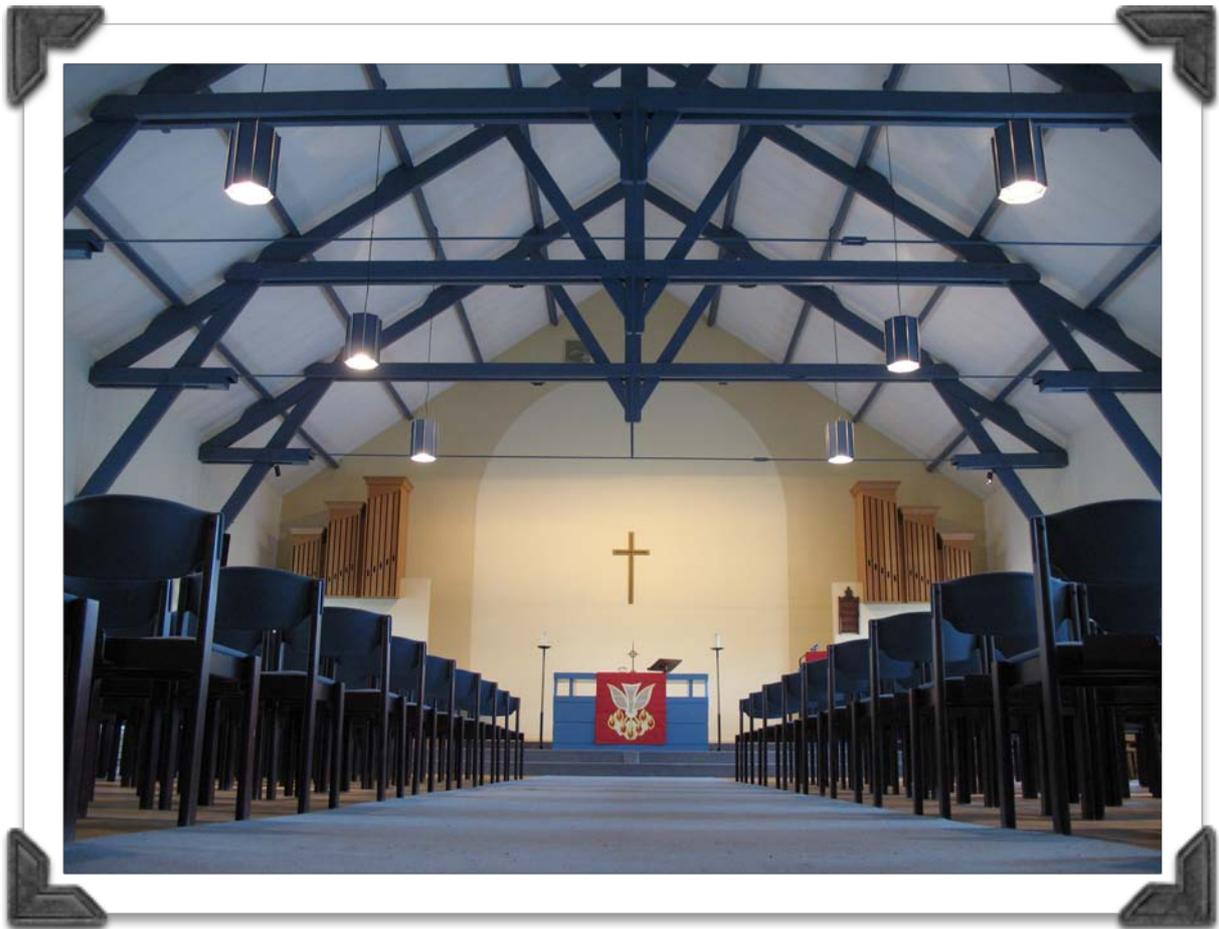


ALL SAINTS' WATERLOO



THE EPISCOPAL CHURCH SERVING BELGIUM



PARISH PROFILE

- DECEMBER, 2010 -

INTRODUCTION TO ALL SAINTS' CHURCH

A small representative group of parishioners has compiled this document to offer any priest who may consider applying for the position of Rector of All Saints' Church, Waterloo, Belgium a true picture of the parish and its modus vivendi. It includes articles covering the history and current position of the church, its liturgy, social identity and spiritual outlook, its current concerns and desires. The statistics, both demographic and financial, are as accurate and fair as we can make them. Further articles cover matters of outreach at home (i.e. in Belgium) and abroad, communications and local ecumenical contacts together with youth projects linked to the innovative outreach programs of Youth Compass in schools and churches in the Brussels area.



Much of the information resulted from a parish retreat led by our bishop, the Rt. Rev. P.W. Whalon, during which all present were given voice to express their experiences as members of our community and to share their hopes and, sometimes, their fears concerning our future.

An overwhelming sense of appreciation for our church family and of God's faithfulness to us presided at that meeting and reflects the spirit of hope we wish to share with the readers of this document.

The Mission of All Saints' Church

We welcome all with joy to our spiritual home. We seek to share and to deepen our faith and our love of God through Anglican worship, pastoral care, Christian nurture, and vibrant community life.

Surfacing a Vision - Six Core Ministries:

- Intentional Welcome and Vibrant Hospitality
- Worship: Essentially traditional, but open to new ways of expressing our Praise and Thanksgiving within the rubrics
- Spiritual/Christian Nurture for the Youngest to the Seasoned
- Caring, Attentive, Timely Pastoral Care
- Partnerships in Mission
- Stewardship in its broadest sense: Focusing our Time, Talent, and Treasure to fulfill our Mission

BELGIUM, BRUSSELS AND THE WATERLOO AREA

Belgium is sometimes referred to as the 'cockpit of Europe' having seen many important battles in European wars for centuries. Indeed, the site of the famous 1815 Battle of Waterloo is less than a mile from the church building. Belgium is the fault line between the Germanic and Latin cultures in Europe. The country has three official languages: Dutch, French and German, and, as the capital city of Europe, it is not unusual to hear the languages of any one of the 27 member states which make up the European Union. The congregation at All Saints mirrors this bustling, diverse environment; both in terms of its composition and also in that people tend to come and go as their international careers require.

