



2025
PARISH PROFILE
All Souls Episcopal Church

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North Fort Myers, FL 33903
(239) 997-7685
<https://allsoulsnfm.org/>



A Community of Believers in Service to God

Welcome to All Souls Episcopal Church

North Fort Myers, Florida

Every congregation has a story to tell. This profile is our story. It's a story of identity and traditions, that also includes our challenges as well as blessings, hopes and dreams. We can't wait to see what the future holds for our parish and how you can be a part of it. Come to All Souls and you will find a welcoming small staff, parishioners tending to the building and grounds and garden, volunteers stocking our food pantry, a bustling thrift store, and small groups meeting for Bible study, choir practice, fellowship or devotions. Don't let our congregation size and location deceive, we are engaged with and well supported by our community at-large and the Diocese of Southwest Florida.

About Us

We are a traditional Episcopal church committed to worshiping through liturgy and hymns. When we have a full-time priest, there are three services on Sundays. Our first service follows Rite I prayed in quiet, followed by a Rite II service which features our choir and classic hymns. The evening service is a Spanish language service with guitar music. We gather on weekdays as well for Bible study and ministry groups, and in a wide range of volunteer undertakings that support the church and each other.

We cherish our identity as a church whose values embrace a community passionate in outreach; offering love and fellowship to all. We are a parish family who serves, feeds and clothes those in need.

Our Church Family

Our parishioners come from diverse backgrounds and different parts of the country as well as Canada. Being located in the sunshine state, we have full-time and seasonal members with summer/winter fluctuations in attendance. We are somewhat multi-generational, though more heavily skewed to the senior end of that scale. You will find a varied and healthy mixture of people at All Souls, some of whom are cradle-to-grave Episcopalians and others who have come from other denominations and faith traditions.

Our Parish Life

Every church has its "doers" and "watchers" but everyone fits and has a role to play. Each year we enjoy the annual lighting of the outdoor Christmas tree, Lenten soup suppers, palm cross making, and Christmas caroling in the parish hall.

We have also enjoyed parish events and fundraisers such as our Ginger Bread Fair, karaoke nights, bake sales, Christmas tea, newcomers dinners, covered dish fellowships, liturgical plays, concerts and movie nights.

Our Mission

To seek to advance the Kingdom of God through reaching out to, caring for, and welcoming all persons. We strive to live our commitment to Christ by faithful actions, worship, biblical preaching, prayer and loving service.

Our Primary Ministries

- Altar Guild
- Sunday Servers
- Pastoral Care / Eucharistic Visitors
- Women's Group / ECW
- Music / Choir
- Wednesday Outreach
- Thrift Store
- Good News Garden
- Men's Fellowship Breakfasts

The Priest We Seek

- We envision a priest who will help us to grow in the love of, and service to God, while we seek new believers, especially those moving to our area.
- We seek a leader who can meld our cherished customs and traditions with new innovative, forward-focused ideas and strategies.
- We are eager to find a priest who will perpetuate the mission of All Souls by welcoming and nourishing those needing the love and grace of God.
- We seek a priest who will inspire us with compelling teaching and preaching—showing us God's way through words, actions and example.
- We seek a leader with a calm, loving demeanor who guides and communicates in a positive, constructive and helpful manner.
- We seek to love and care for our new priest and their family. Our hearts are good and our hope is great. We believe our best days are yet to come and by the grace of God, our new priest will lead us through them.



Who We Are

For nearly 35 years, All Souls has served the community of North Fort Myers and the surrounding areas of Fort Myers and Cape Coral. We offer a traditional worship style and use the *Book of Common Prayer* and the lectionary readings as the foundation for our services. We encourage you to be comfortable to either stand, kneel or sit for worship and prayer. Come as you are. All are welcome.

We are an engaged church with a welcoming atmosphere to everyone who walks through our doors. Whether we are saying good morning to a visitor, providing guidance during the service, or simply inviting them to coffee hour and to come back next Sunday, our parishioners go above and beyond to make visitors feel welcome at All Souls.

As Anglicans, our work in the world is based on *scripture, tradition* and *reason*. The Holy Bible is the anchor of our faith and the resource we consult for knowledge and clarification. The traditions of our faith give us context and they include practices that have proven to help bring us closer to God. Reason is valued here because human history shows us that as life goes on things change; people come to a greater understanding of God's ways and intents with time.

