



To come  
to know, love,  
and serve our  
neighbors.



All Saints'  
Episcopal  
Church

A PLAN FOR MISSION: 2018/19-2020/21

# Rector's Message



Beginning in the Fall of last year, your vestry began a process of discerning with the parish what our vision should be for the next three years of ministry together. Since that beginning, we have endeavored to listen to one another well, trusting that the Spirit prompts us and speaks through us as we imagine what lies ahead. Through parish town-hall style gatherings, the work of six strategic planning teams, parish-wide surveys including the parish profile survey and one we carried out this spring, focus groups, and many more informal conversations over coffee on a Sunday morning, the vestry and staff have learned from a wide breadth of insights and hopes for our life as a church. I am so very grateful for all that each of you contributed to this process. We heard you, and then trusting one another and God's guidance, this Plan for Mission was created as the steps forward that we feel best represent the wishes of the parish and meet the needs of the future.

At its heart, this plan lays out the vision of how as a church we wish to grow in our capacity to come to know, love, and serve our neighbors. Over the next three years we seek to build up the common life we share as the people who make up this parish today as neighbors to one another, the beloved people of God who already call this church home. Drawing on the strength we find in one another, we also believe that God calls us toward our other neighbors, those we have yet to meet in this thriving city around us. From growing in relationship with people near and far, our children and youth being formed in the

likeness of a loving and gracious God, our commitment to becoming an ever-increasingly welcoming church for all God's people, to our desire to love and serve the people of metro-Atlanta and beyond through our worship and service to the world, this plan builds on a decades-long legacy of All Saints' vibrant leadership in the Diocese of Atlanta and the wider church. Over the next three or so years, we will also imagine together what we might do as a parish to develop our block as we think of a much longer term tomorrow, such that we might be a light in this our neighborhood in Midtown for decades to come.

As rector, I am deeply grateful that we are able to build on so many strengths, and I am excited for the evident desire for us to step forward into the future with confidence and passion. I am also profoundly thankful for all of the work that each of the strategic planning group leaders in particular have put into this plan, alongside many other parishioners and staff. We are as strong as we one body, and I continue to be in awe of the full and lively commitment that the saints on this block have for our church. Thank you all.

It is with a spirit of thanksgiving, therefore, that I commend this Plan for Mission to you. I encourage you to join the journey of life and faith with us as we seek and serve Christ among one another and in the lives of the people around us. May God grant us the courage and strength to accomplish all that we seek to offer to God's glory through the mission and ministries of this wonderful church of All Saints'.

Peace,

A handwritten signature in black ink, appearing to read "Jim", with a long horizontal stroke extending to the right.

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## CONTENTS

Communications and Community Engagement	3
Formation	6
Parish Life	9
Service	11
Stewardship	13
Worship and Music	16
What's Next	19
With Gratitude	20

# Communications and Community Engagement

We see communications as a core priority for focused work over the next three years, enabling us to build stronger relationships with one another as a parish and with the people of the city and nation beyond. To that end, we have set out the following goals:

## *Undertake a comprehensive study of our messaging as a church*

We will carry out work to provide the parish and our staff clarity as to what we believe All Saints' mission is at its core and how we can best communicate that visually and verbally.

## *Develop a comprehensive content plan*

We will identify core demographics to be reached, develop messaging for each demographic, and review and revise all social media and church website content accordingly.

## *Expand our digital reach and engagement*

We will increase our reach and engagement year by year on refreshed website and social media platforms utilizing these digital tools to connect with existing and potential parishioners and community members.

## *Expand our in-person reach and engagement*

We will build relationships with those who are not yet a part of our life as a community of faith via events on our block and through contact made in the community, and strive to increase our newcomer visits on Sundays and through the week.

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# Formation

Our growth as people of a living and loving God is integral to our life as a church community. We wish to strengthen and expand our opportunities for fellowship and faith formation for adults, and undergo a comprehensive review of all our children and youth formation ministries as follows:

## *Expand opportunities for connection and spiritual growth for adults*

We will increase the number of religiously-focused clergy-led classes per program year and multi-session classes focused on group discussion seeking to assist parishioners to better connect and grow with one another.

## *Strengthen adult formation communications*

We will enhance the profile of adult formation opportunities via printed, verbal and online communications with the parish and wider community.

## *Build up and diversify small group ministries*

We will review all current small group ministries and launch and increase by year a number of neighborhood-based small groups across metro-Atlanta.

## *Review existing, and execute plan for renewed Children and Youth Ministries*

We will undertake a thorough review of all of our current children and youth ministries, learn from vibrant children and youth programs across the country, and present and implement a plan for renewed children and youth ministries at All Saints'.

## *Grow participation in Children and Youth Ministries*

We will enhance opportunities for service ministry engagement, pioneer new programs at the diocesan level, reach new populations of middle and high school students, strengthen parental involvement, and expand opportunities for formation and fellowship beyond Sundays.

# Parish Life

We celebrate that All Saints' is a welcoming, vibrant and caring parish and we seek to become more so. We also desire to open our life as a community to an ever-widening circle of people. With these hopes in mind, we have set out the following goals:

## *Welcome and support newcomers*

We will grow our welcome team ministries, study best practices from across the country, and seek to enhance newcomer integration in the life of the parish.

## *Review and refresh parish life programs*

We will undertake a thorough review of all Parish Life programs and refresh programs as needed to achieve relevance, diversity, and consistency with All Saints' mission.

## *Strengthen strategy and lay ministry in pastoral care*

We will evaluate opportunities to enrich our pastoral care provision, increase lay leadership in pastoral care ministries and widen our overall pastoral care reach.

