



PARISH PROFILE

EMMANUEL EPISCOPAL CHURCH
Wakefield, Massachusetts

August 2022

THE CLERGY OF EMMANUEL EPISCOPAL CHURCH

The Rev. William Smithett (1849–1853)

The Rev. Samuel R. Slack (1870–1873)

No Rector (1873–1875)

The Rev. George Walker (1875–1881)

The Rev. Samuel Hodgkiss
(1879–1881, Lay Reader; 1881–1882)

The Rev. Frederic N. Luson (1883–1884)

The Rev. William Hall Williams
(1884–1886, Lay Reader; 1886–1891)

The Rev. Irving Spencer (1891–1892)

The Rev. John A. Staunton (1892–1894)

The Rev. Martin Kellogg Schermerhorn
(1894–1895)

The Rev. Charles H. Learoyd (1896–1905)

The Rev. Rufus S. Chase (1905–1912)

The Rev. James J. Cogan (1912–1922)

The Rev. Laurence A. Cooper-Ellis
(1922–1925)

The Rev. Stewart Clark Harbinson
(1926–1951)

The Rev. John Van de Water Thorp
(1951–1980)

The Rev. Donald P. Miller (1981–1983)

The Rev. Bailey O. Whitbeck
(1983–1984, Interim)

The Rev. David J. Larcombe (1984–1989)

The Rev. Robert J. Bela (1989–1991, Interim)

The Rev. Stephen T. Ayres (1991–1993,
Interim/Priest-in-Charge; 1993–1997)

The Rev. Charles Parthum, III
(1997–1999, Interim)

The Rev. Katharine C. Evans (1999–2005)

The Rev. Elizabeth S. Berman
(2006–2008, Interim)

The Rev. Dr. Anne Mansfield Minton
(2008, Interim)

The Rev. Dr. Matthew Peter Cadwell
(2008–2020)

The Rev. Holly Hartman, Deacon
(2019-present)

The Rev. Stephanie Chase Bradbury
(2020-present, Interim)



EMMANUEL EPISCOPAL CHURCH

8 Bryant Street, Wakefield, MA 01880

www.emmanuelwakefield.org

WELCOME

AUGUST 2022

Dear Brother or Sister in Christ,

Thank you for your interest in Emmanuel Episcopal Church.

For more than 150 years, Emmanuel has shined its light across the greater Wakefield community and beyond through worship, spiritual formation, education, and service to those in need. We believe we are an inclusive parish, striving to extend the love of Christ and his acceptance of all people out into the community and the world.

As you will read in the pages that follow, we are a close-knit, caring congregation filled with anticipation and excitement to welcome our next rector and to journey

together in faith and service. We hope that as you read about us, you, too, will feel a sense of enthusiasm and eagerness about Emmanuel, not only in its many blessings and successes, but also in working with us to realize the potential, possibilities, and challenges of our faith community moving forward.

Our prayers are with you as you discern whether God may be calling you to serve Emmanuel Episcopal Church at this time.

The position on offer is a 3/4-time position. Please apply on or before October 6, 2022.

We look forward to the opportunity of meeting and getting to know you.

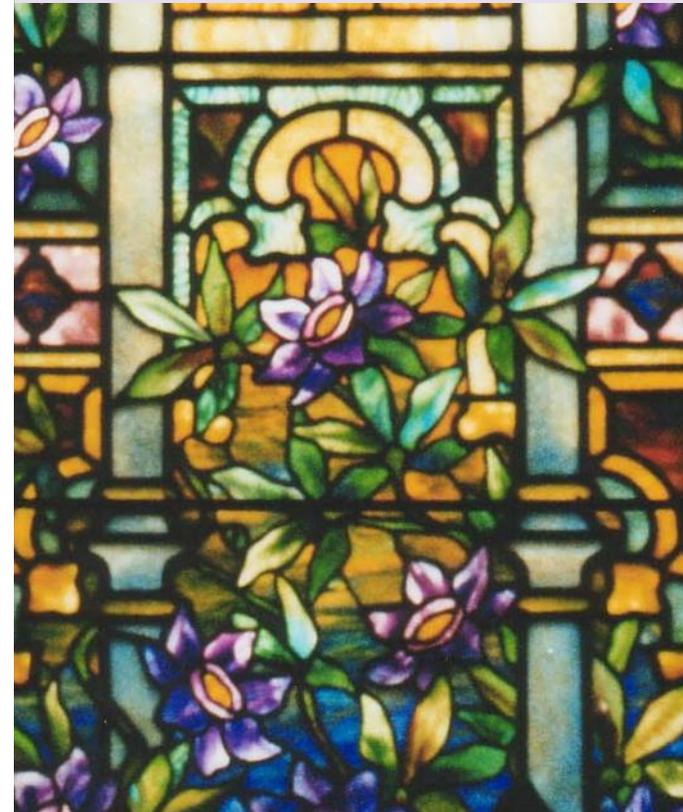
Blessings,

THE SEARCH COMMITTEE

“It is clear that we are drawn to Emmanuel by multiple motivations united by a sense of urgency—and love—for a place, a space, a community that welcomes us, nurtures us, and has helped us grow as individuals and leaders.”

TABLE OF CONTENTS

- 1 WHO WE ARE
- 20 WHERE WE SEE OURSELVES NOW
- 23 FINANCES
- 27 WHERE WE HOPE TO GO
- 29 QUALITIES WE SEEK IN A RECTOR
- 31 HOW TO APPLY





WHO WE ARE: Introduction

Emmanuel Episcopal Church is an inviting community that finds joy in worship, fellowship, and mission outreach in our local area and beyond. There is a welcoming sense of family and friendship shared by our parishioners, and this has proven over time to be our greatest asset.

*Close knit? Yes. Open to all?
Without question!*

Emmanuel is an extension of our own families. Everyone’s spiritual involvement is essential in making our parish a comfortable place to worship, to grow, and to embrace the Holy Spirit. Our congregation includes newcomers and long-time

members, families and retirees, people who are single, and members of the LGBTQ+ community.

In terms of birth religion, “cradle” Episcopalians are the largest single group, but only by a slim margin. Collectively, members that hail from other faiths, particularly Roman Catholic, far outnumber the cradle Episcopalians at Emmanuel. Our sense of these demographics is that those who were brought up in other faiths, or perhaps did not have a firm upbringing in a church environment, found that the Episcopal Church provided both familiarity and greater liberality. ❖

EMMANUEL BY THE NUMBERS

Average Sunday Attendance:
63*

Adult Pledging Units:
53

Total Operating Revenues:**
\$283,000

* Based on 2019 pre-pandemic attendance. Current attendance is about 70% of that number in keeping with trends across the diocese.

** Current total operating revenues from most recent Parochial Report.



An adult baptism on All Saints Sunday.

WHO WE ARE: Parish History

The spiritual foundation of Emmanuel Parish was laid long before there was a building dedicated to Episcopal worship in Wakefield. The first rites were held as early as 1849, with small groups meeting in private homes, and by 1869, a mission was organized. In June 1879, the Rev. Samuel Hodgkiss took up the pastoral duties, preaching his first sermon to 35 adults, 17 children, and two Sunday school teachers.

Under a permanent rector, the congregation grew and reorganized itself as the Mission of the Good Shepherd in 1880. The following year a lot was purchased on East Water Street, near the railroad station, and the name Emmanuel Parish was given to the church built on the site. It was consecrated on December 15, 1881. An addition designed by the renowned firm of Cram, Wentworth, and Goodhue, Architects, included a new chancel, choir room, and schoolrooms, constructed in 1892 and 1893.

By 1900, funds were raised to move the church building to its present location at the foot of Lake Quannapowitt. The present Parish House was built in 1902 and the Rectory and covered walkway were added in 1903. Now firmly established,

the church became a center of worship and social activity in the community.

Through times of challenge—including the Depression and World War II—and periods of unprecedented growth during the 1950s and 1960s, Emmanuel remained a vibrant spiritual community. Most of Emmanuel's beautiful stained-glass window collection was installed during this time, and a successful building campaign resulted in the creation of much-needed program space, including offices and a sacristy, as well as a renovated undercroft with classrooms and a large kitchen. In 1966, when Canterbury School was established as a church mission, it was Wakefield's only day care and preschool serving working families. In 1981, the church celebrated the 100th anniversary of its historic building.

The next several decades were challenging. With an aging population, decreasing membership, and the unforeseen cost of a devastating underground oil tank remediation project, the parish was tested but ultimately prevailed, welcoming new members and stabilizing its finances. Rental income from several adjacent residential properties purchased by the church helped to sustain church finances.



Top photo, Emmanuel Episcopal Church at its original location on East Water Street and, below, at its current location at the foot of Lake Quannapowitt.

WHO WE ARE: Parish History



The Rev. Holly Hartman, Deacon, and the Rev. Stephanie Chase Bradbury, Interim Priest, lead worship during the pandemic.

From the late 1990s through the first decade of the new millennium, multiple discussions about the need to create a free-standing altar—a topic of controversy among some long-time parishioners—occurred. It was finally realized in 2011 and was fully endorsed by the congregation and wider parish community through a successful capital campaign.

