



CHURCH OF THE REDEEMER
Parish Profile
2025

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Members of Rector Search Committee

CHAIR

Michael DelCharco, Junior Warden

MEMBERS

Prudence Baldwin	Kyle Higginbotham
Wesley Bowling	Courtney Murray
Adam Brandon	Hugh Perry
Doris Cheshire	Molly Taunton

The search committee comprises parishioners who represent a wide range of ages, perspectives, and involvement at Church of the Redeemer, from long-time members who raised their children in our parish, to parents of children and teens active in our youth ministries, to newer members and even a college student who grew up at the church. This group serves in multiple areas of ministry, including vestry, small groups, missions and outreach, youth, audio-visual, prayer ministry, and more.

Contact

Letter of Interest, Resume, and links to three Sermons to be sent to

CHURCH OF THE REDEEMER

Attention: Michael DelCharco
apply@redeemeranglican.church



Introduction

Church of the Redeemer is a welcoming, biblical, intergenerational, Anglican community led by the Holy Spirit to equip disciples to proclaim the good news of Jesus Christ to all people by word and action, in order to offer them the fulfilling life, freedom, and hope found in Christ alone.

Parish History

FOUNDING AND MILESTONES

Redeemer was established as a mission congregation by the Episcopal Diocese of Florida on March 17, 1951, beginning in a two-car garage with a dirt floor. We became a parish (self-supporting with a rector) in January 1964.

In 1984 the parish relocated to Southside Blvd. where it grew and flourished. A sanctuary was built along with places for fellowship, learning and administration. Through a generous donation the mortgage was paid off in December of 1994. After leaving The Episcopal Church in 2007, we left our buildings behind and moved to Baymeadows Road, sharing space with Beth Israel Messianic Congregation who had previously shared space with us. On Christmas Eve 2010, we moved to our own space again, in an office park off Phillips Highway near Butler Blvd. There we gladly invited Ethiopian, Sudanese and Messianic congregations to share the facility with us. Most recently, in February 2023, we once more relocated to share space with Beth Israel in their new sanctuary on Baypine Road.

Our remarkable journey continues and has given us a powerful testimony to the goodness and faithfulness of God!

CLERGY

Rev. Henry W. Prior, Priest in charge - February 1957 to June 1959

Rev. Columbus B. Smith, Deacon in charge - July 1959 to April 1960, Vicar - April 1960 to December 1961

Rev. Roger K. Steinhauer, Vicar - June 1961 to January 1964, Rector - January 1964 to September 1967

Rev. Peter M. Horn, Rector - February 1968 to August 1976

Rev. James A. Cullipher, Rector - September 1976 to February 1984

Rev. Dr. E. John "Jack" Dyer, Rector - July 1984 to June 1987

Rev. Davette Turk, Priest-in-Charge - July 1987 to March 1988

Rev. Neil G. Lebhar, Rector - March 1988 to September 2009

Rev. Bill Driscoll, Rector - October 2009 to July 2024

Right Rev. Neil G. Lebhar, Bishop-in-Residence - August 2024 to present

Worship Life

Worship at the Church of the Redeemer is grounded in traditional Anglican liturgy, blending reverence with a vibrant sense of community. Services follow the structure of the Book of Common Prayer, incorporating scripture, prayer, and the sacraments as central elements of worship.

LITURGICAL CALENDAR

The church observes the liturgical calendar, celebrating all its seasons, which shape the rhythm and focus of worship throughout the year. Advent preparation frequently involves serving one of our outreach partners. The Christmas pageant is a parish-wide event where all rehearse and review the story. In preparation for the season of Lent we enjoy celebrating Shrove Tuesday with a pancake supper. Lent begins on Ash Wednesday with a morning, noon and evening service of confession and imposition of ashes. Holy Week includes a Maundy Thursday service and Good Friday services. Frequently, a Tenebrae service is held Friday evening. Easter is a joyous celebration of the Good News of the resurrection. Occasionally, our Holy Week observations will include Stations of the Cross, a Seder meal, or a foot washing service.

WEEKLY SERVICES

Redeemer offers a regular Sunday service, with Holy Communion as a core part of worship, emphasizing the sacramental life central to Anglican faith. Worship is complemented by congregational singing, featuring a mix of hymns and contemporary songs.