Despite housing European Union institutions, North Atlantic Treaty Organization (N.A.T.O.) headquarters and various other international organizations, Brussels remains a relatively small city with around a million inhabitants - of which 25% are non-Belgian. Waterloo is located to the south of the city in the French speaking province of Brabant Wallon in the region of Wallonia; an ideal location to benefit from all that the metropolis has to offer, but with the tranquillity of the countryside only a few miles away.

A foreigner coming to Waterloo will quickly notice the international atmosphere of this suburban town. Out of a population of 29,573 inhabitants 5,499 are non-Belgian and the local council offers services in French, Dutch, and English. There does, however, seem to be a sort of invisible barrier between the local French-speaking community and the international residents. This is a divide which All Saints is also finding it difficult to bridge, but reaching out to the French-speaking community is part of the vision of All Saints'.



Having described the church as All Saints', Waterloo, it is important to note that the church is actually not in Waterloo at all, but in the commune of Braine-l'Alleud. Braine-l'Alleud is also in the province of Brabant Wallon. Braine-l'Alleud has a population of about 38,000, is French-speaking, and is where one must conduct all of one's expatriate business, for example, applications for visa, driving permit, and health insurance. This business of settling in officially should be begun immediately, as the process can be lengthy and a 'carte d'identité' is essential to receiving the portion of the rector's remuneration that comes from the Belgian state.

There is no state religion in Belgium, but the majority of Belgians would identify themselves as Roman Catholic. There are six faiths officially recognized by the Belgian State: Four denominations of Christianity (Roman Catholic, Anglican, Protestant, Greek/Russian

Orthodox), Judaism, and Islam. The Roman Catholic Church has historically exercised significant power and continues greatly to influence Belgian life.

Although public transportation is readily available, having a car makes life very much easier. The parish owns a car that is at the disposition of the rector. There is a huge Carrefour supermarket just across the street from the church, making food and other incidental shopping convenient. There is also an Ikea about twenty minutes away, but be prepared to speak English or Dutch there, as French is not spoken in this neighboring province. Living in continental Europe, the business of daily life is conducted in the local language. Many people speak English, but a working knowledge of French not only makes life easier but also opens the doors to ecumenical and other social connections.

As it is everywhere these days, parking is a challenge at best and it is sometimes easier to take the train or bus to Brussels, even though the city is reasonably close by. There are many lovely areas to visit and the sea is about two hours away. The church is located in a commercial area, but there are attractive residential areas nearby.

Military & Diplomatic Presence

A significant portion of the All Saints' parish community is comprised of members of the US Military as well as N.A.T.O. forces. The US Army Garrison, located in Sint-Stevens-Woluwe (20 minutes from All Saints'), caters to the 2,700 US service members, contractors, and civilian employees in support of the US mission to Brussels.

Similarly Brussels, as a strategic N.A.T.O. and EU headquarters, is home to various diplomats and support staff from many countries. Due to All Saints' being a predominantly English speaking parish, members of the US State Department, as well British, Canadian, and Irish personnel are frequently members of the parish.

These factors contribute to a transient portion of the community as most personnel serve in Brussels for only a few years. The welcoming of incoming personnel and saying goodbye to outgoing personnel are regular events in parish life, and the focus on providing support for the military, diplomatic corps, and their families is a major part of All Saints' character.

THE HISTORY OF ALL SAINTS' CHURCH

Anglicans have worshipped in Brussels, Belgium since the 16th century and have had their own church building (Holy Trinity Pro-Cathedral) since the mid 1800s.

All Saints' church grew out of a prayer group of Holy Trinity members living south of Brussels seeking to discern the need for and viability of a church in the Anglican tradition to reach the growing local English-speaking community. A number of large American institutions were already established there, as were several English-speaking schools, and the accession of the United Kingdom and the Republic of Ireland to the European Community (now the European Union) in 1973 increased that population still further.

All Saints' Church was founded in 1979 as a daughter church of Holy Trinity Pro-Cathedral, with the American curate on the staff there appointed priest in charge by the then-Archdeacon, the Venerable Peter Duplock.

The decision was taken that worship at All Saints' would follow the Episcopal Book of Common Prayer and the parish be administered according to Episcopal custom, with a vestry, licensed Eucharistic ministers and maximum lay participation. Sunday services were held at a church and retreat house complex, owned by an order of worker priests, Les Aumôniers du Travail, where we rented the use of the church and rooms for Sunday School, coffee hour and occasional parish meetings. Other group gatherings (e.g. for study, outreach, choir) took place in members' homes.

After 10 years as a thriving daughter church of Holy Trinity Pro-Cathedral, it was clear that All Saints' needed to regularize its position by becoming independent and establishing its own separate legal status. Our wish was to be a church of the Church of England in the Diocese of Europe, while retaining and formalizing the links already built up with the Convocation of Episcopal (then American) Churches in Europe.

The draft constitution (including the right of the congregation to call its own male or female priests), while acknowledged as legally acceptable canonically, proved unacceptable to the Church of England authorities and after much discussion in a number of meetings, the congregation voted overwhelmingly to apply for membership of the Convocation.

All Saints' became a member church of the Convocation of Episcopal Churches in Europe in 1990, since which time, All Saints' church has been actively involved, sending delegates to Convention annually, and with both clergy and lay people taking on responsibilities in the Council of Advice (our standing committee), C.O.M.B. (the Commission on Ministry of the Baptized) and E.I.C.S. (the Episcopal Institute for Christian Studies, the formation body of the Convocation). Several members, clergy and lay, have also served as Deputies to the General Convention.



