



2024



All Saints
Presbyterian Church

ANNUAL REPORT

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allsaintsaustin.org

WHAT THE LORD HAS DONE IN US...

It's hard for me to believe that I've served as a pastor at All Saints for 18 years. I've now lived in Austin longer than any other place, eclipsing my time in my hometown this year. Over those years All Saints has changed dramatically in many ways. When I arrived in 2006 All Saints' membership was 400, average attendance 300; we had 5 full-time staff and a budget of \$1,000,000. As you can see in this report, those numbers have certainly changed. But in other ways, All Saints has remained very much the same: we remain committed to ministering through preaching God's Word and celebrating the Sacraments in worship, we continue to hold tightly to the ancient, historic beliefs and practices of the Church while incarnating the gospel message in our current culture, and persist in our desire to welcome people from all across Austin with a warmth and sincerity resplendent of the hospitality of God.

Each year it is a challenge to do that – to live and love as the Body of Christ in Austin and for the world. But as Christians we have to remember that challenge comes from Jesus, who says something striking to Peter in Luke 5. Without invitation Jesus climbs into Peter's boat and begins to teach the crowd around him, but eventually he turns to Peter and says: "Put out into the deep and let down your nets for a catch." Peter had just come in from the deep without a catch. He was weary, downcast, and probably at least a little annoyed at Jesus' directive. He protests, but then says: "At your word I will let down the nets." This is always Jesus' challenge to the Church – to trust him and follow him into the deep places of our world that, through his power, he would have us go and labor.

This annual report represents all the deep places into which we, as a church, have followed Jesus into over the last year. It's somewhat breathtaking if you pause to truly consider it: over a full year of offering a Spanish-speaking worship service... another All Saints' church plant launched... multiple new ministries begun... over 250 new members welcomed... almost \$1,000,000 given away to our partners in ministry... missionaries from All Saints sent out to Germany... mission teams sent out New York City, Portugal, and the Dominican Republic... \$25,000,000 pledged by All Saints' members to build a larger, permanent sanctuary in which to worship. These are all some of the more public and tangible parts of the deep into which Christ has called us. There are countless other deep places that are more private and less tangible and difficult to capture in a report, but in my office I have a drawer full of handwritten notes thanking you for how the Lord has used us as a church in the lives of so many. Last year we heeded Jesus' call to put out into the deep, faithfully "according to the measure of Christ's gift" (Eph. 4). And this year, Jesus is calling us again to put out into the deep.

What will that entail? We shall see. Both college and young adult ministries are primed for deeper connection with the addition of a new All Saints Young Adults Pastor and a new RUF (Reformed University Fellowship) college campus minister. We are sending a team to Peru in January to serve alongside our mission partners. Construction on our permanent sanctuary is scheduled to begin in January. All Saints' Parishes continue to develop and deepen the lines of connection, care, and service for our church. There is so much ahead of us to receive, enjoy, and do! So, thank you for playing your part and using your gifts at and through All Saints for the blessing of our city and world. I earnestly pray with the Apostle Paul that we as a church would know what "the immeasurable greatness of God's power toward us" (Eph. 1) that enables us to live and love as the Body of Christ.

With great gratitude and thankfulness to God for you,
Tim



Our Mission

“All Saints is a community of
God’s people
called to live and to love
as the body of Christ
in Austin for the world,
through worship,
spiritual formation,
and service.”



A Community of God's People

New Ministries

Over the last year, All Saints has seen tremendous growth, but not just in the number of people coming through our doors. As our church grows larger, we continue to organize smaller, creating smaller groups, providing community and connection points for each person the Lord brings to us. Some of these have resulted in the formation of new ministries, new groups, and even a new church that meet very real needs for connection and formation in an increasingly disconnected world.

