



 CHRIST THE REDEEMER  
ANGLICAN CHURCH



PARISH PROFILE

“

This is none other  
than the house of  
God, and this is the  
gate of heaven.

GENESIS 28:17

”

For parishioners at Christ the Redeemer Anglican Church, the experience of the presence of God is central to our community of worship. We worship the Lord in the beauty of holiness in word and sacrament, with our doors open in invitation to others who want to do likewise.

Founded in 2009, Christ the Redeemer Anglican Church is located in Danvers on the North Shore of Boston. We are a place of worship, a community of prayer, a congregation of people loving God and one another, disciples of Jesus seeking the Kingdom of God. We are a people saved by grace, through faith.

We are children of God, called to know and share the boundless transforming love of Jesus Christ in worship, in relationships, and in our stewardship of God's gifts. We are here to proclaim the good news of salvation to all, and to grow disciples through the worship and ministry of Christ's church.

We preach and uphold the historic faith of the one, holy, catholic, and apostolic Church; we receive and uphold the Fundamental Declarations of the Province as well as the Jerusalem Declaration.

We affirm a "three streams" perspective on the Anglican life:

- We are *catholic* in worship and liturgy, valuing the rich traditions and liturgy of the historic church. We uphold the Sacraments as vehicles through which God's grace is imparted to believers to strengthen and sustain us.
- We are *evangelical* in preaching and teaching, upholding the absolute authority of the Word of God, focusing on the saving grace of Jesus Christ through his life, death, and resurrection offered to all who believe. We "go and make disciples" in our own neighborhoods and beyond, living out a Faith that permeates and transforms every part of life.
- We are *charismatic* in prayer and fellowship, believing that wherever two or three are gathered, the Holy Spirit is in the midst of us, an objective reality, active among our clergy and laity alike, in our healing prayer ministry, our music ministry, our Acts 2:42 fellowship groups, and every other aspect of our parish life. The Holy Spirit as revealed in the New Testament is active in equipping the saints for the work of ministry.

## THE FORMATIVE YEARS

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Christ the Redeemer was established by members of Christ Church, Hamilton (ECUSA). After years of conversation, a vestry and steering committee were formed in 2009 to establish a new church.

The new church acquired use of the former St. Alphonsus Roman Catholic Church on 188 Elliott St., which was under the ownership of the Nazarene church in Beverly. A crew of enthusiastic volunteers cleaned, repaired, and updated the building to get it ready for worship. Our first official service, led by the Rt. Rev. Bishop Bill Murdoch and our founding rector, the Rev. Jurgen Liias, took place on October 4, 2009, with nearly 500 members and friends in attendance.

After a 17-month lease, the parish purchased the 4.9-acre property for \$1.6 million in January 2011, with an initial \$900,000 mortgage. Our building, dating to 1967, is a 12-sided building that seats 720. This semi-in-the-round





design places pews around three sides of the chancel, and although a nontraditional arrangement, it has proven a blessing to have the congregation able to see each other as we worship. Stained glass windows around the perimeter of the building depict the Stations of the Cross, the Sacraments, and the high feasts of the Christian year. Also within our 17,500 square foot building are the original baptistery (currently used as a prayer chapel), sacristy, parish hall, nursery, kitchen, and three classrooms used by our Catechesis of the Good Shepherd children's and youth programs. A large parking lot adjoins the building. A planned addition including offices, a larger nursery space, adult formation space, and a welcoming area has been designed, and fundraising is well underway.



## OUR LOCATION

Christ the Redeemer is located in Danvers, MA (population 27,586), one of 31 cities and towns that comprise Boston's historic North Shore (population ~700,000). Our proximity to Route 128 makes the church accessible to both Boston metro and the New Hampshire border, with opportunities for urban, suburban, and rural ministry. With Logan airport 30 minutes away, travel to and from the North Shore is convenient.

In addition to the region's thriving biotech industry, the North Shore includes historic homes and long-standing family-owned businesses, highly-reviewed restaurants, excellent schools, and more. The region offers a rich history (first settled 1623) and is a year-round destination for visitors, with coastal attractions during the summer months, scenic trails and farms in the spring and fall, and skiing and other activities during the winter months. Danvers is 35 minutes from the New Hampshire border and 45 minutes from Maine; scenic locations are always close at hand. The North Shore is an especially delightful area to raise a family.

