



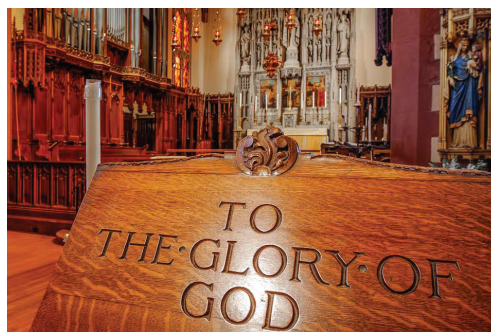
Parish of All Saints, Ashmont

Vigiles et Sancti

2024 PARISH PROFILE

Introduction

The Parish of All Saints, Ashmont, Dorchester, Boston, seeks its fourteenth rector. In 2024, our current rector completes a 26-year tenure upon reaching the mandatory retirement age. We are an Anglo-Catholic parish in the Episcopal Church upholding the heritage of Catholic Faith & Order as received in the Anglican Communion. All Saints aims to be a constant witness to God's unfathomable love for all humankind by living and sharing the Good News of our Lord Jesus Christ. We exist to glorify God through worship and to grow disciples in our Lord's service. We are a community of faith where brothers and sisters in Christ enjoy one another's fellowship and mutual support. And we desire to be a place of welcome and respite for all who long to know and experience God. We hope that this profile will introduce you to our life and communicate the many opportunities for fruitful ministry in this portion of God's vineyard.



Worship

There are several things we hope you will always find when you come to a service at All Saints: reverent worship; musical excellence; liturgy, preaching, and sacramental life that is grounded firmly in the Catholic tradition of the church.

Week by week and year by year, the Holy Sacrifice of the Mass is offered at All Saints on behalf of our parish, our broader community, the Church Catholic, and the whole world. Our parish life centers in the celebration of Solemn High Mass Sunday morning at 10 o'clock at the High Altar. This service includes three sacred ministers, hymns with congregational singing, and the use of incense. During the choral term (September through June) the worship is enhanced by a choir comprised of professional, volunteer, and boy choristers. A simpler Low Mass is offered Sunday mornings at 8 o'clock in the Lady Chapel. Coffee hour follows the 10 o'clock Mass and is both an opportunity to welcome visitors and a cherished time for fellowship.

We also offer several weekday services. Low Mass is celebrated in the Lady Chapel Wednesdays at 10 o'clock and Saturdays at 9 o'clock. On Friday mornings at 7 o'clock, Low Mass is offered in St.

Stephen's Chapel. The Wednesday Mass is followed by Coffee Hour and is an important means of social engagement for its regular attenders.

In addition to our regularly scheduled weekly services, we celebrate the Major Feasts with either a Solemn Mass or Evensong and Benediction of the Blessed Sacrament. Holy Week is the summit of the liturgical year as we enter in a more focused way into the mysteries of God's salvation in Jesus Christ. We joyfully look forward to the opportunity to welcome Episcopalians and other Christians from beyond our parish—and any others with interest to attend—to these special services.

Our services fall on the traditional side of the liturgical spectrum, drawing primarily from the Anglican Service Book, the Hymnal 1940, and the Revised Standard Version (RSV). We pursue excellence in liturgy and music, and indeed these areas are a major focus of our life at All Saints. We believe the liturgy of the Eucharist, by its very nature, draws diverse Christians together as they experience the reality and the presence of Our Lord himself in the Most Blessed Sacrament of the Altar. When we participate in the liturgy, we focus our hearts and minds on God in Word and Sacrament. It is an embodied expression of our Catholic faith, and we firmly believe in the power of the liturgy to form the people of God for lives of service in their communities and the world.

During the Covid pandemic, we began livestreaming our services on Facebook to make our worship available to those who could not join in person. We continue to livestream our Sunday and Wednesday Low Masses.

The Parish

Despite the grandeur of our building and the high caliber of our music program, we are at core a small neighborhood parish. Our staff is comprised of two full-time employees: the Rector and Organist/Master of Choristers; and one part-time Custodian. Beyond this, parishioners volunteer time and talent to keep the parish running. Some of these ministries include hospitality (hosting coffee hour or collations at special events), ushering, arranging flowers to decorate the sanctuary, counting the offering, driving choir boys to and from practices, laying out the vestments and preparing the vessels for the Mass, singing in the choir, and serving at the altar. We also collect food items in the tower and parishioners deliver them to the Food Pantry at St. Mary's, Dorchester.

