

CENTER GRACE CHURCH

# ASSOCIATE PASTOR SEARCH

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**MAKE.  
MOBILIZE.  
MULTIPLY.**

100 CUMMINGS  
CENTER, SUITE 219-Q  
BEVERLY, MA 01915

CENTERGRACE.CHURCH



Center Grace Church  
Beverly, MA

Dear Pastoral Candidate,

Here at Center Grace Church we seek to make, mobilize, and multiply disciples of Jesus Christ. On behalf of our session and church body we would like to invite you to consider serving the Lord with us in the capacity of Associate Pastor. We trust that God will lead you to your next calling, wherever that may be, and in your pursuit of this calling we hope that you will consider making our church your next home.

In the subsequent pages you will find our Church Information Packet and Job Description, which we hope will give you a clear idea of who we are as a church body and what we are passionate about, namely, the spreading of the Gospel to the North Shore of Massachusetts and beyond, even to the ends of the earth. We are deeply humbled and grateful for your interest in CGC as you consider where the Lord is calling you to serve him.

By grace, and with much prayer and anticipation,

**The Center Grace Church Pastoral Search Committee**

Pamela McLellan, Chairperson  
Marlin Shearer, Vice Chairperson  
Matt Antonell  
Megan Reichman  
Sarah Robertson, Secretary  
Tyler Mulley  
Victoria Thomas

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# OUR MISSION

*Our church community's mission can be summarized by 3 Ms:*

## **Make Gospel Centered People**

The Gospel is another way to say “good news.” To us, the good news is that God sent Jesus as a sign of his grace. Jesus was perfect, but he took on our human imperfections and died as a sacrifice for our sins so we wouldn’t have to. We keep that true story in our minds and use Jesus as our role model.

## **Mobilize a Transformational Community**

Because we believe in that “good news” and look to Jesus as a role model, we’re able to live different lives than we would otherwise. For example, we get involved in our church community through monthly meals after church and small groups, and we stay involved in our local community through foster care, donating food and hygiene supplies to those who need them, and more. We’re still definitely not perfect, but we want to imitate the love of Jesus in order to change our community from the inside out.

## **Multiply Disciples of Jesus Christ as Part of a Missional Movement**

With such good news, we don’t want to just keep it to ourselves. Our ultimate goal is to show people who haven’t heard the good news, are skeptical, or might not have a relationship with God how powerful the story is—in the past, present, and future—by connecting with those people where they’re at. We want to inspire the people currently in our church family to be good examples of love and grace as Jesus has done for us so that other people will see and want to be part of that difference.

## **Why are we called “Center Grace”?**

Grace is the center and starting point for everything we do. We’re not perfect. We’re constantly changing, learning, and growing, and that’s not always easy. We’ve put God as the foundation of our lives as a constant source of grace to help us wrestle with our struggles and celebrate the joys of life.

# ABOUT US



# OUR CONTEXT

Solid orthodox Christian churches in New England can feel like small isolated islands in a sea of secularism. Christians in America's Northeast are passionate about serving Jesus and their communities, but sometimes discouraged by the results of their efforts. They are joyful about God's goodness and hopeful for the resurrection, yet often feel burdened by the high cost of living, the dominant secular worldview and the hectic pace of life. Many Christians in New England rarely see another disciple of Jesus in the workplace, at school functions, youth sports and music activities or around their neighborhoods. Only 14% of Massachusetts residents attend religious services (of any kind) each week and less than 4% would classify themselves as "Evangelical Protestants".

Despite negative stereotypes of New Englanders as reserved, wealthy, sarcastic and unfriendly (not to mention the infamous Boston accent), our region is made up of deeply loyal, hardworking, resourceful people who value education and are motivated to care for their families and communities. Just beneath a seemingly unapproachable exterior you will find steady, compassionate, caring friends and neighbors in need of the gospel.