Spanish Worship Service

Celebrated one year of gathering Sundays
at 11:30 AM in the Chapel

Resurrection Church Plant

Adam Radcliff sent out to lead a
new PCA Church Plant in northwest Austin

Merge

New Pre-marriage Ministry

SquareOne

Ministry for First-Time Moms

Raising Saints

Support Group for Moms of Preschoolers



The Body of Christ

1,660

Total All Saints Membership

261

New Members

36

New Babies Born

1,057

Average Worship
Attendance

26

Baptized
Covenant
Children

12

Baptized upon
Profession
of Faith

2,131

Record Worship
Attendance
(Easter 2024)

*Numbers reflect time period from
October 2023-October 2024*

**At All Saints, we believe
membership is a commitment to
a particular gathering of
Christians who worship, serve,
struggle, and mature in faith
alongside one another.**



Ministry Highlights

Often in ministry, the biggest success stories are not in the numbers but in the connections and relationships that are formed and strengthened by the work of the Holy Spirit. We asked our staff to share some of the ways they've seen the Spirit moving in the life of All Saints, and here's what they said.

Young Adults: The Young Adults Ministry has experienced remarkable growth in regular participation. The generation of men and women in their 20s and 30s demonstrate a strong sense of intentionality, which is clearly reflected in their deep commitment and meaningful relationships within the ministry. Four new young adult Bible studies have been launched, and the recently established Merge pre-marriage program is thriving, with 10 couples enrolled this semester, many of whom are in the pre-engagement stage.

391 *children*
under 12

318 *members*
over 50

Multigenerational: This has always been an important distinctive for All Saints. Our growth continues to be across the board in demographics, from college students to singles, to families to empty-nesters and grandparents.

Unidos: All Saints' ESL program now serves 89 students each week in English as a Second Language (ESL) and 33 students in Spanish as a Second Language (SSL). The Spanish Worship Service at All Saints has now been meeting every Sunday for over a year and a half with 30-40 people regularly in attendance. The majority of regular attendees joined in membership after our first ever Spanish membership class!

College Ministry: Last school year, our pastors dedicated significant time and energy to investing in the lives of college students through Reformed University Fellowship (RUF) as the organization searched for a new campus minister. This consistent presence, along with All Saints' thriving Summer Fellows program, has connected dozens of students to our church—many of whom now call All Saints their church home.



Youth Ministry: Middle and high schoolers can find themselves pulled in a hundred different directions. But this year, we've seen an encouraging growth in the number of students regularly participating in Sunday night youth group. In fact, this fall's high school group has seen a jump in attendance about five times that of last year!



Men's & Women's Ministry: We are thrilled to see men and women plugging in to All Saints through our Wednesday studies and beyond, in retreats, social events, and testimony shares. Both ministries have seen an increase in intergenerational participation, seeing friendships and mentor relationships formed across ages and stages of life.

Preschool: All Saints Preschool entered its ninth year of ministering to little ones from both within our church and from the larger community. What a joy and a privilege to be able to minister to these children and their families throughout the week.



PRESCHOOL

*67 children enrolled
for '24-'25*

*(42% ASPC members;
58% outside All Saints)*

What the Lord has done in you:

These are just a few of the big-picture transformations taking place. But each one of us has our own story of transformation. Do you have a story from All Saints you'd like to share with us? Email us at office@allsaintsaustin.org.



Formation Practices

Hospitality & Service



At our second annual missions conference, we explored what Christian hospitality really looks like, first as the guest who graciously and humbly receives, and also as the host who opens their home and their life to share it with others just as God does for us.



A Culture of Service

Service is our final spiritual formation practice, because all the other practices culminate in this one. It is an embodied living out of a life formed in the image of Christ who “came to serve and not to be served.” Each Sunday, we have 150 spots for volunteers who help make our worship services happen. Some are behind the scenes preparing communion, others in the thick of things helping guests find seats, or in the nursery reading a Bible story to our toddler classes. Sundays wouldn’t be possible without each and every one who lends a hand!



In Austin, for the world

All Saints Missions envisions a community where all members ardently live out missional service to both Austin and the world. Our Missions Committee plays a pivotal role by equipping, supporting, and promoting missional opportunities, partnering with passion, clarity, and effectiveness. To accomplish this, the Missions Committee has situated All Saints missional efforts within **five main pillars**:



Gospel Centered

Our aim is to announce the universal reign of God in Christ, through the Church, the centrality of the Word of God, and dependence on the Holy Spirit in prayer.



