

A Center for Worship, Education, Outreach, and the Arts

Parish Profile 2019

Welcome



All Saints' Episcopal Church and Preschool invites you to review our parish profile.

We look forward to your exploring the possibility of a ministry as Rector of All Saints' Church and Preschool. We welcome your interest, and hope that this profile will give you an idea of who we are, what our vision is, and what we seek in a Rector who will help with our vision.

If you believe that you have the desire, compassion, skills, and leadership qualities to carry out our goals and strengthen our congregation's commitment to God and our community, we urge you to prayerfully consider this ministry.

For more information, or to submit your resume and OTM profile to apply for the position, please contact acgraham@episcopalhawaii.org.

Aloha and Mahalo Nui Loa!

All Saints' Episcopal Church and Preschool



- We are a welcoming church that opens its doors to all souls and `Ohana (family).
- We live our faith providing a loving and caring community to our congregation.
- We allow people an opportunity to feel comfortable in their own worship style.
- The church is a home for our `Ohana, friends and community. We are diverse ethnically and culturally.
- We are a community resource for our island.
- We are visible in the community and focused on helping those in need.



Mission

To share and live the good news of Jesus with members and our community and to serve others.



Vision

To be a gathering place for the people of Kaua'i, a center for worship, education, outreach, and the arts.



Call

Uniting everyone through God's love.

Leadership

The Rector and Parish Administrator are full-time positions. The Parish Administrator serves, and is paid by, both the Parish and All Saints' Preschool. Part-time positions include a Director of Music Ministry, Director of Preschool, and a Youth Minister.

A seven-member Vestry, along with the Senior Warden, Junior Warden and Treasurer, sets policy directions for All Saints'. A Youth Representative is an active member of the Vestry. The Vestry meets once a month. Its members oftentimes serve on at least one other ministry.

Congregation and Attendance

As of April 2019, we have 296 baptized members, with a total of 210 adults and 25 youth communicants. Our congregation is derived from a variety of backgrounds, cultures and orientations.

The average Sunday attendance (for both 8:00 a.m. and 9:30 a.m. services) is 98. The average Sunday school attendance is six.



Ministries

All Saints' has four main Ministry areas: **Worship, Education, Outreach, and the Arts.**

We have a lay-led Ministry Council where ministry leaders and representatives meet on a quarterly basis to communicate and coordinate all ministries of All Saints'.

Worship



Currently, there are two Sunday morning services. Both services are Rite II.

The first service is held at 8 a.m. and is a smaller service with no music.

The second service is held at 9:30 a.m. Music includes congregational hymn singing, anthems by the All Saints' Choir and instrumentals. Sunday school is held during the *Ministry of The Word* with the children returning at the *Peace*. Healing prayers are offered during communion at the 9:30 service.

A shorter *Healing Service* with Eucharist has been held Wednesdays at 9 a.m.

One goal of the Worship ministry is to enrich, organize and direct services that are visually, audibly and spiritually inspiring. To accomplish this we include themed services, learn new songs, and offer readings in different languages.



A second goal is to increase opportunities for worship, prayer and spiritual reflection for not only our existing congregants but those people in the wider community who may be looking for spiritual support but are not drawn to the traditional Episcopal Church services.

The Worship Ministry Includes:



Acolytes - Youth members, beginning from 4th grade and some adults serve during services.

Altar Guild - Altar Guild members are responsible for the preparation of the altar for all worship services of the church. Families sign up to dedicate flowers for the weekly services.



The All Saints' Choir - Is open to anyone with a desire to praise the Lord in song. Traditional and contemporary hymns and anthems are presented at the 9:30 a.m. service and at special services.

Eucharistic Ministers - Assist the clergy during services, read lessons & prayers and administer the Consecrated elements during communion.



Eucharistic Visitors - Take and administer the Consecrated elements to members of the congregation who are unable to attend church for a variety of reasons.

Lay Readers - During the 8:00 a.m. service, the Eucharistic Ministers read Old & New Testament lessons, Psalms and Prayers of the People. Two volunteer Lay Readers are assigned at the 9:30 a.m. service to read the lessons from the Old and New Testaments and the Psalms.