Many people find that once coming to the North Shore, they never want to leave! This means we have a fairly established congregation, with deep ties to our local communities. Nearby Gordon College and Gordon-Conwell Theological Seminary (which offers an Anglican studies track) provide a steady stream of newcomers.



## PARISH LIFE TODAY

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Christ the Redeemer experienced a major disruption when our previous Rector unexpectedly resigned in March of 2021, taking some of the parish leadership team and staff with him to start another church on the North Shore. Those continuing at CTR remain captivated by our vision of a distinctly Anglican community focused on the Gospel.

Christ the Redeemer is a resourceful and resilient parish, and the rebuilding process that is now taking place is vibrant and full of joy. We

are heartened by the new worshippers who have been joining us over the past few months, as well as by the return of a number of former members. The congregation has begun to grow again under the leadership of two beloved priests who remained with the parish, and a deacon who has returned to the parish, as well as an enthusiastic and committed vestry.

## WORSHIP AND MUSIC

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We were created to glorify God and enjoy him for ever. The spiritual life of the Parish revolves around weekly Eucharistic worship, our sacrifice of praise and thanksgiving to God. Our worship services are a time and place in which we encounter the beauty and majesty of God, "lost in wonder, love, and praise." We have been blessed with a high liturgy and the musical tradition that goes with it, supported by leadership and parishioners alike. The sacred ministers (Celebrant, Deacon, Subdeacon), acolytes, and servers gather around the altar, suggesting the splendor of the heavenly throng gathered around the throne of God. Chanting the liturgy gives a heightened dimension to the words, and processions represent the people of God journeying into his presence and finally going out into the world to bring the Gospel to all people.

We observe the rhythms of the church year and orient our worship and our lives around this ebb and flow. Feast Days are observed. We chant the Great Litany in procession on the First Sunday of Advent and the First Sunday in Lent. The congregation joins the procession around the church for Candlemas Evensong and Palm Sunday. The choir and clergy offer Choral Evensong four Sunday evenings per year, and the first Sunday of November our choir presents an All Saints Requiem Eucharist. Transfiguration Sunday, Trinity Sunday, and Christ the King Sunday are observed with a solemn choral *Te Deum* with incense.



Our service music draws from two millennia of the church's heritage of music, a rich treasury of styles including Gregorian Chant, medieval carols, Renaissance dances, metrical Psalms, African American spirituals, choral music and hymnody spanning hundreds of years, and music from recent years. We believe that "the great tradition" and

"a new song" are not in opposition. Our music not only preserves past glories, but makes those glories present in a dynamic way that looks to and invests in the future.

Our full-time Minister of Music/Organist and Choirmaster is a key figure in the worship of the parish. The music he leads is brought to life within our worship services not only by our all-volunteer choirs, but by the congregation, enthusiastically participating in the singing of hymns and service music. We are a parish that loves to sing. Fall of 2021 began a new initiative for our parish: integrating the older of our two children's choirs into our adult choir on a weekly basis, drawing the children even more fully into the worship life of the parish. We also have skilled instrumentalists within our congregation who offer their sacrifices of praise as needed alongside the choir, organ, and piano.



Within our worship services, genuflecting, crossing oneself, bowing, kneeling, standing, sitting, and processing all testify that we are embodied people, that Jesus had (and has) a body, and that everything he did physically was also spiritual. Such actions are optional for the congregation, but are seen as powerful reminders of the spiritual significance to which they point.

Sermons are preached as expositions on the lectionary, with applications and exhortations—a time of sound Biblical teaching combined with inspiration. Sermons are typically kept to under 18 minutes, so that the service can remain under 70 minutes in length, helpful to the many small children among us as members of the body of Christ. The Eucharist is received with reverence by all baptized Christians, including children.

## SPIRITUAL CARE AND DISCIPLESHIP

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In addition to preaching and ministering among our congregation, our clergy visit those who are ill or alone and bring the Eucharist to any who are unable to be present for the regular distribution. One of the most consistent comments on our recent Parish Evaluation concerned the need for more robust, consistent pastoral care, so this is an area for growth in the parish. In the past, clergy have visited families with new babies and conducted house blessings for parishioners upon request. Along with the sacraments of Eucharist, Baptism, matrimony, etc., priests are available for the Rite of Reconciliation upon request.

