



Church Planting RESIDENCY

Purpose of the Residency

The Church Planting Residency of All Saints Anglican Church arises from our desire to serve as a hub for church planting in the Mid-South region. This three-year program will allow seminary graduates to experience multiple facets of parish life while working with ministry leaders to sharpen their ministry skills in the context of a healthy church and with the aim of planting a new church.

Our residency is rooted in our conviction that the Church is the hope of the world, and that one of the best ways to build the Church is to plant new churches that will in turn plant new churches. Here are some church planting statistics that continue to stoke our passion for church planting:

- The average church plant gains most of its members (60–80%) from those who are not attending any worshipping body.
- Churches over ten years of age gain 80–90% of new members by transfer from other congregations.
- No matter their current size, churches typically say they'll be ready to plant a church only when their budget and average Sunday attendance increases by 20%.
- New churches are much more effective than established churches at reaching new generations, new residents, and new people groups.

Every local church that has ever existed began as a church plant, which means that every church begins with the intrinsic knowledge that the work of church planting is essential. Yet over time, most churches stop supporting this work. All Saints hopes to be an exception both by supporting new plants and by working to develop and deploy healthy church planters through our residency program.

Our History of Church Planting

Our support of church planting began quietly when in 2015 our Outreach Committee created a Church Plant Fund and designated \$3000 from their budget toward it. Each year, additional funds were added. In early 2018, the Provincial Canon for Church Planting, the Very Rev. Dan Alger, visited All Saints to lead a forum on the subject.

Later that year, the Vestry formed the Church Planting Catalyst Team to explore how All Saints might go about this work. Through research, attending conferences, interviews, and prayer, the Catalyst Team recommended that the Vestry form a curate position for church planting so that we might explore the possibility of planting a daughter church in the Jackson area.

Upon graduating seminary, Fr. Ben Williams was hired for this role in June of 2021 in partnership with the Anglican Diocese of the South (ADOTS). But even then, we were careful not to declare a church plant, but rather continued to discern whether the Spirit was birthing a new community through our shared efforts.

Over the next two years, Fr. Ben was given the opportunity to develop as a pastor and a priest in the context of All Saints while also developing a core team to begin laying the groundwork for a new church.

As his team took time to network and build relationships, it slowly became clear that the Spirit was indeed forming a new community. Preview services began in the Fall of 2022, and then weekly Sunday services the following April. Today our daughter church, Mission Saint James, is growing and on its way toward becoming self-sustainable.

Our Church Planting Residency both derives from this model and is expanded so as to play a role in the Missionary District of the Mid-South, which will hopefully one day become a new diocese established by ADOTS.

Brief History of All Saints

The story of All Saints Anglican Church begins during the crisis over historic orthodoxy that occurred at the turn of the century that left many American Episcopalians distraught and their congregations divided. St. Luke's Episcopal Church of Jackson was one of the churches caught in this upheaval.

In late 2003, a small group from St. Luke's decided to meet regularly to pray about this predicament. By Christmas of that year, it became clear that they were acting like a church. There was widespread agreement and deep personal engagement from forty or fifty people, including significant financial commitment.

After connections were made with Bishop Gideon Githiga of Thika Diocese in Kenya, he agreed to offer the group temporary episcopal oversight. Bishop Githiga came to All Saints in June of 2004 to consecrate a newly purchased church building and installed Fr. Chuck Filiatreau as the church's first rector who served from 2004 to 2014. Five years later, All Saints joined the newly formed Anglican Church in North America (ACNA) and joined the International Diocese under the leadership of Bishop Bill Atwood.

During this time, Pastor Wes Gristy joined the staff and was ordained a deacon in 2012 and then a priest in 2013. In June of 2014, the Vestry called Fr. Wes to become the next rector following Fr. Chuck's retirement, who then began to serve in an emeritus role.

As All Saints continued to grow numerically and the need for more space became acute, the church developed a vision rooted in their mission "to share in the life of God for the life of the world." In the fall of 2021, ground was broken not just for a new nave, but as the first phase of what is called our Mission Abbey, a campus for all people "to share in the life of God" through prayer and retreat (an Abbey), "for the life of the world" through equipping and service (a Mission). Central to this Mission Abbey vision is that we would become a hub for church planting for West Tennessee and the entire Mid-South area.

In November of 2024, All Saints held its first worship service in the newly constructed nave and now utilizes its former building as a Community Center of sorts, as we continue to lean into this vision of being and developing a Mission Abbey.