Kingdom of God

Our primary concern lies in serving the poor and the vulnerable, with dedicated efforts in relief and development.



Contextualization

Our emphasis is on understanding and engaging with the local community, working alongside the local body of Christ.



Leadership Development

Our key focus is on developing leaders who are equipped to effectively serve in our diverse cultural milieu.



Apologetics & Outreach

Our central objective is evangelism and outreach, sharing the message of the Gospel with others.

**Side by Side Kids
afterschool program
hosts 38 kids
at All Saints every
school day.**

**Mission Trips to
Brooklyn, Germany,
Peru, Portugal, and the
Dominican Republic**

**\$1 million given from
All Saints to partners in
ministry last year
(‘23-‘24).**

Brooklyn, NY

In June, All Saints joyfully sent a team from our Summer Fellows program to serve with Resurrection Brooklyn Church. The team assisted in restoring Resurrection Brooklyn's century-old building and explored how to contextualize ministry in this historic setting.



"During our time in Brooklyn, we helped Resurrection Brooklyn with different tasks each of the three days. On the first day, we cleared out as much trash, old furniture, and other unnecessary items as possible, loading them into a dumpster. The second day was spent on demolition. The church had significant water damage, so we split into teams of two, each tackling a different part of the building to remove as much rotted wall as we could. By the third day, we had created quite a mess, so we spent the day cleaning up and polishing the church. By the end of the week, we had filled the dumpster so much that it was 1.75 tons overweight. It was amazing to see the Lord working through this church and community, and we were all grateful to be a temporary part of it."

- Lauren Long, Summer Fellow

Dominican Republic

Thomas Fitch and Christine Phillips led a team of All Saints youth to serve with Kids Alive in the Dominican Republic.

"The All Saints Youth Group had a wonderful time serving alongside Kids Alive Ministries in the Dominican Republic this July! We took a team of 20 to Jarabacó, a mountain town in the heart of the DR. Throughout the week, we served at one of Kids Alive's schools, Palo Blanco. In the mornings, we worked on various construction projects, including building bunk beds, painting walls, and doing electrical work. After lunch each day, we helped lead a VBS for many of the students who live in the neighborhood and attend the school. In the afternoons, we heard testimonies from graduates of the school program and played sports. It was incredible to witness how God is at work in another part of the world and for our students to learn what it means to serve. Please join us in continuing to pray for the work of Kids Alive in the Dominican Republic, that the staff would be encouraged, and that the seeds we planted would grow and bear fruit!"

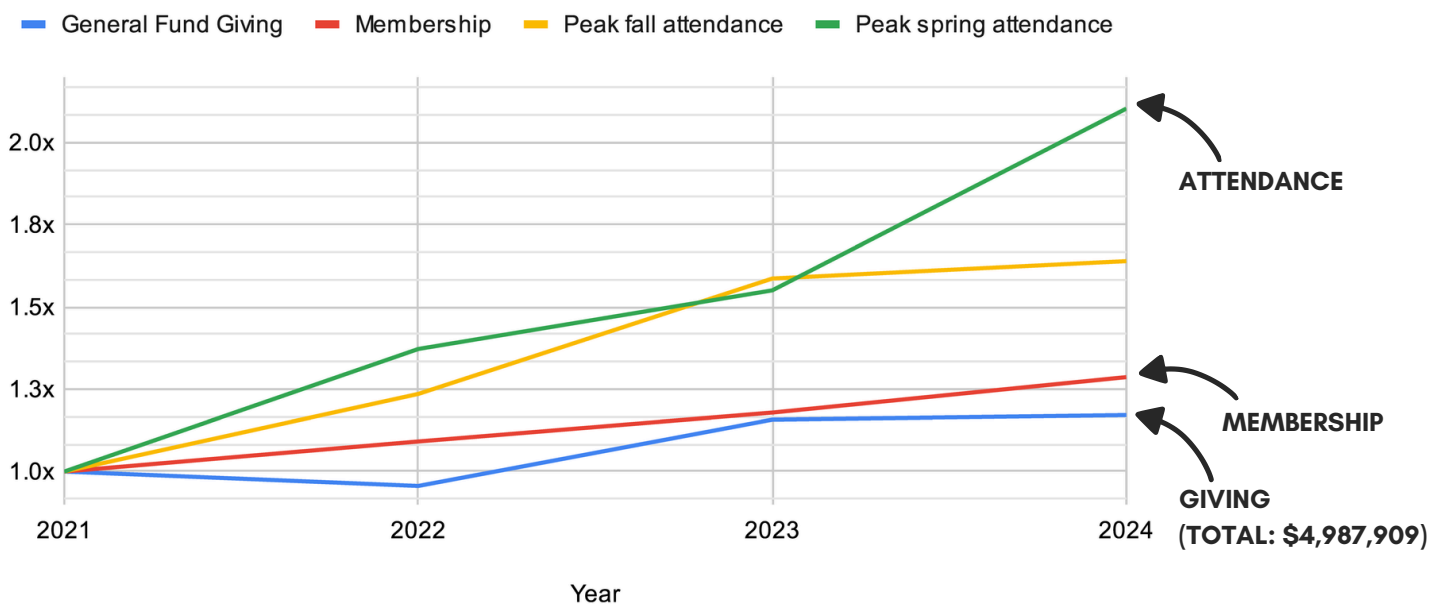
- Thomas Fitch, Director of Youth Ministry