This spirit of openness to new ideas and ways of doing things was also embraced in the welcoming of Emmanuel's first female and then its first openly gay rectors. Several seminarians served the parish during this time, and its first-ever deacon was appointed in 2019.

Of course, the church's history would not be complete without reference to the recent past and the impact of the COVID-19 pandemic. Worship continued “virtually” during this time; however, the church's plans to celebrate its milestone 150th anniversary with the Rt. Rev. Alan M. Gates, Bishop of Massachusetts, in the spring of 2020 were sadly cancelled.

In the fall of 2020, in the midst of the COVID-19 pandemic, the Rev. Stephanie Chase Bradbury was welcomed as Interim Priest. She has led the church very ably, providing opportunities for Bible study, Evening Prayer, adult education, creative outdoor worship, online connection, and a return to in-person worship in June 2021 (maintaining a Zoom option during the 10:00 a.m. service).

The impact of the COVID-19 pandemic on Emmanuel cannot be understated. A number of key leaders, individuals, and families moved away during this time. On the other hand, virtual services allowed some former parishioners to worship with us again from a distance and even join in our virtual choir. Since Emmanuel's return to in-person worship, attendance has decreased significantly, both at in-person services and online via Zoom,

which is a concern. However, as a result of the challenge of the pandemic, Emmanuel has grown more adaptable and open to the possibilities of arranging for and participating in worship, governance, and communication as a parish.

This quote from *God With Us: The Story of Emmanuel Episcopal Church*, written by Matthew Peter Cadwell, published in 2016, seems appropriate to end this section:

Through its many changes and adaptations, Emmanuel's life has been characterized by a deep regard for the past, a passion for sustaining a vibrant ministry in the present, and its eyes set on the possibilities of the future. Even in the bleakest of days, its parishioners looked to the future with confidence, not in terms of what they could accomplish, but in the promises of God.

We hope you will consider becoming part of our incredible and lasting story of faith. ❖

Emmanuel Episcopal Church is a quaint and historic stucco building with an attached wood-shingled slate-roof parish house, both well-maintained and in good order. It is located in the center of town and overlooks the Wakefield Town Common.

The church nave seats 130, and the chancel is a redesigned space (circa 2011) featuring both a free-standing altar and the original east-facing altar. The church is equipped with an organ, designed by George Sherburne Hutchings, and contains a beautiful collection of stained-glass windows, most of which were designed by Wilbur Herbert Burnham, Sr., as well as two Tiffany windows installed in 1906 and 1915 in the baptistery.

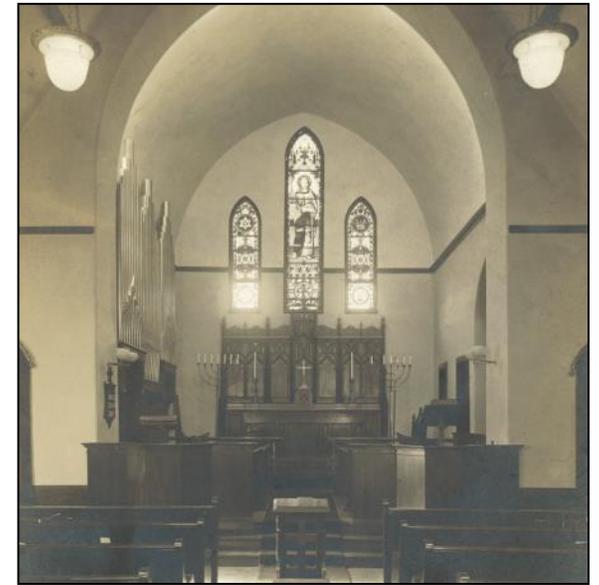
The attached parish house is a two-story, handicapped accessible facility. The upper level contains the spacious Hausrath Memorial Parish Hall, named for a recent and significant benefactor to our endowment, as well as a kitchenette, a choir room, and administrative offices. Emmanuel's upper parish hall is a

comfortable, multifunctional space. It is used for Church School, weekly coffee hour, vestry and other church committee meetings, and fellowship events. The lower level is used almost exclusively by the Canterbury Children's Center and includes a large multi-purpose room, kitchen, classrooms, restrooms, and related support spaces.

The former rectory, attached to the parish hall by a cloister, is a three-story Victorian structure. Formerly, this space was used for both church school and as an auxiliary school space for Canterbury Children's Center, but it is now rented to a family as a residence.

In addition to the main church buildings and the rectory, there are two rental properties on the church grounds: A single-family and a two-family home. Along with the former rectory, these properties provide income for the church's operating budget and are overseen by Emmanuel's Rental Real Estate Committee, with support from a contracted professional property manager. ❖

Above, the Chancel as it appeared after the 1890s Cram, Wentworth, and Goodhue, Architects, renovation, featuring the east-facing altar and "Good Shepherd" window (harkening back to Emmanuel's original name), and, below, as redesigned in 2011, showing the Burnham windows installed during the 1960s.



WHO WE ARE: The Emmanuel Community

OUR TOWN

Wakefield is a town in Middlesex County, Massachusetts, in the Greater Boston Metropolitan Area. It was incorporated in 1812 and is located about 12.5 miles north-northwest of downtown Boston. Originally known as South Reading, the town was renamed in 1868 for local business tycoon Cyrus B. Wakefield, who was one of Emmanuel Parish's first vestrymen.

There is convenient public transportation to and from Boston with two commuter rail stops in Wakefield and buses to the nearby subway line in Malden (Orange Line).

Wakefield also has easy access to several major roads and highways. Routes 93, 95, 128, and 1 are all less than 10 minutes away, and the Massachusetts Turnpike is less than 30 minutes away along Route 128.



The Floral Way is part of the 3.2-mile-long paved path that encircles Lake Quannapowitt.



The Lower Common's iconic bandstand.

OUR COMMUNITY

With a population of 27,090 (per the 2020 census), Wakefield is technically a suburb of Boston. It is an independent small town, with a defined town center including a town hall, library, post office, several banks, and a variety of shops and stores.

The town has a second business district in the Greenwood neighborhood, with its own post office, shops, and restaurants.

Wakefield sits on the shores of beautiful Lake Quannapowitt.

WHO WE ARE: The Emmanuel Community



Above, the Choir performs at Emmanuel during the annual Interfaith Thanksgiving Service.

An Upper Common and Lower Common adjoin the lake, offering green space for walking and playing; benches for people-watching or admiring the lake; a playground; and historic monuments dedicated to people and events from Wakefield's past. Emmanuel and several other churches sit adjacent to or nearby the commons and lake. Every day, rain or shine, the lakeshore is crowded with walkers, joggers, and cyclists.

The lake is also well-known among sailboarders, who come to take advantage of its breezy location (as do ice boat enthusiasts in the winter). The Quannapowitt Yacht Club, reportedly the oldest inland

yacht club in the United States, offers sailing lessons. In the winter, it is not uncommon to see a parent snow-blowing the surface of the frozen lake to accommodate skating and pick-up hockey games near Veteran's Field.

The town hosts family events several times a year that also attract visitors. These include the Fourth of July Parade (one of the region's largest), Holiday Stroll, Italian Festival, Festival by the Lake, and the Holiday Tree-Lighting on the Common. Regularly scheduled events take place on the Lower Common throughout the summer, as well as charity events most weekends, usually involving a walk or run around the lake's encircling 3.2-mile-long paved path (a 5K in runner's parlance).

The Lower Common features a picturesque bandstand, where the Wakefield Summer Band performs, and an outdoor movie series is held.

Recreational sports for children are enormously important to the Wakefield community. The town sponsors leagues for almost any sport popular today, including Little League, basketball, football, soccer, lacrosse, etc. There are several

playing fields around town where the games are well-attended, the attendees passionate, and the athletic talent impressive.

Music and theater activities also have a passionate following, and Wakefield's High School Band is competitive and award-winning. Both theater and music have enthusiastic parental backing resulting in impressive fund-raising and advocacy that has paid off in wide community support and civic pride.

Wakefield's religious community is strong.



Just beyond the Floral Way sits the historic Col. James Hartshorne House (circa 1681).

WHO WE ARE: The Emmanuel Community

There are several churches in town, a Synagogue, and a Buddhist Temple. Members of the Interfaith Clergy Association work together to host town-wide interdenominational celebrations and events. Most of the religious institutions offer events open to all, and the *Focus on Faith* column in the local newspaper (*Wakefield Daily Item*) is a regular column with rotating authorship by local clergy.

One of the peak events in the religious life of Wakefield is the annual Interfaith Thanksgiving Service, the hosting of which rotates among the various houses of worship.



*The Galvin Middle School was rebuilt in 2016.
(Photo: Tappé Architects)*

WAKEFIELD SCHOOLS

The Wakefield Public School System has four elementary schools, one middle school, and one high school. There is also Saint Joseph School (Catholic elementary school) and the Northeast Metropolitan Vocational High School (located adjacent to the Wakefield Memorial High School). Students from the town of Wakefield are also eligible to attend the Mystic Valley Regional Charter School (K-12), located in the nearby City of Malden.

Wakefield participates in the Boston METCO program, which enables inner-city children to attend public school in Wakefield.

SURROUNDING COMMUNITIES

While firmly rooted in Wakefield, Emmanuel draws members from several surrounding cities and towns.