# OUR CITY

The seaside city of Beverly, Massachusetts, where Center Grace is located, was first colonized by Europeans in 1626 who later paid Chief Masconomet's grandchildren for the land after settling on it without permission. It was originally a part of the city of Salem (of witch trial infamy). Like many towns and cities in Massachusetts, Beverly plays a role in our nation's rich history dating back to pre-Revolutionary times. It contends for the titles of "Birthplace of America's Navy" and "Birthplace of the Industrial Revolution". Beverly was incorporated as a city in 1894. Our city was also the location of President William Taft's summer rental home, which is now the site of the beautiful rose garden at Lynch Park, an oceanfront park open to the public. Other notable historic sites include the United Shoe Machinery Corporation, which is now a large office park owned by Cummings Properties, that holds the very space where we currently meet for worship!

This city of more than 42,000 inhabitants is a patchwork of different neighborhoods. Ryal Side, North Beverly, Centerville, Cove, Montserrat, Beverly Farms, and Prides Crossing each have their own history, civic association, and distinct vibe. Many families choose to live here and enjoy the vibrant downtown, active playgrounds, rocky beaches, and cultural events. Beverly is home to the Montserrat College of Art, Endicott College, Beverly Hospital, the North Shore Music Theatre, and Beverly Municipal Airport. Beverly is bordered by Salem (which brings many tourists during October but is also home to Salem State University), Danvers (shopping malls and Market Basket grocery store), Hamilton and Wenham (home of Gordon College and Gordon Conwell Theological Seminary), Manchester-by-the-Sea (from the movie of the same name), and the Massachusetts Bay. While some of the members of our church reside in Beverly, many come for worship from these surrounding towns and beyond. The hodgepodge of home towns represented in our congregation brings a welcome diversity but can also create logistical challenges for gathering during the week.

# OUR CITY

While many wealthy residents live in Beverly, there is a significant working class population as well. Our city is 82.3% White, 4% African American, 0.1% Native American, 9.3% Asian, 5.4% Hispanic or Latino, 0.0% Pacific Islander, and 3.1% from two or more races. The biggest industries here include education, healthcare, and science and technology. Although the percentage of the population of our city that is below the poverty line is slightly lower than the national average, rising housing costs and the increased cost of living are making it harder for Beverly residents to make ends meet. We seek to partner with community secular organizations such as Beverly Bootstraps to help address these issues in the greater Beverly community. We also partner with gospel preaching churches in our city through the North Shore Gospel Partnership to worship, pray and volunteer together.





# OUR STORY

Our church's story goes back to another church's history. Our sending church was a real anomaly – a relatively large congregation for a small Massachusetts town, but part of a relatively small conservative denomination, the Orthodox Presbyterian Church. First Presbyterian Church Northshore in Ipswich, MA (FPC) was founded by 5 devout families in the 1960's. These founding families were steady, reliable, frugal and generous with their time and money. At the time FPC launched our church in October 2015 they had 550 – 650 people attending Sunday services. They held three services on Sunday morning: a traditional service, a contemporary worship style service and a blended version. Our offshoot was originally launched as a satellite location of FPC, partly as an outworking of their growth and multiple services, but also with a zeal to plant another Bible-believing church in a nearby town. At that time we were called "First Presbyterian Church Northshore, Danvers Campus".

Our early years as a satellite were invigorating spiritually, although sometimes uncertain and physically tiring. We were approximately 65 members and in our first 4 years we met in a combined 6 places for worship: the basement of a masonic lodge, the performing arts center of a catholic boy's school, a function hall at a nearby hotel, a Crossfit gymnasium, the outdoor lawn at our local seminary and eventually at home on our couches during the COVID-19 pandemic. Our church was scrappy and determined. For much of that time, we hauled our sound/tech/AV gear (as well as portable nursery and Sunday school supplies) around in a utility trailer that we unloaded early on Sunday mornings and loaded back up at the end of fellowship hour. It often felt like we were doing a lot of work for little results, sometimes with the gnawing fear of potential failure.

# OUR STORY

As COVID came to a close, God provided us much needed relief and blessed us with the opportunity to lease a commercial space in a large office park in Beverly, MA. We finally had a place to worship, have full time office space, as well as Sunday school and nursery rooms within the same geographic space. Our church, now called Center Grace Church, particularized and was incorporated as our own entity in 2021. This blessing of stability has allowed us to grow and thrive as a congregation over the past 4 years. We typically have 183 worshipers on an average Sunday. We have a great mix of ages – grandparents, young families, and single adults. Some members come from reformed backgrounds, while others come from congregational, Catholic, non-denominational or even unchurched roots. Our church members are relatively highly educated by national standards and hold good jobs in sectors such as technology, healthcare/medicine, education, accounting and construction. Most of our members would be considered middle class socioeconomically. Despite good salaries, many work with tight budgets due to the high cost of housing in greater Boston.



