



## *2009 Parish Profile*



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[www.allsaintsrichland.org](http://www.allsaintsrichland.org)

## ***Introduction***

All Saints' Episcopal Church is a congregation with members from throughout the nation. We are an active, vibrant church with strong lay ministries. We have many highly educated, professional parishioners who are interested in participation in all phases of church life. The people of All Saints' feel that they are part of a family. Our hope for the future is to reach new people, to move forward in helping our community, and to further our own Christian education.

We offer this overview of our parish to convey a sense of who we are as the Body of Christ, where we have been, what holds us together, and how we hope to proceed into the future.





## All Saints' Today

*Know that the Lord is God. It is he that made us, and we are his.*

*Psalm 100.3*

All Saints' is located in a residential neighborhood in the center of Richland, Washington. The nave, with a single central aisle, seats 180 worshippers. A small chapel, restrooms, and elevator are off the narthex. The building also houses a parish hall with a large kitchen, meeting rooms, classrooms, an office wing, a library, and a nursery. A Memorial Garden surrounds the bell tower at the front of the church. Behind the church is parking, a large storage building, and a spacious lawn area with playground.

The parish has a full-time rector and a number of part-time paid staff positions, including an administrative assistant, a children's and youth ministry coordinator, a director of music, an organist, a financial secretary, and a sexton. We have one vocational deacon and two retired deacons.

All Saints' is governed by a 12-member rotating vestry. Vestry officers include a Senior Warden, Junior Warden, Treasurer, and Clerk. The Senior Warden chairs the monthly vestry meetings. The vestry and parish leaders hold annual retreats.

All Saints' annual operating budget is about \$300,000 and currently includes 112 pledging units. Our parish has no debt. We have an active Endowment Committee with 67

parishioners contributing. All Saints' has an average Sunday attendance of 127 at two services.

We welcome community groups to use our facilities. Currently the following groups meet at All Saints':

- Three Rivers Folklife Society
- Tri-City Astronomy Club
- Girl Scouts
- League of Women Voters
- Three Rivers Youth Chorus

### ***Worship and Music***

Sunday worship services currently consist of an 8:00 A.M. Eucharist and a 10:15 A.M. choral Eucharist. During July and August there is one Sunday service at 9:00 A.M. Rite II is used almost exclusively, and the liturgy is a mixture of traditional and contemporary styles. There is a Eucharist and healing service at 12:10 on Wednesdays. Our lay ministers include Ushers, Acolytes, Lectors, Petitioners, Lay Healers, Eucharistic Ministers, and Eucharistic Visitors. All Saints' has a dedicated group serving in the Altar Guild. Our worship committee meets as needed to make decisions regarding changes, or to plan special services.

Our worship music is both traditional and innovative. The parish choir, 25-30 voices

strong and accompanied by piano or organ, sings at the 10:15 A.M. Sunday service from September through early June and at special services. During the summer, music is provided by a variety of soloists and small musical groups. Occasionally, we have other instrumental accompaniment, a selection from our handbell choir, or the children's chimes and choir.



## ***Education***

All Saints' has an active education program for all ages. Between Sunday services, there is a Christian education hour for children and adults. Adult forums offer a mix of Bible-based and contemporary topics. Parishioners strongly support educational programs at our church.

Currently, 40 children participate in classes from preschool through grade 12, taught by volunteer teachers. At the beginning of the 10:15 service, children ages 4-10 may attend a program that includes Children's Chapel and play time before joining their parents in church during the passing of the Peace. A paid nursery attendant provides care during both services and the education hour. Middle and high school youth combine their education with fellowship and outreach activities. Our weeklong Vacation Bible School is open to the community and generally has a focus on a mission project.

In addition to Sunday education, there is a midweek Bible/spiritual study group, Inquirer

Classes, and other special programs including the annual Lenten Series.