These communities include Melrose, Malden, Lynnfield, Reading, Stoneham, and North Reading. Emmanuel has collaborated with Church of the Good Shepherd in Reading hosting joint services such as the Easter Vigil. Members of



Easter Vigil is traditionally celebrated jointly with Church of the Good Shepherd in Reading.

Emmanuel have also participated with St. Paul's Episcopal Church in Lynnfield in the four-year Education for Ministry (EFM) Program through Sewanee: The University of the South. Other collaborations such as the Deanery-focused Lenten programs have been equally successful. ❖

For nearly two decades, Emmanuel has enjoyed a richly engaged and historically reflective traditional form of Episcopal worship, nestled comfortably in a middle ground between “high” and “low” church approaches. It is enjoyable and uplifting, and Emmanuel parishioners have significant confidence in this worship space.

Through engagement with other parishes in joint services or through Diocesan events such as Annual Convention, Emmanuel parishioners have also enjoyed and appreciated alternative approaches to worship that are both fulfilling and engaging. In response to our



A brass band performing during outdoor worship on Easter Eve 2020.

survey, a good number of parishioners seem open to change in this area and will welcome new ideas. Emmanuel also enjoys strength in our music leadership and choir, who collectively perform at a high level to an appreciative congregation.

The following provides a general outline of worship life at Emmanuel.

SERVICES AND WORSHIP EVENTS

On Sundays, Emmanuel has an 8:00 a.m. (Rite I) service of Holy Eucharist, generally without music, and a 10:00 a.m. (Rite II) service of Eucharist with music. During summer months, the two services combine for one service at 9:00 a.m., alternating between Rite I and Rite II. A Morning Prayer service is occasionally offered. Our Deacon and Interim Priest also offer Evening Prayer and Compline over Zoom on Wednesday evenings.

While Emmanuel follows a traditional style of worship, there is a definite openness to change, innovation, and new musical styles, as noted above.



There is significant lay participation in our worship services, with a long list of capable and enthusiastic lectors, litanists, responders, and acolytes, as well as a dedicated Altar Guild. Before the pandemic, Emmanuel had also cultivated an able corps of Lay Eucharistic Ministers (LEMS), a practice we hope to restore as we emerge from the pandemic.

We are a family-friendly church and enjoy having children attend and participate in worship. The children join the congregation from Church School during

We are a family-friendly church and enjoy having children attend and participate in worship.

WHO WE ARE: Our Worship Life

the Peace, and children of all ages are welcomed at the Eucharist.

Emmanuel offers special service events, including a family-oriented Christmas Eve service, an intergenerational readers-theater-style Passion Play, a dramatic Maundy Thursday service, a Good Friday service, an Easter Vigil, and an Easter



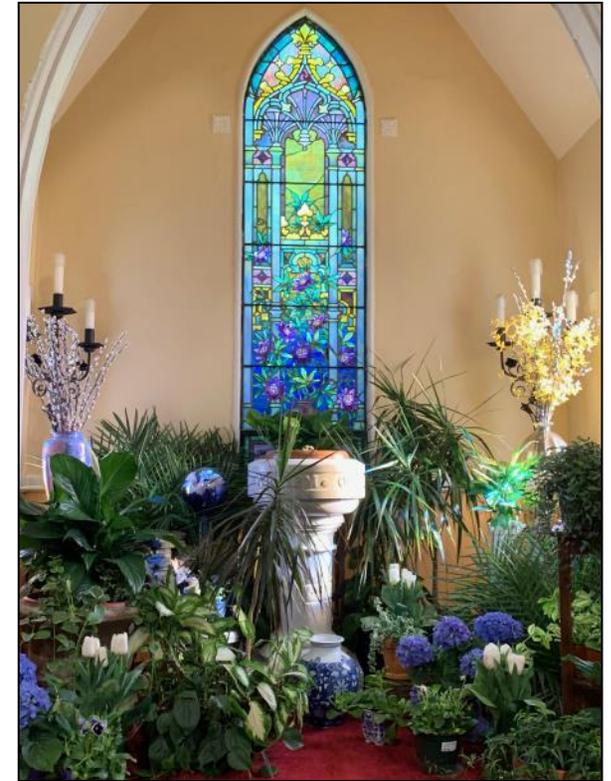
The “star” of the Epiphany Pageant.

Day service. For the past several years Emmanuel has collaborated with the Church of the Good Shepherd in Reading for the Easter Vigil service. The parish also celebrates Lessons and Carols during Advent and Epiphany, along with an Epiphany Pageant featuring children and adults acting out the parts.

Music is a key feature of our services.

Guest and church-member musicians of all ages contribute their artistic gifts. Many different styles of music have been well received by the congregation. We also enjoy a variety of guest preachers, including lay preachers, Stewardship season testimonials, and community leaders from non-profit organizations we support.

Emmanuel’s Worship Committee provides structure for our worship life by meeting quarterly to plan for upcoming services. The Worship Committee consists of the Rector, Chairperson, Director of Music, Altar Guild Director, Sunday School teacher, those responsible for scheduling worship servers, a member of the vestry, and engaged members of the parish.



A beautiful Garden of Repose is created in the baptistery for Maundy Thursday and Good Friday reflection.

“Weeping may spend the night, but joy cometh in the morning.”

—Psalm 30:5

MUSIC OVERVIEW

At Emmanuel, we *love* and appreciate our music! Under the direction of Michael Salvatore, we enjoy a diverse, wide range of spiritual music, expressed through a small but talented and devoted choir. In addition to being a superb organist, Mike is an educator with extensive knowledge and a love for general and liturgical music history. Under his direction, we join voices to sing from the *1982 Hymnal* and the *Wonder, Love & Praise* supplement, as well as *Lift Every Voice and Sing*, a collection of hymns written by women.



The choir leads Emmanuel's "Joyful Noise" during the traditional Palm Sunday processional around the church.

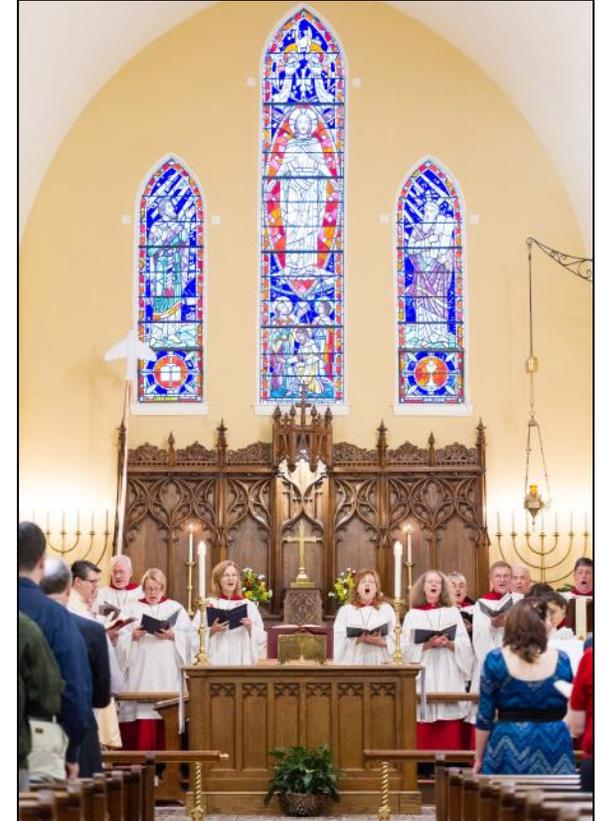
The choir is known for its love of anthems, both traditional and contemporary and from diverse languages and cultural backgrounds. We love to try new things, occasionally throwing in a lively drum, bells, and other instruments. Our Palm Sunday service traditionally includes a choir-led march around the block, with the congregation joining in song and playing hand-held instruments—a "joyful noise" for all to hear! At Christmas, the choir leads a caroling through Wakefield neighborhoods sharing their voices, energy, and love.

The COVID-19 pandemic has posed tremendous challenges, of course, since we could not gather in our usual way. However, with volunteer technical support, choir members individually recorded parts and Mike and others collected and mixed them to bring music to weekly Zoom church services.

For many, spirituality and God's grace is best experienced and expressed through music and at Emmanuel, we do our best to afford that for all. ❖

"Make a joyful noise unto the Lord, all ye lands"

—Psalm 100



Above, rehearsal, then, below, "It's showtime!"

WHO WE ARE: Parish Life

MISSION AND OUTREACH

A recent intentional discernment for members of the parish involved in mission work posed the following questions:

- ✦ What drew you to engage in mission?
- ✦ What mission activities, topics, engagements feed you the most and the least?

Most parishioners at Emmanuel highly value and prioritize our food ministries.

Emmanuel supports a number of local outreach ministries that provide relief and support to those experiencing hunger



Members of the Horizon House Team

(sustained throughout the challenges of the COVID-19 pandemic). These include fellowship at Bread of Life and Horizon House and contributions to the Wakefield Food Pantry, all of which serve as bedrock outreach efforts for Emmanuel mission outreach.