Our desire is to hear the good news of God in the way Jesus preached, taught and modeled. Our survey results indicate that we are theologically conservative however, our congregation encompasses conservative, moderate and liberal views. Our parishioners respect each others' different perspectives to avoid turmoil and alienation in our cohesive church. Thus we seek a priest who is not overly political or progressive; but will balance our different perspectives through scriptural content and biblical understanding.

Our new priest will have a grasp of scripture, prayer, and tradition and can apply theological concepts and spiritual insights without uncomfortably leaning left or right.

As inscribed in our altar, we at All Souls hold the belief that "Jesus is the head of this church". The preferred leadership style is collaborative and consensus driven. We seek a partnership with a new priest who is compassionate, joyful, positive, humorous, financially frugal and dedicated to service above self.

Our small church focuses heavily on our outreach ministry. It is our mission to care for all of God's children. We feed, clothe and administer care to the homeless, needy, unseen, and forgotten in our community. Our congregational survey shows that we need a priest who will build *community partnerships* and is committed to *community engagement*.

Like many churches, the reality of our finances is that we rely mostly on income other than that is collected through pledges, contributions and fundraisers. For many years our thrift store income has been the primary source to cover store expenses as well as payroll and benefits.

We exercise good financial stewardship, to the point of sometimes being risk adverse. We mostly trust that "God will provide" which may be an area of opportunity for us. Our new priest can hopefully bring insight on how to maintain our income stability yet use our limited resources in transformational ways to breathe new life into our congregation and ministries.





*"In my Father's house everyone
cares about everyone else"*

Matthew 20:28

Our Values & Beliefs

Our core value is to uphold worship based on liturgy and traditions in the *Book of Common Prayer* and the Bible. We strive to have varied opportunities for interesting, informative, and practical Christian Education and Bible Study. All Souls is a traditional yet welcoming church where we want all to feel at ease.

We believe we are called into community where we care for and celebrate our love and compassion for each other. We do this through worship, intentional opportunities for fellowship, sharing our talents, and participating in church activities.

We are parishioners dedicated to serve, feed and clothe those in need. Our congregation prides itself in outwardly serving in the community. All Souls strives to strengthen the community by touching the lives of others with God's love. We cherish our identity within the community as a church with a robust outreach program that serves the homeless, poor, underprivileged, and marginalized in our area. Jesus taught that we should love our neighbor as ourselves and so we do. We serve our community as a way of sharing the many blessings God has bestowed upon us.

We value the outpouring of love from our community that strongly supports us and our mission. We believe in positive community relations and it is our desire to find a priest committed to community engagement.

We value our time together as a church family. We truly care about each other and feel each others' happiness and sorrow. We congratulate and we console. Mostly we are just there for each other in good times and bad.

According to our congregational survey, the top five priorities are:

- Attract families with children and youth
- Develop and implement a strategy to reach new people and incorporate them into the church
- Provide more opportunities for Christian education/ formation at every age and stage of life
- Develop spiritual generosity to financially support the ministry of the church
- Work to renew and revitalize the community by building coalitions with partners

With our new priest, we hope to strengthen our Christian bond with each other as well as reach out more to our neighbors by doing a better job of telling the good news of our church and the Lord.

We wish to find a priest whose values and beliefs closely mirror ours; one who may provide more innovative ways to improve upon or expand our programs considering that we have limited volunteer resources and limited physical abilities due to our aging parishioner base. We sincerely hope our new priest will embrace this challenge and keep us steady on our path and lead us to an even brighter future.



Parish Life

The excellence of our parish life in worship, fellowship and ministries is the most important quality of All Souls and ranks as the top priority in our church.

Meaningful fellowship is the common denominator driving our strong connections and social events. It is consistently reflected in our conversations during Sunday coffee hour, covered dish luncheons, karaoke night gatherings, Bible studies, outreach activities, special fundraisers and more.

We offer fellowship and worship opportunities through :

- **Episcopal Church Women (ECW)** - The ECW purpose is to deepen the spiritual life of church women and to enlist their active support. They are a valuable resource to the parish by hosting several events to raise funds in support of All Souls needs.
- **Cursillo** - We have many Cursilloistas active in our church. Several are active on weekends. There is also a Cursillo Reunion Group that meets.