## ***Pastoral Care***

The Stephen Ministry is active and trains laity to minister one-on-one with parish members during times of crisis. Our parish has a 22-year tradition with Stephen Ministry. We currently have 11 active Stephen ministers and 4 Stephen leaders.

A pastoral care team meets regularly and visits members who are homebound, ill, in hospitals, or in nursing homes. The team also assists the Flower Guild, Loaves & Fishes, and Prayer Shawl Ministry in determining who needs flowers, food, or a prayer shawl at any given time. One Deacon serves as chaplain at two nursing homes. Pastoral team members provide Sunday afternoon worship monthly to one of our local retirement centers.



## ***Service***

The Outreach Committee operates with a separate budget to serve the people in the community. Outreach provides and coordinates the collection and distribution of holiday food boxes at Thanksgiving and Christmas, generally providing these to over two hundred families. They hold several fund raisers throughout the year, including a spring yard sale, a summer barbeque, and a fall salmon dinner and

auction. Outreach works with community agencies to provide support for the local food banks, domestic violence shelter, Safe Harbor Crisis Nursery, and Grace Clinic (free medical care). Our Committee also gives financial support to our sister Hispanic congregation, Nuestro Salvador.

All Saints' was instrumental in bringing Habitat for Humanity to the Tri-Cities. We have parishioners on the board of directors and many are involved in building and furnishing houses.

Shalom Ecumenical Center (SEC Affordable Housing) provides independent living for low-income seniors and the developmentally disabled. All Saints' has three parishioners on the board. Four facilities have been built in the last 10 years and one more is currently under construction.

A growing activity for parishioners of all ages is the expansion of our international mission. Youth-led projects like funding micro-loans (KIVA) and collecting funds for Pennies for Peace have had broad support in the church community.



## *Evangelism*

Most of our ministries are strong, and our parishioners are happy with them. The biggest

area of concern is introducing others to the church. How do we get new members into our parish, especially younger families? Our parish has formed a Mission Committee to develop and implement strategies for engaging new people who could find a home at All Saints'.



## *Fellowship*

A number of parish-wide gatherings occur at All Saints' during the year:

### **Annual events:**

- All Saints' Day Sunday Brunch
- Candles and Carols in December (dinner and carol singing)
- Feast of the Kings (Epiphany Party)
- Shrove Tuesday pancake supper
- Parish BBQ
- End-of-summer parish picnic and worship service in a local park
- Outreach Salmon Bake & Auction

### **Monthly events:**

- Men's Group Soup Sundays
- Saints and Sinners (potlucks hosted in parishioners' homes)
- Dinner Clubs

The latest information on current events at All Saints' can be found on our website:

[www.allsaintsrichland.org](http://www.allsaintsrichland.org)



## All Saints' Yesterday

*For the Lord is good; his steadfast love endures forever, and his faithfulness to all generations.*

*Psalm 100.5*

On March 7, 1944, the Rev. Leo Dyson, vicar of mission churches in Kennewick, Pasco, and Prosser, held the first Episcopal service in Richland at the Methodist Church. In January 1947, Father Dyson became vicar of a new Episcopal mission in Richland. Mission members came from widely scattered parts of the United States; they chose the name All Saints'. Regular services were held in the Grange Hall that was shared with the Richland Lutheran Church. The mission became a parish in April 1950.

- On March 25, 1952, ground was broken for the church at 1322 Kimball Avenue.
- 1955: a new wing was added to include parish office, sacristies, and classrooms.
- 1972: a Balcom and Vaughn pipe organ was installed. The sanctuary and undercroft were remodeled, and air conditioning was installed.
- 1973: the colorful, faceted stained glass windows in the church were installed.
- 1975: the education wing was remodeled.

- 1986: a new narthex, handicap-accessible restrooms, a classroom, and a nursery were added.
- 1989: a major upgrade to the organ was completed.
- 1997-98: the administrative area was remodeled and the parish hall/undercroft was expanded to include a new kitchen, new education wing, and restrooms.
- 2000: the Memorial Garden was established.
- 2003: an elevator was installed from narthex to undercroft.
- 2009: a new storage facility was built and the green space expanded.