# OUR CHURCH



# LEADERSHIP

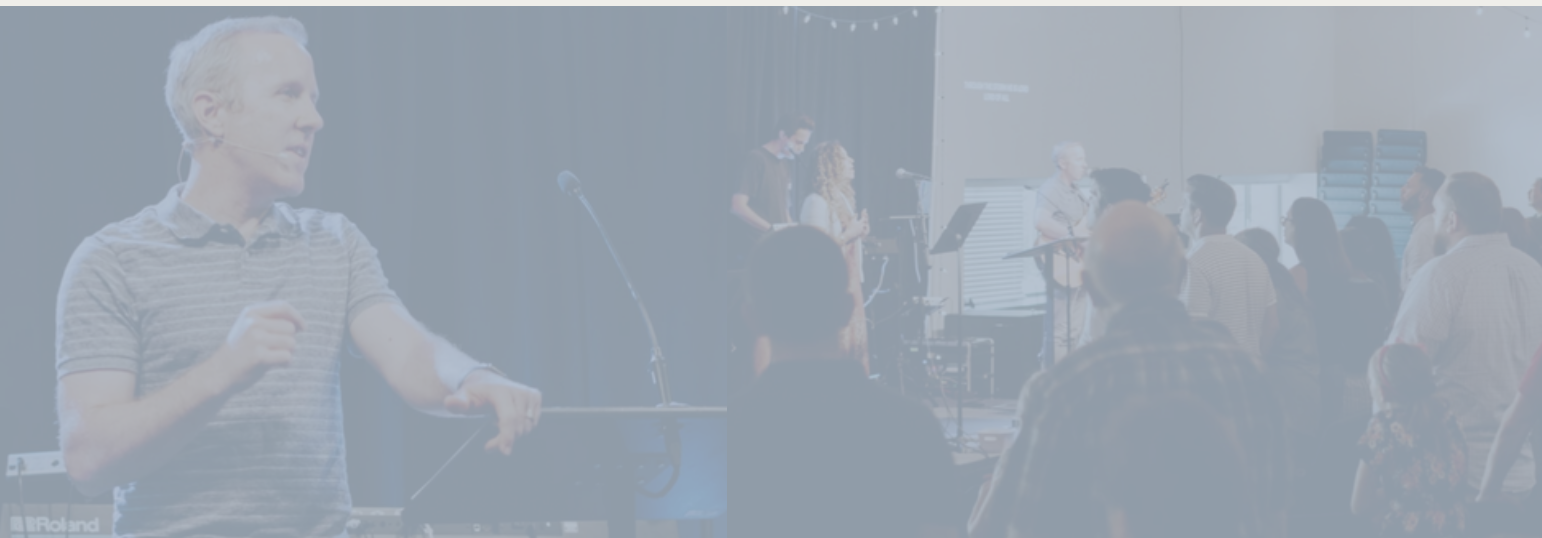
Our church is lovingly and competently led by 4 spiritually-mature elders. These men are devout, level-headed and realistic, but also forward-thinking and innovative. Our pastor, Derek Baker, came to New England from Texas, along with his wife, Brooke, because of their passion to serve in the challenging arena of greater Boston. He and his family have been nothing short of wonderful for our church. They have been among us since well before our satellite launch, as Derek was called as an associate pastor at FPC right after finishing seminary. Derek is the perfect mix of studied theologian, deep thinker, devoted servant, capable administrator, and, when necessary, a down-to-earth and resourceful Texas cowboy. He has a vocational and spiritual vision for church planting and has recently completed his D-Min dissertation on the subject.