Ushers - Greet members and guests with hand-crafted lei and the service bulletin.

The Pastoral Care Committee cares for church members in times of need. A prayer group will pray for these members, provide meals when needed and bring communion to those who are sick or not able to attend church.

Confidential communication for pastoral care is provided online through our website at <http://www.allsaintskauai.org/prayerchain.html> or by calling toll-free (650) 821-2417 anytime day or night.

This ministry also includes our **Healing Ministry** where several members have completed training from the Order of Saint Luke. A prayer team prays for people at each 9:30 a.m. Sunday service in the adjoining Queens'

Chapel. Members of the healing ministry are also available to pray for people in their homes or in the hospital.

The Daughters of the King (DOK) is a prayer order for women of the Episcopal, Lutheran or Catholic Church. A Daughter pledges herself to a life-long program of prayer, service, evangelism and regular prayer for the Priest.

Stewardship at All Saints' is about helping God's people grow in their relationship with Jesus through the use of the time, talents and resources that God has entrusted to them. At All Saints', our offerings enable growth of our `Ohana, provide financial sustainability, and empower the vision of All Saints' throughout the year. We believe all creation is interconnected and grace is present in all God's creation so we commit to take an active and holistic approach to environmental stewardship through education, service, and sustainable practices.



Education

The primary goal of this ministry is to provide programs and activities for Christian education and leadership training.

The Education Ministry Includes:



Sunday School - Sunday school classes are held during the 9:30 a.m. service. Children meet in the Memorial Hall and join the congregation for Communion and closing prayers. Sunday school is available for keiki (children) 3 years old through 5th grade. At All Saints' we believe the keiki are the future of the Church and that we are called by God to support, nurture and empower them.

Ke Akua Youth Group - Any youth ages 11 to 18 (middle & high school) who are from the All Saints' church or not yet associated with a church are invited to join. They are a collection of students, dreamers, seekers, doubters, adventurers, and friends. The goal of this ministry is to inspire the youth to search for God in all they do, engage in healthy dialogue about what matters to them, and empower them to find and build community and share life together. To learn more about the Ke Akua Youth group, please click on the following link. <https://www.allsaintsyouth.org/>



The *Epistle* - A weekly email newsletter filled with parish events, educational topics and other local and diocesan information. The ***Epistle*** is also available online by clicking on the following link.

www.allsaintskauai.org/blogs--epistles

Adult Education - Various classes and discussions are offered through the year including an on-going Sunday morning lay led Bible study held between Sunday services, an Inquirer's or Confirmation class, and seasonal (Advent and Lent) study groups.

The Sloggett Center & Preschool

All Saints' Preschool was originally started in 1966 as a preschool for church members' children only. It was located in the All Saints' Gym building with a staff of two. A few years later it expanded to include children from the community, using the Memorial Hall building. Today, it is housed entirely in the Sloggett Center and is licensed by the State of Hawai'i. The preschool serves children between the ages of three and five years old.

The school is open weekdays from 7:15 a.m. to 5:15 p.m. Currently, there is a staff of 14 with a maximum enrollment of 58 children. To learn more about All Saints' Preschool, please click on the following link.

www.allsaintskauaipreschool.org/



The Rector is the Head of School and there is consistent interaction between Rector, parish staff, children and preschool staff during the work week. It is important to the Vestry and congregation that the preschool is clearly understood to be an Episcopal preschool. Christianity and the

Christian message are integrated into its daily activities. The Rector, if qualified, may also apply to be the Preschool's director.

Outreach

Members of All Saints' are committed to serving the community through a variety of programs and partnerships with other organizations.



Laundry Love - All Saint's offers the Laundry Love ministry the first and third Wednesday of each month from 5:30 to 8:30 p.m. at the Kapa`a Laundromat in the Kapa`a Shopping Center. It is an initiative in partnership with individuals, groups, and local laundromats throughout the United States. Laundry Love helps to wash the clothes and bedding of

individuals and/or families living in need. Laundry Love seeks to nurture the well-being of each person through intentional networking and friendship.