DISCIPLESHIP HOUR

Redeemer offers Discipleship Hour for all ages in the hour before worship on Sundays. The purpose of this time is to help the congregation fulfill its mission “to make followers who know Christ, grow together and go into the world.” Typically, there are 15 - 25 adults that attend this teaching, which is held in our common space. While all adults are encouraged to attend, there is a focus on small group leader development. Students, grades six through twelve, meet during this time in the small chapel. They are engaged in robust preparation for confirmation. Younger students meet in the children’s space for a rehearsal of catechism and family prayer. Parents cycle through this class, so they can learn how to lead worship in their homes.



Vision and Values

VISION

Redeemer will be a community in which every member is actively engaged in knowing Christ, growing together, and going into the world, both individually and corporately, to advance the Kingdom of God.

MISSION STATEMENT

God calls us to make followers who Know Christ, Grow Together and Go Into the World.

OUR CORE VALUES

1. Knowing Christ through Scripture

With Scripture as the foundation for all that we do and believe, we value in-depth, biblical teaching, going deep into the word and discerning how to live it out. Teaching and discipleship take place not only from the pulpit but throughout our adult and student discipleship programs and in our small groups.

2. Knowing Christ through worship

We value our Anglican heritage and its liturgy as the framework for our corporate and personal worship throughout the liturgical year. We aim to make the Anglican way meaningful and accessible as a powerful means of discipleship. Our Sunday morning worship is characterized by a “middle” way that blends high and low church elements, and we also incorporate Anglican morning and evening prayer into the structure of our children, youth, and adult discipleship programs.

3. Growing together through Community

We value our intimate, caring community of people who know, love, and serve one another. This sense of community is fostered by our involvement in small groups, outreach, and fellowship opportunities. Moreover, we believe in the gifts and power of the Holy Spirit to equip us to pray for one another and “stir up one another to love and good works” (Hebrews 10:24).

4. Growing together through multi-generational discipleship

We value discipleship for each age and stage of life at Redeemer and seek opportunities for interaction and service together not only in our worship, but through our outreach and fellowship opportunities.



5. *Going into the world through generosity*

We value generosity with our time, talent, and treasure in support of our church's mission and ministries. We ascribe to the Biblical tithe for our congregants in support of the church, and as a church we generously support our outreach partners and contribute to the operations and ministries of the Gulf Atlantic Diocese.

6. *Going into the world through outreach*

We value sharing the love of Christ in our community. In particular, we have close partnerships with community organizations that are making a local impact caring for the last, the lost, and the least. As a church, we offer our congregants frequent opportunities for active involvement through tangible ways of serving with these organizations.

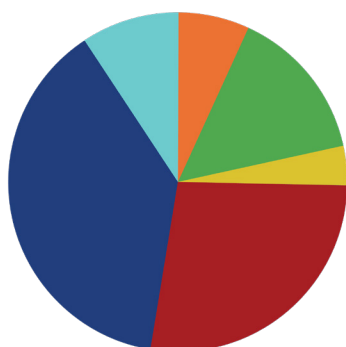
Demographics

Located on the Southside of Jacksonville, our parish comprises congregants from a large swath of the city, including Southside, Arlington, Mandarin, the Beaches, and St. Johns. As of fall 2024, our current active members total about 160, made up of 56% women and 44% men. Redeemer's ethnic makeup is predominantly white, though about 6% of our members are Black. Our average Sunday attendance is just over 100, which has been consistent since 2021.

Worth noting, prior to the COVID-19 pandemic, our weekly attendance was about 180, which indicates a significant (44%) decrease in our regular worshipping community in the post-pandemic era. Looking further back, we have experienced additional attrition over our three moves since 2007.

We value intergenerational worship and community as a vital part of our identity and mission, and it is our heart's desire to expand our outreach to individuals and families at all ages and stages of life. We particularly recognize the importance of drawing young adults (Gen Z) and Millennials into the life of the church, especially as broader cultural trends indicate a growing disconnection from religious identity and church attendance for these younger adults, coupled with an alarming increase in loneliness for all ages.