Additionally, our parishioners utilize their talents to get involved and serve All Souls. Many dedicate their time and expertise in many ways including:

- **Vestry** - This group of parishioners supports the vision for ministry, leadership, culture, property and finances.
- **Event Planning** - These parishioners plan and carry out all of our social and fellowship events.
- **Worship Support** - These dedicated individuals, including greeters, ushers, lay readers, acolytes and eucharistic ministers, the Audio/Visual team and altar/flower guilds make Sunday worship services come to life.

"As each has received a gift, use it to serve one another, as good stewards of God's varied grace:"

1 Peter 4:10

- **Altar Guild** - The Altar Guild lovingly prepares the Lord's table for all Sunday services and for weddings, funeral and baptisms.
- **Flower Ministry** - Fresh flowers to decorate the altar are available to sponsor every Sunday plus poinsettias for Christmas and lilies for Easter. Our flower team orders, picks up and arranges the flowers prior to weekend worship. At the conclusion of the Sunday services, the flowers are collected and rearranged in bouquets to distribute to members in attendance in recognition for service or special circumstances.
- **Newcomer Ministry** - As our greeters welcome visitors, they encourage them to sign our guest book and submit a visitors information card. These newcomers are sent a letter of appreciation for celebrating Eucharist with us and usually receive a follow-up call. At least once a year, we welcome newcomers with a newcomer's dinner where they interact with our various ministry heads and we have the opportunity to get to know them better.
- **Office Angels** - This group volunteers in the church office to help with bulletin folding, envelope stuffing, copying, and tidying up the conference rooms, sanctuary and narthex and many other miscellaneous tasks.



How We Grow Our Faith

We encourage our parishioners to strengthen their relationship with Christ and one another through the many offerings at All Souls. We seek opportunities for spiritual growth in everything we do and aspire to do even more in the future. We want our new priest to lead us in holy and healthy habits of common life.



Worship & Liturgy

Weekend services are the core of our worship at All Souls with three services on Sunday; Rite I, Rite II and a Spanish language mass. The latter is a relatively new offering, and it is not yet well attended. Only a handful of Spanish language worshipers regularly join Father Gerardo and his wife for Eucharist on Sunday evening. We hope to attract more worshipers.

Our primary service is at 10:00 am on Sundays and leans toward a traditional, formal style, including hymns sung by the choir and congregation. This service is supplemented by PowerPoint visuals projected to two screens near the front of the church and one altar facing screen in the back with lyrics to songs, our liturgy from the *Book of Common Prayer* and readings from the lectionary. It is also live-streamed on YouTube for anyone to view. This is vital to our seasonal residents and important to our members when they are vacationing or staying home during an illness.

Lay leadership plays an active and important part at this service. Our choir, lectors, Eucharistic Ministers and greeters reflect our welcoming hospitality.

Our music ministry plays an important role in our 10:00am Sunday Eucharist. The service is supported by an accomplished pianist and our small choir with music selections from both inside and outside the *1982 Hymnal*. More familiar, upbeat hymns find their way into the service at All Souls on a regular basis.



During the peace, we're hand shakers, head-nodders, roam-about huggers and across the aisle peace sign wavers. The service is immediately followed by a coffee hour where newcomers are welcomed and everyone has the opportunity to socialize with their church family while enjoying delicious brunch snacks.

Our congregation typically holds special services for funerals, baptisms and weddings along with Thanksgiving Eve, Christmas Eve, Christmas Day, Ash Wednesday and during Holy Week.

Throughout the years we have also offered mid-week services and prayer vigils and marked special occasions such as Soup and Stations during Lent, Pet Blessing, and Maundy Thursday night watch.



Financial Considerations

All Souls is fiscally conservative, and we consider ourselves blessed to be nearly debt-free. We currently have a loan from the Diocese with a balance of \$38,000 which was requested to pay-off our balloon mortgage in 2024.

We rely heavily on our thrift store to maintain our current level of operations. Our staffing and related expenses are supported primarily by our largest revenue generator, our thrift store. Our pledges typically cover building and grounds expenses each year.

We have approximately \$144,000 in reserve funds invested with DFMS and Ameriprise. The church also has a Vestry restricted fund of \$30,000 for emergency use.

All Souls Outreach Ministry has a separate endowment fund with a restricted balance of approximately \$40,000.