From 1979 to the present, we have been served by occasional interim priests and five full time priests, the most recent incumbent, the Rev. Kempton Baldrige, having been with us from 1999 till 2010. Under this rector's guidance, an already developing youth program was set

firmly in place, including contacts with the local English-speaking schools. He also met regularly with a small group of core people with pastoral opportunities, thus raising the profile of social concerns in the parish. His heart for those who did not fit easily into conventional "church boxes" and for military families was well known.

In 2007, the church and retreat house complex of Les Aumôniers du Travail was sold and after a long, fruitful, ecumenical friendship with their staff (clergy and lay), All Saints' had to move. The search for new accommodation resulted in All Saints' Church buying our current premises, previously the Swedish Lutheran Church in Brussels, situated in a more visible location, where we enjoy serene worship space and generous accommodation for parish meetings, including a cafeteria, offices, an undercroft and some residential accommodation. We are, of course, also faced with all the challenges that owning a beautiful home brings with it, and especially a major challenge – still unresolved after 3 years- arising out of the financing of the purchase.

Since its inception, All Saints has had a heart for outreach at home and abroad. Generosity to maintain our many projects has always been a priority. Music has also featured highly in our sense of identity as does our care for the young. Perhaps, the greatest surprise in our 30-year history is

that God has continued to call people out from among us to pursue ordained ministry. We have celebrated nine ordinations to the priesthood (two of them in the last two years) and one to the permanent diaconate. Currently, we are praying for our most recent postulant in seminary and a potential candidate in discernment.

The spirit of God's inclusive love motivates our worship and activities, as we seek to share His hospitality with those who enter our doors, whatever the day of the week. A Rainbows pack (infant Girl Scouts) and a Beavers pack hold weekly meetings at All Saints', as do two French-speaking Alcoholics Anonymous groups. We host a twice monthly social gathering for elderly English speakers, The Wednesday Club, and, in September 2010, All Saints' opened its undercroft for use by a new, small, independent, French-language, Christian primary school with a kindergarten, but this has since closed. All these ventures contribute in some way to our understanding of the good stewardship of our lovely premises.



So, what will the next chapter of All Saints' history relate? We hold to God's promises of good things. The opportunities for becoming a vibrant part of the local community are here. Stories of ripe corn ready for harvest come to mind. We thank God for all the love and experience of the past and look forward to the future with confidence, praying for the wisdom to do His will.

ALL SAINTS TODAY

Over the years, All Saints' Church has become increasingly cross-cultural, reflecting the complex identities of a significant number of our households. Our congregation (c 100) is roughly one third American, one third British and one third "Other", which includes members from various European countries, including Belgium and from farther afield.

All Saints' has long been regarded as welcoming and friendly. We consciously foster a parish identity, which is inclusive, accommodating and open to different points of view. This means that without setting out to do so, our church meets a vital need as a meeting place, offering a safe, comfortable "middle ground", where cross-cultural and interdenominational families can worship easily together, free from ritual obligations or pressure to conform. That said, our members value the structure of the Anglican liturgy in the Book of Common Prayer and appreciate having the Holy Eucharist at the heart of Sunday worship. Many non-Anglicans and non-Episcopalians worshipping with us admire the lyrical beauty of the liturgy and comment on the artistic quality of the music.

Expatriates professionally engaged in Brussels and their families still form the majority of our congregation, with significant numbers of them being here on contracts of three years or less. These professionals include diplomats, officers seconded to the institutions of the European Union and related organizations, N.A.T.O. and S.H.A.P.E., and business executives from multinational companies whose coordinating centers or European Headquarters are in the Brussels area. They are, consequently, worldly-wise, broadly educated, highly skilled and recognize the need to adapt quickly to their changed circumstances. Many of them have heavy travel schedules, which impact on their availability for Sunday worship and their long working hours affects attendance at weekday meetings.



Most, but by no means all, of our parishioners speak English at home and at work, but nearly half their children hear another language at school and, indeed, learn that other language. Some of our families are bilingual and a number of parishioners are at ease speaking more than one language.

Historically, our church has relied on a handful of long-term residents for its leadership and continuity. However, most of them leave Brussels when they retire. Only very few of our older members are here permanently. The regular membership is essentially fluctuating and it is normal for us to say farewell to $\approx 25\%$ of our community in any given year. We joke about revolving doors, but have to take these frequent comings and goings as a fact of life.

All Saints' Church underwent a major shakeup in 2007, when the premises we had rented since our formation were sold and we had to find an alternative place of worship. In December 2007, we purchased what had been the Swedish Lutheran Church. It offers us excellent accommodation with the potential for varied ministries. Having our own property, however, presents its own challenges and while we are delighted with our new home, we are experiencing "growing pains" from the sweeping changes. Some members are worn out by increased obligations, while others have not yet found their role in the new church.

All Saints' is a pledging congregation, encouraged by an annual stewardship campaign. Nevertheless, a number of parishioners are concerned about the church's financial future. Following the recommendations of a recent, professional, independent review of the parish demography, skills and talents, a capital funding campaign will shortly be underway with the intention of securing our property.

The full time rector of All Saints' is assisted by a vestry, including the two church wardens, the treasurer and the clerk; and the part time support of a parish administrator.

We are grateful for the ordained ministries of our interim priest, our curate, our Swedish part time deacon, our lay Eucharistic ministers and other teams assuring the readings and the Prayers of the People.

Members of All Saints' Church tend to be prayerful, enquiring and open to sound teaching and lively theology, both from the pulpit and in Christian education. They are supportive of a wide and varied outreach program locally and abroad (including a youth program) and are anxious that this aspect of our communal life not suffer because of our changing circumstances.

