



46 Cherry Street, Danvers, MA 01923

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Parish Profile

Position Title: Priest-in-Charge

Full/Part-time: half-time

Receiving Names until August 31, 2024

Interested applicants please send cover letter, resume and OTM Portfolio to:

Regional Canon, The Rev. Martha Hubbard, mhubbard@diomass.org

PARISH STORY– History

1. Tell us about when your church was founded and how your parish and community have changed over the years.

All Saints Episcopal Church of the North Shore (formerly Calvary) was built in 1858. A parish hall was added in the 1940s, and the present worship space was added in 1965. We currently occupy a complex of interconnected structures:

- Sanctuary...primary worship space accommodating up to 250 people
- Parish Hall...primary administrative and meeting space with built-in stage, and a remodeled and enhanced, interconnected kitchen and parlor – created with a \$10,000 diocesan grant in 2023
- O’Neill Hall...primary function space with large kitchen facility which currently hosts several AA and 12-step meetings each week
- Chapel...a portion of our earlier worship space, now utilized for special, more intimate services and activities
- Classroom space (4)...primarily located beneath the Parish Hall
- Stepping Stones Nursery School...our active, fully enrolled, 5-day, non-sectarian pre-school
- Disability accessible, both inside and out

We have always been an active and engaged parish; however, over the last 10 years, All Saints has seen a slow and steady decline of parishioners. We now have a

preponderance of long-time elder members who are, nonetheless, deeply committed to sustaining their community and place of worship.

2. Tell about one significant event that stands out in your history.

All Saints is the product of a highly successful 2012 merger of St. Paul's of Peabody and Calvary, Danvers – two parishes that felt the financial need to come together to provide a robust worshipping experience for both communities, under the leadership of a full-time Rector, who served for nearly 10 years.

Our combined parish did extremely well in terms of numbers of parishioners, finances, creativity and entrepreneurship until Covid. We launched exciting, entrepreneurial initiatives designed to attract newcomers and foster Christian formation and fellowship. Our initiatives attracted Green and congregational development grants from the diocese (i.e., installation of solar panels to cut energy costs; new windows throughout the physical plant; new energy-efficient heating system; the redesign and restoration of an overgrown courtyard into the first-of-its kind St. Francis Meditation and Pet Memorial Garden; redesign of Parish Hall kitchen and parlor to support our feeding ministries; and our planned Comfort Café anti-isolation and alienation initiative).

PARISH STORY – Present life

1. Tell about a time in your church's life which you recognize as a success, and a time of failure.

All Saints is a church in decline. Even before the global pandemic, the parish was struggling to retain young families and balance its budget. Although a successful merger with another parish brought new faces and new energy, we were becoming a senior-driven congregation that was relying on too few to do too much. The pandemic shutdown, despite the church's remarkably quick response, has further strained the congregation and eroded our outreach and mission efforts.

Within a week of the shutdown, All Saints quickly pivoted to fully remote, then hybrid services, thanks in large part to a tech-savvy parishioner, and a handful of hardy volunteers. But since then, our numbers have dwindled (elders have died or moved away to be closer to their families), and funds have diminished. Our congregation now numbers some 110. We have an average of 45 people (30 in-person, 15 on zoom) who attend regularly on Sundays. This is down from 87 people in 2021. Our parish now has a deficit of young families, and most of our congregants – though spirited, energetic, and involved – are in their 60s, 70s

and 80s. Nevertheless, our stewardship continues to be strong for a parish our size. For 2024, 83 percent of givers either stayed the same or increased their pledge amounts.

Instead of trying to retrace our steps back to “the good old days,” All Saints needs to focus on identifying the needs of its community and be the congregation people seek for a connection to God, their values, and each other.

One example of that shift is All Saints’ Perfect Paws Pet Ministry. Once a month, we offer a simple and deeply personal gathering and worship service for the Perfect Paws Pet Ministry community, which invites participants to celebrate the wonders of creation and hallmarks the lives and the passing of beloved animal companions. Our priest officiated and offered communion every month before Covid, and now, on Zoom, congregants do so, offering lovely reflections and special prayers as we commune spiritually. Our Perfect Paws members join us from Australia, California, Ireland, Italy and throughout the U.S.

2. Share your worship style and special worship moments you like.

We are a Rite II church, comfortable with a more informal, relaxed, and contemporary form of worship, distinguished by heartfelt prayers, Scripture readings, inclusive language, homilies and reflections that are meaningful and concise - about 10 minutes long; a wide array of comforting, traditional Church music, provided by our music director and sung by our choir; hymns and songs, where Classical compositions and folk melodies coexist harmoniously, all mixed in with a warm sense of community.

The liturgical calendar shapes worship throughout the year and Seasonal Observances are big at All Saints, reinforcing our faith identity. Advent, Christmas, Lent, Easter, and other seasons, each have distinct themes and practices that are comforting and familiar to our parishioners, and contemplative services during Lent and Holy Week invite the parish to seek a deeper connection with God through silence, meditation, and spiritual reflection.