REDEEMER BY AGE



- Infants & Children - 6.8%
- Students (Middle/High) - 14.8%
- Younger Adults (19-34) - 3.7%
- Middle Adults (35-59) - 27.2%
- 60s-70s - 38.3%
- 80s-90s - 9.3%



Ministries And Programs

YOUTH MINISTRY

In addition to the Sunday discipleship hour our youth also meet on Wednesday nights for fellowship, teaching and prayer. The evening starts with a covered dish meal for volunteers, students and children and an intergenerational game. The youth then gather for a short teaching followed by splitting into small groups for prayer. The entire group gathers again for a closing collect and the Lord's prayer. Our youth are both leaders and participants in several diocesan programs including Dynamos, an experience of Christ's love presented for high school students by other high school students with the support and assistance of adult leadership and clergy; Camp Araminta, our diocesan spend the night summer camp; and Soul in the City, a week-long overnight summer camp where students invest their time and talents in our local community. Students fundraise together throughout the year for a trip to Orlando to attend the Rock the Universe Christian music festival.

CHILDREN'S MINISTRY

Children build on their Sunday discipleship hour time in two ways. During the sermon, Nicene Creed, and prayers of the people, they dismiss to the children's classroom where they act out the Gospel, say the Creed, and pray, using a version of the prayers of the people that they wrote, before joining the congregation for communion. On Wednesdays, the children enjoy the large group dinner and game before breaking into their own small group for games, conversation or a video. They end by praying for one another before joining the larger group for the closing. Our children in fourth and fifth grade enjoy the diocesan summer camp, Araminta.

SMALL GROUPS

Our small groups are an important space for our congregation to grow both spiritually and relationally. Each group is unique, but each includes Bible study, caring for one another, and prayer. Often the group leaders will attend the Sunday morning discipleship hour in order to be better prepared to lead their groups. Currently, we have almost 10 active small groups, with approximately 57 total parishioners attending. This is an area where we want to see both growth and a clear path for how to join.

MEN'S BIBLE STUDY

On Thursday mornings at 7:00 men gather both in person or via Zoom for Bible study and to pray for one another. They follow the lectionary and study the scripture that will be the focus of Sunday's sermon. This is typically led by Bishop-in-Residence Neil Lebhar and lay leaders.



WOMEN IN THE WORD BIBLE STUDY

On Tuesdays at 11, we have a women's Bible study that meets via Zoom for Bible study and fellowship.

PRAYER MINISTRY

We have two different groups of prayer ministers at Redeemer. The prayer chain is an email group that prays for the needs of the community. These concerns are primarily emailed by a lay leader, but are also shared by priests and other members of the team. We also have a team of prayer warriors that serve once a month to pray with people during communion. Whether by email or in person, all prayer concerns are confidential.

MUSIC MINISTRY

Our music team reflects the diversity and multi-generational makeup of our congregation. Their practice sessions also serve as a time where they share needs and pray for one another.

AUDIO VISUAL AND SOUND BOOTH

This small but important team is critical to the flow of our worship services. While we still print the weekly service leaflet, many prefer to read the liturgy on the screens. This team also oversees the live-streaming production and recording of the sermons each Sunday, with the main posting on YouTube and a minor posting on Facebook. It allows members and visitors to participate actively in the church if they cannot physically attend in person.

NEWCOMERS MINISTRY

Our team of greeters offers our Redeemer family the opportunity to welcome visitors as well as greet their brothers and sisters with a smile and a handshake. Our monthly Open House lunches also provide an opportunity for newcomers to get to know people. However, we have recognized the need for further growth in connecting newcomers to small groups and the life of the parish, so we have recently assigned a lay couple to build our newcomers ministry.

PASTORAL CARE

Currently our pastoral care is without a lay leader. The clergy work to communicate needs and teams are being formed when the need is great. However, often needs go unmet and/or undiscovered.



OUTREACH AND MISSIONS

Outreach is critical to our mission as we “go into the world.” We are committed to using ten percent of our tithes and offerings to bless our ministry partners. We strongly encourage and promote opportunities for hands-on service. All our ministry partners are locally based, with the exception of Isaiah 1:17 House and Kairos, and can be divided into three groups:

Refugees - First 90, Beyond 90, Kim's Open Door

Foster and Adoptive Children - Haven Retreats, Isaiah 1:17 House

Prisoners - Kairos, Prisoners of Christ

We also support foreign missionaries, Eric & Svetlana Voelz, in their ministry to Sweden and Armenia. Throughout the year, we have several gateway events designed to invite friends and neighbors; each event also features support for one of our outreach partners. In addition, instead of the traditional VBS we conduct an intergenerational Vacationing By Serving. That week families gather each evening as we focus on a specific ministry partner and the people they serve. These evenings are filled with laughter as attendees of all ages play games, learn, and make crafts designed to support the highlighted ministry partner.