All Saints' considerable involvement as a parish of the Convocation of Episcopal Churches in Europe strengthens, enlivens and informs nearly every aspect of our life and ministry together. Our Bishop, the Rt Rev Pierre W. Whalon, is resident in Paris, France (a 90 minute trip away by train), and makes official visits to the church at least twice a year.

The annual Convention brings all the churches in the Convocation together and is hosted by the member churches on a rotating basis. All Saints last hosted Convention in 2008, which enjoyed the visit and full participation of the Presiding Bishop, the Most Rev. Katharine Jefferts-Schori, and her husband Richard. The congregations in Europe are deemed to be in the jurisdiction of the Presiding Bishop (along with four congregations in the Pacific), and this visit was the first time a sitting Presiding Bishop had participated in a Convention.

ECUMENICAL RELATIONS

Our change of address has in no way diminished our ecumenical contacts. We maintain good relations with the Church of England congregations, in Brussels and Tervuren, and the American Roman Catholic community, Our Lady of Mercy in Waterloo, strengthened in large part through the affiliation of our young people to Youth Compass. Two officers of Youth Compass are on the staff of All Saints' Church. Our Episcopal Bishop in Europe, the Rt Rev Pierre W. Whalon, has enjoyed good relations with the local Roman Catholic bishop and the Cardinal of Belgium. It has become a tradition to hold joint services with Our Lady of Mercy Roman Catholic Church in Waterloo on Good Friday and also around Christmas time.

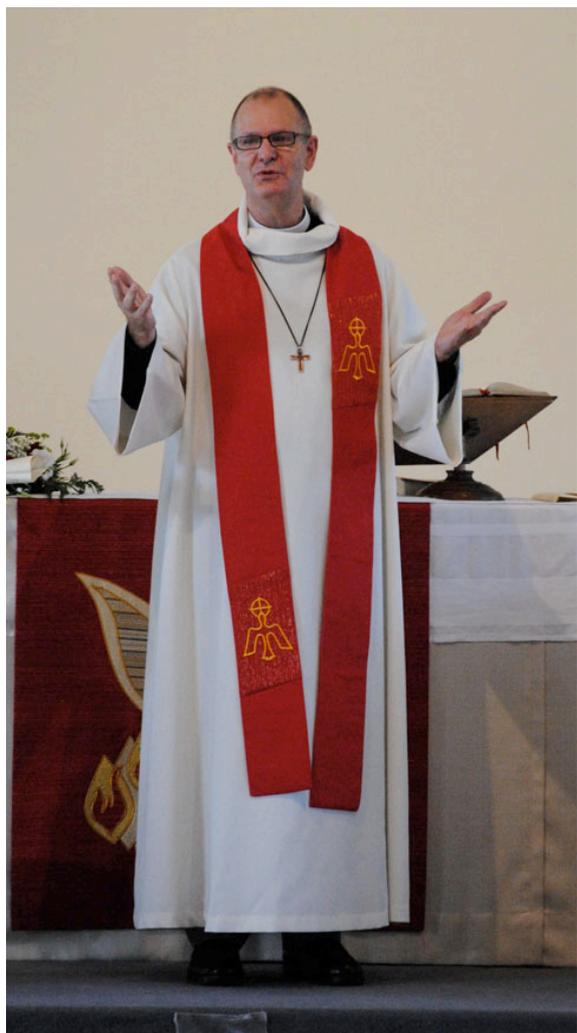
A deacon of the Swedish Lutheran Church is now licensed by Bishop Whalon as an Ecumenical Deacon at All Saints' Church, where she ministers part time while also working part time at La Chapelle de la Resurrection, a Roman Catholic Ecumenical centre in the area of Brussels where many of the E.U. offices are situated.

The Norwegian Mission to Seamen, together with the Norwegian Church in Belgium, have their office at All Saints' Church, use rooms here for social and pastoral purposes and celebrate major church and Norwegian national festivals in the church. Occasionally we share services with them.

Each year, we participate locally in the Week of Prayer for Christian Unity in January acting as host church in 2010, the World Day of Prayer in March and the Global Prayer Vigil at Pentecost, all of which are inter-church activities.

English-speaking clergy in the Brussels area enjoy an active fraternal organization known as B.E.S.P.A. (The Brussels English Speaking Pastors Association).

LITURGY & WORSHIP



Sunday service at All Saints' begins at 11.00. The liturgy is Holy Eucharist Rite II. "Relaxed dignity" is how the style of the service was described during a recent parish retreat; predominantly traditional, but the congregation is open to more contemporary ways of praise and thanksgiving within the rubrics of the Book of Common Prayer, which is central to our worship and prayer life. A midweek Eucharist is celebrated each Wednesday at 12.00.

All Saints' has been blessed with intelligent and relevant, spiritual preaching from its Rectors and other occasional preachers. These contemporary and relevant sermons inspire and energize the congregation, regularly challenging our preconceptions, and providing plenty of spiritual food for thought and encouragement to 'live the Gospel' for the week ahead.

Worship through music is integral to our service. Twice each month, and on special occasions, the choir director leads the choir and the congregation in enthusiastic song. On other Sundays the appointed psalms are sung to Anglican chants with organ accompaniment between the New Testament and Old Testament readings and as anthems during the administration of communion. Hymns are mostly traditional. They are carefully chosen to reflect the themes in the scripture. During

communion the congregation is often treated to high-quality performances of classical works by soloists or the choir, with suitable instrumental accompaniment.