Our parish is remarkably diverse by both racial and socioeconomic measures. On our most recent parochial report, the racial breakdown is: 50% White (non-Hispanic), 42% Black/African American, 3% Multi-Racial, 3% Asian, 2% Hispanic or Latino(a). Certain parishioners and their families have been coming to All Saints for many decades while others began attending recently. Some live within a few blocks of the parish and several travel long distances to be here. In addition, theologically



Incense is used each Sunday at our 10 o'clock Mass, as well as at special services throughout the year.

traditional and progressive convictions are represented in our pews and in our parish leadership, the Vestry. In the midst of this diversity, the unifying thrust of our life in community is the worship of Almighty God, Father, Son, and Holy Spirit. We gather together at the Altar of God to receive the one body of our Lord in the sacrament. We also place a high emphasis on creating a warm and hospitable atmosphere where everyone, regardless of background or perspective, is welcomed to participate in our Christian community. On the parish survey, almost all respondents reported that being part of our community has given new meaning to their life.

As a parish family, we care for one another in many different ways: gathering together week by week, we check in on how our brothers and sisters in Christ and their families are doing; we give those in need rides to and from church; we call one another on the phone and connect on social media; most importantly, we pray for one another both during our worship services and in our private homes.

As an Anglo-Catholic parish, we joyfully participate in the fullness of the Church's sacramental life. In addition to an exceptionally beautiful church building, All Saints is blessed with a rich appointment of vestments and liturgical items that enable us to observe the seasons of the church year with outward splendor, complementing the inward spiritual growth that the seasons cultivate. Paintings, sculptures, and beautiful stained glass further adorn our worship space. During Lent, it is our custom to offer Stations of the Cross.

Devotion to the Blessed Virgin Mary is an important aspect of our common worship at All Saints. We hymn the Mother of God in procession at major feasts; in particular, the Assumption Mass is a highlight of our annual program year (despite the usual heat in August!). Depending on the season in the church calendar, the Angelus or Regina Coeli is recited before or after each Mass. Marian devotion is also a cherished component of many parishioners' personal piety. Candles are lit at the Shrine of Our Lady of Dorchester before services as mass-goers beseech Mary's prayers and unflinching assistance. Votive candles are kept burning at the Shrine of Our Lady of Walsingham near the tower in the rear of the nave.

History

In 1867, St. Mary's, Dorchester, established a mission church to minister to the needs of Episcopalians in the Lower Mills neighborhood, some of whom were Church of England workers in the factories along the Neponset River. In 1872, the fledgling congregation moved into a wooden church erected on a donated lot on Dorchester Avenue, not far from its present location. In 1874, the Parish of All Saints was founded as a distinct congregation.

Our current building, the cornerstone for which was laid in 1892 by Bishop Phillips Brooks, was largely made possible by the generosity of Colonel Oliver and Mary Lothrop Peabody. The story of how the Peabodys came to All Saints is legendary and bears repeating in this brief history. One snowy winter morning in 1879 the Peabodys—at that time prominent Boston Unitarians—were traveling from their Milton Hill home to King's Chapel in Downtown Boston. Due to the inclement weather, the carriage driver suggested they attend his church, All Saints, instead. It was the Feast of the Holy Innocents and the sermon struck a chord with the Peabodys, whose young daughter Amy had died several years earlier. From that day forward, the Peabodys would become integral members of the Parish of All Saints. They received instruction, were confirmed in the Episcopal Church, and would become the largest benefactors of the parish.



The west façade, Tower, and Bushnell St. Porch.

When the congregation outgrew the wooden structure on Dorchester Avenue, the young architect Ralph Adams Cram was sought out to design a new building. The fruit of this decades-long relationship is our current beloved home on Ashmont Street, a beautiful Gothic Revival building; it was Cram's first parish church and would have a lasting impact on American church architecture. The first service in the new building was held on December 27, 1893.

Several important additions followed the initial construction of the church proper. In 1907, a parish house—including two large meeting rooms (the Guild Hall and Peabody Hall), a gymnasium, and several smaller rooms—was dedicated by Bishop William Lawrence. The Rectory, which sits across the street and several doors up from the church, was built in 1912. It is of Georgian type with red tapestry brick and contains 15 rooms and 6 fireplaces. Construction on the Lady Chapel also began in 1912 and the chapel was consecrated

on April 1, 1913. Work on St. Stephen's Chapel both commenced and completed in 1929, with the consecration occurring on the Feast of St. Michael and All Angels.