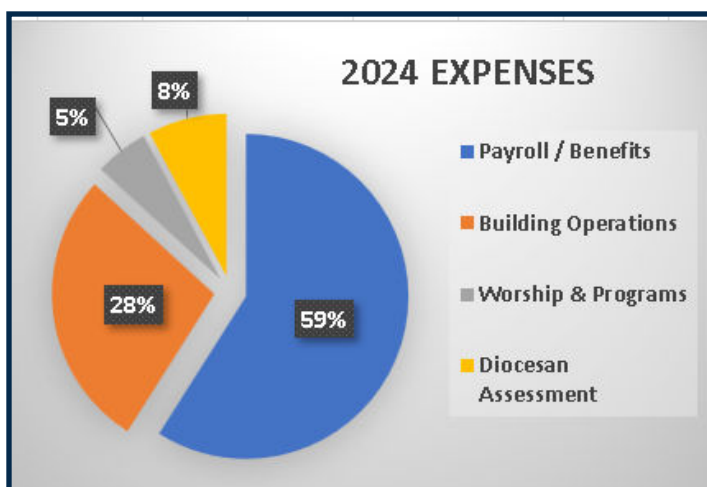
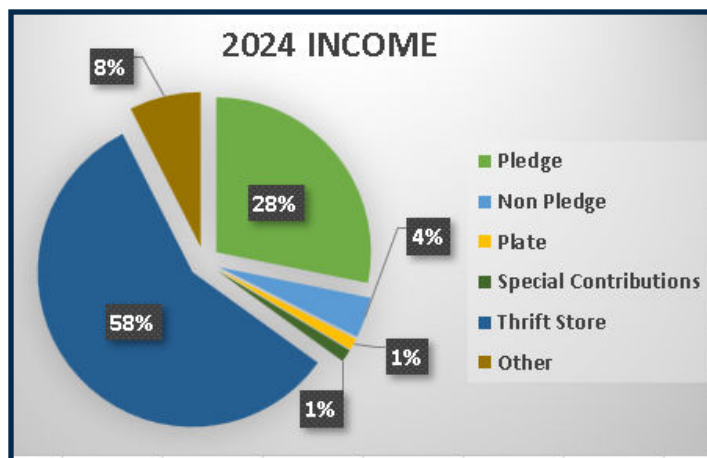
We have always paid our full diocesan assessment in full and on-time. We receive facility rental from one source totaling \$3,000 per year. Boy Scouts use the facility free of charge.

Our expenses are relatively stable. Monthly staff payroll, excluding clergy, is approximately \$9,000 per month for Administration, Thrift Store, Music Director, Spanish Musician and Facilities Cleaner.

We strive to spend wisely in maintaining our physical plant, assuring that our property and systems have preventative maintenance, are serviced appropriately, and replaced when needed.

We are blessed that our parishioners are supportive of their church. If an unexpected need arises, there always seems to be generous outpouring from the congregation.

Our total operating budget in 2024 was nearly \$397,000 (not including Hurricane Ian repair income and expenses). Our fixed expenses including payroll was \$366,000. Our budget is always tight from year to year but with God's grace, we have been able to meet the financial needs of our parish by being fiscally responsible stewards for our parishioners.



Stewardship

We kick off our stewardship campaign every October when our seasonal members return. Most recently we have started to encourage legacy stewardship through bequeathment. Our pledges are pretty much consistent however, like many churches, over the past few years we have seen varied trends in pledges and giving due to Covid, parishioner deaths or relocations, and the fluctuations in the economy. We increased 8.5% in pledges from 2022 to 2023. As part of the 2024 campaign, we communicated the need for heightened giving and in response there was an increase of 12.5%.

Our stewardship chair organizes the campaign each year utilizing TENS (the Episcopal Network for Stewardship). A mailing including a pledge card is sent to each parish family and on the last Sunday of the campaign, which runs four weeks, the pledges are blessed at the altar. Additionally, each week during service a parishioner gives a talk related to the theme of the current campaign.

Our Faith In Action

The congregation of All Souls puts their faith in action through both inward and outward service with activities that help us grow into our full spiritual stature.