"It was incredible to witness how God is at work in another part of the world and for our students to learn what it means to serve."



Growth & Giving

Many organizations see less growth in general giving or even a decrease following a capital campaign. All Saints is no different. While we are so very thankful to have raised funds to begin our much-needed sanctuary project, we have also experienced **little growth in our giving this year in comparison to growth in our membership** and, particularly, our attendance.



As many churches in Austin and around the country experienced a decline in growth following 2020 and the pandemic, the Lord continued to bring people to All Saints and we continue to experience unprecedented growth in worship on Sundays and in our ministries throughout the week. We are so thankful to be able to serve the Lord and minister to so many in this place!

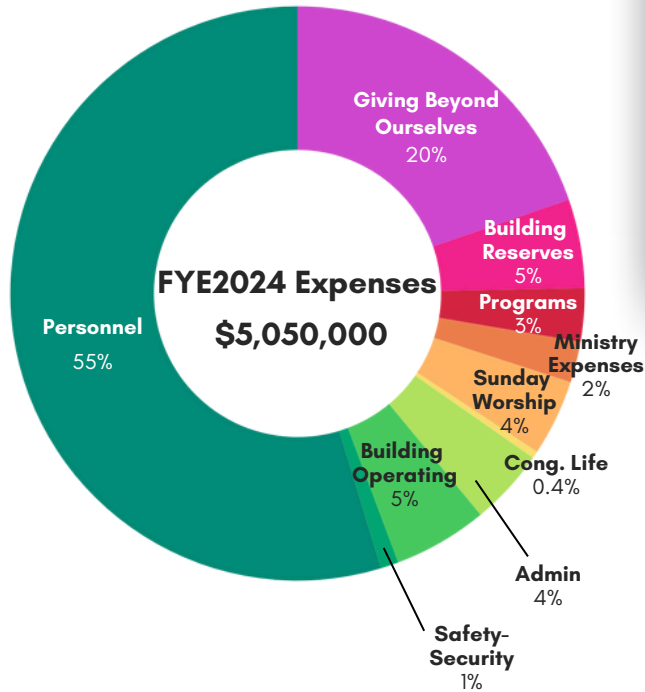
If you've come to All Saints in the last few months or years but have not yet become a church member, we would love for you to consider taking that next step in committing to a local church body in membership.