Medical Equipment Loan Ministry - The Medical Equipment Loan Ministry is here to address the unmet need for affordable durable medical equipment in our community. A variety of equipment (including walkers, canes, shower chairs, and transfer chairs) is available for a small deposit. MEL serves an increasing number of kama`aina and visitors as our

inventory and volunteer base increase. Since its inception in 2017, MEL has received over 100 donations for its inventory and has served over 40 patrons.



Kapa`a Interfaith Thanksgiving Luncheon - The KIA (Kapa`a Interfaith Association) Thanksgiving Luncheon serves and delivers hundreds of free meals on Thanksgiving each year. The annual luncheon is held in the All Saints' Gym which is preceded by an Interfaith Service in the church. The service and luncheon are a collaboration of five

different churches. The community has embraced this event and is growing in numbers of people served each year.



Movie Nights On The Lawn - This is a community outreach event of All Saints' that started in 2009 and was initially made possible with foundational grants.

During the months of September and October, family-friendly blockbuster movies are shown on a 30-foot screen under the stars. Movie Nights are free to the community. The Ke Akua Youth Group runs the concession stand and the church underwrites the start-up costs of the food and beverages.



Hospitality & Fellowship - All Saints' members, visitors and guests attending Sunday worship are welcome to our "Aloha Hour", usually served outside under the large false kamani tree following the 9:30 a.m. service. Fellowship and delicious refreshments are provided by the All Saints' `Ohana and dedicated hospitality volunteers.

This provides a wonderful opportunity to meet, greet and engage with other members of the church and with guests and visitors.



The Service Ministry - Several groups within the church participate in different community programs and activities as well as church sponsored events. Members have volunteered their time for Habitat for Humanity, Inter-faith Thanksgiving Luncheons, the American Cancer Society's Relay for Life, and much more.

Hale Ho`omalua - Throughout the year, members bring donations of canned and packaged food to church, which are delivered to Hale Ho`omalua, a local organization offering a wide range of family support programs and community activities.

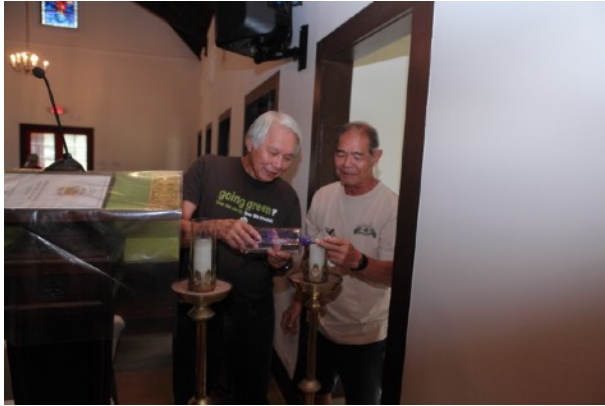
Community Groups - Outside groups are able to utilize church facilities (Gym, Memorial Hall, Sloggett Center and the Church). Some of the current activities taking place on the grounds are Aerobics, Karate, Youth and Men's Basketball, Seventh Day Adventist Youth, Dance Groups, Volleyball, Speakers, Cub Scouts, the Sea Scouts, Child and Family Services, Narcotics Anonymous, and the Tongan and Marshallese congregations.