A dominant characteristic of All Saints' is an inclusive and participative community. This is most evident during the Sunday service: there are willing ushers, Lay Eucharistic Ministers and lectors, albeit in limited numbers; the Sunday school children enthusiastically explain what they have learned when they return to the nave; the sign of peace is shared not only with those in close proximity, but most of the congregation moves around the church to ensure that every hand is shaken in a warm and friendly exchange of God's Peace; those celebrating birthdays and anniversaries are invited to come forward for a prayer and a blessing, and there is a genuine sense of community worship throughout the service. After the Blessing and Dismissal, this friendly, welcoming atmosphere spills out into the cafe area for the very sociable "coffee hour".

As a sign of welcome to those from the local community, the New Testament lesson is read in French. Reaching out beyond the English-speaking, expatriate community has been a priority for All Saints' for several years now, and the idea of a second Sunday service in French is an objective many in the parish would like to attain. Alternative services such as U2charist (aimed at the youth) and Taizé services have been attempted with some success, but there is a feeling within the church that a more determined and sustained effort is needed in this regard if we are

to substantially increase the numbers of parishioners in the community, and if we are to become rooted in the local Belgian community.

In addition, whilst the traditional style of the Sunday service is the preference of the vast majority at All Saints' (and that majority preference is respected by all), it is accepted that in order to grow we must attempt to appeal to other tastes. An additional weekend service is clearly an objective for All Saints', but the frequency and form this might take remains open to discussion.

EDUCATION & PRAYER

All Saints' Sunday School

The Sunday School has been a very important part of the church for many years. It has, just like the church, had its ups and downs. Some years ago we regularly had 30+ children every week divided into 3 classes between the ages of 4 and 10. At the moment we have about 10 children who turn up more or less regularly but not necessarily on the same Sunday. This means we never know which children will turn up or what ages they will be, [we have children between 3 and 12 who come to Sunday school]. Several of the children are French speakers with very little English.



We have a few children who have and will be part of All Saints' for all their childhood, but most of our community of children follow their parents and often move to different countries after 3-5 years with us. Most of the children go to one of the international schools in the Brussels area. Not all of these schools teach a religious education program. Given the different nationalities, cultures the children represent, the languages the children speak and the different Christian denominations they come from, trying to design a program that teaches, involves, excites and is fun, presents challenges.

For the past 2 years the present Sunday School directors have been trying to create a 3 year Sunday school program that marks the various major church festivals. We use a lectionary-based program for some of the year, and the rest of the time we have been developing our own program that allows us to explore the great characters and stories of the Bible in 4-6 week blocks. We are also beginning to work with our curate to find ways of linking the themes of the Sunday school and the adult education programs. We also want to improve our children's involvement in Sunday worship. We are very keen to grow the Sunday school membership and now have our own space in which to do so.

We really want a Rector who has experience of Sunday School; who will help and support the Sunday School directors with the program planning and developing ways of involving the children in the Sunday worship. We are really looking forward to growing the Sunday School and making it a big and vital part of the All Saints' program.

We also feel that there is a real need for a crèche. Although we have the facilities for housing this and the equipment, we have failed to find able volunteers to help.

ALL SAINTS' CYCLE OF PRAYER – UPDATED DECEMBER 2010

Bishop Pierre Whalon, Melinda and Marie-Noelle; Rev Mary Ellen Dolan, interim priest; Rev Mark Barwick and Corinna; Rev Dn Siw Ölmelid & Family; Wardens and Vestry						
CONVOCAATION	DOMESTIC	EDUCATION	OUTREACH	OUTREACH	WORSHIP	YOUTH
All Saints as a Member of the Convocation. The Churches: -Ascension, Munich -Christ Church, Royat -Christ the King, Frankfurt -Emmanuel, Geneva -Holy Trinity Cathedral, Paris -St. Augustine of Canterbury, Wiesbaden -St James, Florence -St. Paul's in the Walls, Rome The Missions: -Augsburg, Germany -Bordeaux, France -Karlsruhe, Germany -Orvietto, Italy -Pescara, Italy -Muhlbach, Austria -Nurnberg, Germany -Rennes, France	Baking ,catering and events group Coffee volunteers Communications Church oversight: -Building Manager -Parish Administrator -Sexton -Task Force Norwegian Church in Belgium and Luxembourg Norwegian Mission to Seamen Pastoral Care Prayer Chains -for Parish Support -for Emergencies Stewardship Commission	Adult Education Compline and study group Listening Ministry Ordinands Postulants *Women's Group	Cecily's Fund, Zambia Episcopal Relief and Development Father Isaiah Obote Uganda Karen Refugees, Thai-Burma Border NB. The Outreach commission coordinates all our charitable donations, including periodic gifts to...	Protestant Social Centre Relationships with other Churches (ARC, BESP, C of E Free Churches, RC Congregations) St. James Rest Home La Hulpe Ad hoc emergency disaster funds British Charitable Fund Community Help Service Multiple Sclerosis	Acolytes *Altar Guild Choir & Organists Flower Arrangers Intercessors Lay Assistants Music Commission Readers Ushers Welcome Table Team Worship Committee	Bible Study Groups *Crèche High School Club High School Small Groups Middle School Club Links with Our Lady of Mercy & St. Anthony's Sunday School Teachers & Helpers Young People of all Saints Studying & Worshipping Away from Home Youth Across Europe Coordinator & Leaders Youth Compass Staff & Team

* indicates a ministry which is temporarily unsupported

All Saints' Prayer Chain and Cycle of Prayer

All Saints' Prayer Chain is a small group of people dedicated to praying for those in crisis or emergency of whatever sort, and to remembering before God the bishop, clergy, vestry, people and commissions of this parish. Those responding to emergency prayer requests keep in contact through private e-mail or personal phone calls. We do not leave messages on answer phones or pass them on to third parties. Confidentiality is taken extremely seriously as a way of protecting those who entrust themselves to us. We pray individually as we are moved: how we can, not how we can't; at no special time of day; to no prescribed rule other than that of total commitment. Those of us involved have found a freedom and a joy in praying this way, which has enlarged our hearts and enabled us to face and pray for heart-rending situations, often over long periods of time and with difficult outcomes.