All Saints' has had ten rectors in our history. The Rev. F. Jeffrey Terry, who was rector in the '80s, became Bishop of the Diocese of Spokane in 1990. Caryl Marsh, ordained at All Saints' in 1979, was the first female priest in the diocese.

The parish has had a number of deacons. In 1981, the Rev. Fernando Villalobos was ordained as the first Hispanic deacon in the Diocese of Spokane.



## Diocese of Spokane

*“Whoever welcomes one such child in my name welcomes me.”*

*Matthew 18:5*

The Spokane Diocese was established in 1964 after 72 years as a missionary district and 38 years as the Episcopal Church in the Washington and Oregon Territories. The diocesan cathedral is St. John the Evangelist in Spokane. Open dialogue and a cooperative spirit have characterized All Saints’ long-standing relationship with the bishop and diocese. Several All Saints’ parishioners are active in diocesan affairs.

Geographically, the diocese includes the state of Washington east of the Cascade Mountains and the panhandle area of Idaho, north of the Salmon River. The Canadian Province of British Columbia is the northern boundary, and the Columbia River is the southern boundary. The largest population is located in greater Spokane (417,000) with the Tri-Cities being the second most populous area. Other population centers include Coeur d’Alene in Idaho, and Yakima, Wenatchee, and Walla Walla in Washington State.

The diocese has 42 congregations, three of which also include Hispanic communities. Many of the congregations of the diocese

are small, and much of their work is in small communities and rural areas.

The Rt. Rev. James Waggoner, Jr. has been bishop of the diocese since 2000. During his episcopate there has been a new focus on mission, including the adoption of a set of mission imperatives for the diocese. A Diocesan endowment campaign seeks to endow the episcopate and provide funds for local mission and ministry ventures.

The diocese includes Camp Cross, a three-season camp for youth, adults, and families on Lake Coeur d’Alene in northern Idaho. The people of All Saints’ have a strong history of supporting Camp Cross, from providing staff, financial support, and camp scholarships, to funding the barge that transports people across the lake to camp. A Camp Cross Endowment Fund has been established to assure the future of this treasure.

More information on the Episcopal Diocese of Spokane is available at their website: [www.spokanediocese.org](http://www.spokanediocese.org)



## Richland and Tri-Cities

*“Let your light shine before others, so that they may see your good works and give glory to your Father in heaven.”*

*Matthew 5:16*

**Population:** The Tri-Cities is the fourth largest Metropolitan Area in the State of Washington and includes Benton and Franklin counties for a total population of 235,700. The major communities are Richland with a population of 46,080, Pasco with 52,290, Kennewick with 65,860, and West Richland with 10,850.

**Location:** The Tri-Cities is located in southeastern Washington and is situated at the confluence of the Columbia, Yakima, and Snake Rivers. The sun shines 300 days of the year with only 8 inches of rain. Irrigation has turned the naturally arid lands into productive farms and shaded neighborhoods. There are four seasons with a small amount of snow in winter and occasional strong winds. Temperatures can sometimes exceed 100 degrees in summer, but the seasons are usually quite mild.

The Tri-Cities has a well-maintained transportation infrastructure, including a good road system, public transit via the Benton-Franklin bus system, an airport of significant size and reach, and an Amtrak station. There is also easy access to other major urban centers in the area. The Tri-Cities has excellent medical

and dental services and a culture that values schools, libraries, the outdoors, sports, and the arts. A large fraction of the locals retire here, and an increasing number of retirees are being attracted from across the country because of the good weather and low cost of living. There is an ongoing community focus on economic diversification and an awareness of the importance of growth to support the cost of our infrastructure.