## *Innovate programs for and build relationships with spiritual-seekers*

We will research and innovate new programming and opportunities for relationship-building with spiritual-seekers who may currently lie beyond the life of organized religious communities.

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# Service

All Saints' is a serving church, recognizing the dignity and worth of every human being. We wish to engage more parishioners and members of the community of all ages and backgrounds in a life of service to others near and far. To that end, we have set out the following goals:

## *Strengthen service ministry governance*

We will strengthen the governance and coordination of service ministries and study the future development of our life as a serving church.

## *Grow engagement in lives of service through our core ministries*

We will increase awareness of and build-up engagement in our four core service ministries of Covenant Community, The Midtown Assistance Center, Refugee Ministries, and Threads.

## *Offer more opportunities for one-time service ministry*

We will increase opportunities for parishioners and community members to engage in one-time service ministries.

## *Meet growing infrastructure needs within the city and in parish programs*

We will study transport needs and solutions for current service ministries and explore how All Saints' might offer more space use in our buildings and grounds to the local community.

## *Assess current and explore future global partnerships in mission*

We will make an assessment of current global partnerships and explore how such partnerships might emerge and evolve into the future.

# Stewardship

Our church community is blessed with deep generosity of spirit and action, a strong financial foundation and outstanding buildings and grounds. We seek to build upon the legacy that has been entrusted to us. To that end, we have set out the following goals:

## *Build our legacy for future generations*

We will establish a block development steering committee and fully engage the parish and a wide array of dialogue partners as we plan for the development of our block. We will also offer educational opportunities regards legacy giving and our endowment and explore new technological support to facilitate our financial management.

## *Grow a culture and practices of generosity*

We will explore new ways to educate, inspire and nurture generosity across a diversity of age groups and backgrounds in and beyond our church community.

## *Grow our financial capacity to support our mission and ministries*

We will examine new possibilities for diversifying our income sources and further utilize our buildings and grounds as a source of financial support for our mission and ministries.

## *Provide proactive assessment of and solutions to the needs of our building and grounds*

We will undertake a ten-year maintenance master-plan and acquire new organizational tools to manage maintenance needs.

## *Inspire and equip the saints for the service of the church*

We will carry out an audit of our parish's professional and personal gifts and talents, and invite new leadership on the church's varied governance and advisory bodies.

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All Saints' Episcopal Church

# Worship and Music

Worship and music lie at the heart of who we are as a community of faith. We wish for the beauty of holiness that we encounter in worship and through the gift of music to be available to all sorts of people across metro-Atlanta. To that end, we have set out the following goals:

*Build connections and relationships with our Midtown neighbors through worship and music*

We will launch and grow a lunch-time concert series, a daily noon weekday worship service, and innovate worship experiences off our block, seeking to build community with our Midtown neighbors.

*Enhance accessibility in our parish's worship life*

We will seek to increase accessibility and enhance welcome in our corporate worship through the development of a fully inclusive bulletin and the offering of instructional classes on the liturgy.

*Innovate new expressions of worship on Sunday evenings that seek to reach previously unreached populations*

We will study liturgical developments from across the Episcopal Church and beyond and implement innovative Sunday evening worship that reaches previously unreached populations and also offer educational leadership in the diocese and region in worship and church music.

*Deepen the engagement of parishioners of all demographics in our worship life.*

We will seek to deepen engagement in our worship life among parishioners across demographic groups through formation classes that connect sermons to personal spirituality, by involving more children and youth in our principal worship services, by expanding opportunities for congregational and group singing, and by providing a clear path to involvement in worship ministries.

# What's Next?

The life of this Plan for Mission runs for the next three program years, 2018-19 to 2020-21. In adopting the plan, responsibility for the execution of it lies with the vestry, which in practice will occur via the coordinated effort of various committees, task forces, and staff members. The vestry will monitor the plan's delivery via monthly progress reports, and the parish as a whole will receive an annual update, both in terms of how well we are able to achieve the benchmarks we have set for ourselves, as well as the success of new initiatives and the revitalization or reorientation of existing ministries.

We know that we cannot achieve the work set out in this plan without your support and commitment. We invite you to be part of the successful execution of this plan by coming forward to join task forces, committees, and any other groups that might enable you to further fulfill your baptismal identity as a minister of the gospel. Your vestry also continues to welcome your insight and feedback as we move through the next three years, and we offer this plan as a framework that names our work yet leaves us room to respond to new and as yet unforeseen challenges with adaptability and grace.

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# With Gratitude

All Saints' is deeply thankful for all of the considerable work of many that went into the production of this plan, especially the six strategic planning group conveners and their committee members:

Johnathan Stanford	<i>Communications and Community Engagement</i>
Todd Silliman	<i>Formation</i>
Katie Connell	<i>Parish Life</i>
John Frazer	<i>Service</i>
Dot Miller	<i>Stewardship</i>
Woody Vaughan	<i>Worship and Music</i>

## All Saints' Vestry

John Frazer, Sr. Warden	Dot Miller, Jr. Warden
Todd Silliman, Clerk	Charlie Ogburn, Treasurer
Jenna Barone	Scott Porter
Katie Connell	Lori Reinking
Charlie Henn	Arjun Srinivasan
Mary Wyche Lesesne	Johnathan Stanford
Nixon Lowe	Sheldon Taylor
Elvira Mannelly	Woody Vaughan
Mike Nadal	Susan Virgin
Ellen Porter	

# In The City, For The City



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