In 2013, a major multi-million-dollar restoration of the church and parish house began. The work included replacement or repair of the slate and copper roofs, extensive masonry work, restoration of the stained glass, preservation of interior finishes, and refinishing of the wood floors. In 2015, the project received a preservation award from Preservation Massachusetts.

By the early twentieth century All Saints was established as one of Boston's centers of Anglo-Catholic worship. Though the size of the congregation has waxed and waned over the years, the commitment to Catholic worship and sacramental life has remained steadfast. We have enjoyed a longstanding relationship with our sister parish, the Church of the Advent, on Beacon Hill. It is customary for parishioners from All Saints to visit the Advent for the Feasts of Michaelmas, Ascension, and Corpus Christi. Likewise,



In April, 2024, the parish celebrated its sesquicentennial with a Solemn Evensong & Benediction of the Blessed Sacrament.

a contingent from the Advent joins us for Candlemas and the Assumption. The Parish also has a fruitful relationship with the Society of Saint Margaret. In addition to worshipping with us regularly, sisters from the community have served in various ministries at the parish. In all activities, the sisters bless us by sharing their experience in the spiritual life and by showing deep care for our people.

Music Program

All Saints has a strong musical tradition and the music program is one of our primary ministries. The parish has been known through the years for its outstanding Choir of Men & Boys, modeled on the pattern employed in the historic English Cathedrals. In the present day the music program is led by Mr. Andrew Sheranian, Organist and Master of Choristers.

Membership in the choir is open, free of charge, to any boy who enjoys singing; we offer this as a means of parish outreach to the community. It provides an opportunity for local boys to learn to sing and read music in after-school rehearsals on Tuesdays and Thursdays in a safe and nurturing environment. In addition to singing the services during the choral term, the All Saints choir offers opportunities outside the parish. In years past, the boys have attended Choir Camp and have sung with the choir of St. Paul's Catholic Church in Harvard Square. In April 2023, the choir performed at the celebration of the 300th Anniversary of Old North Church; Presiding Bishop Michael Curry was in attendance. The number of boy choristers has declined in recent years, and we need to explore new ways to revitalize the program.



The Parish hosted the choir of the Cathedral of St. John the Divine, NYC, on March 1, 2020.

Adult members of the choir include both paid professionals from the Boston arts and church community and volunteer singers. In 2023, the choir welcomed women into the choir on a more regular basis, and women now supplement the treble and alto sections in most services. In addition to its outstanding musical contributions, the choir brings energy, various talents, and much warmth and conviviality to our parish community.

The choir devotes substantial time and energy to rehearse for the Festival of Lessons and Carols, typically offered on Advent IV. This annual highlight is an opportunity for parishioners and visitors alike to prepare for the joy of Christmas. Pieces from this service are again performed immediately before the Christmas Eve Mass.

The parish is blessed with two excellent organs. The C.B. Fisk Opus 103 (1993) stands in the tower near the rear of the church and speaks down the nave toward the High Altar. The chancel organ, Skinner Op. 708 (1929), was salvaged from a church in North Adams, Massachusetts and renovated

and installed during the parish restoration in 2015, and accompanies the choir. Most services feature music from both organs.

The parish strives to be a patron of the arts, in music and other media, and invests a substantial portion of its resources into the music program. We hope our next rector will appreciate the capacity of music to elevate hearts and minds toward God during worship, and support its continuity.

Community

In addition to being our beloved home for worship and common life, our largely ADA-compliant building, with its five-stop elevator, serves as an important community resource. Here are some of the groups that currently use our space:

- On Monday nights, the Popes Hill meeting of Alcoholics Anonymous gathers in Peabody Hall; it is one of the region's largest and longest-running AA meetings.
- All Saints serves as the venue for performances organized by Ashmont Hill Chamber Music, whose mission is to "build community through the shared experience of music." In 2017, Mr. Sheranian collaborated with AHCM to launch The Bach Project, which aims to bring the music of Bach to Dorchester at an affordable price and in a venue befitting Bach's sacred music. While most AHCM concerts take place in Peabody Hall, concerts from this series take place within the church itself. Program highlights from recent seasons include St. John Passion, Trio Sonatas by J.S. and C.P.E. Bach, Brandenburg Concerto No 5, and the Coffee Cantata.
- Greater Ashmont Main Streets, a local community organization, sponsors the "Dot Jazz" series in Peabody Hall and has hosted a block party in the church parking lot.