**History:** Being the confluence of three rivers, this area was an important camping, hunting, fishing, and trading site for many of the Northwestern Indian tribes, especially the Yakama, Walla Walla, Nez Perce, and Wanapum. The East Benton County Historical Society Museum showcases this early history, including a bust of the Kennewick Man, the 9,200-year-old skeleton found on the banks of the Columbia River in 1996. The Lewis and Clark Expedition of 1803-06 included travel along the Columbia and its surrounding rivers. Pasco is near the site where the Expedition camped in 1805. They spent several days near the present-day Sacajawea Park.

Richland was a small farming community (population 247) when in 1943 the federal

government purchased the town as a residential community for the then-secret Hanford Engineering Works of the Manhattan Project. The town was expanded to accommodate the more than 51,000 persons who came to the site to help construct the first nuclear reactor for producing weapons-grade plutonium during WWII. Richland was a government-managed city until it reincorporated in 1958. The Hanford Area continues under government ownership. The end of WWII did not signal the end of Hanford's role in national defense. It was the site of plutonium production during the Cold War, with nine reactors eventually becoming operational on the banks of the Columbia River. Plutonium production ceased towards the end of the Cold War. The last production reactor shut down in 1987.



**Economy:** Technology is a primary component of the local economy. The Department of Energy oversees the environmental remediation of the Hanford Site, where contractors collectively employ about 7,000. One of the focuses of this process has been the construction of a vitrification plant designed to treat and immobilize nuclear waste. The largest single employer in the area is Battelle Memorial Institute, which operates Pacific Northwest National Laboratory. This laboratory conducts fundamental scientific research for the Department of Energy as well as more applied work on homeland security, climate change, energy conservation, and development. The Lab employs over 4,000 people including

800 with PhDs. Other major employers include Boise Cascade, Amazon, and Energy Northwest, which operates a nuclear power plant and local wind farm.



Agriculture is also an economic driver of the Tri-Cities with food processing plants providing employment for more than 4,000. Apples, grapes, potatoes, and wheat are important crops produced for a global marketplace. Wine production has become a major industry, with the state's largest winery and more than 160 additional wineries within a 1-hour drive. Frequently referred to as "the heart of Washington wine country," the Tri-Cities attracts visitors from all over the country to tour wineries and taste award-winning wines. The area is also the world's second leading producer of hops. There are micro-breweries that attract both residents and tourists. Richland, Kennewick, and Pasco provide Farmer's Markets; Pasco's is the largest open-air fresh produce market in Washington.

The Tri-Cities is an affordable place to live. The average selling price of a single-family home in early 2008 was \$189,700. Apartments with up to three bedrooms rent in Richland for \$695-850. The Tri-Cities Cost of Living Composite Index in 2008 is at 90.2 compared to Seattle, which is 123. We are a regional shopping destination with most nationally known retailers represented.

## ***Community Opportunities***

**Education:** The Richland School District (RSD) serves more than 10,000 students in the cities of Richland and West Richland, with three public high schools (including an alternative high school), three middle schools, and nine elementary schools. Class size averages are low: 21-25 students. Students enjoy award-winning music and drama departments, math and science teams, sports teams, and extracurricular groups such as Destination Imagination and First Lego League robotics, in addition to strong academic classes. The Early Childhood Education Program, available at two elementary schools, offers free preschool to low-income families. The high schools



offer a variety of foreign language, Advanced Placement, and career and technical classes. RSD students consistently exceed state and national averages on SAT and state-mandated tests. A new science and technology high school, Delta High, opened in the fall of 2009. Although located in Richland, it will serve all three local school districts. The Tri-Cities also has a number of private and parochial schools offering K-12 education.

There are adult opportunities for learning and new skill acquisition through city and school district programs as well as through Columbia Basin Community College and Washington State University Tri-Cities. A greatly enlarged and remodeled Richland Public Library recently opened. The City of Richland has a large Community Center located by the river, offering a variety of classes and programs. Opportunities exist to become involved in

strong community organizations that promote environmental and civic responsibility.