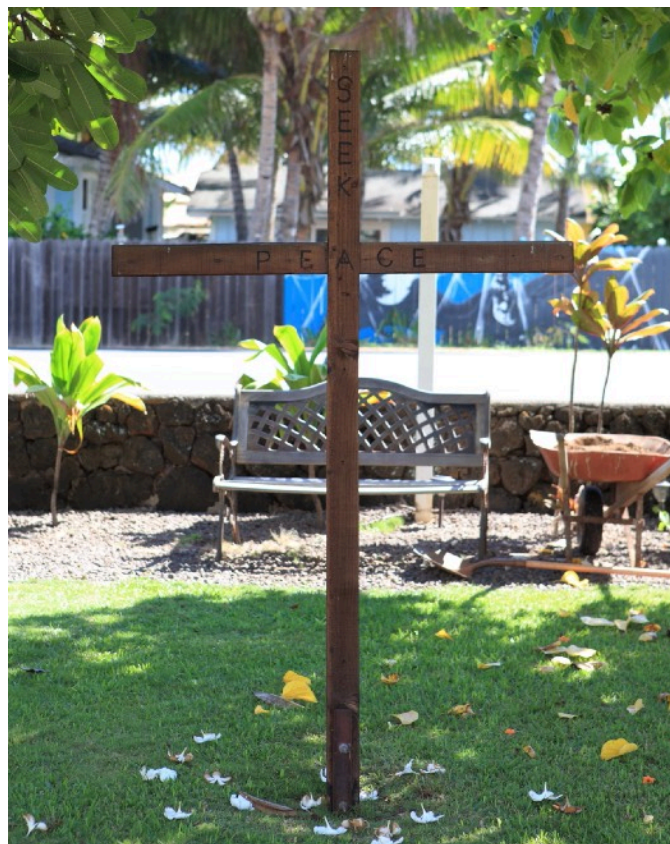
Buildings & Grounds - This ministry ensures that our facilities are adequately maintained, repaired, and properly utilized, making improvements as necessary. Some of the goals of this ministry include developing a comprehensive policy of property usage, providing regular maintenance of church properties. In the past five years the

property has seen much renovation and large scale maintenance projects have been completed.

Monday Crew - Retired members of All Saints' volunteer to conduct routine cleaning, repair and maintenance of the church grounds and facilities every Monday.



Grounds Maintenance Ministry - This ministry maintains the appearance of the lawns and plantings around the church grounds. There is also a Peace Garden and Labyrinth that are maintained by volunteers from our church and community.



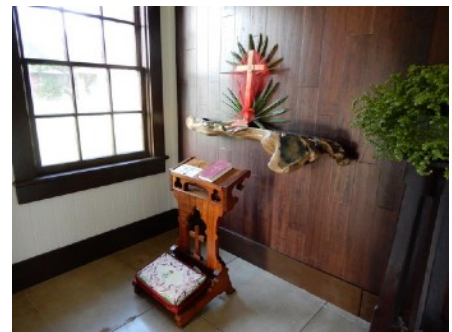
The Arts

Rosales Organ Builders' Opus 41 Rebuilding Kaua'i's Only Pipe Organ



In January of 2016, All Saints' launched a capital campaign for the Organ Restoration Project. A budget of \$285,000 was established to rebuild All Saints' original pipe organ, the only true pipe organ on the island of Kaua'i, that was installed 95 years ago.

Extensive renovations and enhancements to the Sanctuary such as re-roofing, upgrading electrical wiring, creating the Queens' Chapel and relocating the Sacristy were made to support the pipe organ's functionality and the future vision of the Music Ministry.



The Rosales Organ Builders' Opus 41 will be a significant addition to the musical, cultural, and worship life of the island. It will be "pono" - good for the church, good for the island of Kaua'i, good for future generations, and good for the glory of God. It is a link to our history, our ancestors and our sacred tradition. The target completion date of this project is November 2019. To learn more about this exciting project, please click on the following link. <https://www.kauaiorgan.org/>

Creating Kāhili for Our Sacred Space

In Hawaiian tradition, kāhili feather standards signified that the aliʻi (royalty) were in attendance. Today, kāhili are a physical reminder of our commitment as Episcopalians to serve the people in the spirit of the Holy Sovereigns (King Kamehameha IV and Queen Emma), our patrons, and Queen Liliʻuokalani, our fellow Episcopalian. They are also a constant reminder of “Christ the King” who they honored and adored (as do we), and who is always present in the sanctuary.

Kāhili are created with the work of many hands and much prayer as the feathers are sewn together. A dedicated group of volunteers is bringing this tradition to All Saints’ with the prayerful creation of our own kāhili.