Bread of Life Dinners

For over 30 years Emmanuel has served dinners at Bread of Life, a faith-based ministry located in the nearby city of Malden. This ministry to feed the body and to nurture the soul serves communities north of Boston. Bread of Life's focus is the hungry, the homeless, the needy, and the isolated. It offers spiritual nurture, support, and hospitality, and promotes greater peace and justice by addressing broader issues of hunger, poverty, and need. Emmanuel joins with 35 other dinner program partners to serve meals six times per year. Emmanuel's specialties? Shepherd's Pie and vegetable lasagna!

Horizon House Dinners

Horizon House is an employment and recovery center located in Wakefield that offers people with mental health challenges hope and opportunities to achieve their



A community garden tended by parishioners and students at the Canterbury Children's Center provided fresh produce to the Wakefield Food Pantry.



Lake Quannapowitt is a much beloved natural resource. Our Creation Care ministry engaged parishioners and townspeople alike in clean-up efforts around the lakeshore.

(Photo: Toby McGuire)

full potential through peer support and rehabilitation.

While the pandemic periodically interrupted Emmanuel's participation at Horizon House, we were able to begin cooking and serving meals again during some of 2021 (our fifth year in this ministry). We recently resumed again in April 2022. While the menu at Horizon House was more varied during the pandemic, one thing never changed...the warmth, fun, and fellowship of being part of these dinners. *Food for the soul indeed!*

Wakefield Food Pantry

The Wakefield Food Pantry's mission is to provide a variety of food, household necessities, and support to those in need. It meets the food and household needs of almost 1,100 people in 600 families. Dedicated Emmanuel liaisons ensure parishioners are aware of pressing supply needs so that donations can be aligned accordingly. Emmanuel has been actively engaged with this mission—formerly known as the Wakefield Interfaith Food Pantry—since its inception 40 years ago.

Global Mission

Recently, Emmanuel renewed its support of Syrian Refugees through our partnership with the *Syrian Refugee Mission of New England*, led by St. John's Episcopal Church in Beverly Farms, and *NuDay Syria*, (a New Hampshire-based nonprofit). We also expanded our efforts to support Afghani refugees through an Advent offering to *Episcopal Migration Ministries (EMM)*. During Lent, we turned our attention to the situation in Ukraine through an offering to *Episcopal Relief and Development (ERD)*.

For the Syrian effort, Emmanuel was invited to raise funds through coffee hour

donations and to contribute items needed to provide refugee relief, such as toiletry and cosmetic items, stuffed animals, sewing/knitting materials, and diapers.

To support the Afghans, Emmanuel committed offerings to EMM, which continues to be the church's convening place to welcome refugees, educate communities, and mobilize congregations to advocate for the protection and rights of all migrants. The Ukraine effort collected both humanitarian supplies and donations.

Emmanuel has also contributed to disaster relief for Haiti and multiple states in the U.S., committing offerings to ERD in response to their long-standing relief programs for natural and human-made disasters.

Education

Emmanuel sought to learn and discern through engagement with the Racial Justice Initiative through a speaker series of invited guests.

Topics included understanding *housing segregation and inequities* led by an Emmanuel parishioner with professional

WHO WE ARE: Parish Life

experience in this area, and a stark exploration of the *displacement and disenfranchisement of first peoples* led by a Native American of the Mohawk Tribe. This included an introduction to *The Doctrine of Discovery*, a papal edict that energized and justified claims to promote conquest of the New World.

Emmanuel professionals in the fields of health care and education also led and coordinated explorations of *racial justice issues in health care* and an in-depth book discussion of *The Other Wes Moore: One Name, Two Fates*. Emmanuel furthered its *understanding of the experience of being homeless* by inviting the Rev. Jennifer McCracken and John Lane from MANNA (Many Angels Needed Now and Always) and the Rev. Steven Voysey from the Grace Center in Gloucester, Massachusetts.

Newer Initiatives

Emmanuel parishioners took steps to engage in *Creation Care* by volunteering to clean the area in and around neighboring Lake Quannapowitt. This was kicked

off by an engaging “Creation Care” sermon on a Sunday morning by our Vocational Deacon, combining theological issues around caring for our planet with a parishioner’s inspirational story of their personal mission regarding this parish-wide opportunity.

Emmanuel also supported the Rev. Deacon James Thomas, who coordinates emergency relief efforts for our diocese, in gathering and donating several large bags of donated clothing to homeless persons in recovery after contracting COVID-19. The Wakefield Sheraton provided temporary shelter for these individuals after they were released from the hospital.

Next Steps

To further engage in racial justice issues, Emmanuel, in partnership with the Church of the Good Shepherd in Reading, will offer the opportunity for parishioners to engage in the *Sacred Ground* series. Emmanuel hopes to take its investment in education about racial injustice to the next level through engaged discussion and earnest development of relationships. ❖

Mission Outreach is felt as a shared value, with an approach that is both responsive and compassionate.



Youth Server at Horizon House

CHURCH SCHOOL

Emmanuel has a small, but mighty group of youth.

We offer two programs for our youth during the Sunday 10:00 a.m. service. The youngest children attend nursery care, while the older group attends J.A.M. (Jesus and Me), Emmanuel's Sunday School program.

While their parents worship in church, the children settle into two alcoves of the parish hall. Nursery care is provided in the parlor, while the youth meet around



J.A.M.min' on Sunday Morning

the corner for J.A.M., in an environment that speaks to them. Decorated with colorful paper designs on the windows, and furnished with bean bags, this inviting space reimagines what church means to the next generation of believers. Since the J.A.M. area is within sight of the parlor, the older children in nursery care are often invited to join the youth, especially when they are working on a special project. It is not unusual to see a teenager helping to explain the lesson of the day to a younger child or to find them off on an adventure during coffee hour together.

There is something special about the way the youth of the church build bonds and come together in their faith journey.

A parent volunteer has led the youth's Christian education for the past 5 years. Although a formal curriculum is not used, tools that have been employed include utilizing an eclectic exploration of parables, saints, the Bible, and how the teachings of Jesus relate to the modern experience, as well as using resources such as *Lesson Plans That Work* and *The Bible Project*.



The Sunday Morning Nursery

Sitting with the young people as they make connections between the lives they live and the teachings in the Bible is inspiring and leads to many deeply philosophical conversations. Our philosophy is that church school should be an opportunity for young people to grow their faith and have a safe place to ask questions and explore what it means to be Episcopalians in today's society.

In addition to lessons, the children and youth occasionally host coffee hour, participate in intergenerational Sundays, and donate to charity. Taking on roles in the weekly routines of the church allows the young people to develop relationships with the other members of the congregation

WHO WE ARE: Parish Life

and to discover more of what it means to be a part of the church family.

Prior to COVID-19, a number of the youth became acolytes, and when the pandemic required all services to be virtual, these young people took on bigger roles. They regularly assisted by assuming the role of lectors/readers, litanists/intercessors, and responders with their families as we came together virtually to find new ways to worship.



Youth assemble the Sweet Cases for children in foster care.

Mission work is just as important to the youth of Emmanuel as it is to the adults. The young people of Emmanuel internalize the lessons that they have learned and develop the skills to use these teachings to make the world a better place.

Some of their projects have included assembling “Sweet Cases” for children in foster care; planting and maintaining a community garden in collaboration with the Canterbury Children’s Center; and raising funds to donate to Housing Families. This past Advent, they crafted a variety of ornaments for sale during coffee hour that raised \$400 in donations!

They also contribute each year to the pastoral care bags by crafting a beautiful gift for each recipient. Youth education at Emmanuel goes beyond the classroom: it is applied to their everyday lives, and actively inspires them to make the world a better place.

The youth of Emmanuel were invited to have their own Focus Group session where they were asked to talk about the



things that they love about Emmanuel, the challenges that they see the church facing, and what they would like to see in a new rector. At the end of the session, the youngsters concluded three main takeaways:

- ✦ They are keenly aware that the church needs an influx of new members.
- ✦ They want to be a part of the solution.
- ✦ They are hoping for a new rector that will include them in the life and community of the church.

A Confirmation Class is planned for fall 2022. ❖

Sitting with the young people as they make connections between the lives they live and the teachings in the Bible is inspiring and leads to many deeply philosophical conversations.

WHO WE ARE: Canterbury Children's Center

In 1966, what was then called the Canterbury School was established as a church mission. At the time it was Wakefield's only preschool and nursery providing full-day care in support of working families. It is open 52 weeks per year and offers special summer and school vacation week programs.

The Canterbury School started with one class of ten children. Now in its 57th year

of operation, Canterbury Children's Center serves approximately 120 families with five classrooms and three afternoon childcare programs.

Canterbury is perhaps the most visible mission of Emmanuel, and it is a well-known and respected community institution.

Under the sponsorship of Emmanuel, Canterbury serves Wakefield and surrounding communities by offering nonsectarian, high-quality education and childcare for children beginning at 2.9 years of age. Canterbury is fully accredited by the National Association for the Education of Young Children (NAEYC) and provides affordable nursery school and day care to local families. Scholarships are offered to families with limited financial resources, and Emmanuel members are offered a 5% tuition discount. The center is staffed by a group of dedicated teachers and administrators. Canterbury is governed by a Board of Directors comprising parents, staff, Emmanuel's rector, and a vestry liaison.