3. What brings people back week after week?

Simply stated, it is love of God and love for each other that serve as the glue for our members. All Saints offers deep welcome and abiding spiritual connection through Worship, the Sacraments, which hold deep spiritual significance, Fellowship, Christian Formation, and the rich opportunity to expand our understanding of faith and the role it plays in our lives. We celebrate our strong blend of differences - active parishioners might be cradle-born Episcopalians, whose families have worshiped at All Saints for four generations, or they might have come from a different faith community and just

joined the church last year. They might have lived in our area all their lives, or might have just moved to Danvers, Peabody, Boxford, Georgetown, Middleton, Salem, Hamilton, or other communities in the region that we serve. There are differences of age, ethnicity, sexual identity, education, economic condition, and family status, but people of All Saints value those differences, and draw strength from the varied perspectives. People form enduring relationships, share life experiences, and support one another in trust. And, of course, All Saints and our connectedness with one another provide hope in times of adversity, grief, or uncertainty, and comfort and healing through the familiar rituals, hymns, and communal prayers which are part of our faith life.

4. How do you care for each other?

Fostering a sense of compassion, empathy and interconnectedness, parishioners at All Saints support one another in many ways, including praying for each other and those whom we hear about who seek our intercessions for healing, guidance or comfort during times of need, illness, or personal struggles; pastoral care and visitation; offering companionship and encouragement for those seeking spiritual guidance and emotional support, or those sick, hospitalized, homebound or grieving; providing home-cooked meals and transportation, and running errands during any difficult time. Truly, support, friendship and listening with empathy are our supporting milestones.

An example of this empathy and interconnectedness in action is our online Friday Morning Prayer group, which was lovingly launched by a former seminarian at All Saints five years ago. Since then, approximately six to nine parishioners gather online weekly at 8:30 am and hold self-led prayer services. This pod of worshipers has grown closer each year because the intimate services are an opportunity to check-in, monitor, and pray for our community, our world, and each other's struggles and successes, learning more about the challenges and important milestones encountered by families, friends, and acquaintances.

5. Tell us about outreach in your community?

Most recently, through our Bridge Priest, we offered "God, Can You Hear Me Now?" a successful and well-attended three-pronged workshop on how to pray. Additionally, we have an active feeding ministry. A team purchases the food and cooks and delivers it on a regular basis to Peabody's Haven from Hunger, and another team staffs the Brown Bag Lunch Brigade, preparing to-go lunches for those with food insecurities in Peabody.

In the past, we have sent parishioners on mission trips to Navajoland, and encouraged youngsters, four to 13, to experience some of the wonders of God's Creation through the Church Garden School we offered during summers.

We do food and pet food collections for the Danvers People to People Food Pantry, offer dedicated building space for AA and other 12-step programs. We offer space to DCF to store clothing for foster children, and we host the annual foster children's Christmas gift wrapping party. We serve the community through our highly rated Stepping Stones Preschool, offer an annual and well-attended North Shore Community Blessing of the Animals, and a deeply moving Perfect Paws Thanksgiving and Remembrance Service for those grieving pet losses. Additionally, through the first of its kind Perfect Paws Pet Ministry – which celebrated its 14th year in May – we offer therapy dog certification and North Shore deployment, in partnership with Dog BONES Therapy Dogs of Massachusetts, and have two certified pet loss bereavement counselors who are available without charge. The St. Francis Garden, with its beautiful plants and flowers and water feature, provides a welcome oasis for meditation, meetings, and study.

6. What gifts and skills would you like your new leader to bring and what gifts and skills can you offer?

As a small, cohesive, and entrepreneurial worshipping community, we look not simply to survive, but to thrive. We know we have so much to offer!

The Priest-in-Charge we seek must be authentic, enthusiastic, energetic and committed to his or her calling; someone comfortable working to build and grow a congregation with families and children, while maintaining strong, positive relationships with existing church members; someone who welcomes partnering with committed lay leaders – not only as a leader, but as a collaborator – keen to listen, and not afraid to consider and pursue new ideas and different avenues of evangelism.

Our wish is to find a priest who can fall in love with our people and clearly reflect the sense of openness and acceptance that is innate to All Saints, regardless of age, race, religion, color, sexual identity, national origin, or disability.

The list of qualities for this priest include:

- Attentive listener who is compassionate and empathetic
- Inspirational leader

- Skilled preacher
- Strong people person with a sense of humor
- Committed to issues of social justice, local outreach, Christian formation
- Active evangelist
- Enjoys leading, teaching and interacting with young children and youth and is willing to regularly engage them
- An adept administrator
- Someone who understands that people find God in different ways, who will work with our pet chaplain to strengthen our Perfect Paws Paw Ministry (one-hour service at 5 p.m., the third Sunday of each month), and preside over the annual North Shore Blessing of the Animals on the first Saturday of each October.

Wardens Names:	Carol Bouffard	Debra Lemieux
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COMPENSATION & HOUSING

(in process, soon to be included in this posting)

Compensation available for new position: \$
 Negotiable? (y/n):
 Housing Allowance or Rectory:
 SECA reimbursement options (n/a, Full, Half, Other):
 SECA reimbursement details: Pension plan (in compliance?):
 Healthcare options (negotiable?):
 Dental:
 Housing Equity Allowance in Budget:
 Annual Equity amount:
 Vacation weeks:
 Continuing education weeks:
 Continuing education funding in budget: \$ and/or comments

Additional compensation comments