NEIGHBORHOOD OUTREACH

Since we are currently located in an office park we have adopted several creative ways to reach our neighbors. These include offering free coffee from a local Christian coffee truck (Cup of Job), a cookout with free hotdogs, and opening our doors for prayer during Holy Week.

OPEN HOUSE

The first Sunday of every month our small groups take turns serving lunch immediately following the service. Open House creates opportunities for Redeemer to “grow together” as a community. It's also an extremely valuable moment to form connections with visitors and newcomers as well as with those not yet part of a small group.

DIOCESAN ENGAGEMENT

Our Parish is an active member and leader in the Gulf Atlantic Diocese. We participate in youth and children's events, including Dynamos, Soul in the City, and Camp Araminta, as well as attending Synod and Equipping the Saints.



PARISH WIDE EVENTS

Several parish wide events have been mentioned in the Worship Life and Outreach sections. We particularly enjoy our annual parish picnic, a gateway event that includes an outreach component. Every couple of years we also plan a parish retreat. A parish favorite is our Redeemer's Got Talent talent show. Our amazing youth take charge of organizing and leading this, but all ages are invited to participate in and attend this wonderful evening.

Governance and Administration

The governance of Redeemer is rooted in a collaborative structure, ensuring that clergy, vestry, staff, and lay leaders work together to serve the mission and vision of our parish. Our governance follows traditional Anglican practices, providing both spiritual leadership and organizational oversight.

THE VESTRY

The vestry at Redeemer serves as the primary lay leadership body, responsible for guiding the church's mission, managing finances, and overseeing property and facilities. Elected by the congregation to a three-year term, vestry members are committed parishioners who work closely with clergy to make key decisions affecting the church community. The current vestry members are:

Bob Baldwin (Senior Warden), Michael DelCharco, (Junior Warden), Tracy Winfree, Wes Bowling, Sarah Skinner, Jackie Howland, Bill Haft, Thomas Berger, Courtney Murray

CLERGY

Our rector leads the spiritual and pastoral life of the church, overseeing worship, preaching, teaching, and pastoral care. The rector collaborates with the vestry to set the church's vision and priorities. Additionally, Fr. Scott Schultz serves as the Associate Rector for Discipleship and Families, a full-time role overseeing all children's, youth, and adult discipleship that also includes regular preaching. Other clergy include our deacons, Rev. Jeanne Higgins and Rev. Katie Black-Bowling, as well as Fr. Mark Murray, each of whom has a primary role outside of Redeemer but is active in the life of our church and supports the rector's ministry through preaching, teaching, serving, and pastoral care as needed.

STAFF

Redeemer's staff includes part-time and volunteer individuals dedicated to specific areas of ministry. Each staff member plays an essential role in the daily functioning and ministry of the church, supporting both the operational and pastoral needs of our parish.



CURRENT STAFF

- ♥ Shirley Combs - Parish Administrator (part-time)
- ♥ Hannah Jones - Worship Director (part-time)
- ♥ Rev. Jeanne Higgins - Deacon (part-time)
- ♥ Doris Cheshire - Director of Missions and Outreach (volunteer)
- ♥ Christi Matteson - Bookkeeper (part-time)
- ♥ We also have a paid, background-checked nursery worker.

LAY LEADERSHIP

Lay leaders at Redeemer are active members who offer their gifts and talents to various ministries, from worship and hospitality to outreach and education. Through committees, ministry teams, and small groups, lay leaders are integral to the church's vitality and engagement with the wider community.

Together, this governance structure enables Redeemer to flourish as a community, allowing clergy, vestry, staff, and lay leaders to work in unity, honoring Anglican tradition and fostering a vibrant church life.

Facilities And Infrastructure

The Anglican Church of the Redeemer shares a welcoming and versatile facility with Beth Israel Messianic Congregation, fostering a positive and cooperative relationship. As part of our sublease agreement, Beth Israel predominantly utilizes the space on Saturdays, while Redeemer holds services and activities on Sundays and Wednesdays.

Our worship space comfortably accommodates up to 200 people. We have a common space with a kitchen area that serves as a hub for casual gatherings, such as fellowship lunches, Wednesday community dinners, Adult Discipleship hour, Open House and other church events, creating opportunities for connection and growth. This space is frequently utilized and often too small for our needs.

The facility also includes several classrooms and dedicated children's ministry rooms, offering a nurturing and engaging environment for Christian education and youth activities. Additionally, we maintain office space for administration and clergy, supporting the day-to-day operations and pastoral work of the church.