On occasion, Canterbury participates in some of Emmanuel's mission programs by asking parents to donate supplies. In April of this year, Canterbury participated in Emmanuel's effort to aid Ukraine and donated more than 12 large bags full of clothes, cosmetics, and much-needed medical supplies.

Facility-use donations and mission payments from Canterbury Children's Center are an important part of Emmanuel's income budget. ❖



Canterbury students help tend the Community Garden.



WHERE WE SEE OURSELVES NOW

INTRODUCTION

The Emmanuel Search Committee was quickly united in an earnest desire for a thoughtful self-evaluation and discernment engaging all of Emmanuel. It was clear that we are drawn to Emmanuel by multiple motivations united by a sense of urgency—and love—for a place, a space, a *community* that welcomes us, nurtures us, and has helped us *grow* as individuals and leaders.

At this moment, we are a smaller and aging congregation, well resourced in some regards yet challenged in others.

We wondered: We believe we know our strengths, but are we being honest with ourselves? We recognize that our community has become smaller in recent years—are there root causes we have not yet addressed? Or is this a moment for opportunity and change? What are our next best steps? What care should we take in moving forward?

This critical self-evaluation lies at the center of the Search Committee’s discernment, and we hope it will set the stage for the earnest conversations and work we,

as a congregation, hope to accomplish alongside a new rector.

Our central means of data collection was an intensive series of Focus Group sessions conducted in October and November 2021. The Focus Group sessions—offered in-person and remotely—were well attended and revealing. They included a broad swath of Emmanuel’s demographics: Long-time and new parishioners; young and old; “cradle” Episcopalians and members raised in other denominations. This effort was supplemented by a subsequent parish



A Family Outside of Our Family

survey informed by the results of the focus group sessions. The survey concentrated on polling parishioners' hopes and expectations, for Emmanuel's new rector, fully realizing that the new rector will be joined alongside by the congregation to address our challenges and realize our hopes.

The Search Committee also held extended discussions with invited guests during Search Committee meetings. Our Interim Priest, the Rev. Stephanie Chase Bradbury, shared illuminating insights from her nearly year of service to Emmanuel. Subsequently, we met with the Rev. Holly Hartman, our Vocational Deacon; Neil Adams, the Chair of our Finance Committee; and Michael Salvatore, our Director of Music. The insights of these key leaders in the Emmanuel community are threaded throughout this section.

OUR STRENGTHS

✦ A Family Outside of Our Family

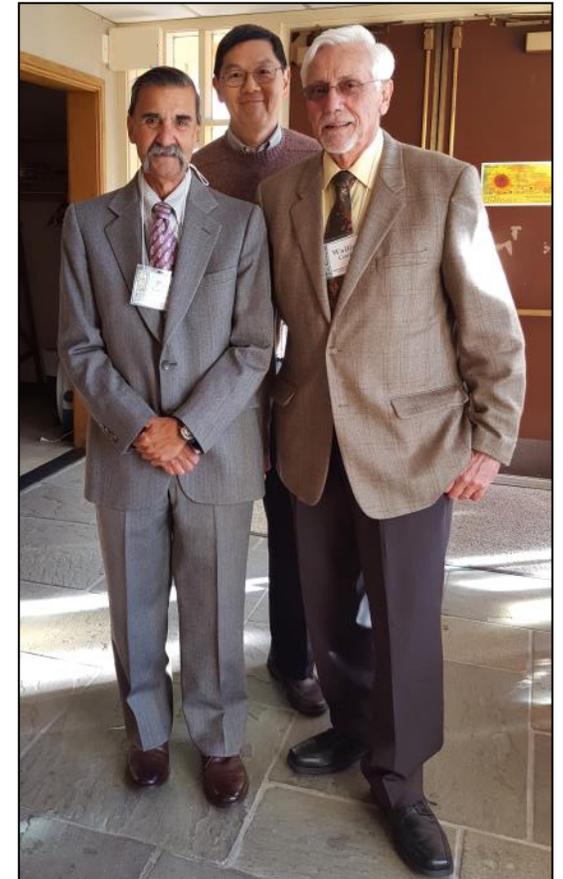
Emmanuel is an inclusive, welcoming family, diverse to a degree, which cares for its members. The warm, welcoming nature of the parish is a key draw for those who encounter Emmanuel. Many who have come to Emmanuel sought an

alternative to places where they felt spiritually, politically, or intellectually restricted. Emmanuel offered a safe community where they could comfortably return to "church life" in whatever manner they felt most personally comfortable. While the largest confirmed segment of Emmanuel's parish population is Episcopalian, there are nearly as many parishioners from Roman Catholic or other Protestant faiths.

As observed by our Interim Priest, Emmanuel's parishioners have a sense of fun and genuinely enjoy one another's company. This appreciation was echoed by Emmanuel's Vocational Deacon who noted that Emmanuel's parishioners care deeply for each other.

✦ Community and Fellowship

Aside from worship, spiritual development, and a robust music program, Emmanuel offers opportunities for social networking, fellowship, and fundraising events (e.g., meals out, paint nights, yard sales, etc.), as well as community service options (e.g., Bread of Life, Wakefield Food Pantry, Horizon House, etc.). All of



A Family Outside of Our Family

these serve to burnish the sense of community and fellowship we share.

Those parishioners who raised children while attending Emmanuel found a safe space to nurture their children's morality and spirituality, along with

WHERE WE SEE OURSELVES NOW

opportunities for them to ask questions, to “do good,” and to enjoy the company of others their age. Naturally, these parents formed bonds with their own cohort of parents, and Emmanuel became the place where they wished to remain to continue their own spiritual journeys.

Our Interim Priest noted that Emmanuel seems to rally around mission outreach. It is felt as a shared value, with an approach that is both responsive and compassionate.

✦ **Commitment**

While our numbers have decreased (see *Our Weaknesses*, below), the commitment of our parishioners continues to grow, as revealed in recent



Pandemic Peace at the 8:00 a.m. Service

stewardship trends and parishioner engagement with outreach and ministry. Our Vocational Deacon noted that Emmanuel remains a healthy church, though small in numbers, because members have stepped up to meet the needs of the parish and the surrounding community.

Notably, from a stewardship perspective, our average pledge has grown steadily, and the awareness and engagement of Emmanuel’s parishioners with stewardship has also increased, driven by a commitment of parish leadership to transparency and education.

Our mission focus on education continues to strengthen; our Bread of Life food ministry has been maintained during the pandemic, though shifting to 1,560 monthly catered meals in 2021; Horizon House dinners resumed in September; and donations to the Wakefield Food Pantry, initially held off-site, returned to the church.

In the midst of the pandemic, we still mustered the energy to embark on three new temporary initiatives: Mission Discernment, Creation Care, and a COVID-19 Emergency Relief

Initiative—while also exploring the education themes of Racial Justice, Experience of Homelessness, Refugees, and Disaster Relief.

OUR WEAKNESSES

✦ **Emmanuel Has Become Smaller**

We have fewer parishioners today than we enjoyed in the past 10 years. We have lost key contributors of talent, treasure, and energy through deaths and relocations. While some newcomers have joined and contributed their own charisma and energy, we have not enjoyed enough of an increase to offset the loss of energy and talent in equal measure.

✦ **Fewer Hands Make Heavier Work**

As a result of the diminishing numbers and with the impact of the pandemic, opportunities for enrichment through fellowship and social connection have changed or stopped altogether. With fewer parishioners to play necessary roles and support mission endeavors no matter how rewarding they may be, a sense of fatigue has grown in the parish body. Some committees, for example, Real Estate, have grown especially taxed.

✘ A Willing Spirit That Goes Unmatched

While there exists a desire to do and try new things, the energy to take on new endeavors or larger leadership roles has become challenging. When ideas are discussed there is a lot of energy for them, but increasingly there are too few people and shrinking leadership bandwidth to bring them to life. The spirit is willing, but the body, at present, is weak.

OUR OPPORTUNITIES

All parishioners expressed potential for growth by becoming more visible and familiar in the larger community. There is strong consensus that this should be a key goal for the near future.

✘ The Still Hidden Jewel

Our Focus Group sessions revealed a sense among parishioners that Emmanuel is a hidden jewel, and that the surrounding community would benefit from being more aware of Emmanuel parish as a community within the larger community. While *we* know what we are doing, the wider

community is not aware of our accomplishments, fellowship, and warmth. Might there be a wholesome way to draw attention to this quality?

In recent years there has been growth in higher-density residential space, especially close to Wakefield Center. These have attracted commuters, younger single people, and people who prefer condominium living to traditional single-family homes. This presents us with an opportunity to explore ways to potentially meet these newcomers' spiritual needs. Emmanuel's parishioners would like to see even more diversity within the church. Is this local growth in housing an opportunity to welcome a more diverse group of parishioners?

Our Interim Priest also took note of Wakefield's demographic trends. Greater intentionality about what Emmanuel offers may be the key (e.g., a safe space for children and families, very welcoming to LGBTQ+ people, and a spirit of inclusiveness that compares well within the Wakefield church community).



Easter Recessional 2022

✘ Finances and Infrastructure

As noted above, in some ways Emmanuel is well resourced. From the perspective of endowment and tangible assets, Emmanuel is blessed (please refer to our discussion of Finances on pages 26-29) and is perhaps in an enviable position compared to other parishes in leaner financial positions.

