CHURCH OF THE REDEEMER

Parish Profile

2026

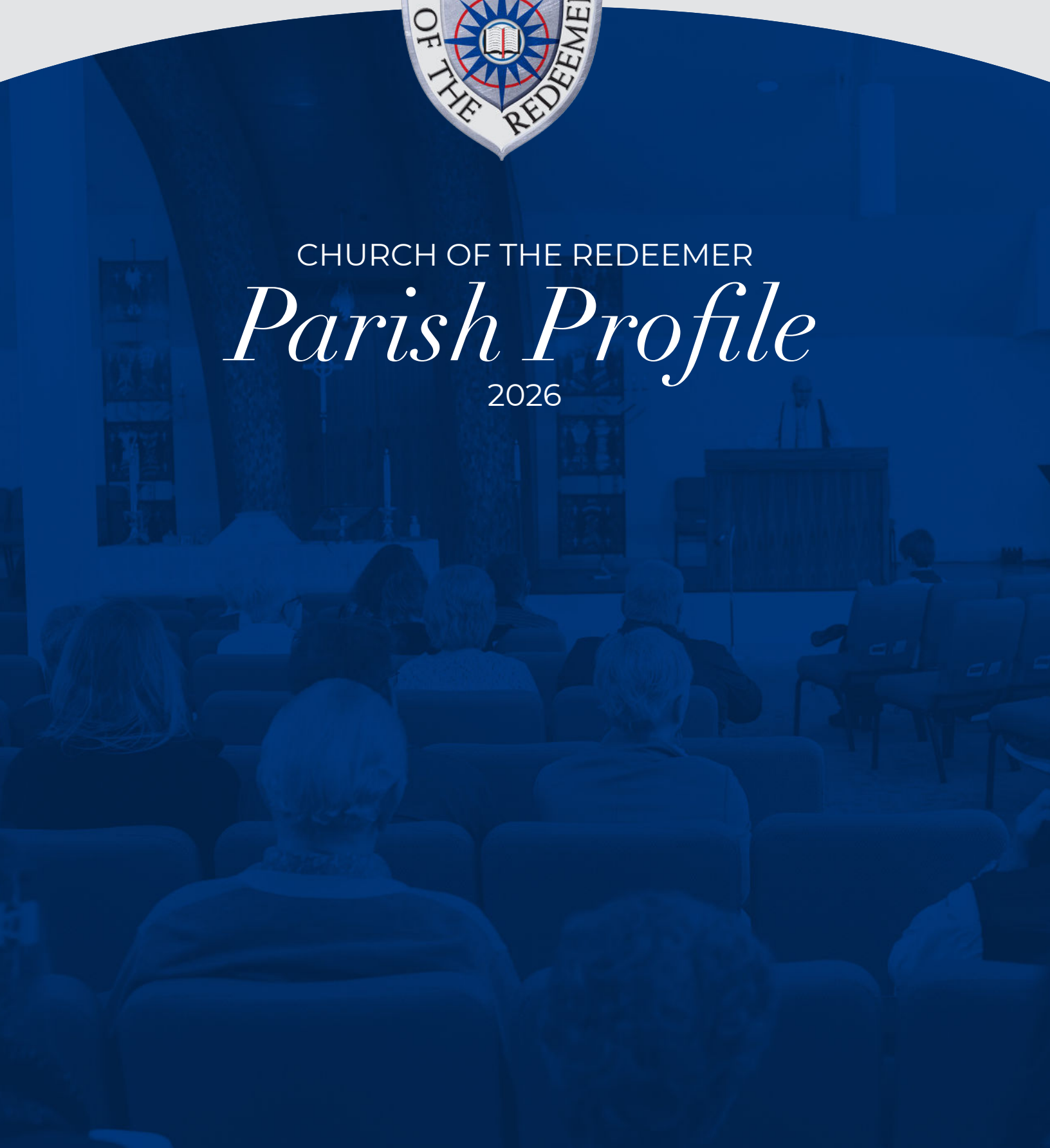


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Members of Rector Search Committee

CHAIR

Jay Haug

MEMBERS

Prudence Baldwin
Wesley Bowling
Stacey Thompson
Steve Blackburn
Cindy Kaleel
Susan Morris
Bob Zeiner

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. This group serves in multiple areas of ministry, including: vestry, small groups, missions and outreach, youth, audio-visual, prayer ministry, Stephen Ministries and more.

Contact

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

GULF ATLANTIC DIOCESE

RectorSearch@gulfatlanticdiocese.org



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, 1957, 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 April 2026
Rev. Curtis Froisland, Rector - August 2025 to April 2026
Right Rev. Neil G. Lebhar, Bishop-in-Residence (Interim) - May 2026 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.

FELLOWSHIP AND DISCIPLESHIP

Following the Sunday service Redeemer offers a light lunch and discipleship for all ages. 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 25 - 35 adults that attend this teaching (usually either Bible-focused or book studies) which is held in the Shalom Center. Students, grades six through twelve, meet during this time in the flex space. Younger students meet in the children's space where they engage in a chronological study of the Bible from The Gospel Project.