Fellowship

- Our members volunteer to host after-service coffee hour and bring beverages and treats to share in fellowship.
- We hold special parish events as a time to gather, relax and have fun. These events have included Shrove Tuesday pancake dinner, Christmas Tea, Biblical Plays, concerts, men's morning breakfast, movie nights, annual tree lighting and many more.
- We host community events and fundraisers that welcome our neighbors to our church.



Pastoral Care

- **Eucharist Ministers & Visitors** - These groups are comprised of parishioners who have had eucharistic and pastoral care training and are licensed to perform these services by our diocese. Their mission is to assist with the Sunday celebration of Eucharist and to also bring the sacrament to members of the congregation who are homebound, can't get to church, or very often just need a visit. Clergy provide supervision and ministry support.
- **Prayer Chain** - Less visible than our other pastoral care ministries is the Prayer Chain Ministry. The participants pray daily for those who have special needs. Our prayer list is displayed in each Sunday bulletin and during the Prayers of the People, we lift up in prayer all those in need of God's healing grace and mercy.

Ministries

- **Memorial Garden** - Our memorial garden in front of the building is a place of comfort, peace and in-



spiration for the living and a place of reverence and remembrance for our dearly departed. Members weed and maintain the garden, add new landscaping as needed and assist in burials.

- **Good News Garden** - One new project started recently is the Good News Garden. Volunteers planted vegetables and herbs in raised beds and planters and tend to the garden regularly. We enjoyed a sweet potato cook-off during coffee hour last year with the fruits of our labor from the garden. The eventual goal is to raise fresh produce that will be provided to our All Souls Food Pantry for distribution to our clients.
- **Wednesday Outreach** - Our outreach program is a critical piece of our identity. We are known throughout the county as one of the largest and most inclusive outreach program in our community. Since 1997, All Souls has conducted a food pantry every Wednesday providing the needy with a hot lunch, a bag with a week's supply of groceries to take home, and clothing from our thrift store. Additionally we provide bus passes for doctors or employment appointments, assistance in replacing lost or stolen ID's, work boots, tents and personal care necessities. We offer spiritual guidance as well as medical care through a licensed practitioner and a group of nursing students. Our volunteers serve approximately 200 to 235 people each week.



Building and Grounds

Our beautiful church is situated on 2.64 acres containing 2 parking areas and a 24,000 sf building. The structure includes a two story office suite, a commercial thrift store, a large 6,000 sf church hall and an attached church with a maximum occupancy of 260 persons.

The main office contains numerous spaces including a welcoming reception area, a clergy office with a sitting area, a large conference room plus smaller meeting rooms, a lunch room, several storage areas and 2 bathrooms.

The exterior of our building was totally remodeled following Hurricane Ian. The roof was replaced as well as the outside decking, siding on the front facade, church and hall flooring, the outside fire escape and flooring in the upstairs office. Additionally, a glass entranceway to the narthex was installed in 2024. These updates have given our church a more modern and welcoming appeal.

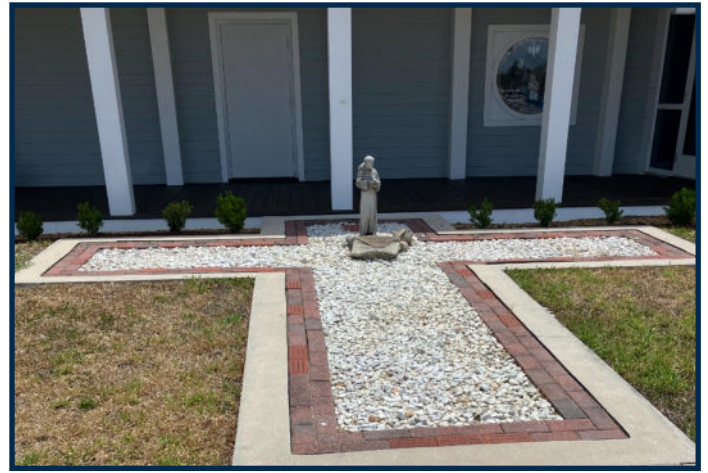
Other recent improvements include the repaving and striping of our 2 parking lots.

The grounds are nicely landscaped with flowers and trees and hanging baskets on our extended front porch. Our Good News Garden off the far corner of our back parking lot was created in 2024 and is lovingly maintained by a group of devoted volunteers.

Prominently placed at the front of the building is our memorial garden. Parishioners' remains may be dedicated and buried there with memorial bricks in remembrance.