As noted by our Interim Priest, the parish buildings have little in the way of deferred maintenance and overall the built infrastructure is sustainable.

WHERE WE SEE OURSELVES NOW



Christmas Eve at Emmanuel

✘ The Canterbury Connection

Emmanuel is most commonly known in the local community as the church where Canterbury Children's Center is located (see page 13). Many parishioners discovered Emmanuel after enrolling their children in Canterbury. Could the Emmanuel/Canterbury relationship be re-envisioned to enhance this "gateway" to Emmanuel?

✘ Food for Thought

Food has been, and continues to be, a big part of mission in our Emmanuel family, but only those in need of the food services that we provide experience our passion for people and giving.

Outside of Emmanuel, few people know that we help our community in this manner. Importantly, food-based mission work has a resonance in the Emmanuel parish community. Is there further opportunity for growth in this space? Might creative or alternative ways of approaching this general area of mission build and strengthen the "connective tissue" of the Emmanuel community? Might this creativity draw new kindred spirits to the fold?

✘ Mission Re-Focusing

An important observation offered by our Vocational Deacon is that, while Emmanuel does a commendable job serving the community (e.g., meals, collections, etc.), there is an energy and eagerness to take Emmanuel's mission work in new directions. However, it has been hard to do so. Guiding Emmanuel to a next level of mission of not just *servicing*, but also of *relating* and *kindling new relationships* through *discussion and other engagement* would be potentially highly transformative.

✘ Interfaith/Inter-Parish Energy

Emmanuel parishioners desire more involvement with other faith traditions in the immediate Wakefield community

and among Episcopal parishes in the surrounding area.

One of the most energetic moments in the lives of the Wakefield church community as a whole is the annual Interfaith Thanksgiving service. While the location rotates between Houses of Worship in Wakefield, what never changes is the energy and joy of witnessing the rectors, priests, rabbis, and other spiritual leaders create something larger than the sum of its parts with the participation of their respective members. We have witnessed similar synergies when Emmanuel has joined with other Episcopal parishes for joint services (e.g., Easter Vigil). *Why stop there?* The intellect and inclusiveness of Emmanuel parishioners may find wonder, energy, and sustenance in more activities of this kind.

✘ Liturgical Flexibility

Parishioners want us to be creative with worship opportunities and experiences, trying alternative times and forms. Flexibility vs. rigidity in liturgy is preferred. The experimentation in liturgy witnessed at the Diocesan level, such as an annual convention, would be welcomed.

✘ **Re-Thinking the Use of Our Facilities**

Coffee houses? Activities for singles? Women, men, and/or families? Further cooperation with Canterbury, and perhaps use of their space on occasion (as has been enjoyed in the past), could be pursued. Parishioners think that we should revisit the use of our other properties: Do we keep or sell our real estate? For the real estate we keep, how might it best be used? Could this re-thinking harmonize with ideas for revealing the “Still Hidden Jewel?”

THREATS TO OUR SUCCESS

✘ **Critical Mass**

We lack a critical mass for relationships to form and drive continued engagement, especially among children. Since we do not have a youth group and are not engaged with other Episcopal youth groups in our region, the “next steps” for our kids as they approach high school age do not exist at Emmanuel. The focus of high school age kids shifts away from Emmanuel, due to the lack of opportunities for involvement, and towards outside

activities, such as school-related sports and social activities. Often parents follow their kids by cutting back on their own involvement since there is no longer a motivation to get to church on Sundays. Fewer children and young people who are involved in church leads to fewer parents/families being engaged and participating in the life of the church and with its members.

✘ **Conflict**

In any group human endeavor, there can be moments of friction or conflict, and Emmanuel, while not rife with conflict, has its own share. A parish survey conducted following the Search Committee’s Focus Group sessions also suggested a need for guidance in this area. The Search



Thanksgiving Harvest Altar

Committee views this “community self-awareness” as healthy and also an opportunity for our future new rector.

SUMMARY REFLECTIONS

A comment offered by our Music Director hits the crux of the matter:

We need to be willing to take risks since we cannot assume that we will be the same parish going forward.

While we are challenged with certain weaknesses and threats, we are also well-positioned with the seeds for a new and exciting stage of development. Our Finance Committee Chair offered his own assessment of our gifts: Incredible fellowship; a hard-working core of parishioners that willingly give of their time and talent; good financials; and a beautiful sanctuary.

Emmanuel is ready to shed the spirit of scarcity; willing to embrace changes in liturgy, music, and spiritual focus; to be inspired; embrace the gospel; and to be open and vulnerable. ❖



FINANCES

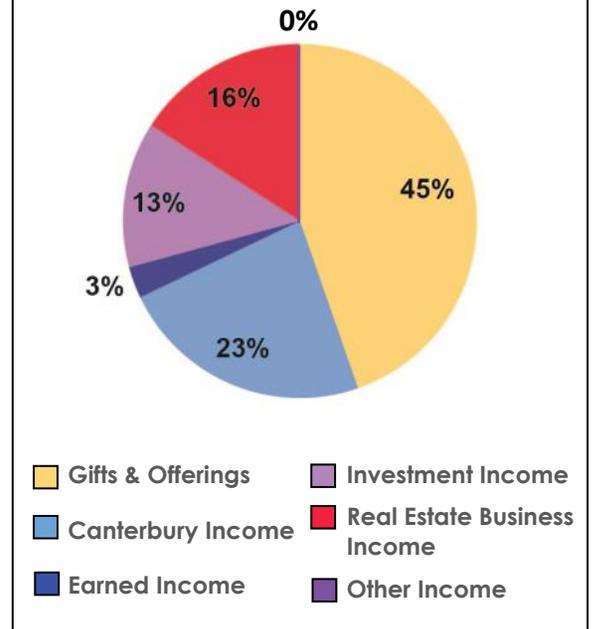
Emmanuel is blessed with robust financials and a strong balance sheet able to support growth, initiate new missions, and weather difficult economic periods. Our strong financial position makes it possible to invest in both the betterment of Emmanuel and in community outreach and mission. This has been achieved (*thanks be to God!*) through the generosity of our parishioners and the diversity of income from our real estate business, our endowment, and facility-use donations from Emmanuel's Canterbury Children's Center mission.

The following summary was prepared by the Chair of Emmanuel's Finance Committee (chartered in support Emmanuel's strategic objectives through effective use of our income) in February 2022, components of which may be impacted by market conditions and/or capital spending needs at any given time.

Church Operations

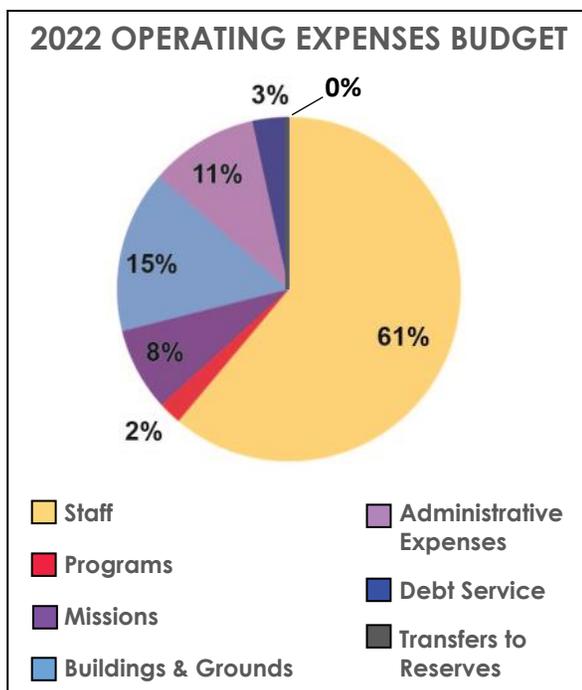
Emmanuel's 2022 operating budget is \$283,000. The largest source of income in the 2022 budget is from gifts and offerings (pledges and plate), which total \$126,700, or 45% of income. Other key sources of income are quarterly withdrawals from the endowment (4% of the average of the last 12 quarters of market value),

2022 OPERATING INCOME BUDGET



Canterbury facilities-use donation (8% of annual Canterbury tuition), and all net operating income from the real estate business after reserve set-asides.

Expenses are dominated by staff salaries including our Rector, Director of Music, Financial Secretary, Administrative Secretary, and Sexton. Building & Grounds expenses include church maintenance and repairs, utilities, insurance, and landscaping and snow removal costs.



Mission expenses include Bread of Life dinners, Wakefield Horizon House dinners, our diocesan assessment payment, and a variety of seasonal and quarterly missions selected by our Mission Commission.