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.

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 to do the work of evangelism

We value the importance of spreading the Good News of Jesus in our neighborhoods, our city, our nation, and globally. We are called to fulfill Jesus' command to preach the Gospel to all people, Matthew 28:19, 20.





6. 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.

7. 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.

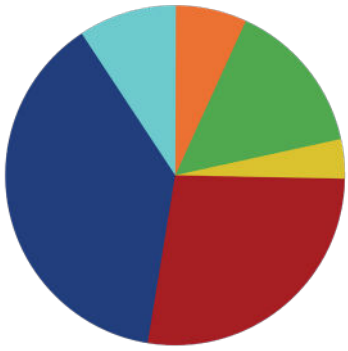
Demographics

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 County. As of fall 2026, our current active members total about 150+, made up of 56% women and 44% men. Redeemer's ethnic makeup is predominantly white, though about 6% of our members are minorities. 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 worshiping 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, our youth also meet on a frequent basis for fellowship. In August of 2026, we launched a new program, Morning Mentors. On Sunday mornings from 9:15-9:45 teens meet with individual mentors to enjoy doughnuts and conversation in the Shalom Center. Redeemer 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

In addition to the Sunday morning discipleship time, school-aged children also attend Children's Church. During the sermon, the Creeds, and prayers of the people, they dismiss to the children's classroom where they focus on the Gospel, engage in age appropriate activities, and pray for one another before joining the congregation for communion. Our children in fourth and fifth grade enjoy the diocesan summer camp, Araminta. Our babies and toddlers through age 4 enjoy time in the nursery playing and listening to Bible stories for the first half of the service and rejoin their families for Communion.

FAMILY FIRST TUESDAYS

This monthly parenting class, currently led by Archdeacon Jessica Jones, meets in the Shalom Center for a meal and teaching. Their children gather in the flex space where they enjoy pizza, activities, and learn to evangelize to their friends supervised by two adult volunteers and multiple youth volunteers.

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. Currently, we have approximately 8 active small groups, with approximately 65 total attending. This is an area where we want to see both growth and a clear path for how to join and become more deeply involved in the life of our congregation.





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 and study the Scripture readings from the previous Sunday. This is typically led by Bishop-in-Residence Neil Lebhar and other lay leaders in his absence.

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. Lunch following the service provides an opportunity for newcomers to get to know people. Because we recognize the need for further growth in connecting newcomers to small groups and the life of the parish we have assigned a lay couple to build our newcomers ministry.





PASTORAL CARE

Pastoral Care needs are frequently discussed in our weekly ministry team meetings and someone assigned to visit or call. Needs are reported in several ways: self-reported, on blue cards found in the seat backs, by fellow parishers, or by families. When visits are requested, these needs are handed to the clergy, lay leaders or Stephen ministers to take action.

REDEEMER'S HANDS & FEET

A team of volunteers stands by to help those who need a hand with practical needs such as with transportation, grocery shopping, yard work, moving, or painting.

STEPHEN MINISTRY

Stephen Ministries strengthens our community by equipping trained lay members to provide compassionate, Christ centered care to people in crisis. This is a new ministry at Redeemer and currently we have one Stephen Leader and are training three Stephen Ministers.

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 four 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

College Ministry - Support 3 Redeemer members who serve in college ministry at UNF and FSU.

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.

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.





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 (lay leader development). Many members recently attended a diocesean sponsored event called Sharing Jesus, a personal evangelism conference.

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 annual fund-raiser. 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:
Michael DelCharco (Senior Warden), Jackie Howland (Junior Warden), Wes Bowling, Steve Blackburn, Sarah Skinner, Bill Haft, Thomas Berger, Courtney Murray, Bob Baldwin

CLERGY

Our rector leads the spiritual and pastoral life of the church, overseeing worship, preaching, teaching, the laity, and pastoral care. The rector collaborates with the vestry to set the church's vision and priorities. Other clergy include our deacons, Rev. Jeanne Higgins and Rev. Katie Black-Bowling, as well as Fr. Mark Murray and Fr. Rick Wallis, 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 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

- Shelia DelCharco - Parish Administrator
- Jessica Coleman - Worship Director
- Rev. Jeanne Higgins - Deacon, Adult Discipeship Director
- Rev. Katie Black-Bowling - Deacon
- Molly Taunton - Director of Children's Ministry
- Doris Cheshire - Director of Missions and Outreach
- Prudence Baldwin - Stephen Ministry Leader
- Christi Matteson - Bookkeeper