Profile of All Saints

- Founded in 2004
- Episcopal Oversight

Bishop Gideon Githiga	2004—2009
Thika Diocese of Kenya	
Bishop Bill Atwood	2009—2024
International Diocese (ACNA)	
Archbishop Foley Beach	2024—present
Anglican Diocese of the South (ACNA)	
- Rectors

Fr. Chuck Filiatreau	2004—2014
Fr. Wes Gristy	2014—present
- Clergy: 3 priests, 3 deacons, 1 aspirant
- Staff: 2 full-time, 5 part-time, 1 stipend
- Current membership: 280
 - 190 average Sunday attendance
 - 40 children ages 0–12
 - 20 youth ages 13–18
 - 25 college students
 - multi-generational
 - primarily Caucasian
 - primarily middle to upper-middle class
- Worship described as “casual, high church”
- Daughter Congregation: Mission Saint James in Jackson, TN
- Financial Snapshot
 - 2025 Budget of \$616,688
 - Outward Giving: 22% of the budget (12% to diocese, 10% to outreach)
 - Current Debt of approximately \$2,800,000

Parish Vision

- **Mission:** we exist to form and nurture a community of Jesus followers who
share in the life of God
for the life of the world
- **Personality:** five unique characteristics we hope to stay alive to as we seek to make the above mission our core commitment:
 - *Healing Hospitality*—a safe place of healing for those hurt and wounded
 - *The Church as Family*—forming loving relationships across generations
 - *Spiritual Formation in the Anglican Way*—a commitment to follow Jesus together in the Anglican tradition
 - *A Heart for Service*—loving our neighbor both *inside* and *outside* the church
 - *Financially Generous and Responsible*—budget based on pledges; 22% giving
- **Our Common Life:** we believe that the Church is a community of practices—practices that allow us to “share in the life of God for the life of world,” forming us more and more into the likeness of Jesus. To be a part of All Saints is to participate in three sets of practices we believe are central to the Christian life.
 - *Practices of Common Prayer*—our common life together consist of our worship of God: Father, Son, and Holy Spirit
Eucharist, Daily Office, Formation Hour, silence and solitude, spiritual retreats, fasting, family devotions, confession, pilgrimages, etc.
 - *Practices of Common Learning*—our common life together consists of teaching one another how to be obedient to Jesus in all things
Small groups, Pastorates, Bible studies, Catechism Class, reading books, attending seminars and workshops, etc.
 - *Practices of Common Service*—our common life together consists of loving one another and the world as Jesus loves us
Work and vocation, Ministry Teams, community involvement, financial generosity, volunteering, hospitality, etc.

Profile of an Ideal Resident*

- **Age:** 28+
- **Gender:** Male (we submit to our diocesan position of male priesthood)
- **Education:** M-Div from an accredited seminary
- **Experience:** minimum of three years of full-time ministry
- **Ordination:** a priest or soon-to-be ordained priest
- **Church Planting Assessment:** to take during the application process
- **Desires**
 - to partner with others to care for and strengthen Christ's Church
 - to plant a new parish in the Missionary District of the Mid-South
 - to serve as the Rector of an Anglican parish
- **Spiritual Practices:** devoted to self-care and rhythms of prayer, learning, service
- **Character**
 - embodies the fruit of the Spirit: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control
 - demonstrates humility, a teachable spirit, a servant-mindset, an eagerness to learn, and a willingness to admit when wrong
 - exemplifies emotional maturity combined with the fortitude to face difficult challenges
- **Gifting**
 - able to gather and organize people around a common cause through collaboration and building shared ownership
 - an effective communicator both in speaking and in writing
 - a demonstrated ability to offer pastoral care appropriate to the need
 - a natural entrepreneur, which includes the ability to fundraise

* *While the following profile is "ideal," we will consider candidates who do not meet some of these characteristics (e.g., age, education, experience).*

Discernment + Decision Timeline

- **Oct–Dec:** recruiting from seminaries and Anglican networks (ADOTS, other dioceses, *Always Forward*, etc.)
- **Jan–Mar:** interviews that culminate in inviting finalists to visit Jackson
- **April:** candidate selected
- **May:** candidate moves to Jackson
- **June:** residency begins

Financial Funding Model

The Resident's salary will be provided by multiple streams of support that will total no less than \$58,000 and no more than \$65,000 each year, with anything raised by the resident over this amount to be added to our Church Plant Fund for future use.