Our facilities reflect our commitment to fostering a vibrant and active church community, providing the necessary spaces to worship, learn, and serve together effectively.

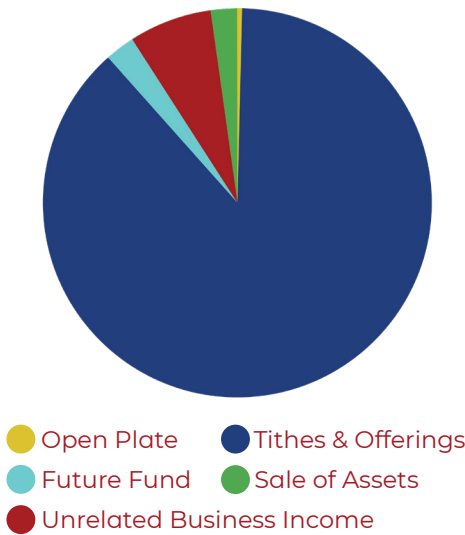


Our congregation has moved facilities several times over the past 15 years and has learned the lesson that the church is the body and not the facility. However, parishioners have shared that we would like eventually to move into a more permanent location with more of a neighborhood feel.

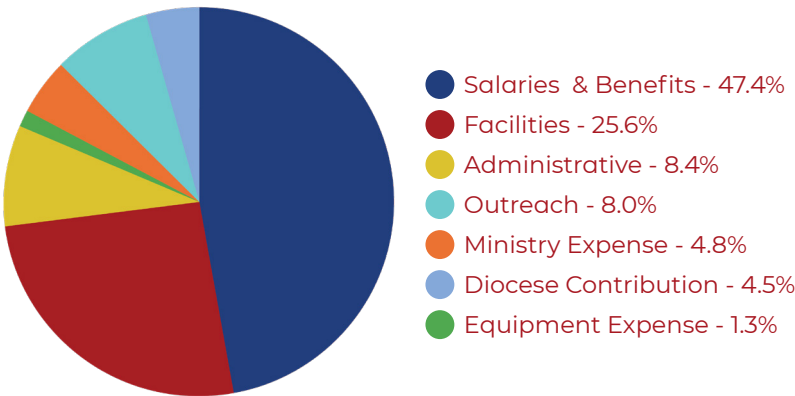
Financial Overview

YEAR	TOTAL GIVING	CHANGE FROM LAST YEAR
2015	\$756,182	-7.7%
2016	\$771,552	2.0%
2017	\$652,176	-15.5%
2018	\$687,948	5.5%
2019	\$691,992	0.6%
2020	\$649,407	-6.5%
2021	\$648,190	-0.2%
2022	\$609,768	-5.2%
2023	\$573,611	-5.9%
2024	\$467,549	(through November)

2023 INCOME SOURCES



2024 BUDGET



The vestry found that assigning an “advocate” from the vestry to work with the Rector for discussions of annual reviews, salary adjustments, and other issues of compensation is beneficial. The vestry is guided in compensation for the rector, clergy, and staff by the Diocesan Guidelines. These guidelines were outlined in the 2024 Synod Guide, beginning on page 51.

[click below to view](#)

2024 SYNOD GUIDE

Strengths and Challenges

Our congregants describe Redeemer as a loving, intimate community where members are known and cared for. We have a deep love for Scripture, our Anglican heritage, discipleship at all ages, fellowship through our small groups, and a heart for going out into the world through outreach partnerships to the most vulnerable in our community. As a parish, we have experienced many challenges, including multiple moves and changing rental agreements, the COVID-19 pandemic, staff changes, and a resultant decline in membership. However, we have learned through these changes that the church is not the building, but the people, and we currently find ourselves in a healthy season, spiritually, relationally, and financially. We are blessed by the Lord's peace and provision during this time through our shared space with Beth Israel and our former rector Bishop-in-Residence Neil Lebhar's service as our interim rector.

We look forward with hope to what the Lord has in store for our parish in this next season. As a congregation, we are eager to take a more active, missional presence in our community, but we need vision, coordination, and team-building to take us in this direction. Recognizing that younger adults (20s-30s) are woefully underrepresented in our congregation, we especially hope to develop creative approaches for reaching this population in our community and incorporating them more fully into our parish life. Some key opportunities for discipleship - such as in-person women's ministry or a class for adults on Wednesday nights - are currently nonexistent. We also see the need for clearer processes and structures for welcoming newcomers, connecting people to small groups, and providing pastoral care.