All Saints is located in the Ashmont section of Boston's Dorchester neighborhood. A dynamic mix of urban and suburban streets, Ashmont is a growing, diverse, and bustling part of the city. Historic and visually stunning Victorian homes line the streets of Ashmont Hill and Carruth Street. More modest houses and Boston's characteristic triple deckers are found on other surrounding streets. Long-time residents are joined by recent arrivals moving into newly developed or renovated apartment buildings and condominiums.



We recently had the honor of hosting a Bishop candidate "walkabout" ahead of the election of a new Bishop for the Diocese of Massachusetts.

There are several restaurants in Peabody Square, with many more in nearby Adams Street, Field's Corner, and Lower Mills.

We are fortunate to have an MBTA Red Line stop just steps from the church that connects us to Boston's downtown as well as the communities of Mattapan and Milton. Professionals, health care workers, and others commute into offices, hospitals, and businesses in other parts of the city. The parish's proximity to a major public transit hub also means that individuals experiencing homelessness, substance use disorder, and mental illness are a part of the broader context for our ministry. All of these factors come together to form the rich fabric of our parish setting.

Challenges and Opportunities

Like all parishes, we face our share of challenges and opportunities for growth. Below are a few of the specific challenges that we, trusting in God's grace and with much hard work in collaboration with our next rector, will need to navigate in the coming years. Many of these were identified on a recent parish survey.

- Though there are some encouraging signs of re-growth, particularly at our Low Masses, overall attendance numbers are down since the pandemic. We need to find new ways to offer the gospel to our community through outreach and recruitment efforts. The vitality of our parish life—from stewardship to filling roles in the Acolyte, Altar, and Flower Guilds, and the Hospitality Committee—depends on growing and welcoming new people into our community. We would also love to see the return of families and parishioners who once worshiped with us.
- We are an aging congregation. According to our parish survey, 51% are 65 or older and 73% older than 54, with only 8% under the age of 35. Many of our parishioners have died in recent years, and we do not have many young families regularly attending. We long to see more young families join our community and need our next rector to help us explore ways to encourage growth in this area. At the same time, our next priest needs to be attentive to and have a heart for senior ministry.
- We have not offered Sunday School since before the pandemic. We would like our next rector to help us provide more opportunities for Christian education and spiritual formation at every age and stage of life. There is a hunger for formation amongst our congregation and it was highlighted as an area of focus in our parish survey.
- Our cherished and beautiful building requires constant effort to coordinate the various trades to keep it in excellent condition. Though we are fortunate to have a Building Preservation Endowment, building up the resources to maintain the property will continue to be a challenge in the future.
- While there is a breadth of private opinion represented in our community, our parish's public expression of the faith has tended to run along traditional lines within the Anglican spectrum of belief and practice, particularly in regard to the issues of women's ordination and same-sex marriage. Some are strongly committed to having the parish maintain our current approach to these issues, while others feel strongly that we should re-examine our

practices and embrace change; members on both sides of the issues are deeply committed to our parish and contribute much to our common life. Though the prevailing attitude is charitable, respectful, and tolerant, these differences of conviction inevitably cause some tension. Our next rector needs to be able to shepherd us as we strive to move forward in these critical areas with mutual understanding, so that we may grow into the fullness of the Body of Christ. Our sincere hope is to remain together “until we all attain to the unity of the faith and of the knowledge of the Son of God” (Eph 4:13). Our next priest should be comfortable ministering to a theologically diverse congregation.

Finances

All Saints is a parish of considerable endowment, and yet paradoxically of very modest means. We worship in a meticulously kept landmark building awash with the prayers of many saints, past and present. By all appearances we seem wealthy—and we are. But, at the beginning of each year, we struggle mightily to hunt for the last few thousand dollars of income or expense cuts in order to create a balanced budget. Our current rector assumes many of the duties of a sexton in scheduling and supervising maintenance and repair of a modern building. We do without a parish secretary. And, we draw down our plant fund for routine capital maintenance, year by year, without replenishing it. The vestry has adopted a balanced budget in almost all of the last 27 years, though in 21 of those years the endowed rector’s discretionary fund provided a budgeted subsidy in the average amount of \$4.3K. Our ambition for the parish just exceeds our financial grasp.