We are proactive in updates and repairs and strategic in long-range planning for potential capital improvements. Each year, capital projects are identified and budgeted. There is also an emergency fund for unexpected capital repairs.

The electric components of our outdoor sign were damaged during one of the recent hurricanes. Currently we have procured several bids for the repair work and are hoping to have the work completed by the end of the year.

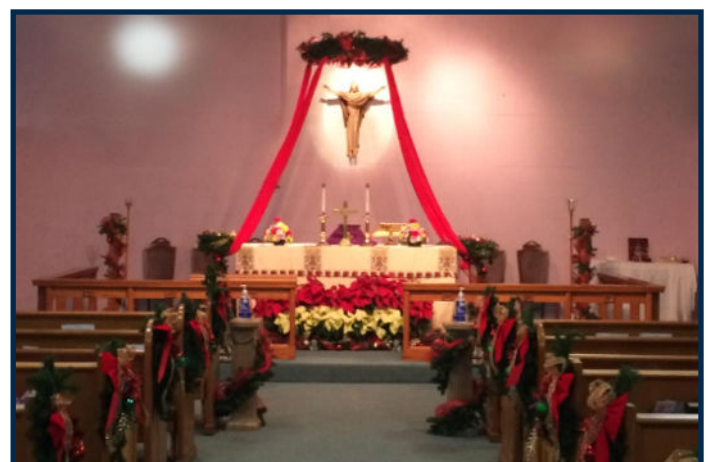


Church Membership Facts

- 91% of those completing our congregational survey are 65 or older
- 36% have been attending All Souls for more than 10 years
- 83% live less than 10 miles from the church
- 90% attend services 2 or more times per month
- 98% value church involvement beyond worship services
- 68% participate in church ministries and activities
- 48% engage in personal daily devotions for spiritual growth

“Rejoice in hope, be patient in tribulation, be constant in prayer.”

Romans 12:12



Demographics

North Fort Myers is an unincorporated area and census-designated place (CDP) in Lee County, Florida, United States. The population was 42,719 at the 2020 census, up from 39,407 at the 2010 census. It is part of the Cape Coral-Fort Myers, Florida Metropolitan Statistical Area.

Based upon the 2020 Census data, the population of North Fort Myers was 44,189 people. The size of North Fort Myers is 49.4 square miles with a population density of 895.1 persons per square mile. The median age of the population is 63.7 with 47% of the population over 65 years of age. Housing is broken down by the following:

Single Unit: 39.9%, Multi unit: 10.7%, Mobile & Manufactured Houses: 48.8% and Boat, RV, van, etc. 0.6 %. The Mobile and Manufactured House account for the high average of persons over years of age. (Other demographics can be found at <http://censusreporter.org/north-fort-myers>.)

On the northern shore of the Caloosahatchee River, North Fort Myers is a refreshing blend of town and country. Explore some of the 17 miles of trails through pristine woods, marshes and prairie at the Prairie Pines Preserve or paddle along the Great Calusa Blueway. Or experience a man-made water wonderland at Brightwater Lagoon, a new waterpark offering water slides, water obstacle courses, swim-up bars and more and rentals for everything from kayaks to private poolside cabanas.

Head east to learn about sustainable farming at ECHO Global Farm where you'll experience farming at its most creative, with unique demonstrations, plants, and techniques being used to help farmers and urban gardeners in developing countries.
www.visitfortmyers.com

The advantages of living in North Fort Myers, include great weather, proximity to beaches, plenty of restaurants, and exciting nightlife.

Great Weather

If you're looking for a place to enjoy some great weather, North Fort Myers, Florida is the place for you! With an average temperature of 74 degrees and plenty of sunshine, it's the perfect spot to enjoy some outdoor activities. Come enjoy the beautiful weather!

Proximity to Beaches

North Fort Myers, Florida is a great place to live for many reasons, but one of the best things about it is its proximity to beaches. Whether you want to spend a day lounging on the sand, swimming in the waves, or fishing off the pier, there's a beach nearby that's perfect for you. And when you're ready to head back to civilization, North Fort Myers is just a short drive away.

Plenty of Restaurants

If you're looking for a place to eat in North Fort Myers, you're in luck – there are plenty of restaurants to choose from. Whether you're in the mood for Italian, Mexican, or American food, you'll find what you're looking for. There are also several fast food options if you're in a hurry.