MORE ABOUT MEMBERSHIP

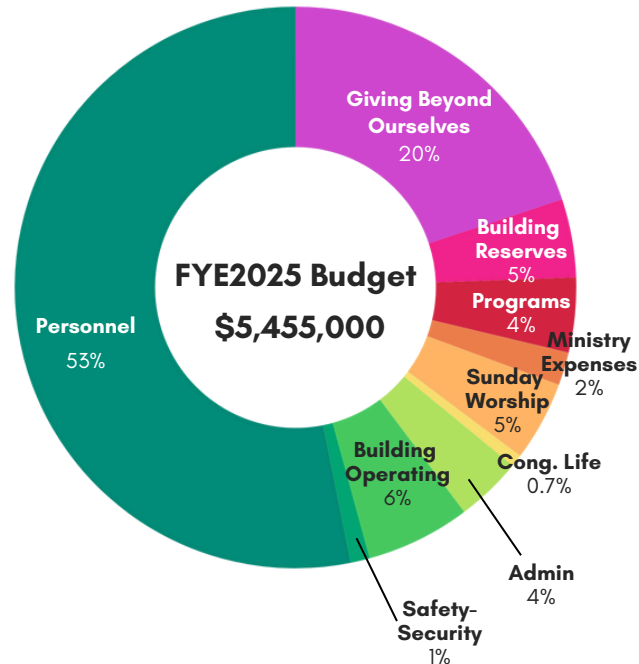


By The Numbers

All Saints relies on regular tithes & offerings from her members in order to continue ministering in Austin and throughout the world. We are so very grateful for your continued generosity. This is where your dollars went this past fiscal year.



Category	Description	FYE 2024	FYE 2025
Sunday Worship	includes Sunday consumables, contracted musicians, bulletin production.	\$ 218,000	\$ 249,000
Congregational Life & Care	includes bringing in new members, gifts recognizing noteworthy milestones (H.S. seniors), church picnics	\$ 20,000	\$ 39,000
Administration	includes "cost of doing business" as a church: insurance, technology subscriptions, staff equipment, printing.	\$ 217,000	\$ 208,000
Building Operating Costs	include utilities, janitorial, consumables, inspections, groundskeeping, maintenance, seasonal décor.	\$ 268,000	\$ 330,000
Safety-Security Initiatives	include Safety personnel, access control software, and security hardware additions.	\$ 50,000	\$ 60,000
Personnel	includes staff wages and employee benefits, excluding those personnel expensed elsewhere (Apprentices, contracted musicians).	\$ 2,764,000	\$ 2,899,000
Staff Ministry Expenses	include allowances for books/education, meals/meetings, work-related conferences/retreats, mileage.	\$ 117,000	\$ 103,000
Programs	include direct costs for demographic ministry programming and events.	\$ 153,000	\$ 233,000
Building Maintenance Reserves Contribution	savings for future use	\$ 250,000	\$ 250,000
Giving Beyond Ourselves	includes support for the South Texas Presbytery, PCA, and local and global missions partners.	\$ 993,000	\$ 1,084,000
		\$ 5,050,000	\$ 5,455,000



The All Saints annual budget is adopted by the All Saints Session (Elders).

People Serving People

The Lord has truly provided for All Saints this year in many ways, not the least of which is filling staff roles. As a church, we are in the “people business.” So, our time and energy are invested in people. Our budget is spent entirely on people and the places and things those people need in order to do ministry.

Another blessing that becomes increasingly valuable ministering in a transient world is the longevity of our staff. We praise the Lord for the stability provided by a hand-full of staff who have been with us for over a decade in ministry.

New on Staff (Oct. '23-Oct. '24)

Bridget Blank, *Children's Education Coordinator*

Crizelda Castillo, *Unidos Coordinator*

Koupper Covington, *Youth Ministry Apprentice*

Fidel Garcia, *Facilities Steward*

Lori McQuilkin, *50+/Marriage & Parenting Coordinator*

Lauren Kytka, *Communications Specialist*

Taylor Nickel, *Youth & Young Adults Coordinator*

Rev. Will Stockdale, *Director of Young Adults*

Faith Westerman, *Choir Director*

Celebrating over 10 years on staff

Rev. Tim Frickenschmidt (18 years)

David Lutes (18 years)

David Breeding (17 years)

Mary Freiburger (13 years)

Kim Hall (12 years)

Rev. Josh Keller (12 years)



Sanctuary Project

Last year, All Saints launched a Capital Campaign to raise funds for our new sanctuary project. Through your sacrificial generosity, we successfully raised \$25 million in pledges!