In March of 2021, Center Grace Church called Nathaniel Lee as associate pastor to serve alongside Derek. Nathaniel and his wife, Brynna, had been with us since attending Gordon Conwell and he served actively in our church before his ordination in the PCA, first as our missions intern, and later teaching adult Sunday school and preaching. Brynna was a valued member of our worship team. The Lees were beloved and cherished by our congregation and noted for their humility and their ability to genuinely connect with all sorts of people and build community. Nathaniel was a gifted preacher and teacher, a wise and thoughtful counselor and our dedicated youth leader. In March of 2025, Nathaniel accepted a position of Assistant Pastor at North Shore Fellowship (PCA) in Chattanooga, TN, and it was with joy and sadness that we asked God to bless their new calling.

Our church has an active diaconate made up of 6 deacons and 3 deacon assistants who work hard to help congregants with complex issues and practical needs. We welcome pastoral apprentices (usually from Gordon Conwell Theological Seminary) to train alongside our pastors and serve our congregation. We also employ an Office Manager and part time staff members, including a Children's & Nursery Director, Missions Intern, and a Graphic Designer.

# WORSHIP SERVICE

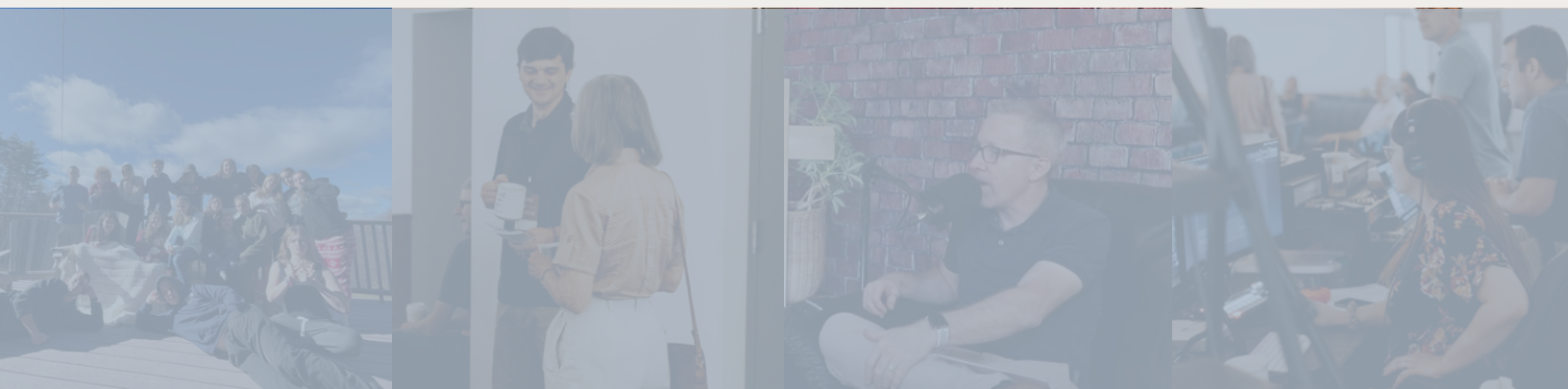
At Center Grace, we have a relaxed yet reverent worship environment. From the outset, our church adopted a contemporary style of music for congregational singing and we livestream our service every Sunday. We also have a love for the structure of liturgy and the reliability of historic Christian creeds, which we often weave into our services. Furthermore, we are committed to prayer during (and outside of) our gatherings, regularly including corporate prayers of confession and intercession into the order of worship. Our preaching is theologically rich and grounded in rigorous scholarly study, offering profound, well-researched insights into the Scriptures. Our pastors have historically been deeply philosophical in their teaching, skillfully engaging and critiquing the current cultural context with the truth of Gospel.





# MINISTRIES

We have an active youth group of middle and high schoolers, Sunday school for all ages, VBS, a robust world missions program, a weekly podcast and young adult and men's/women's ministries. We meet for Bible studies and prayer and gather in homes for Community groups throughout the week. Our nursery and children's programs are growing along with our young families. Our members serve the church through AV Team, Hospitality team, Nursery team, Christian Ed, Worship team, and in numerous other capacities where needs arise. Our Local Outreach Team partners with local non-profits to serve our communities through evangelism, acts of mercy and social service. We care for families, children and social workers in our area through our Foster Care ministry (which includes fostering families and support teams to nurture them). As a member of the North Shore Gospel Partnership and the New England Church Planting Network, we join with other local gospel-centered churches to make Christ known throughout the region.