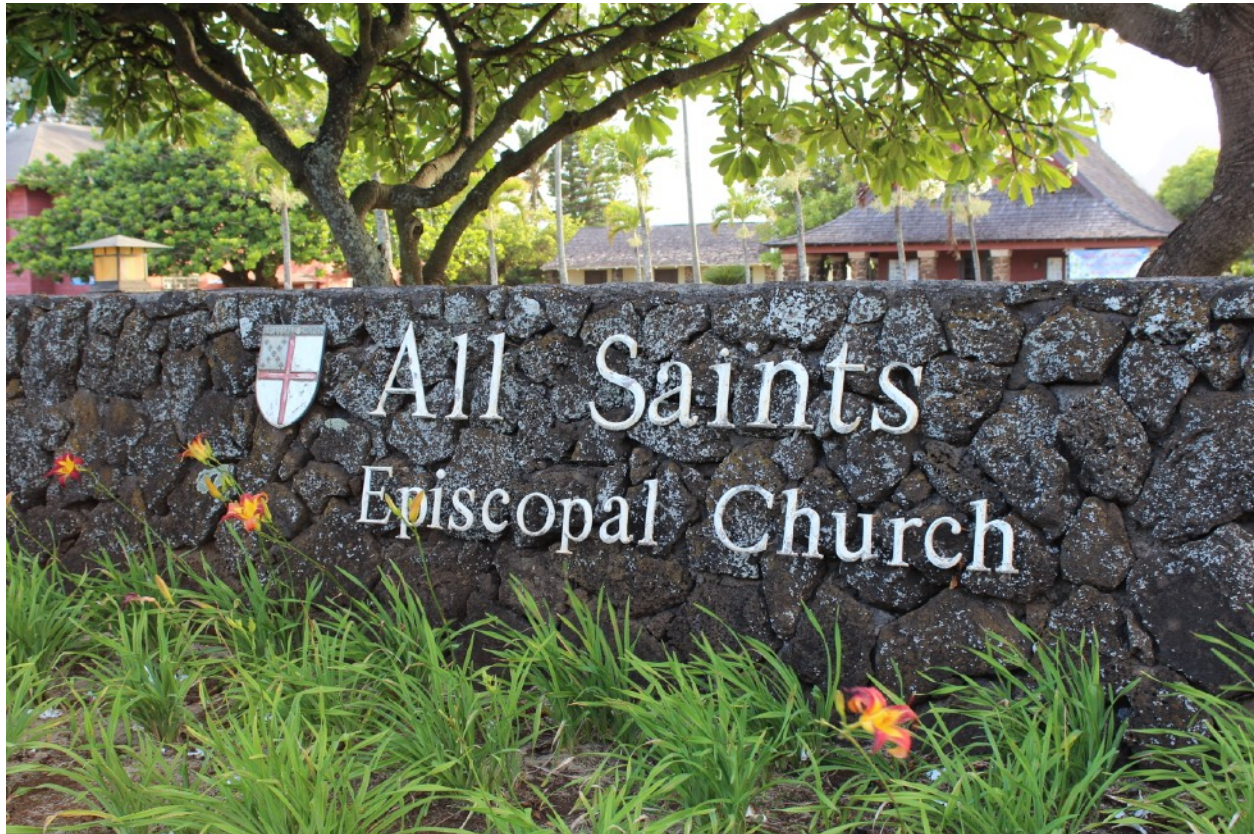
Arts Events at All Saints'

- Slack Key Concert (weekly)
- Kauaʻi Island Singers Showcase (KISS)
- Japanese Dance lessons and performances
- Organ Internship Program pending installation of the rebuilt organ



The History & Campus of All Saints'

All Saints' is located on a property that was received through a grant from the Sloggett Family. In 1925, the church and the Rectory were constructed. A third structure was built in 1929 (now known as the Gym), which has for many years been Kapa`a's community center for social and athletic life.