**Health Care:** The Tri-Cities has three hospitals. Kadlec Regional Medical Center is in Richland and has been newly renovated and expanded; it has a license for 188 beds. It also has satellite clinics throughout the Tri-Cities. The community also has specialized centers such as the Cancer Center, Hospice House, and Lourdes Counseling Center. There are two clinics, Grace Clinic and La Clinica, which provide medical assistance to those in need who lack financial resources.

**Social Services:** Each city in the Tri-Cities has an active Senior Center. Public programs provide Meals on Wheels and a Dial-a-Ride service. Nonprofit organizations provide help for victims of domestic violence and sexual assault, as well as children and adults with developmental challenges. All Saints' is a founding member of the 25-year-old Tri-Cities Chaplaincy, an ecumenical group that provides grief support and services to local hospitals, jails, the Cancer Center, and Hospice House. The Chaplaincy also operates an accredited Clinical Pastoral Education program.



**Recreation:** Because of easy access to three major rivers, water sports and boating are very popular. There are also ten golf courses and

over 67 miles of pedestrian and bicycle lanes. The opportunity to walk in parks along paths by the mighty Columbia River is particularly enjoyed. Seven ski slopes are within an easy drive. A well-used hiking trail leads to the top of Badger Mountain, giving a panoramic view of the Tri-Cities and surrounding areas. Basketball, baseball, softball, soccer, and volleyball leagues are among the many opportunities for participation or observation for both children and adults. There are three minor league professional teams in the Tri-Cities: ice hockey, baseball, and arena football.



**Arts:** There is a very active local performing arts community with a long history, including Richland Light Opera Company, the Richland Players, and the Mid-Columbia Symphony, which were established in the 1940s. These organizations offer many opportunities for community participation.

## *Regional Activities & Special Events*

### **Arts Organizations:**

- Richland Players
- Richland Light Opera Company
- Academy of Children's Theatre
- Mid-Columbia Ballet
- Mid-Columbia Symphony
- Camerata Musica

- Community Concerts of the Tri-Cities
- Columbia Chorale
- Mid-Columbia Mastersingers
- Allied Arts Association & Gallery

### **Museums:**

- Columbia River Exhibition of History, Science and Technology (CREHST)
- East Benton County and Franklin County Historical Society Museums
- The Three Rivers Children's Museum

### **Special Sites:**

- The Laser Interferometer Gravitational-Wave Observatory (LIGO)
- Ice Harbor Dam Visitor Center
- McNary National Wildlife Refuge
- Hanford Reach National Monument
- The Ice Age Floods National Geologic Trail

### **Annual Events:**

- The Tri-Cities Water Follies include "Art in the Park" and the Columbia Cup Hydroplane Races attracting some 60,000 visitors.
- Benton-Franklin County Fair
- Tumbleweed Music Festival
- Renaissance Fair
- Cool Desert Nights
- "Live at 5" summer contemporary music series in the John Dam Plaza on Thursdays at 5
- Concerts in the Park in West Richland

For more information, see [www.ci.richland.wa.us](http://www.ci.richland.wa.us) and [www.visittri-cities.com](http://www.visittri-cities.com)

*Thanks to the Tri-Cities Visitor and Convention Bureau, The Tri-Cities Industrial Council, and the Tri-City Regional Chamber of Commerce for their work in compiling and making available to us much of the information used in this community profile.*



## Our New Rector

*The mission of All Saints' is equipping the saints to seek and serve Christ in all people.*

Lay ministry activities are an essential part of All Saints'. We expect the new rector to be experienced in working with the laity in the life of the parish and in pastoral care. The rector should vigorously encourage, support, and strive to improve those programs that have been successful at All Saints', including outreach, music, pastoral care, Stephen Ministry, elementary Christian education, and fellowship.

The following are the top five priorities for All Saints' future, based on a recent parish survey. Our parishioners expect our rector to fully support these efforts.