A number of groups meet for prayer, including a weekly prayer meeting that is sustained by committed volunteer members. We have prayer intercessors present at every Vestry and staff meeting. Additionally, a trained prayer team is available at the conclusion of Eucharist on Sundays to provide prayer for those who desire it. Our healing prayer ministry provides in-depth prayer for individuals who are struggling with life issues.

Along with prayer groups, our small groups (“2:42 groups”) provide opportunities for fellowship and the building up of one another as we seek to grow in Christ together.

Our women’s ministry includes a Bible study, as well as several women’s brunches per year. Our men’s ministry includes a morning men’s breakfast and Bible study led by clergy.

## SERVING GOD IN THE WORLD

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Our calling to “Go forth in peace to love and serve the Lord” is lived out locally and globally through active personal involvement as well as generous financial giving. Our Outreach Team facilitates our mission work, including our support of local ministries (Amirah House, Intervarsity, Young Life, Boston Fellows, Straight Ahead Ministries), and international ministries (Uganda, Bolivia, Romania, and France). Our recent Outreach giving has been \$7,500 monthly. Funds go primarily to supporting Anglican missions, and we concentrate on developing long-term relationships with organizations and people. Highlights of the past year’s outreach initiatives include a new vicarage at St. Stephen’s in Uganda, a second house for trafficked women in Connecticut, a fully-equipped biolab for Uganda Christian University School of Medicine, and a CTR member fully-funded as a teacher overseas. We’ve also offered several Alpha courses in recent years, and several members of our parish are very involved in Alpha New England.

## CHILDREN

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Christ the Redeemer offers Catechesis of the Good Shepherd for children from 3 years to 12 years of age during our formation hour, continuing into the service for 3-8 year olds, who then return in time to receive Holy Communion. The age groups are divided into three developmentally appropriate levels: ages 3-5, 6-8, and 9-12. Each level has an atrium, (a dedicated classroom space, with handmade materials).

Catechesis of the Good Shepherd is an approach to Christian formation that holds up Scripture and liturgy, and holds up the child. It looks at how the child learns and how he or she meets with and listens to God. It then proclaims scripture, using liturgy to draw the child into the proclamation and presentation. The child reflects on what he or she has heard and then is given the space, time, and materials for contemplation and prayer.

The environment of the children’s atrium spaces nurtures the development of the whole child. The catechists (trained adults in the atrium) bring the Gospel story to the children and then help them listen to the voice of our great teacher, the Lord Jesus Christ.



## YOUTH

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The heart of CTR's youth ministry is that students would encounter Jesus and be transformed by him. Our youth ministry leader works with grades 6-12, desiring to see students have a solid relationship with Jesus, a loving relationship with the wider body of Christ, and a heart to participate in the work of Christ in their community and in the worldwide church. Youth meet weekly for regular growth and fellowship, and also participate in retreats and other activities.

## MORE OF THE ARTS

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### Visual Arts

Many within our congregation have shared their gifts and skills in the arts, resulting in our parish being now in possession of sacred artwork of a variety of forms, including paintings, quilts, liturgical images, and other sacred works.

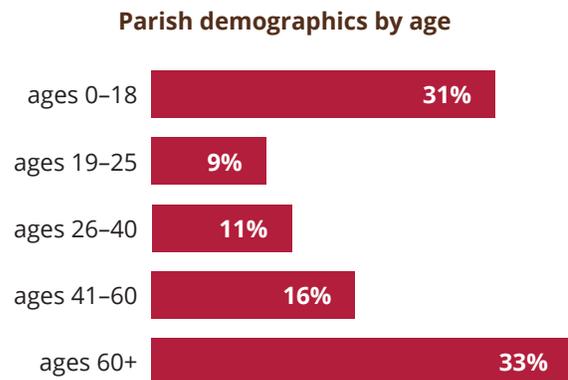
### Theater Arts

Christ the Redeemer is home to Imago Stage Company, a theater arts ministry. Begun in 2018, Imago is a team of artists, musicians, designers, and technicians who desire to tell classic redemptive stories through theater, music, and dance. Imago draws from members of the CTR congregation as well as the wider community. Past productions have been musical adaptations of *A Tale of Two Cities*, *Jane Eyre*, and *The Count of Monte Cristo*; *Pride and Prejudice* is planned for 2022.