YEARS 1–2

- **All Saints (in partnership with Made to Flourish):** \$38,000
- **ADOTS:** \$15,000
- **Outside Fundraising by Resident:** \$5,000–\$12,000
- **TOTAL:** \$58,000–\$65,000

YEAR 3

- **New Church Plant Offerings:** \$30,000
- **Church Plant Fund:** \$10,000
- **ADOTS (or Missionary District Churches):** \$15,000
- **Outside Fundraising by Resident:** \$3,000–\$10,000
- **TOTAL:** \$58,000–\$65,000

The resident will also receive \$1,000 to help offset moving expenses. Each year for the first two years of the residency, the resident will receive \$500 for ministry expenses (meetings with congregants), \$300 for continuing education (resources), and \$1,000 for conferences and retreats.

Three-Year Residency Outline

The Residency Program consists of three stages, each one year in length, and each sequentially designed both to develop the resident's pastoral skills and to prepare the resident for a possible church plant. Each year runs June to May, consisting of Summer break, Fall semester, and Spring semester.

- **Year 1:** the resident will **Immerse** himself into the life and mission of All Saints according to his gifting and the current ministry needs of the church
- **Year 2:** the resident will **Galvanize** the people of All Saints to the task of church planting while developing a group to explore a possible church plant
- **Year 3:** the resident will **Discern** whether the Spirit is leading All Saints to partner with him to plant a church as he seeks to implement the strategy on the ground

YEAR 1 IMMERSION

- **Work Time Ratio**
 - 80% immersion into the life of All Saints
 - 20% learning about church planting and discerning location and team
- **All Saints Responsibilities**
 - participate in initial orientation and onboarding process
 - participate in our daily Morning Prayer, officiating one day a week
 - assist the Rector with
 - Sunday and other services as needed (officiate, preach, etc.)
 - pastoral care as needed
 - church-wide events as needed
 - recruiting and training LEMs, acolytes, ushers and greeters
 - assist in Formation Hour (youth and adult)
 - coordinate Noonday Eucharists
 - build relationships with college students
 - coordinate parishioner-college student relationships

- during the Summer Break
 - share at “Get to Know the Resident” gathering
 - teach one Summer Study class
 - participate in some of *Paideia* activities (a college fellows program)
 - weekly dinners at parishioner’s homes
- during the Fall Semester
 - attend and assist Discover All Saints group (Aug)
 - share at Parish Forum (Aug)
 - participate in a Pastorate small group (Sept)
 - coordinate Supper of the Lamb (Sept)
 - lead an Instructed Eucharist (Sept/Oct)
 - attend two-Saturday Catechism Class (Oct)
 - coordinate Family Campout (Oct)
 - lead Thanksgiving service (Nov)
 - coordinate three-week Advent Wednesday study (Dec)
- during the Spring Semester
 - coordinate House Blessings for Epiphany (Jan)
 - assist with Parish Summit (Jan)
 - facilitate a Pastorate small group (Feb)
 - assist in the teaching of the Catechism Class (Mar)
 - coordinate First Week of Easter services (Apr)
 - lead Ascension Day service (May)
- **Church Planting Responsibilities**
 - read assigned books on church planting
 - attend an *Always Forward* conference or intensive weekend
 - network with Rectors and other clergy members in the Mid-South
 - continue raising funds from family and friends beyond All Saints

YEAR 2 GALVANIZATION

- **Work Time Ratio**
 - 50% ministry at All Saints
 - 50% developing a group of people in target location
- **All Saints Responsibilities**
 - after Year 1, an assessment process will help determine what responsibilities will be expected at All Saints, many of which will be similar to Year 1, except to a lesser degree
 - help cast a vision for church planting: teaching, forums, small groups, etc.
- **Church Planting Responsibilities**
 - identify target location and potential contacts
 - regular trips to meet with people
 - develop a core team of helpers and collaborators
 - no “new church” informational meetings yet
 - host creative events to meet new people
 - aim to establish a weekly gathering of 7–10 committed households totaling at least 30 people who are ready to support the effort financially
 - monthly Zoom meetings with Canon Chris Sorenson, Fr. Wes Gristy, and key team leaders
 - monthly Zoom meetings with a church planting coach
 - continue raising funds from family and friends beyond All Saints

YEAR 3 DISCERNMENT

- **Work Time Ratio**
 - 10% ministry at All Saints
 - 90% developing a group of people in target location
- **All Saints Responsibilities**
 - after Year 2, an additional assessment process will help determine what the strategy will be for discerning a new church plant
 - occasional assistance, especially for Sunday services
 - help acclimate the next resident
- **Church Planting Responsibilities**
 - it is likely that the resident will need to make preparations to move to the target location
 - frequent trips to meet with people
 - continue to develop a core team of helpers and collaborators
 - begin offering “new church” informational meetings
 - aim to establish a weekly gathering of 20–25 committed households totaling at least 70 people who are supporting the effort financially
 - develop a launch team
 - begin offering preview services over the span of 4–8 months with an eye toward weekly services
 - continue monthly meetings with Canon Chris Sorenson and coach

