



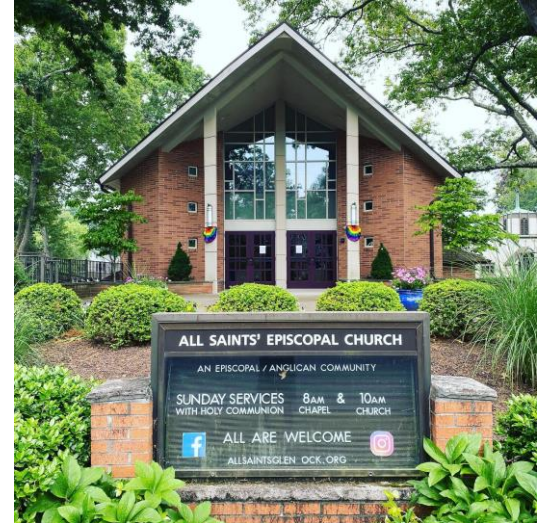
# All Saints' Episcopal Church Feasibility Study Executive Summary

## Thank You

Dear All Saints' Family,

It has truly been a blessing to partner with you on this journey! We cannot thank all of you enough for completing the survey with your heartfelt feedback, giving up your time to chat with us by phone, Zoom or in person for an interview and most importantly praying for your church through this process. The information below is an executive summary of the Feasibility Study. If you have any questions, please do not hesitate to reach out. All Saints' is a special place because you understand that you are a family. Thank you for allowing us to be a part of this incredible family over the past few months!

Yours in Christ,  
Richie and Rachel Musser



## BY THE NUMBERS

- 34 parish households completed a survey (45% of all households) and 25 participated in an interview.
- 88% of those surveyed hold a superior or very good overall view of All Saints'.
- 84% of households marked that they are at least somewhat involved with the church.
- 32% of those responding have been attending All Saints' for 20 years or more. An additional 26% have been members of the church for 11 to 20 years, 15% for 6 to 10 years and 26% for five years or less.
- 94% of participants showed some level of support for the renovation and reopening of the Preschool.
- 91% of respondents indicated some level of support for the renovation and updates to the chapel worship space.
- 91% showed some level of support for a Capital Campaign to fund the goal.

## THEMES & OBSERVATIONS

### Support & Sustainability

There is overwhelming support for the vision laid out by parish leadership and the Preschool Project Committee. During the Feasibility Study, many noted that the preschool has been part of the church's identity for decades and was something that All Saints' Church was known for before COVID.

Parishioners also said that there is a strong need in the Glen Rock community for affordable and quality childcare and the church has the ability to offer this service to the community. Others noted that reopening a preschool would allow for All Saints' to bring in much needed funding that would enable the church to be sustainable well into the future.



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## THEMES & OBSERVATIONS

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### **Budget**

While there is strong support for the reopening of the preschool and overall renovation of the space and chapel, there is concern on the overall cost of the project and where the funding will come from. Others also questioned what is specifically included in the estimated renovation costs. *Note: More information on estimates and details will be forthcoming as they are received by the Preschool Project Committee.*

### **Logistics**

There are questions and concerns within the parish on the timeline of the reopening of the school (2024). While parishioners would love for the school to reopen, they want to ensure that it is done in a way that will make the preschool a success. One specific concern is how All Saints' will find the right people to staff the preschool, specifically the Preschool Director.

### **Church Growth**

Through the Feasibility Study, parishioners brought up the question of how the church itself will grow in the coming years and what the overall strategic plan is for continued growth of the congregation. Members did not want the preschool to be the single thread of focus in the coming years and wanted to learn more about how leadership will address this issue as well.

### **Transparency**

The All Saints' community supports its church leadership and have been very pleased with the Preschool Project Committee and the commitment that they have put forth. The majority of those interviewed and surveyed believe that the Vestry and Preschool Project Committee will make the best decision for the church and its sustainability.

That said, there is the desire for continued and enhanced transparency with what is going on "behind the scenes." Some members feel disconnected from the process, not understanding why certain decisions were made.

### **Communication**

During interviews and surveys, some parishioners expressed their inability to provide detailed feedback on the project due to lack of information that they themselves had. They also mentioned that they would need more details before contributing to the campaign and could not provide an exact amount at this time.

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## CAPITAL CAMPAIGN

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A full report of the Feasibility Study was presented to the Preschool Project Committee and Vestry. It is Kirby-Smith's recommendation that a three-year Capital Campaign be conducted to raise funding for the renovation and reopening of the preschool as well as the renovation and updates to the chapel worship area.

Funding avenues would include All Saints' Church households, previous preschool families and Glen Rock residents as well as funding from various grant opportunities. Any additional funding needed may come from a loan. The exact breakdown of these funding avenues depend on the success of a Capital Campaign as well as the approval of grant applications.

Recommendations to address the themes and observations above have been made to the Preschool Project Committee and Vestry. Additional information will be shared, and any questions/concerns addressed through the campaign. Pending approval, we recommend that a Capital Campaign begin immediately to raise the funds needed.

*A special note of thanks for the assistance and support given by the Preschool Project Committee, All Saints' Vestry, as well as the staff and all those in the congregation and greater Glen Rock community who participated in the Feasibility Study.*