

## SHORT LIST RECTOR SEARCH

### PARISH PROFILE

#### For St. James' Church, Groveland

Position Title: Rector Full/Part-time: 50%  
Receiving Names until May 1  
Church Address: 119 Washington St., Groveland, MA 0193  
Phone Number: 978 373-1270  
email: [saintjamesgroveland@comcast.net](mailto:saintjamesgroveland@comcast.net)

**Applications should be sent to Regional Canon Martha Hubbard at [mhubbard@diomass.org](mailto:mhubbard@diomass.org)  
By May 1, 2022, please send: Cover Letter, Resume and OTM Profile.**

### PARISH HISTORY

Toward the latter end of the 19th Century, Groveland, MA was a small village with three mills. Ezekiel James Madison Hale was the principal mill owner. Mr. Hale felt the workers and administrators in his mills should have places of worship. He provided the land, built and furnished both the Roman Catholic Church for the workers and the Episcopal Church for the administrators. Ground was broken in 1872 for both churches and an Episcopal rectory (about 2 blocks from the church which is still in use today as rental property) in a predominantly Roman Catholic neighborhood. In 1873 both churches were established as parishes. The Roman Catholic Church had 300 worshippers the first Sunday of worship, and it took 2 years to open the doors to 12 worshippers at the St. James Episcopal Church.

In 1952 Saint James status was changed to a mission church due to its need for financial support from the Diocese. By 1992, the church's situation improved, and it became served by a part time rector. The Rev. Marya DeCarlen came first as a priest-in-charge in 2003 and was called to be part-time rector in 2007. In 2011 the parish reached an historic moment by issuing a 75% call to Rev. DeCarlen. At that time, she was serving 200 parishioners and supervising five staff. Membership at St. James is principally from the communities of Groveland, Georgetown, Haverhill, Boxford and West Newbury. We continued to flourish until the Covid Pandemic caused obstacles to our plans for further development.

In 2014, Rev. DeCarlen answered a call from another church in the Diocese after more than eleven outstanding years of leadership. In 2014, we were able to call Rev. Kit Lonergan as Priest-in-Charge. She became Rector in 2017. Rev. Lonergan led our church during the first two years of the Pandemic by creatively offering a new way to be church. Rev. Lonergan was called to another church in the Diocese in 2021.

The church was able to connect with each other and our community during the Pandemic through the leadership of Rev. Lonergan and our laity. We are blessed with technology experts who were able to connect us regularly via Zoom. We added the services of Evening Prayer on the Lawn and Compline (twice weekly). We continued with weekly Bible Study (originally

started in 2009), a weekly Creative Spirit gathering, and special services. Our church school kept in touch with families and children through periodic mailings and a “bag ministry” that included entertaining and instructive religious materials dropped at family homes. Our music ministry provided a combination of traditional hymnody with a small choir and folk and gospel music as communications permitted. The String Band, formed in 2010, continues today.

In 2010, Saint James declared itself an Open and Affirming church. Our actions to support this decision included the making of a church video, modeled after the national “It Gets Better Program,” featuring our congregation. We also proudly hung our rainbow flag, conducted panel discussions with the congregation and the community, and celebrated our diversity. We are proud to proclaim diversity as part of our foundation.

### **Present Life**

Saint James parish members do more than just attend church. Parish members, Vestry and Lay leadership participate in every aspect of liturgical celebrations. All the sacraments are celebrated regularly, with attention given to making them true expressions of the life of the parish. Following Diocesan recommendations, Saint James created and embraced new ways to gather. We now conduct in-person and on-line worship.

The success in maintaining a parish connection during the pandemic also created situations that interrupted the progression of developing and implementing all our church vision and mission. Like other 150-year-old churches, we are challenged to update our infrastructure beyond immediate needs.

### **Worship**

Saint James worship style is traditional using primarily Rite 2 with Rite 1 used for special celebrations. Our lay leaders participate in the service with the priest, as acolytes and liturgical readers. We also have parishioners who are able writers, and speakers, who lead us in morning prayer and preach homilies. Our children also participate in worship services, and we especially enjoy the Children’s Sundays, pageants, and the Blessing of the Animals when the children are involved.

Music is an important component of our worship service. Our small choir and our unique String Band keep the Gospel joyously present for us. We have a Woodberry-Harris tracker pipe organ which is original to the church and in excellent repair. We have been blessed with outstanding preaching from our priests that connects the Gospel to every-day life.

### **Community**

We believe that people come back to Saint James week after week primarily because they see a congregation actively engaged in living out their Baptismal Covenant. A consistent message from newcomers is that Saint James is warm and welcoming place where our profession of faith

is shown by our actions with each other, the community, and God. Saint James congregants are down-to-earth, fun-loving, and always ready to share a meal. We genuinely enjoy each other without imposing on our individuality.

Our ability to keep the flame burning during the COVID Pandemic is an example of how we do church together.

Saint James is a small church with a big heart and there are many examples that show how we care for each other. Pastoral care, meal trains, fund raising, fellowship, acknowledgement notes, and celebrations during Sunday service are just a few of the outward signs of the sincere respect we have for each other. There is a shared and deep commitment to meeting Saint James spiritual needs and meaningful worship.

Our caring qualities include a deep inclusive compassion and love for each other and the world. We have a true desire to learn and grow. We are an open and affirming church and we welcome a diversity of opinions and lifestyles in our midst. Our lay ministries are strong and eager to be guided and motivated. We work hard at Saint James to communicate effectively with each other.

### **Outreach**

Saint James strives to invite and welcome people to the abundant and transforming life of Jesus Christ and to affirm the sacred worth of all. There are many programs offered within the parish that support the commitment to mission internally and externally. These programs include financial contributions through collections to aid a specific crisis within the parish, local community, and world events.

Saint James has a history of serving others that developed into ministries and are now a staple within the parish life, have sustained longevity and show a commitment to serve and promote sharing the gospel through action. Mitch's Place, a local homeless shelter is supported with supplying and serving dinner one Saturday per month; diaper, underclothes and school bag drives annually; and a Christmas gift drive with the Department of Children and Families in Haverhill.

### **What We Seek in a Clergy Partner:**

- Outstanding preaching: a passion to share the Gospel
- Excellent listening skills
- Pastoral care experience with diverse people
- Sense of humor
- Strong leadership skills
- Embraces and fosters a mutual ministry culture
- Dedicated to fostering church school
- Good administrative skills while delegating appropriately
- Experience with staff search process (Music director/organist pending)

Besides the traditional skills expected from a Rector, it is critical that the new priest have experience with leading a congregation in transition. We believe that we have done a good job during this transitional challenge. It is critical that we acknowledge the challenges of change and transition. Our next priest should be experienced with shepherding dedicated people who have good intentions to continue to build a community as the body of Christ. We want to partner with our priest in this endeavor through mutual ministry.

**What We Offer:**

- Strong lay leadership
- Welcoming culture
- Respect for diversity, inclusiveness
- Mutual ministry with diversity in skills and knowledge
- Sense of humor

**Compensation and Housing**

Compensation available for new position:  
\$44,920 (50% of 2022 TCC) (Includes Salary + Housing Allowance)  
Negotiable? No

Housing Allowance or Rectory: Housing Allowance

SECA reimbursement: None

Pension Plan: 18% of total compensation (in compliance)

Healthcare options: negotiable

Dental: None

Housing equity allowance in budget: None

Annual equity amount: None

Vacation weeks: 4 weeks

Continuing education weeks: 1 week

Continuing education funding in budget: \$400