The All Saints' Memorial Hall Building was completed in November 1939 and is used as Sunday School classrooms. In most recent history, the Henry Willey Memorial Columbarium was built, followed by construction of the Sloggett Center completed in 1980.

The Sloggett Center buildings have a central courtyard and house the Parish office, kitchen, the classrooms and restrooms for All Saints' Preschool.

The church, the gym, and the grounds of All Saints' are considered community landmarks by residents of Kapa`a and the entire island.

The Rectory

Our Rector is required to live in the Rectory located on All Saints' Church property. The Rectory is a plantation-style home with a portico, and is located on the northwest corner of the campus. With approximately 2,000 square feet of living space, the home consists of three bedrooms, 2 full baths, an office, large living room, formal dining room, a screened porch area and a recently remodeled kitchen, all surrounding a private lanai. There is also a large fenced yard, two-car garage and a studio cottage.



Our Community

Kaua`i and Historic Kapa`a Town



The oldest of the main Hawaiian Islands, Kaua`i is known as the Garden Island and is home to Mt. Wai`ale`ale, one of the wettest places on Earth. The Nā Pali Coast, on Kaua`i's North Shore, is a sacred place with cliffs towering above the Pacific Ocean and waterfalls that plummet to the lush valley floor.

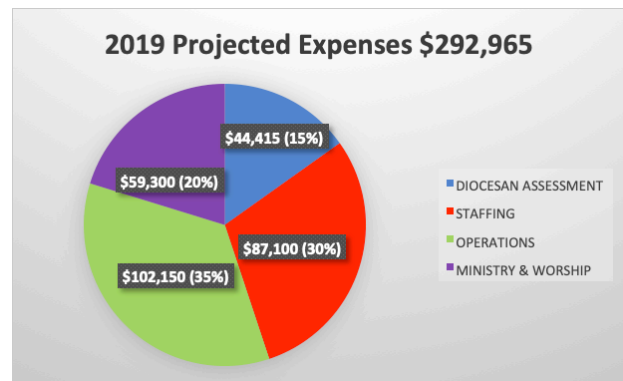
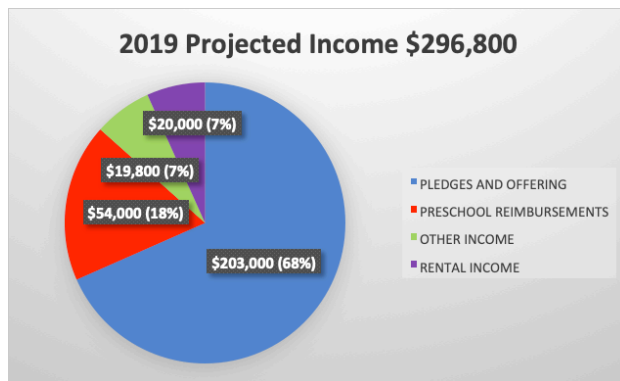
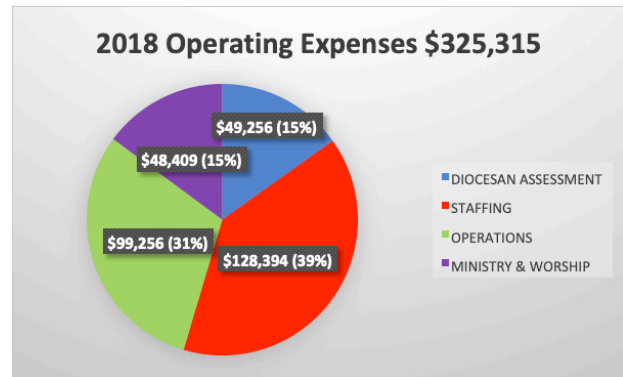
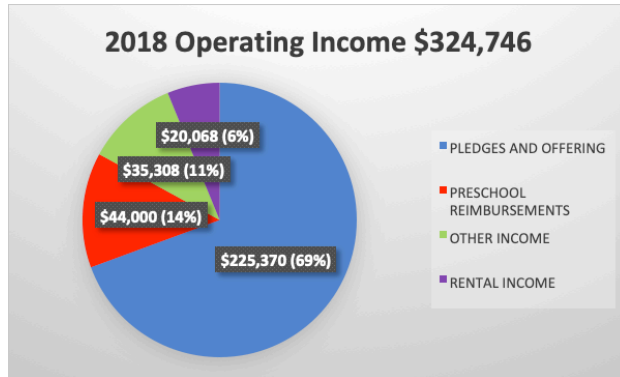