Learning Environments

- weekly meeting with Rector
- monthly staff meetings
- monthly Vestry meetings
- monthly ADOTS church planters meeting via Zoom
- quarterly Parishioner Assessment Review meetings
- quarterly Homiletical Cohort meetings
- annual Vestry Retreat
- annual Staff Retreat
- annual ADOTS Synod
- annual ADOTS Clergy Retreat

Learning Conversations

- Fr. Chuck Filiatreau about Anglicanism and priestly ministry
- Fr. Ben Williams about his experience church planting with All Saints
- Fr. Kevin Vailes about his Anglican and All Saints story
- Dn. Nan Thomas about Spiritual Formation and Formation Hour
- Dn. Terry Blakley about *The Blessing Place* (healing ministries)
- Olivia Abernathy about Community Engagement
- Katie Beavers about *Catechesis of the Good Shepherd*
- Stacy Preston about *All Saints Immigration Services (ASIS)*
- Jeff Garrety about Constitution and Canons
- Sally Swanson about Spiritual Direction and Centering Prayer

Mentoring

- Rector and Residency Coordinator: Fr. Wes Gristy
- Canon of Church Planting: Canon Chris Sorenson (begins Year 2)
- Church Planting Coach: TBD (begins Year 2)

Resident Care

- Quarterly Spiritual Retreats
- Spiritual Director
- Financial Counselor
- Marriage Counselor (if married)

Mid-South Parish Field Trips

The resident will visit parishes in the Missionary District of the Mid-South in order to:

- observe the way each parish conducts Sunday worship and ministry programs
- have a face-to-face conversation with the Rector of that parish
- preach or teach at the parish and receive feedback from the Rector

REQUIRED FIELD TRIPS

- Church of the Incarnation in Memphis, TN
- Faith Anglican Church in Cordova, TN
- Mission Saint James in Jackson, TN
- St. Peter's by the Lake in Counce, TN
- Trinity in the Fields in Marion, AR
- Holy Trinity Anglican Church in Madison, MS

Reading Curriculum

The resident will read and discuss with different assigned conversation partners at least one book in each of the following areas to help the resident develop.

- **Anglican Studies & Liturgy**
 - *The Anglican Way* — Thomas McKenzie
 - *Liturgical Theology* — Simon Chan
- **Pastoral Ministry & Leadership**
 - *The Ideal Team Player* — Patrick Lencioni
 - *The Pastor* — Eugene Peterson
- **Church Planting**
 - *The Celtic Way of Evangelism* — George Hunter III
 - *Word and Sacrament* — Dan Alger
- **The Church in the World**
 - *For the Life of the World* — Alexander Schmemmann
 - *Resident Aliens* — Stanley Hauerwas and William Willimon
- **The Bible & the Gospel**
 - *The Bible Made Impossible* — Christian Smith
 - *The King Jesus Gospel* — Scot McKnight
- **Social Justice & Context**
 - *The Cross and the Lynching Tree* — James Cone
 - *Toxic Charity* — Robert Lupton
- **Spiritual Formation**
 - *Practicing the Way* — John Mark Comer
 - *You Are What You Love* — James K. A. Smith
- **Vocation & Beauty**
 - *Kingdom Calling* — Amy Sherman
 - *Word Made Fresh* — Abran Van Engen

After the Residency

While the resident must commit to explore planting a church in the Mid-South in order to enter the residency, the final decision-making power for “green lighting” the church plant lies in the hands of the ADOTS Canon for Church Planting, the Rector of All Saints, and Archbishop Foley Beach—a decision that will occur during the third year of the program.

Whether or not a church is planted, the resident will also be asked to contribute to the future of the Residency Program by offering feedback on his experience and suggestions for improvement. It is the hoped-for outcome that the resident will indeed plant a new parish in ADOTS and stay relationally connected to All Saints as a daughter church.

Application Process

- **Phase 1:** email Fr. Wes Gristy (wes@allsaintsjackson.com) a cover letter, resume, minimum of three references, and a sample sermon audio/video link
- **Phase 2:** selected applicants fill out a church planting assessment, a personality profile, and a questionnaire
- **Phase 3:** selected applicants participate in zoom interviews
- **Phase 4:** selected applicant(s) visit All Saints in person for onsite interviews
- **Phase 5:** resident selected