The Cycle of Prayer is a support for members of the prayer chain, who feel particularly called to pray for the parish. It is divided into seven columns covering all aspects of our common life and is usually prayed a column a day throughout the week, ensuring that all our endeavors are constantly uplifted to the Lord. Closer attention to this document will show the many facets of our small community and the breadth of our interests and concerns. Each entry here reflects the ministry of individual or small groups of parishioners, even though their names are not listed. Thanks be to God for them all.

Compline & Study group

The Compline and Study group meets once a month in the various homes of the group members to pray together and to share perspectives on how we might live more Christian lives through the Scriptures and through prayer. Each meeting closes with Compline.

By looking at a variety of different prayer methods from Scandinavian prayer beads to the Prayer of the Heart, members of the group have been able to share their own personal practices of escaping the everyday concerns of this world in order to enter into a greater awareness of God's presence.

We have recently embarked on a study of a book entitled: "Noah's Other Son: Bridging the Gap between the Koran and the Bible". We hope that by looking at how Muslims, Jews and Christians approach their Holy Scriptures, we will grow in understanding and mutual tolerance, as well as viewing our own scriptures from a different standpoint.

YOUTH MINISTRY

All Saints' plays a key role in supporting youth ministry for the greater Brussels international and ex-pat community. Having transitioned from a dedicated parish youth worker to the current partnership with Youth Compass (an ecumenical ministry that focuses on the ministry needs of specifically international and transient communities), All Saints' is considered a founding member of the initiative to expand youth ministry in an outreach capacity to the wider community.



All Saints' currently provides logistical support in the form of office and living space to a full-time Youth Compass staff person charged with overseeing ministry in the Brussels international community. Youth Compass is currently in the process of establishing a board to oversee fundraising in order to support staff, and enjoys healthy partnership with several churches and schools in the community.

Brussels is a uniquely transient and international community, and as such requires a specialized approach to implementing effective ministry. In particular, the ethos of youth ministry being very much an outreach in the community (as the vast majority of youth are unchurched) while also serving as a conduit to connect youth to the church family through its partnerships, and ensuring opportunities exist to serve the growth needs of youth committed to maturing in their spiritual journey. This unique approach is mirrored by the Convocation as a whole, who have reiterated

their commitment to and support for youth ministry initiatives across Europe and offer several networking and training opportunities which complement Youth Compass offerings.

In particular, All Saints' has led the transition to a model ensuring ecumenical partnership to support Youth Compass, preventing youth ministry from fracturing into competing splinter groups, while ensuring a caring network of church families is ready and willing to connect to the young people that Youth Compass reaches out to and attracts from the various schools that serve the Brussels international community.

One of the highlights of the year for youth ministry in Brussels is the annual Humanitarian Service Project that takes place during Easter Break. The trip provides the opportunity to take students from around Europe out of their home environment and focus on serving others (usually in Eastern Europe) while being presented with the Christian gospel and seeing it lived out through service in impoverished areas. For the past several years, Brussels (spearheaded by All Saints') has brought the largest contingent of students - usually in excess of 50 - to the project (which includes teams from other Youth Compass and associated ministries across Europe).

The Convocation has a Youth Commission, which sponsors training for youth ministers and hosts at least one annual Youth Across Europe event.

OUTREACH & MISSION



The charter of the Outreach Committee is to enable the congregation of All Saints Church to extend Christian aid and support throughout the world by focusing on urgent human needs (both physical and spiritual). The All Saints' Outreach Committee coordinates parish involvement in a range of local community and global projects, and plays an important part in the life and ministry of our parish.

The budget allocated for outreach has decreased significantly and is currently supplemented by a variety of fundraisers. As of 2009, outreach received €1,100 from the church budget, and approximately €2,000 through donations and other fundraisers.

A major recipient of outreach's outgoing support funding is Fr. Isaiah Obote in Uganda. A long time friend of All Saints', Fr. Obote runs a Young Farmers Association to help eradicate poverty in Uganda. Other international recipients include Karenni refugees, Cecily's Fund (a children's charity in Zambia cosponsored with the Sunday School), the Episcopal Relief & Development Fund, and other emergency disaster funds.

Local charities in Belgium have also been recipients of Outreach's support funding including the Community Help Service, British Charitable Fund, the Protestant Social Centre, Multiple Sclerosis charities, and St. James Rest Home La Hulpe.

The Wednesday Club

"The Wednesday Club is an English-speaking social club that welcomes all older men and women. The Club aims to provide a caring and secure environment within which members can enjoy each other's company and, if they wish, participate in a range of interesting and stimulating activities. The Club opened on April 21 2010 and meets on the first and third Wednesday of each month with light refreshments served in the coffee foyer of All Saints'.

The Club is run by a team of volunteers and has no religious affiliations. At each meeting there are a minimum of 4 volunteers who provide the attendees with a warm welcome and engage the members in games, activities or just conversation. Training has been offered to all volunteers so that they are sensitive to the needs of elderly people and can appropriately assist those who may be mobility impaired.

The Club has attracted 14 members so far with an average of 6-8 attendees at each meeting. There is a team of volunteers who drive each member to and from the club. Membership is not confined to the Waterloo area: most members come from Waterloo, Braine-l'Alleud, Lasne, Ohain, Overijse and Brussels.

Many of the members have said that coming to the Club has made a significant difference to them, giving them a welcome opportunity to "get our and about" and meet other people."

THE CONVOCATION OF EPISCOPAL CHURCHES IN EUROPE

All Saints' Church is a part of the Convocation of Episcopal Churches in Europe which has, for over two centuries, ministered to Americans and other English-speaking people in Europe, and more recently, in other languages as well.