# CONGREGATIONAL SURVEY

In April of 2025 Center Grace conducted a church-wide survey to assess the needs, strengths, and weaknesses of our church. We had over 50 thoughtful responses which helped us assess the current state of our church and to shape the job description for our Associate Pastor. Overwhelmingly, our church members highlighted our church strengths as preaching/teaching, strong theology and congregational fellowship. Members also identified weaknesses in our church: feelings of disconnectedness, a lack of engagement in outreach and evangelism, a need for direction and leadership in the youth ministry and the necessity of more people in our congregation to serve. Our survey also highlighted the roles and characteristics that are important to us in our new pastor. We seek a man defined by Christian character, a devotion to the Scriptures, and a genuine love for others; someone who is humble before God, teachable, compassionate, and approachable, but also a man of conviction and boldness in teaching the Scriptures and proclaiming Biblical truth. Even though we are not seeking someone specifically or solely dedicated to youth ministry, we expect our new associate pastor to have an affinity for youth, the ability to connect with them, and the gifts to lead and direct programs created to serve middle and high school age groups.

# COMMITTEE MEMBERS

**Pamela McLellan**

*Topsfield, MA (Committee Chair)*

I am married to Corey (Elder) and mom to 4 adulting kids, I work as a part-time Office Manager for a non-profit that serves women who have been sex-trafficked; I help lead women's bible study and our family is involved in Foster care; I love hiking, camping and spending time outdoors, renovating old houses and traveling.

**Marlin Shearer**

*Ipswich, MA (Vice Chair)*

Husband to Allison, father of 6 kids, and grandfather to 6 grandchildren. I am a residential builder and I serve on the diaconate of CGC as well as drumming for the worship team. I love to garden and cultivate plants, cooking, sports, family.

**Megan Reichmann**

*Salem, MA*

I'm in between full time jobs - looking for a role as a data analyst, and staying afloat as a barista at Starbucks. I'm single, in my 30s, and transplanted from the Midwest about 8 years ago, so the church is my local family. I'm involved in a women's bible study, active on the ushering team, and an occasional volunteer in the nursery. I enjoy walking, going to the beach, traveling, playing the piano, and doing every kind of puzzle I can find!

**Vicki Thomas**

*Beverly, MA*

I am married to Allen; mother of 3 girls ages 12, 10, and 8. I am a med surg registered nurse at Beverly Hospital who loves meeting all different kinds of people, cooking, baking, and reading. My husband and I moved here from Pennsylvania, and most of our extended family still lives in southeastern or central PA. I am involved in the women's ministry and teach preschool Sunday school.

# COMMITTEE MEMBERS

**Sarah Robertson**

*Groveland, MA (Secretary)*

I am married to Logan, who serves as a deacon at CGC. I have 3 children, a 9-yr-old son, a 7-yr-old daughter, and a 2-yr-old daughter. I am a nurse practitioner and currently work part time for a cardiologist in Newburyport, MA. I've lived on the North Shore since 2010 and grew up in Reading, PA, where most of my family still resides. At CGC I participate in the nursery and teach K-1st grade Sunday school. I enjoy spending time outdoors, whether it's going to various parks with the kids or going for walks or gardening, and I love spending time with friends and family.

**Matt Antonell**

*Beverly, MA*

My wife, Katie, and I have two children, ages 7 and 5, and we're currently waiting for a foster placement with hopes to adopt. I manage a small portfolio of businesses and properties in New England and stay active in our church, helping with service production, co-hosting/producing our podcast, and co-leading the men's ministry. In my free time, I enjoy playing games, basketball, fishing, and working with my hands.

**Tyler Mulley**

*Ipswich, MA*

I am husband to Addison and father to 4 rambunctious kids, ranging from 1 to 7 years old. I am a software engineer/architect and I currently work at two local laser technology startups. I serve on the church's worship team, most often playing drums or bass guitar and I have recently begun to teach Sunday school to our high school students. In my free time I can be found trying to craft the perfect cup of coffee, dialing in my sourdough pizza recipe, disc golfing, taking my wife and kids to the beach, or sharing good food and drink with my loved ones.