## PARISH DEMOGRAPHICS

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Our average Sunday attendance recently has been approximately 160 in person plus an additional dozen devices watching our livestream. We have approximately 30 children regularly participating in Catechesis of the Good Shepherd and about a dozen youth participating in our youth group. In the past ten years our church has seen 36 weddings, 39 funerals, over 145 baptisms, and 135 confirmations. In recent months, since our church split, giving continues to grow, with most of our members and regular attenders giving regularly. Our current parish demographics by age are approximately as follows:



## FINANCES

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CTR's recent budgets have surpassed \$900,000; this July the vestry approved a conservative budget of \$575,000 given the transitions the church has gone through and our current reduced staffing. Thus far, giving has outpaced budgetary needs, and we have maintained over \$100,000 allocated to missions and diocesan tithe. We are blessed with a healthy cash reserve and are very thankful to have recently paid off the mortgage on our building. In addition to regular giving, we continue to receive gifts towards the expansion of our facility. This is the result of a capital campaign that solicited 3-year pledges from January 2019 to December 2021. To date, receipts to the capital campaign total \$1,424,000. Due to this season of transition, we anticipate re-examining our plans for the new building to ensure its design remains aligned with our priorities.

## CTR SPEAKS

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"The congregation is involved, prayerful, diverse, connected. You will find love, concern, and care."

"The whole approach to worship and to following the liturgical year is so rich, and draws you in to be a part of the rhythm of the kingdom of God, a part of something so much bigger than yourself."

"Christ the Redeemer is sacramental ... the soul and body are viewed as a unity. There is a place for mystery, beauty, and transcendence in worship and daily life."

"The liturgical worship and strong discipleship/formation that Christ the Redeemer offers has forever shaped my understanding of worship and growth. Coming to understand my everyday moments as a holy offering, using my body in worship, learning the power of silence, and observing the seasons of the church have all grown my love of God and my sense of calling."

"Our vision is to be first and foremost disciples who bring God's word to the people of the North Shore."

"Our present music program is remarkable."

"We are a community that has learned to value the wonderful gift the Lord has given us in this church, Christ the Redeemer. He is building his church and he is inviting us to be part of his plan."

## LOOKING AHEAD: STRENGTHS & GROWTH AREAS

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As a church, we believe some of our strengths are as follows:

- Our ministry of worship
- Our people: Christ-centered, committed, prayerful, knowledgeable, multi-generational, care for one another
- Our children's formation (Catechesis of the Good Shepherd)

We are looking for a rector who is eager to help us grow in the following areas (and who will lead in identifying additional areas for growth):

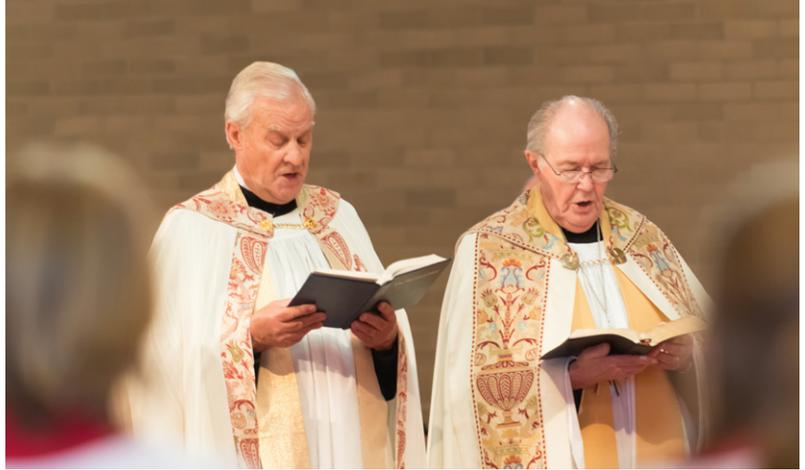
- Optimizing and beautifying our physical space for ministry
- Growing as an emotionally healthy community; stretching in terms of conflict management and resolution, and growing in communication and transparency
- Increasing our provision of pastoral care
- Streamlining our organizational priorities and systems
- Increasing our cultural engagement
- Increasing opportunities for programming and fellowship that goes beyond Sunday mornings

## CLERGY AND STAFF

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### **The Rev. Malcolm Reid, PhD**, *Co-Interim / Assistant Rector, Director of Outreach*