Qualities Desired in a Rector

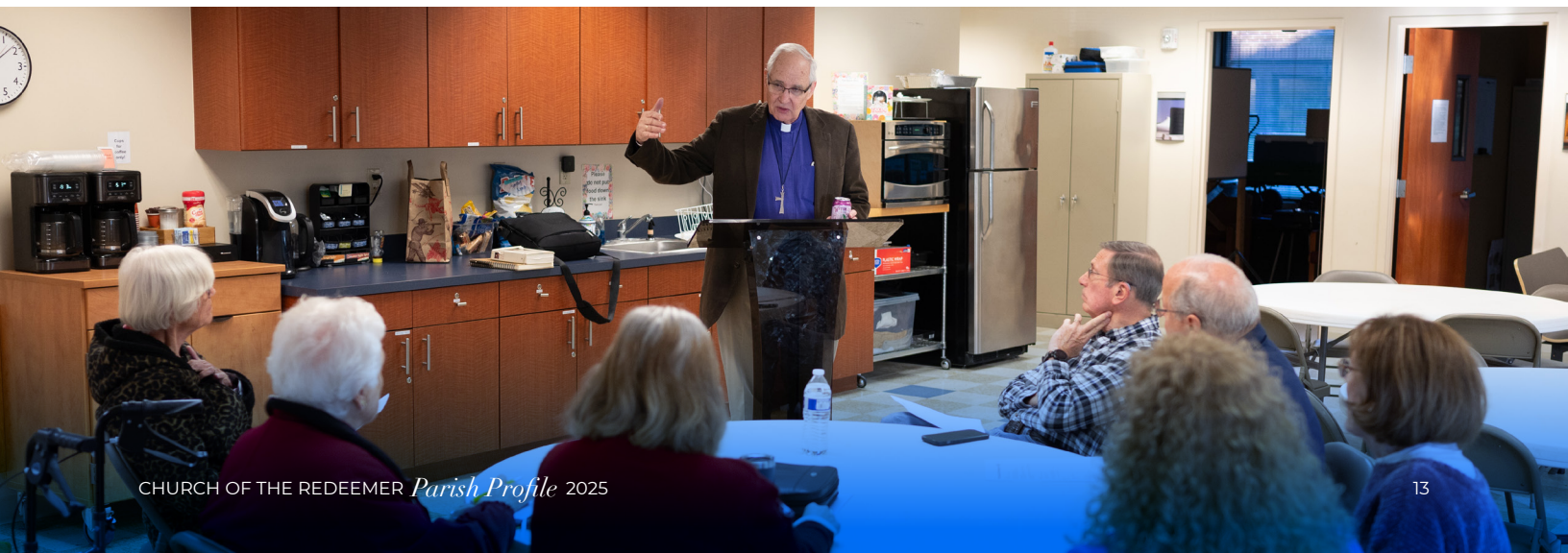
The Anglican Church of the Redeemer seeks a rector who will embrace our vision, mission, and core values, leading us to grow deeper in Christ and broader in our impact as a church. Our congregation is committed to a vibrant, multigenerational community where discipleship, outreach, and worship are at the heart of all we do. We desire a rector who will lead us forward in these ministries, helping us grow both spiritually and numerically, while fostering systems and programs to empower lay leadership.

We seek a leader with strong self-awareness and a passion for collaborative ministry—someone who can inspire and guide us while equipping the church for sustainable growth. The ideal rector will have the ability to mentor and develop our lay leaders, ensuring that every member has opportunities to engage actively in our mission to “Know Christ, Grow Together, and Go Into the World.”

A deep love for Scripture, Anglican liturgy, and biblical teaching is essential. We value preaching and teaching that challenges us to go deeper in our faith and equips us to live it out in our daily lives. We hope for a rector who values our liturgical heritage and can skillfully blend both traditional and contemporary elements to create meaningful and accessible worship experiences.

Finally, we seek a rector who shares our commitment to community, generosity, and outreach. This leader will join us in caring for one another and for the “last, the lost, and the least” in our local area, while helping us discern and embrace opportunities to expand our ministry and impact. Above all, we are looking for a faithful shepherd who will walk alongside us as we seek to advance the Kingdom of God together.

Candidates must align with Redeemer’s theological stance on women’s ordination and roles in worship, including preaching, celebrating, and serving as deacons.





CHURCH OF THE REDEEMER

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