome. Some good ways to do this are through conversation, offering prayer or providing music and song.



The Table

For a number of years, one of our ministry initiatives was 'The Table'. Around a hundred people from the church and wider community ate together each Wednesday evening and then they divided into groups for fellowship and teaching. This ministry stopped as a result of COVID, and while mourning its loss, the team is praying through alternative, and more sustainable, ways to reach and support those who attended.

Kids 'n Koffee



25 years ago some parents had a Playgroup vision to reach the community to express their faith through friendship and parenting support. It is run now on Tuesday mornings in term-time by a team who join kids and carers from different faiths and cultures, also offering pastoral care when possible.

Activities include indoor and outdoor play, crafts, music and invites to Church events and Christian festivals. There is no cost to families due to funding from ECD. We also have prayer cover of two faithful prayers, as we seek God's guidance.

Incorporation of Newcomers

A dedicated team of people welcome newcomers at the door at both services. We endeavour to contact new people by phone, text or email within a few days, acknowledging their attendance and asking if they have any questions with which we can help. If appropriate, they are invited for a coffee by a team member and to a newcomers lunch (happen about 6 weekly) where they meet other new people and are told about home groups and the neighbourhood outreach initiative. An attempt is made to link them with people with similar interests/stage of life.

Overseas Mission



A notable characteristic of the parish has been its generous involvement in overseas missions. The Church Missionary Society (now based in Christchurch) was formed at All Saints in 1892.

A committed group meets monthly to pray for both the parish and NZCMS ministry partners.



The Overseas Missions group oversee our Link-Church relationship with 3-4 NZCMS mission partners and keep the parish informed in monthly Mission updates at services, notice boards and prayer updates. We always appreciate visits from our partners and celebrate with them in person.



We also have one home based mission partner who is serving as a mobiliser for European Christian Mission.

We have tithed 10% of parish giving to missions for many years, which goes to our mission partners and to Anglican Missions.

Men's Night Shelter

The Nelson Men's Night Shelter was set up in the 1980s and is a low-key Christian mission to the homeless. It is run as a joint venture between All Saints parish and the St Vincent de Paul Society, and has its own Trust Board. The Vicar of All Saints automatically sits on this board.

Situated on All Saints property, the Night Shelter has six beds in one apartment and a second apartment for supervisor's accommodation. Edward is the Night Shelter Manager and has served in this role for more than two decades.