Fr. Malcolm was born and raised in New Zealand. He came to the United States in 1957, where he studied at Evangel College and Gordon-Conwell. He did his PhD studies at Edinburgh University. He was a professor of philosophy at Gordon College, and is now Professor Emeritus. He was ordained an Anglican priest in 2008 and has served at CTR since that time. Fr. Malcolm chairs the Executive Outreach Team, which oversees the financial and relationship support of CTR's missions and outreach efforts. On the diocesan level, he serves on the board of Examining Chaplains, helping discern seminarians' calls to the priesthood. On the provincial level, he works with the Anglican Relief and Development Fund. Since 2000 he has served on the board of Uganda Christian University Partners. In their free time, Fr. Malcolm and his wife Dolly (an accomplished artist) enjoy sailing, collecting art, and being with their grandchildren.



### **The Rev. Ray Pendleton, PhD**, *Co-Interim / Assistant Rector, Director of Pastoral Care and Healing Prayer*

Fr. Ray is a licensed Clinical Psychologist. He is a retired faculty member at Gordon-Conwell Theological Seminary, where he served for 44 years as Professor of Pastoral Care and Counseling, as well as Director of the Mentored Ministry program for many years. With his colleague, he established the Master of Arts in Counseling program, where he served as director until his retirement in 2017. He remains at the Seminary as a Senior Professor. He is chair of the board of *Lead Them Home*, a ministry to those concerned about issues of gender identity. He has also served on the board of *Hagar's Sisters*, a ministry to women who are victims of domestic violence and abuse. He is a member of the American Psychological Association. Fr. Ray's interests include cooking, golfing, and spending time with this family—his wife Jan of 61 years, his two daughters, and his four grandchildren who delight in keeping their grandpa humble.

### **Dan McKinley**, *Minister of Music*

Dan has been the full-time Minister of Music at CTR since its inception in 2009, following similar positions at Christ Church of Hamilton and Wenham (11 years) and First Christian Church, Columbus, Indiana (19 years). He graduated from Indiana University, received degrees in organ and church music, and was awarded the prestigious performer's certificate in organ. Dan has been dean of the Boston and Merrimack Valley chapters of the American Guild of Organists. His recording of Marcel Dupré's music for organ and orchestra, "Dupré: Works for Organ, Vol. 3," is on the Naxos label. Dan is married to Tess, an English teacher and the director of CTR's Imago Stage Company.

### **The Rev. Scott Donis**, *Deacon / Parish Administrator*

Deacon Scott and his family moved from the Western United States to the North Shore to attend Gordon-Conwell Theological Seminary. During his time there, Dcn. Scott felt drawn toward Anglicanism and began attending CTR shortly after its formation in 2009. He was ordained to the diaconate in the Fall of 2015 and has served at both Christ the Redeemer and at St. Nicholas House in Brookline, New Hampshire. In his free time, Dcn. Scott enjoys watching movies, playing board games, learning and developing new skills, and cooking. He and his wife Sarah have four children and one dog. He looks forward to the day he can take up beekeeping and raising chickens.

**Andrea Kelly, Director of Children's Ministry**

Andrea grew up in the church, but came to the liturgical church later in her life, where she discovered a richness and depth of worship and a celebration of the church year that she loved. She was among the group that founded CTR. Andrea has always enjoyed working and being with young children, and she holds a Master's degree in early childhood special needs. When she was first introduced to Catechesis of the Good Shepherd, the formation program we provide for children at CTR, Andrea felt as if she was coming home. She says it has probably formed her just as much as it has formed the many children who have participated in it. Andrea lives in Ipswich with her husband, Tom, and dog, Pax (an aspirational name). She designs and cares for small gardens around the North Shore, and likes to spend as much time as she can in her own garden.



**Wes Buckley, Youth Minister**

Originally from New Jersey, Wes is a graduate of Gordon College. Before coming to Christ the Redeemer, Wes lived in Northern Virginia, where he completed an internship at the Falls Church Anglican and subsequently served as youth pastor at Truro Anglican Church in Fairfax, Virginia, where he spent seven years. Wes and his wife Bethany have two young girls, Adeline and Marley. When he's not leading youth group gatherings, Wes also serves as an on-call firefighter.