LAY LEADERSHIP

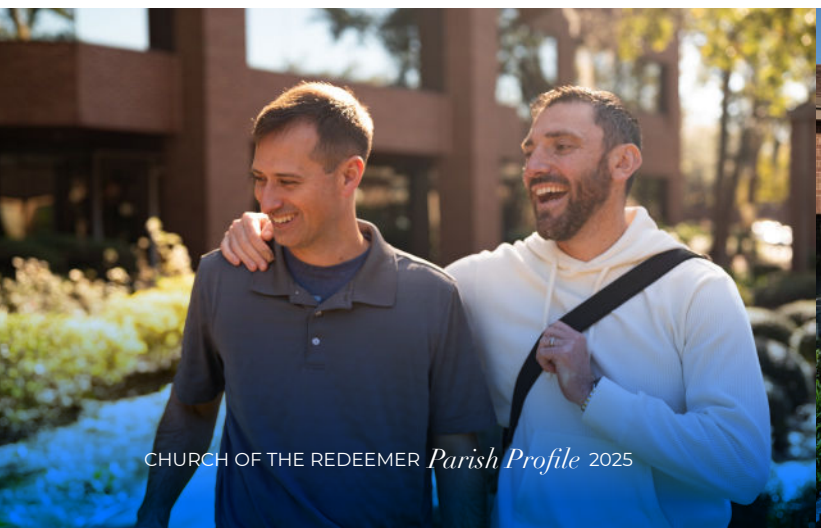
Lay leaders at Redeemer are active members who offer their gifts and talents to various ministries, from worship and hospitality to outreach and education. Through committees, ministry teams, and small groups, lay leaders are integral to the church's vitality and engagement with the wider community.

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 other evenings during the week.

Our worship space comfortably accommodates up to 200 people. We have a common space with a kitchen area which we call the flex space that serves as a hub for casual gatherings. The facility also includes several classrooms and dedicated children's ministry rooms, offering a nurturing and engaging environment for Christian education and activities. Additionally, we maintain office space for administration and clergy, supporting the day-to-day operations and pastoral work of the church.





Recently we revised our lease to include the use of Beth Israel's Shalom Center, a separate building, located adjacent to the worship center. This has allowed for more seating and a much larger kitchen for our weekly lunches and special events.

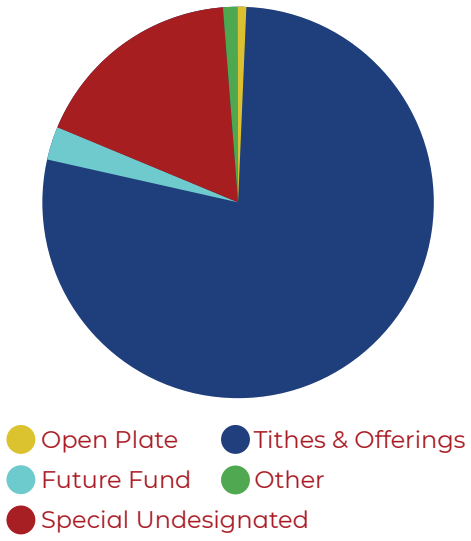
Our facilities reflect our commitment to fostering a vibrant and active church community, providing the necessary spaces to worship, learn, serve together effectively and share the Good News locally and beyond.

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.

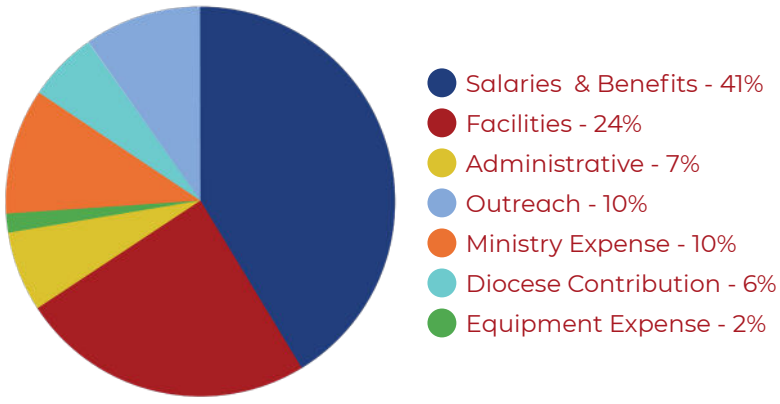
Financial Overview

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	$522,706	-9.1%
2025	$659,810	26.2

2025 INCOME SOURCES



2025 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. During our most recent interim, lay leaders have stepped forward to both fill leadership positions and initiate new ministries. 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 include an in-person women's ministry and evening class for adults. Our youth are enjoying fellowship and diocesan events, but a youth pastor is needed to establish programs, provide opportunities for discipleship, and raise up student leaders. We also see the need for clearer processes and structures for welcoming newcomers, connecting people to small groups, providing discipleship programs for all stages of spiritual development, 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, evangelism, 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 further empower laity.

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. Candidates must align with Redeemer's theological stance in favor of women's ordination and roles in worship, including preaching, celebrating and serving as deacons. 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 has a heart for and personal experience in one on one evangelism and who can inspire and train us to share Christ with others and sustain and direct our community 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 local ministry and global impact. Above all, we are looking for a faithful shepherd who, led by the Spirit, will walk alongside us as we seek to advance the Kingdom of God together.





CHURCH OF THE REDEEMER

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