Endowment

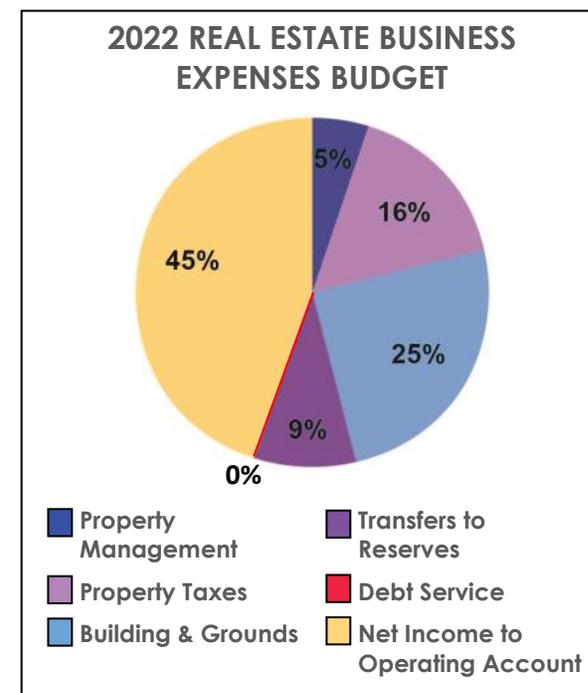
Our endowment is \$1,004,288 at the beginning of 2022 and is made up of investments in Vanguard’s Wellesley

Income Fund Admiral Shares and specific investments with the Diocesan Investment Trust. Annual withdrawals are made quarterly from the endowment to provide income for church operations. The withdrawals are 4% of the average of the last 12 quarters of market value or about \$35,000 per year. The endowment is managed by the Finance Committee to preserve the long-term buying power of the endowment against inflation, erosion from quarterly withdrawals, and investment fees. Our endowment buying power has risen by \$14,893.67, or 1.5%, since the beginning of 2018.

Real Estate Income

Emmanuel owns two properties (three units) adjacent to the church property that are rented to provide additional income and a buffer of control around our church property. The combined assessed value of these properties is about \$1.3 million. Emmanuel also rents its rectory. The real estate business has been managed independently of church operations since the inception of the Finance Committee in late 2018. Rental income is the sole source of income to pay for real estate expenses. The aggregate rents in 2022 from these four units is about

\$100,000. Operating expenses in 2022 are about \$46,000 for property maintenance and repair, utilities, insurance, property taxes, and property management. A percentage of the income—about \$9,000 in 2022—is set aside annually to create real estate business capital and vacancy cash reserves. All additional real estate business net income—about \$45,000 in 2022—is provided to the church to supplement operations.





The Church's administrative offices were recently refreshed.

Canterbury Children's Center

The Canterbury School was established in 1965 and became a licensed daycare center in 1980 when it was renamed the Canterbury Children's Center. It remains a non-denominational daycare/pre-school and church mission operated out of Emmanuel's facilities and chartered under the auspices of Emmanuel. In 2021, the Finance Committee and vestry negotiated a new agreement with Canterbury, whereby the Center pays Emmanuel 8% of their annual tuition—about \$65,000

in 2022—for use of Emmanuel's facilities for classrooms and a playground. Our mission to Canterbury and the local community to provide lower cost daycare is preserved through the discounted rate for facilities use relative to the local market value for the space.

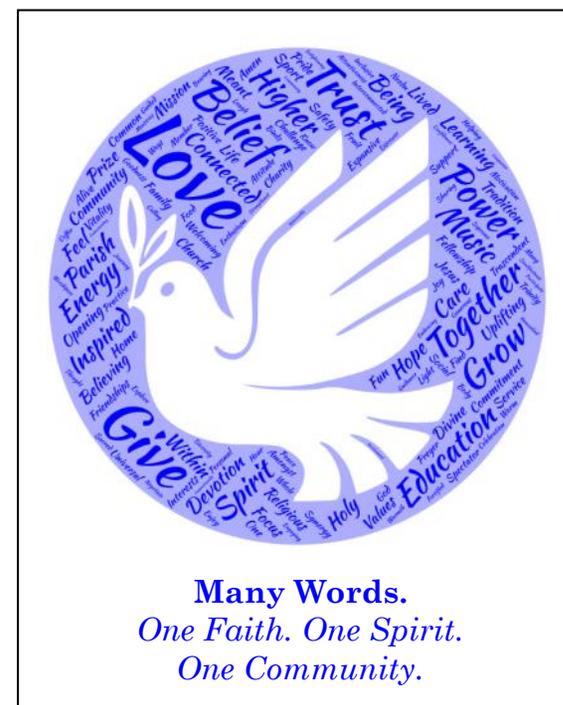
Financial Summary

Emmanuel is poised to move into the future with our new rector buoyed by a strong balance sheet, robust cash reserves, and a healthy endowment. Emmanuel has net assets of about \$7.76 million as of January 2022, of which \$5.28 million are permanently restricted and \$2.43 million are temporarily restricted. Long-term debt is only \$89,000 for two capital improvement loans. The church has about \$63,000 in unrestricted cash and another \$80,000 in designated cash reserves for capital reserves, rector sabbatical leave, and real estate vacancy reserves.

Stewardship

In 2012, Emmanuel's stewardship drive efforts underwent significant change. This was inspired, in large part, by the

guidance of The Rev. Noah Evans, formerly of Grace Episcopal Church in Medford, Massachusetts, offered at a church governance forum sponsored by the diocese. Key to the change in approach was a significant expansion in transparency and education, where parishioners were able to see clearly and anonymously where they stood in terms of their own contributions, where



Many Words.
One Faith. One Spirit.
One Community.

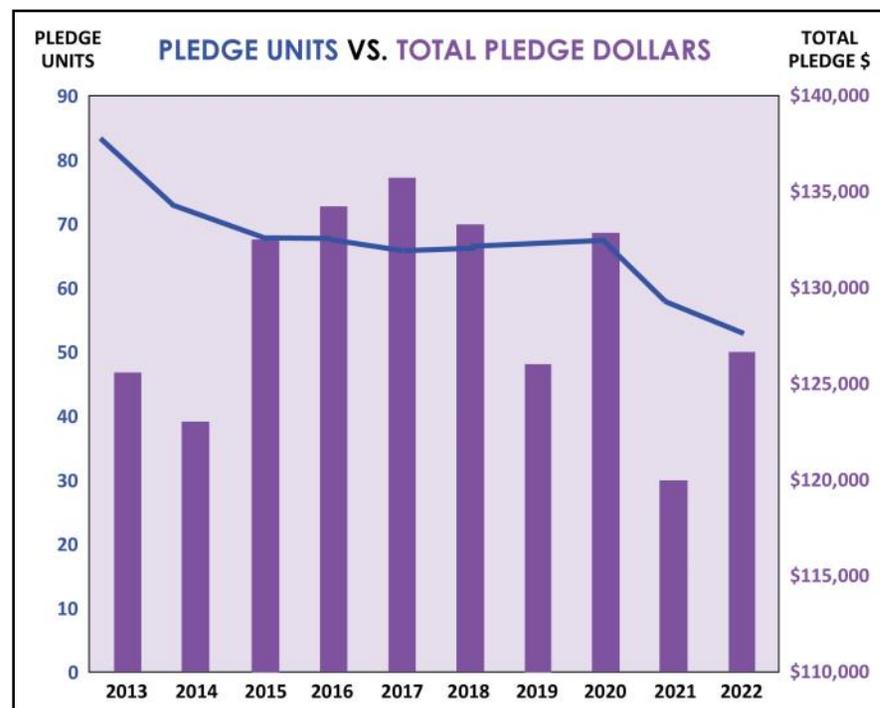
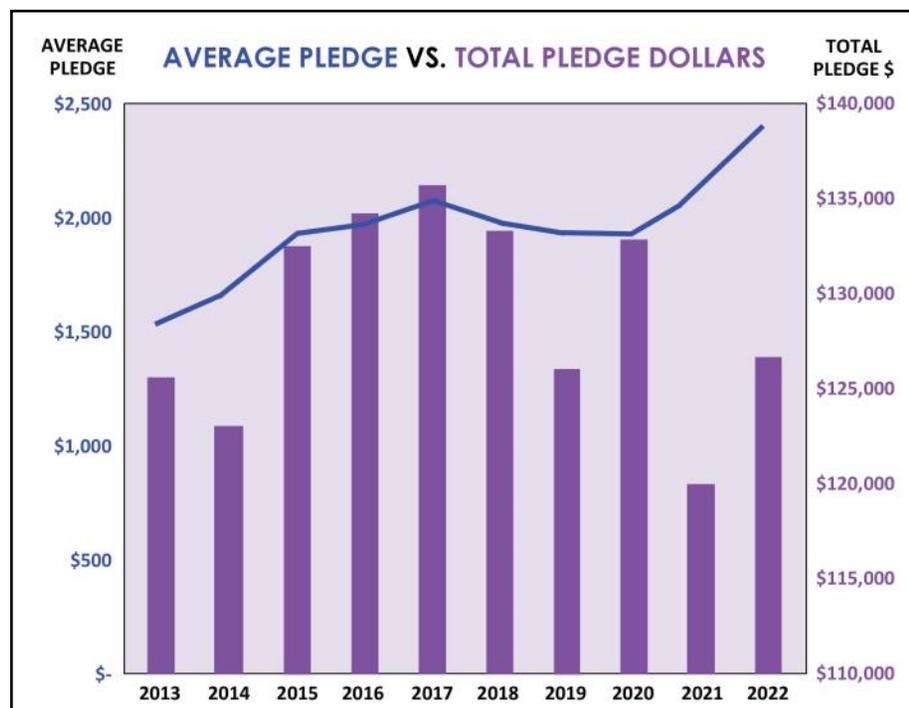
The logo for Stewardship 2022 was a word cloud created by parishioners.