As we near the beginning of construction, we remain hopeful for further contributions to help minimize our reliance on borrowed funds.

Currently, we are on target to begin construction in earnest in January 2025.



ABOUT THE PROJECT



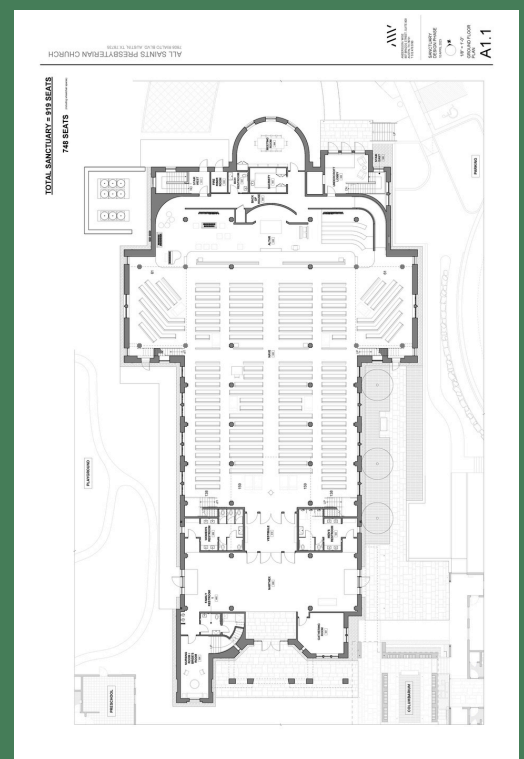
MAKE A PLEDGE



INCREASE A PLEDGE

What Next?

If you've been considering making a donation in 2024, now is an excellent time to do so. **All Saints is currently earning 4.5% APY on the funds** that have already been contributed, as construction has not yet commenced. If you're ready to start giving, scan the QR code to make a one-time or recurring gift to the sanctuary project:



Our Prayer

As we near the end of 2024, our prayer is that the Lord would lead us into a new year well placed spiritually, relationally, and financially as a community to not simply sustain our ministry but to step out in faith, to grow and thrive for the glory of His name and the life of the world.

Year-End Giving

If you have a regular practice of year-end charitable donations, we encourage you to consider including All Saints in your giving. Giving at the end of the calendar year helps All Saints make well-informed budget decisions for our next fiscal year.



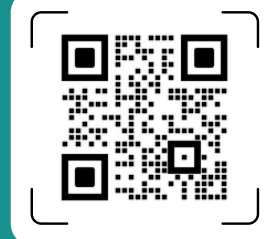
If you haven't yet made tithing or sacrificial giving a regular practice, we encourage you to do so. All Saints relies 100% on the faithfulness of its members, through their tithes and offerings, to continue the mission to which God has called us. But more importantly, to tithe to the Lord is to honor the Lord in worship. The Apostle Paul put it best when he said: "The point is this: whoever sows sparingly will also reap sparingly, and whoever sows bountifully will also reap bountifully. Each one must give as he has decided in his heart, not reluctantly or under compulsion, for God loves a cheerful giver." – 2 Corinthians 9:6-7



**MAKE A
ONE-TIME GIFT**



**SET UP
RECURRING GIVING**



**OTHER WAYS
TO GIVE**

Looking Ahead...

NOVEMBER 16 - CHURCHWIDE DAY OF SERVICE

DECEMBER 4 - CROSS & CULTURE: AFRICAN CHILDREN'S CHOIR

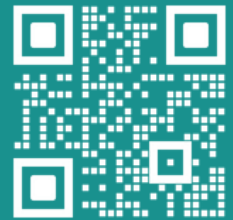
DECEMBER 24 - CHRISTMAS EVE SERVICES

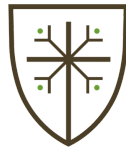
JANUARY 3-11, 2025 - PERU MISSION TRIP

FEBRUARY 8, 2025 - ALL ABOUT ALL SAINTS CLASS

MARCH 7, 2025 - ANNUAL MISSIONS CONFERENCE

**MORE INFO &
REGISTRATIONS**





ALL SAINTS

PRESBYTERIAN



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