The Convocation is headquartered at the American Cathedral of the Holy Trinity in Paris under the auspices of The Rt. Rev. Bishop Pierre Whalon. Strictly speaking, the Convocation is within the jurisdiction of the Presiding Bishop of the Episcopal Church, but this responsibility is entirely delegated to the Bishop in Charge. The Convocation functions as if it were a diocese. Today is a multinational, multiracial, multilingual, and multicultural communion within the European Union - a mirror image of the multinational, multiracial, multilingual, and multicultural Episcopal Church in the USA and ten overseas dioceses.



VESTRY & LEADERSHIP

Vestry members are elected for a three-year term at the Annual Parish Meeting held near March of each year. The Senior Warden is appointed by the rector and approved by the Vestry, the Junior Warden and Treasurer are elected by the Vestry; each generally serves two years in these functions.

Church Administration

The Rector and Vestry are supported by a part-time Church Administrator. The Church Administrator produces and publishes the monthly Saints Alive! magazine, designs and maintains the website, maintains the various mailing lists, produces the church bulletin, manages the church calendar and facility scheduling, produces invoices for facility use, oversees management of and payment for facility cleaning and maintenance, maintains church records and reports, and where possible takes notes and or minutes of Vestry meetings. The position is structured so that many of the duties of the Administrator can be accomplished via email and the internet when the administrator is away from the office (thus a part-time position). The Church Administrator is compensated with living space at the church and a living allowance.

CAPITAL CAMPAIGN & FINANCE

In purchasing our new building in 2007/8, the parish agreed to make a significant leap of faith. Initially we had hoped for some financial support from the Episcopal Church, and later for support locally from the Belgian state at provincial and commune level. In fact, about half the purchase price was donated or lent by about 20 parishioners, and when we could not obtain a bank loan the balance was found through personal loans secured by a parish family. We are committed to eliminating the debt of about €1.8 million that has accrued from the purchase, and are currently preparing to undertake a capital campaign in order to place our finances on a sounder long-term footing. The campaign is currently aligned to generate €1.5 million structured in three phases over the next five years.

Implementation of the first phase of the campaign is currently under way - a coordinated effort with clear communication and focused use of resources & skills, as well as strong support and leadership from the rector, vestry, and parish are essential to continuing the campaign and ensuring the financial viability of All Saints' and its facility. Our new Rector will lead the efforts to organize and support the capital campaign as one of the primary goals of his or her ministry.

Finance

All Saints' Church is financed through a combination of efforts and mechanisms:

The Rector's salary and housing cost is paid - in part - through the Belgian government and through the five Communes to which we are attached. This follows from the recognition of the parish by Royal Decree in 2001, and from our membership of the Anglican Council of Belgium which formally represents all non-Catholic faith groups in Belgium.

All Saints annual accounts and budget have to be submitted to the Communes who in principle approve them after long delays. Additionally, expenses incurred in direct support of the exercise of church worship are paid through the Fabrique, a formal church body required by Belgian law, and these expenses and a budget are subject to stricter accounting rules and supervision.

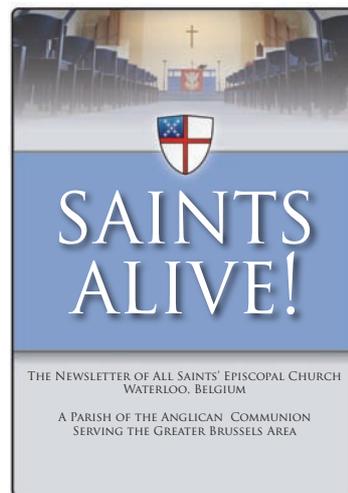
The church's other financial needs are met through a system of pledging and offerings managed by the church's ASBL (non-profit charity status) account.

COMMUNICATION

Saints Alive!

All Saints' produces a monthly parish magazine entitled Saints Alive! which is distributed electronically (through email announcing its availability for download from our website), by post, and for collection by parishioners at the church.

The magazine usually contains a lead article by the rector or curate, various articles showcasing events and efforts in the parish, articles of interest from other Episcopal or similar publications, a monthly calendar and roster for ushering and reading duties, and adverts for pertinent local events and meetings. An abridged version of the monthly All Saints' Vestry meeting minutes is also included.



A subscription charge of €15 per year for Belgian/European subscribers and €25 per year for international subscribers helps defray the cost of postage. Online subscriptions are free, and a backlog of issues for the past 12 months is available from our website.

Weekly Bulletin/Service Sheet

Along with providing the liturgy for the service, the weekly service sheet or bulletin also contains a list of upcoming events as well as a section devoted to providing brief reminders and bullets of information pertinent and important to the parish.

Website

The All Saints' website (www.allsaints.be) is maintained and constantly updated to provide as much information as possible both for the parish of All Saints' but also for prospective visitors and people preparing to move to the Brussels area searching for a church home.

The site contains a calendar which displays service times as well as listing all events taking place at All Saints', be they church related or those of the organizations we host in the facility. It also contains sections with links to other relevant sites (helpful sites for the expat community in Brussels or those connected with the church and Convocation in Europe). A downloads page holds issues of the Saints Alive! monthly magazine and forms for parish use. A ministries page holds information specific to some of the various ministries the parish is involved in, and a support page provides information on how to support All Saints' financially.

The website also contains a password protected staff section which contains files for use by the All Saints' leadership and Vestry including minutes, documents used for the Capital Campaign, and an internal calendar of events and reminders for maintenance and facility upkeep.

Associated with the website are a collection of email lists. These lists help keep the parish informed of items such as parish events, musical and cultural events, and the availability of the monthly magazine for download. Each list is run so that users can easily subscribe or unsubscribe as they choose to ensure no spamming takes place.

VISION FOR THE FUTURE



We pose the question: thousands and thousands of people drive by every day, what would make them stop?