In 2024 there are 51 pledges in the amount of \$165,624.00. Regular givers who do not pledge have augmented the pledged amount by 9 to 18% during the last six years. Pledge fulfillment and regular giving consistently increased from \$106K in 1998, reaching a peak of \$239K in 2017, before slowly diminishing to an estimated \$190K in 2024. Pledge fulfillment and regular giving during the Covid years was encouraging, with no shortfall in 2020 and a surplus of \$22.5K in each of 2021 and 2022. In all, the balanced 2024 budget of \$523K is funded 53% by endowment and 46% by pledge fulfillment, regular giving, plate, and donations for hall and parking lot use. There is a Rector Search fund of \$10K and an operations reserve of \$75K, both of which will fund the search for and relocation of our next rector. The rector and wardens are trustees of an endowed fund for the relief of the poor and indigent of the parish. A building preservation endowment is nearly large enough to fund the next major building restoration in 50 years, but not quite. All of the endowment funds are held with the Diocesan Investment Trust and make a 4% annual distribution (and less for some funds).

POSITION, COMPENSATION, & HOUSING

The position is for a full-time rector to lead worship, celebrate the sacraments, provide pastoral care, and oversee the administrative functions of the parish.

Compensation negotiable with paid vacation and allowance for continuing education. Healthcare options in compliance with the Diocese. Rectory provided with parish-paid utilities included.

To apply, please send resume, OTM profile, and cover letter by December 31, 2024, to:

Nicholas S. Gray
Head of Search Committee
search@allsaints.net

Thank you for your consideration.

The Parish of All Saints, Ashmont
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allsaints.net



The garden in bloom outside the entrance to the Lady Chapel.



A view of the Rectory from the garden.



Coffee hour provides an opportunity for parishioners and visitors alike to enjoy fellowship and hospitality after the Mass.



Processions for Candlemas, the Presentation of Our Lord in the Temple (above) and the Feast of the Assumption of the Blessed Virgin Mary (right).



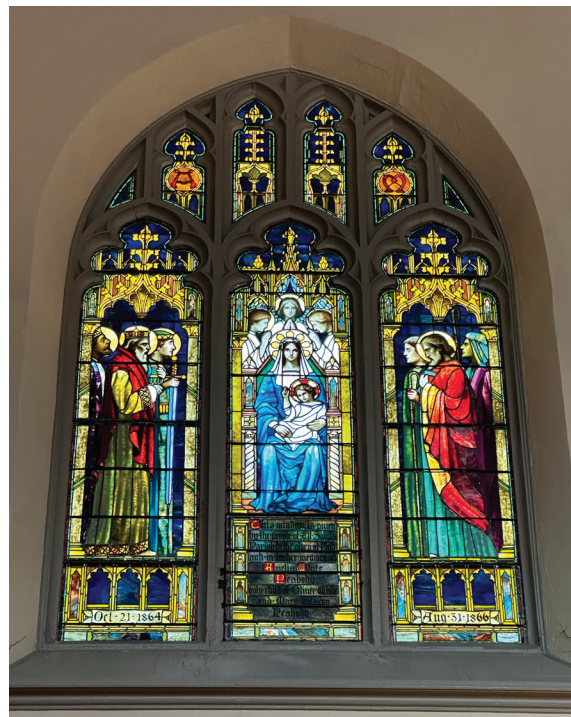
The High Altar reredos features Our Lord depicted in His Glory, blessing His Church on earth, and flanked by archangels and historic saints. The altarpiece depicts the Blessed Virgin Mary enthroned with the Infant Jesus, surrounded by martyrs, confessors, and saints. The sacrament is reserved in the tabernacle.



The rood beam is a striking calvary scene with Our Lord on the Cross and Our Lady and St. John at the foot. The inscription, taken from the Te Deum Laudamus, reads: "When thou hadst overcome the sharpness of death, thou didst open the Kingdom of Heaven to all believers."



The Risen Christ with St. Peter and John, Christopher Whall, 1907.



The Adoration by the Kings and Shepherds, Harry Eldredge Goodhue, 1898.



The Lady Chapel is an intimate setting for most Low Masses. The reredos features a triptych depicting Our Lady being crowned Queen of Heaven, designed by Arts and Crafts movement woodcarver Johannes Kirchmayer, who also designed the wood carvings of Old and New Testament scenes in the High Altar Sanctuary.

The Shrine of Our Lady of Dorchester and St. Stephen's chapel.



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