- 1) **Make necessary changes to attract families with children and youth.** Based on parish input this goal is to bring people to Christ and to fill the pews at both services with a healthy proportion of young families. We do not desire to become a "mega-church" but we want All Saints' to continue for future generations.
- 2) **Develop and implement comprehensive strategies to reach new people.** Reaching new people will assist in enhancing growth of the

church. The new rector will play an important role in developing strategies.

- 3) **Develop ministries that work toward healing those broken by life circumstances.** The parish has a strong history of helping the community and reaching out to help others. The rector should also share this value and be able to provide guidance to willing laity.
- 4) **Create more opportunities for people to form meaningful relationships.** All Saints' wants all parishioners to feel that they are a part of the All Saints' family.
- 5) **Move decisively to provide high-quality education for every age and stage of life.** We believe that our education programs are good and serve many of us. However, we recognize that more education and programs are needed, particularly for junior high and high school age people. Additional educational opportunities for adults would also be good during the week, in addition to the current mid-week Bible study.

In addition to the above priorities, our surveys and interviews show that the following attributes in a rector are very important to us.

- Our new rector should be a caring pastor.
- Our new rector should be able to prepare and deliver an inspiring sermon.
- Our new rector should be an inspiring celebrant.
- Our new rector should be skilled in pastoral counseling.
- Our new rector should be interested in working with young people.



The congregation is adaptable in making adjustments to life in a changing world. All Saints' is considered theologically progressive. The recent turmoil in some Episcopal churches over sexuality has not caused great turmoil or created discontented factions at All Saints'. This does not mean that everyone at All Saints' supports all of the policies of the National church. However, we are willing to break bread together and discuss problems in order to understand where God is leading us.

All Saints' wants worship to be inspiring and challenging. We want our rector to be comfortable with a variety of services including alternative liturgies and music. Most parishioners respond positively to

challenging sermons that are delivered with an air of spontaneity and a sense of humor. We appreciate topics that expand our world and appeal to the intellect, flowing from the preacher's own personal faith and experience.

The new rector needs to be an effective administrator. He or she will be working with six staff members, one active deacon and one retired deacon, the Vestry, an active pastoral care team and Stephen Ministry, a vibrant music ministry, and other lay ministries. The new rector should consider mentoring a new deacon and expanding the pastoral care team to include more members. We expect the rector to be supportive, willing, and capable of working with these various persons and groups as a team.

A church puts heavy demands on its priest and in so doing, sometimes forgets that most priests have families who also need nurturing. All Saints' is a family-oriented parish; we desire that our rector have a plan in place that ensures his/her own well-being and spiritual development. We expect a hard-working rector, but we also want one who will look after family and self as a prerequisite to meeting our needs.

### ***Goals of All Saints'***

The 2009 Vestry has set the following goals based on the recent survey results:

- 1) **Growth**  
Develop and implement comprehensive strategies to reach new people. Make necessary changes to attract families with children and youth to our church.
- 2) **Worship**  
Continue our tradition of strength in our worship ministry, including excellence in preaching, a large degree of lay participation, and an outstanding music program.

- 3) **Lay Ministry**  
Call and equip the laity for ministry and leadership to serve Christ in all people. Lay ministry is foundational in the life of the parish.
- 4) **Pastoral Care**  
Continue and enhance our long-standing and strong tradition of lay ministry participation in Pastoral Care, including Stephen Ministry and Prayer Shawl Ministry, for parishioners and friends beyond our congregation.
- 5) **Education**  
Provide and improve a high-quality Christian Education Program for every age and stage of life.
- 6) **Outreach**  
Work to meet the needs of individuals and the community, near and far, through resource assistance. Provide a means for parishioners to participate in outreach activities.
- 7) **Fellowship**  
Create more opportunities for parishioners to form meaningful relationships within and outside the church.



*“Ask, and it will be given you; search, and you will find; knock, and the door will be opened for you.”*

*Matthew 7:7*