Emmanuel stood in comparison to the wider diocese, and where Emmanuel stood on a national basis. The message was well received, the education appreciated, and response from the parish was uplifting, and led to a significant turnaround in pledging trends.

It is safe to say that Emmanuel’s parishioners are comfortable engaging in stewardship discussions and is proof positive that a well-educated parish is a stronger parish.

The charts below show Emmanuel’s pledging trends over the last ten years.

While the trend in pledge unit decline is sobering, what is uplifting is the counter trend in average pledge dollars. Clearly, the decline in parish size is a challenge, but Emmanuel’s positive and improving attention to pledging bodes well for the security of the parish if that challenge can be surmounted. ❖



Emmanuel is poised to move into the future with our new rector buoyed by a strong balance sheet, robust cash reserves, and a healthy endowment.



WHERE WE HOPE TO GO

Echoing the Summary Reflections from the critical self-evaluation, Emmanuel finds itself at a crossroads. While blessed with good financials and a core of hard working and talented parishioners, we share many of the same challenges faced by other Episcopal churches: Declining membership, fewer youth, and growing fatigue in the parish leadership body.

Nevertheless, there is growing anticipation and hope buoyed by the opportunity for change. The data from our focus groups and parish survey both align with the thoughts and insights of key leaders at Emmanuel:

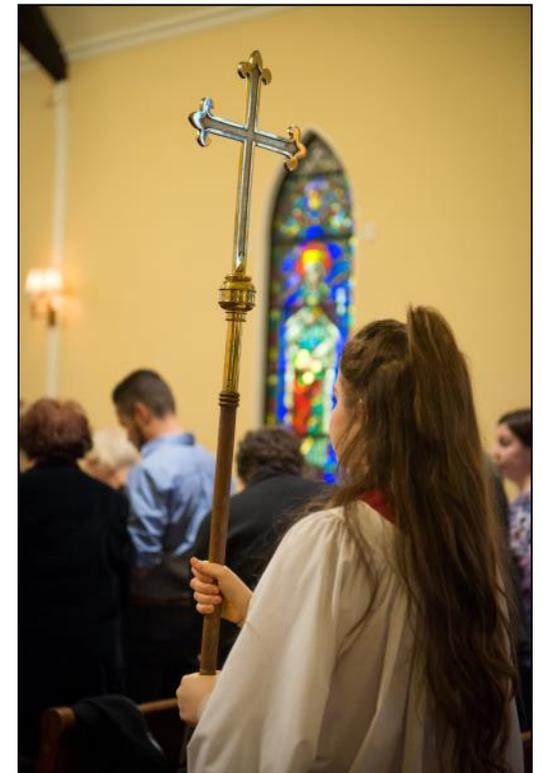
Emmanuel is ready for, desires, and is well-positioned for change.

Emmanuel parishioners are pining to turn ideas into action, are open to new ideas on mission and engagement, will welcome new and alternative forms of worship, and earnestly seek a spiritual, God-grounded and active prayer life.

And where do we hope to arrive?

✦ A Family Outside of Our Family

Everyone is drawn to the warm, welcoming nature of our parish. We accept everyone for who they are, and we do our best to support members of the parish when they need it most. This is not a change we seek, but rather a quality we wish to retain, if not enhance.





✦ Children Are the Future

We love the children of our parish—the energy they radiate when they are performing at worship and the bonds they have helped form among parents. The parish’s children lift us all up. We want to continue to be a place where young children feel safe, feel heard, and where they can learn to use their unique talents to serve God and their neighbors.

✦ Increasing Our Diversity

We envision a future where our pews are filled by people of different colors, socio-economic backgrounds, and work-life demographics. Wakefield’s changing demographics are bringing an influx of new people outside of traditional families, and we would love for some of these people to grow with us. We have also proven to be welcoming to the LGBTQ+ community, and there is no limit to the openness of our welcome.

✦ Improved Presence in the Community

We are commonly known as the “church next to Canterbury,” and few outside our walls know of the many



ways that we serve the community. We feel that we are a “hidden jewel” with so much to offer, and we want to learn how to connect better with the community at large.

✦ Improving Our Commitment to Pastoral Care

Many have noted that our efforts to provide spiritual support to the most senior members of our parish has declined in recent years. We want to ramp up our efforts to keep these people connected to our community and to make sure that their spiritual needs are being met. ✦



QUALITIES WE SEEK IN A RECTOR

Through the focus groups and parish survey, Emmanuel's parishioners provided direction on the qualities sought in a new rector that align strongly with where we hope to grow as a parish.

The following summarizes the top ten responses from the parish, arranged in order per the survey, with the top three strongly echoing Emmanuel's relational and spiritual character.

✧ Inspire and Connect with People

Emmanuel is small and close-knit and this quality will be an advantage to the new rector, especially one with an eye for recognizing and drawing out parishioners' talents.



*The Rev. Stephanie Chase Bradbury
Zooming on Sunday morning.*



The Rev. Holly Hartman, Deacon

✧ Kind and Joyful

Emmanuel is rooted in fellowship, and a kindred spirit will find a welcome home here.

✧ Spiritual/God-Grounded/ Active Prayer Life

Emmanuel's parishioners enjoy a worship-centered church life, and view this as a key quality for our new rector.

✧ Keen Sense of How to Balance Multiple Responsibilities

Knowing how to balance commitments to the parish priorities and diocesan/larger Wakefield connections will be a needed strength in this 3/4-time rector position.



A community outreach event
in October 2021.

✦ Attract Diversity of New Members

Emmanuel's parishioners seek a rector whose spirit of inclusiveness aligns with their own.

✦ Relate Readings to Everyday Life

Emmanuel's parishioners seek a rector who can help a parishioner answer Jesus' question: "Who do you say I am?" (*Matthew 16:15*)

✦ Substantial Effort to Grow the Church

Emmanuel's parishioners seek to partner with a rector focused on growing Emmanuel. (Note that at a joint meeting of the Vestry and the Search Committee to coordinate the finalization of

the Parish Profile, this quality was significant topic of conversation, reflecting the priorities of the parish leadership).

✦ Sense of Humor

Emmanuel's parishioners are passionate about church and mission, but also take what we behold in life in good humor, and hope that our new rector can, too.

✦ Actively Provide Religious Education

For Emmanuel's parishioners, this quality is closely tied to the qualities *Spiritual/God-Grounded/Active Prayer Life* and *Relate Readings to Everyday Life*. Bible teaching, particularly from the pulpit, helps build the foundation of our faith and engages parishioners seeking a deeper understanding of God, the Bible, and our place in the world...and is a source of joy for many in our congregation.

✦ Skilled at Conflict Resolution

Emmanuel, while a church, is inextricably a human endeavor. In God's image, certainly, but a human enterprise is a noisy one...even when those sounds are made with positive

intent...and sometimes those sounds need to be brought into the harmony of a joyful noise rather than ignored.

We offer these guideposts to highlight areas of focus and investment for Emmanuel's new rector, who we trust will find the experience rewarding and transformative...*for both they and us.* ✦





HOW TO APPLY

Thank you for your interest in
Emmanuel Episcopal Church.

Please apply via e-mail on or before
October 6, 2022, to the Search Committee
Co-Chairs:

[Nikki Nash-MacIsaac](#)

and

[David Sullivan](#)

Or by mail to:

**EMMANUEL
EPISCOPAL CHURCH**
c/o Search Committee
5 Bryant Street
Wakefield, MA 01880

Questions? Please contact the Search
Committee Co-Chairs. ❖



Pentecost Sunday 2022

A PRAYER FOR THE SEARCH COMMITTEE



Almighty God, you know the needs of your Church in every place; look graciously upon the people of Emmanuel Church and grant the Search Committee the guidance of your Holy Spirit as they seek a new rector for this parish. Grant them discernment, wisdom, and guide them as they listen for your voice. All this we ask in Jesus' name.

AMEN.

EMMANUEL EPISCOPAL CHURCH

STAFF

The Rev. Stephanie Chase Bradbury
Interim Priest

The Rev. Holly Hartman
Deacon

Michael P. Salvatore
Director of Music

Lisa Ventura
Parish Administrator

Mary Nestor
Financial Secretary

Doug Lloyd
Sexton

VESTRY

Audra Bartz
Faith Hodgkins
Co-Wardens

Paul LaSpina
Treasurer

Kathryn Adams
Clerk

Lauren Berry
Gail DeNatale
Aimee Forsythe
Chrissie Hoag
Keith Santarelli
Brandy Weddington

SEARCH COMMITTEE

Nikki Nash-MacIsaac
David Sullivan
Co-Chairs

Kim Collins
Doug DeNatale
Margaret Gilligan
Dawn Jackson
Michael Jewer
Ryan McCann
Keith Santarelli
Amy Walsh



**EMMANUEL
EPISCOPAL CHURCH**

✠ GROWING IN FAITH ✠
**Come
and
grow
WITH US**
✠ GROWING IN SPIRIT ✠



✠ GROWING IN COMMUNITY ✠

8 Bryant Street
Wakefield, MA 01880

www.emmanuelwakefield.org