**The Rev. Brian Barry, DMin, Church Planter**

Having served CTR full-time since its founding, Fr. Brian shared with the parish in 2020 his sense of call to return to his native New Hampshire to preach the Gospel there. He has planted St. Nicholas House, which has a two-fold mission: to be a house of prayer and a haven for children in the heart of Brookline, NH. As the sending parish, CTR supports St. Nicholas House financially, administratively, and in prayer.

## MINISTRIES & COMMITTEES

The work of our clergy and staff is supported by our Vestry, and additionally by the valuable work of our committees and ministries:

- Worship Committee
- Hospitality Committee
- Finance Advisory Committee
- Property Committee
- Education Committee
- Campus Expansion Committee
- Outreach Ministry
- Children's Ministry
- Youth Ministry





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## RECTOR PROFILE

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### QUALIFICATIONS

Experience: 5+ years of ministry in a parish including regular preaching duties

Education: Appropriate seminary degree(s) and command of biblical languages

Possess the qualification of Elder according to 1 Timothy 3:1–7 and Titus 1

### SPIRITUAL LIFE, CHARACTER, & BELIEFS

The Rector must be a committed, spiritually healthy, Gospel-focused Christian.

The Rector must be well-grounded in orthodox Christian theology, earnestly contending for the Faith once delivered to the saints, firmly rooted in the Anglican tradition, with a deep knowledge of the Scriptures and of the formularies.

The Rector should model for the people of God a passion for the Word of God, for the growth of the people of God into Christ's likeness, and for the Gospel of God to be preached to those who are far off and to those who are near, that the lost may be found and the dead made alive.

The Rector should practice the virtue of humility, possessing a healthy sense of his strengths as well as of his weaknesses, being as ready to ask for counsel (from appropriate avenues) as he is to provide counsel to others.

The Rector must be equipped to shepherd and pastor the congregation, modeling pastoral care for laity and other clergy with discernment and compassion.

The Rector will prioritize daily prayer and study of Scripture (presumably through the Daily Office) and the well-being of his immediate family over the organizational needs of the church at any given time.

We earnestly hope for a Rector who wants to dwell among us, enjoying the people of our congregation, and wanting to know them and be known by them.

The Rector should be ready to speak the truth with courage and clarity to a congregation hungry to hear God's unchanging truth in contrast to the ever-changing tides of the culture in which we live.

## LEADERSHIP QUALITIES

The Rector will faithfully administer the Sacraments in accordance with the Book of Common Prayer.

The Rector must be able to preach and teach the Word of God with clarity and faithfulness.

The Rector will embrace a Solemn Sung Eucharist rich in music and ceremony, and will be able to chant the liturgy. He will lead actively to grow the parish's liturgical life.

The Rector must be a leader of both clergy and laity in the church and demonstrate the capacity to:

- Establish, guide, and communicate to all the vision of the church.
- Carry out the administrative leadership of the church.
- Equip the laity for the work of ministry, raising up and investing in leaders.
- Advance the ministry of outreach, both locally and globally.
- Serve as a mentor to Anglican seminarians and the newly ordained

The Rector will be expected to establish and maintain communication with the wider Church, including the ADNE, the ACNA, and the worldwide Anglican Communion. Similarly, the Rector should develop appropriate relationships with local churches of other denominations, as well as area organizations engaged in the common task fulfilling the Great Commission.

## SEARCH OVERVIEW

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Qualified and interested candidates may submit materials to [rectorsearch@ctrnorthshore.org](mailto:rectorsearch@ctrnorthshore.org). Please see [www.ctrnorthshore.org/rectorsearch](http://www.ctrnorthshore.org/rectorsearch) for a list of requested materials.

 <https://ctrnorthshore.org/>

 <https://www.facebook.com/ctranglican>

 <https://adne.org/>

### **Rector Search Committee**

Jo Ann Buccigrosso  
Mark Hanchett  
Daniel Hemmerly-Brown  
Micah Nimon  
Janet Potts  
Ravi Ravichandran  
Sarah Skinner  
David Townsley  
Nathanael Yellis

### **Our Vestry**

Cara Hanson, Sr. Warden  
Mark Hanchett, Jr. Warden  
Chaz Woodstock, Treasurer  
Sarah Skinner, Clerk  
Frank Candido  
Daniel Hemmerly-Brown  
Andrew Neill  
Rachel Nimon  
Sarah Wellwood  
Don Williamson





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ANGELICAN CHURCH

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