With a population of around 11,000, Kapa`a is a charming town, known for its colorful, eclectic storefronts and rolling white sand beaches. Located on the east shore of the island, Kapa`a is about 9 miles from the Lihue Airport. Once a part of Kaua`i's plantation past, this bustling, historic town still has plenty to offer, from the picturesque Wailua River to the Ke Ala Hele Makalae, or "the path that goes by the coast."



The Beach Path, as it's known, is a flat, cliffside path with expansive views of the Pacific's crystal blue waters. It's a great place to walk, jog or run while enjoying some of the most profound natural beauty the Garden Isle has to offer.

All Saints' Episcopal Church and Preschool Financial Overview



All Saints' has a strong financial foundation and a demonstrated track record of a healthy, well-managed business.

Income

We have an annual budget of approximately \$300k, which is funded primarily through annual pledges and donations of about \$200k. The preschool provides an annual profit of about \$50k. These sources of income are relatively steady from year to year.

Budget and cash flow

Over the past several years, All Saints' has operated on a balanced budget. Major capital expenditures, such as the organ replacement and building/grounds repairs, are financed by a combination of donations and endowment; therefore, they don't impact our annual operating finances. All Saints' has current assets (cash and endowment) of \$581k.

Our Future All Saints' in the Next 5 - 10 Years

As a part of our search process the All Saints' members and `Ohana were asked where they would like to see our church in the next 5-10 years. Here are some examples of the most common recommendations:

- Grow and strengthen our church towards younger families and youth;
- Offer more fellowship events that provide opportunities to deepen our relationships;
- Become more spiritually focused and Christ centered;
- Continue to be a Center for Worship, Education, Outreach and the Arts;
- Honor All Saints' history with continued programs focusing on our `Ohana.

Continued Challenges and Opportunities for Growth

- Getting members more involved in ministries, especially stewardship.
- Creating more opportunities for education and discussion in the field of Christian ethics, history and philosophy.
- Creating more Bible study opportunities for our youth in a “youth friendly” environment.
- Completing the Organ Restoration Project and creating the Organ Internship program
- Continuing a focus on family and `Ohana in programs and events to build relationships.
- Addressing deferred maintenance of aging campus buildings.
- Creating the ability to fund new projects.
- Addressing the burgeoning homeless population on Kaua`i and, in particular, those who seek refuge at All Saints’.

The Rector We Seek

We are eager to grow in faith and membership. We seek someone to help us to continue stepping out in faith, to build upon our strengths and who will lead us with Spiritual guidance.

We Seek a Rector who is:

- Pastoral and who will provide pastoral care to those in need, including hospitalized members and those who are homebound;
- A people person, approachable by all, is caring and empathetic;
- Driven by the Holy Spirit;
- Willing to love and enjoy life with us on Kaua'i;
- Willing to try new things in areas such as outreach and Stewardship;
- "Hands on" in various ministries.

And who:

- Understands and promotes social justice;
- Has a strong knowledge of the Holy Scriptures;
- Gives effective, Bible-based and conversational sermons.

A Word of Thanks

Thank you for taking a moment of your time to learn about All Saints' Episcopal Church and Preschool. All Saints' thrives as a center of spiritual formation, family-centered ministries, early-childhood education, social activism, and community outreach. We look forward to expanding our faith and membership to include more and more people in the love and work we are called to as followers of Christ. We invite you to join us as we prepare for the challenges and opportunities that await us as we begin this new chapter in the life of All Saints'.

For more information, or to submit your resume and OTM profile to apply for the position, please contact acgraham@episcopalhawaii.org.