If you're looking for a nice evening out, there are several restaurants that offer outdoor seating where you can enjoy the Florida weather. And if you're looking for something a little different, there are also several places that offer live music or entertainment.

Exciting Nightlife

If you're looking for a place to have some fun, North Fort Myers is the place for you! This vibrant community has a variety of bars and clubs to keep you entertained all night long. From dance clubs to sports bars, there's something for everyone in North Fort Myers.



Moving Forward

Our Strengths

- * Our parishioners are engaged with high spiritual vitality and show an openness to flexibility.
- * We rank high in the growth performance areas of hospitality and morale.
- * We have a dedicated membership that is enthusiastic in growing our church and caring for our community.
- * We are blessed with many talented staff and volunteers who serve our ministries.
- * Our Vestry provides strong leadership with a good mix of professional backgrounds and skills.
- * All Souls is blessed with a church building and grounds that are in good condition following restoration after Hurricane Ian.
- * Our building is in a prime location, visible and accessible, along busy US 41 (Cleveland Ave).
- * We have a thriving thrift store that fills the gap between contributions and operational costs. Income from this revenue source has increased over the past several years.
- * We are proud to have one of the most respected outreach programs in the county serving up to 250 people each week.
- * Our winter weather in North Fort Myers is warm and welcoming with easy access to beautiful gulf coast beaches, restaurants and entertainment.

Our Challenges

- * Currently we don't have as many young parishioners as we'd like, including both single individuals and younger families.
- * We are an aging congregation, many with limited hands-on use or familiarity with current technology for communication and engagement.
- * A large portion of our annual pledge income relies on a relatively small number of pledgers.

- * We have no church rectory and limited affordable housing options in close vicinity for our clergy.
- * Our volunteers are also aging and through attrition we sometimes struggle to staff our thrift store which is vital to our stability and survivability.
- * Small churches are often points of transition for new or retiring priests. Our clergy has come and gone over the last eight years due to mandatory age requirement, family demands, and geographical reasons. We seek a somewhat experienced priest willing and able to stay with us.

Our Vision

One should never stop growing or looking for ways to love others as God loves us. Some goals that were identified through our congregational survey and discovery meetings were:

- ⇒ To grow our membership through enhanced partnerships and community engagement
- ⇒ To maintain our current outreach program and attain more member participation
- ⇒ To continue to enhance our current parish activities and events while honoring our traditions
- ⇒ To reinvigorate our music ministry with music more satisfactory to our congregation in quality and style
- ⇒ To grow our choir and other ministries that have low participation
- ⇒ To secure a priest who will help us accomplish our mission by bringing out the best in everyone.
- ⇒ To have a priest who is *present....* in prayer, in the office, in parish activities, at Wednesday outreach, ...just *present* to laugh and cry and be with us.
- ⇒ Our current Vestry has five first-timers, a trend we hope to continue into the future to ensure new ideas, hopes and vitality.

About the Diocese of Southwest Florida

We are a constituent member of the worldwide Anglican Communion and the Episcopal Church in the United States. Our 77 parishes and missions total some 31,000 baptized persons who share an exciting pilgrimage of ministry. On any given Sunday, about 13,000 people worship in Episcopal churches in Southwest Florida.

We extend along the coast of the Gulf of Mexico, with our northernmost congregation in Brooksville and our most southern on Marco Island. We include the cities of Tampa, St. Petersburg, Sarasota and Fort Myers. Our easternmost congregations are in Plant City, Arcadia and LaBelle.

As a diocesan community we seek to live out Jesus' Great Commission that we should be in the world to make disciples of all people ministering God's redemptive gifts of love and grace. "Make disciples of all nations, baptizing them in the Name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded." Matthew 28:19-20a.



HOW TO APPLY:

Application Process

If you discern that God may be calling you to an exciting and life-giving ministry at All Souls Episcopal Church, please submit the following materials to the Rev. Canon Richard H. Norman, Canon to the Ordinary, The Episcopal Diocese of Southwest Florida, (rnorman@episcopalswfl.org):

- Resume / CV
- A copy of your updated OTM profile
- A letter of interest that highlights how you feel you meet the needs of All Souls Episcopal Church

Deadline to Apply: December 30, 2025