# LOOKING FORWARD

Center Grace was launched out of a deep commitment to prayer and desire to bring spiritual revival to New England. Coupled with our pastor's vision for church planting, we actively discuss and look forward to launching another small church. There is an inherent tension between building authentic community with a sense of permanence and the outward-looking focus of church planting. In the deeply secular area of greater Boston it can be tempting to become inwardly focused as a small church community, but we are convinced that reaching others for Christ is the higher calling. We look to this calling for inspiration as we make, mobilize and multiply disciples on the North Shore of Boston and beyond. We seek to share the gospel with neighbors and co-workers, invite others to church, and look forward to the opportunity to plant another reformed congregation in our area. At this time we are not expecting our next Associate Pastor to pastor this new church but to help us continue to grow and mature as a congregation and further develop established church programs here at Center Grace.

It is with all of this in mind that we ask God to help us as we embark on our current search for an associate, someone who will participate in the next chapter of our church's story. **Could that be you?**



# JOB DESCRIPTION

**Job Title:** Associate Pastor

**Job Summary:** Center Grace is looking for a full time Associate Pastor to work alongside our current Pastor and other Elders to shepherd our congregation, serving in all aspects of pastoral ministry in the church. Necessary areas of focus will include teaching/preaching, ministry to youth and young adults, and discipleship/community-building. Other focus areas may be explored based on the giftings and experience of the Associate Pastor and the current needs of the church.

## Qualifications

### Character

- The most important and essential character qualities of a pastor are outlined in 1 Timothy 3:1-7 and Titus 1:6-9.
- We seek a servant-hearted Christ-follower, grounded in prayer and the Scriptures and gifted to preach God's word with wisdom and authority
- We welcome a variety of personality styles and giftings. Our congregation values compassion, teachability, humility and the ability to relate well to and connect with people of all ages.

### Education & Experience

- Completion of an M.Div degree
- Ordained in the Presbyterian Church in America, (or any NAPARC denomination), or be in immediate pursuit of ordination
- Reformed in theology as articulated in the Westminster Standards
- 3-5 years of ordained or relevant ministry experience preferred
- Experience and passion for leading and developing youth and/or young adult ministries preferred

### Primary Roles & Responsibilities

- Preaching at least once a month (with the ability to grow in this area/be mentored by a gifted preacher)
- Teaching adult and youth Sunday school; Cultivating a readiness in the congregation to share the gospel in various callings and contexts
- Assisting in leading the worship service and administering the sacraments
- Overseeing the nurture and development of youth and young adult ministries through relationship building, large and small group activities and retreats, mentorship, outreach and parent engagement
- Building connectedness in community, equipping the congregation to make, mobilize and multiply disciples at every age and stage (see our Discipleship Blueprint on our website for more on this), encouraging service to the church and community
- Shepherding the congregation through the means of relational connection, pastoral care, and counsel

# JOB DESCRIPTION

## **Additional Areas of Focus**

*based on gifts/interests/church needs*

- Global Missions, Local Outreach, Christian Education, Community Groups, Church Planting, Music Team

## **Compensation & Benefits**

- This is a full time, salaried position with benefits. We understand the high cost of living in the Boston area and strive to offer competitive compensation commensurate with experience.

**INTERESTED APPLICANTS SHOULD SUBMIT A COVER LETTER, RESUME AND/OR MDF, AND A PREACHING SAMPLE TO PAMELA MCLELLAN, SEARCH COMMITTEE CHAIRPERSON, AT [PASTORSEARCH@CENTERGRACE.CHURCH](mailto:PASTORSEARCH@CENTERGRACE.CHURCH)**

**WE LOOK FORWARD TO GETTING TO KNOW YOU!**





# **CENTER GRACE CHURCH**

**FOR MORE INFORMATION ABOUT  
CENTER GRACE OR OUR ASSOCIATE  
PASTOR SEARCH, PLEASE VISIT OUR  
WEBSITE OR REACH OUT TO THE  
PASTORAL SEARCH COMMITTEE.**

**CENTERGRACE.CHURCH  
PASTORSEARCH@CENTERGRACE.CHURCH**