From the parish retreat and from the various survey responses and other conversations we have had in assessing All Saints' for the purpose of writing this profile document, it is clear to us that our Christian community at All Saints is facing uncertainty. An overriding concern in our minds is how we might increase the attendance at the

Sunday service. We accept that change will be necessary, but we are fearful of leaving our comfort zone. We are uncomfortable with the debt from purchasing the new building, and we are concerned not to sacrifice our principles in order to raise money. The new church building offers wonderful new possibilities for All Saints', however sometimes our anxiety prevents us from seeing the wood for the trees.

There is a heartfelt desire at All Saints' to be true to the Gospel, communicating the love of God for all people, growing spiritually and in numbers; full of spiritual gifts; an attractive and inclusive place for all to worship; financially sound with active, representational leadership.

We are looking for a priest, first and foremost who will guide us on our path of spiritual growth towards God: the path shown by Jesus Christ, and secondly, who will join us in exploring our many ideas and dreams. We are prepared to negotiate with a potential new rector a mutually acceptable financial and accommodations package. God's gifts to All Saints' are varied and plentiful. We wish to use them for the benefit of all those whose lives we touch.

ALL SAINTS' EPISCOPAL CHURCH

Chaussée de Charleroi 2

1420 Braine-l'Alleud

Belgium

Phone: +32 (0)2 384 7780

Email: info@allsaints.be

Website: www.allsaints.be

pullin/13/07/10

ALL SAINTS CHURCH WATERLOO

YEAR 2010 FINANCIAL STATEMENT

(Jan 01 to December 31, 2010)

Category	Description by Category	JAN TO JUNE Amounts in €	Quarter 3 Amounts in €	Quarter 4 Amounts in €	Total Year 2010 Amounts in €
INCOME					
	Coffee/Books/Concerts	964.04			964.04
	Pledge	87,815.69			87,815.69
	Collection plate	6,696.63			6,696.63
	Rent	6,910.77			6,910.77
	Donation (confirmation.farewell priest)	620.41			620.41
	Convocation				0.00
	Newsletter subscription	65.00			65.00
	Geneva convention refund	117.70			117.70
TOTAL INCOME	A	102,990.24	0.00	0.00	102,990.24
EXPENDITURE					
	<i>Rector:</i>				
	Allowance	5,985.00			5,985.00
	Car expenses	1,799.47			1,799.47
	Car insurance	925.89			925.89
	Discretionary fund	1,000.00			1,000.00
	Office supplies				0.00
	Home leave				0.00
	Health	569.85			569.85
	School fees				0.00
	Pension	11,189.72			11,189.72
	Rector	21,469.93	0.00	0.00	21,469.93
	<i>Assistant Rector:</i>				
	Allowance				0.00
	Pension	3,981.38			3,981.38
	Car expenses				0.00
	Housing				0.00
	Assistant Rector	3,981.38	0.00	0.00	3,981.38
	<i>Parish Administrator :</i>				
	Allowance	3,600.00			3,600.00
	Misc. Expenses				0.00
	Parish Administrator	3,600.00	0.00	0.00	3,600.00
	<i>Rectory:</i>				
	Mortgage				0.00
	Telephone	284.68			284.68
	Electricity (+heating)				0.00
	Insurance	563.77			563.77
	Computer				0.00
	Maintenance				0.00
	Rectory	848.45	0.00	0.00	848.45
	<i>Church Building</i>				
3772.49	Maintenance	2,881.49			2,881.49
	Telephone	1,095.46			1,095.46
	Electricity (+heating)	4,265.52			4,265.52
	Insurance	759.10			759.10
	Cleaning	2,752.00			2,752.00
	Church Building	11,753.57	0.00	0.00	11,753.57
	<i>General Administration:</i>				
	Convocation Due	2,160.63			2,160.63
	Community Counselling service	14,003.63			14,003.63
	Anglican Council	2,279.82			2,279.82
	Newsletter Printing&Posting	1,289.72			1,289.72
	Convention/clergy meeting	112.59			112.59
	Assoc All Saints	11,500.00			11,500.00
	Friends of All Saints	5,732.90			5,732.90
	Worship	1,610.04			1,610.04
	Outreach	1,646.34			1,646.34

All Saints' Church, Waterloo - Parish Profile

Youth for Christ		1,546.64			1,546.64	
Westwood Corporation					0.00	
Loan repayment					0.00	
Youth misc. supplies		93.20			93.20	
Capital campaign advert					0.00	
Bank fees		117.39			117.39	
General Administration:	g	42,092.90	0.00	0.00	42,092.90	
TOTAL EXPENDITURE :	(a+b+c+d+e+f+g)=B	83,746.23	0.00	0.00	83,746.23	
NET INCOME (INCOME OVER EXPENDITURE)	A-B	19,244.01	0.00	0.00	19,244.01	
CASH IN BANKS						
		<i>ING bank opening balance</i>	+ 3,697.71	2,727.13	0.00	3,697.71
		<i>KBC bank opening balance</i>	+ 6,248.36	8,464.15	0.00	6,248.36
\$8149.80		<i>RBC \$ bank opening balance</i>	+ 4,567.27	22,566.07	0.00	4,567.27
		TOTAL OPENING BALANCES	C 14,513.34	0.00	0.00	14,513.34
		<i>ING bank closing balance</i>	+ 2,727.13			2,727.13
		<i>KBC bank closing balance</i>	+ 8,464.15			8,464.15
\$31808.11		<i>RBC \$ bank closing balance</i>	+ 22,566.07			22,566.07
		TOTAL CLOSING BALANCES	D 33,757.35	0.00	0.00	33,757.35
CASH MOVEMENTS	C-D	19,244.01	0.00	0.00	0.00	0.00
		0.00	0.00	0.00	0.00	-19,244.01