



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Feb 25, 2026)

St. Monica's Episcopal Church, Southwest Florida

7070 Immokalee Road, Naples, FL 34119, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 04/07/26.

rnorman@episcopalswfl.org

Weekly Average Sunday
Attendance (ASA)

105

Number of Weekend
Worship Services

2

Number of Weekday
Worship Services

Number of Other per Month
Worship Services

Current Annual
Compensation

Cash Stipend

Housing / Rectory Detail

Utilities

SECA reimbursement

Compensation Available for
New Position

\$107000

Housing Available for

Pension Plan

Healthcare Options
Clergy+1

Dental
Yes

Housing Equity Allowance in
budget

Annual Equity Amount

Vacation Weeks

One month, including 5
Sundays (standard)

Vacation Weeks Details

Continuing Education Weeks
2 (standard)

Continuing Education Weeks
Details

Continuing Education
Funding in budget
\$501-\$1000/year

Sabbatical Provision
Yes

Travel/Auto Account
Yes

Other Professional Account
Yes

Compensation, Healthcare, and Dental are negotiable

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Describe a moment in your worshipping community's recent ministry which you recognize as one of success and fulfillment.

We lost our rector and our new music director within a span of three months-- both accepted new calls. Energy in the congregation sank. Through extensive updates on process and progress for our rector search, an active music director search committee, some well-attended social events, and the arrival of an interim rector who was with us before and knows us well, we are seeing a resurgence in participation (i.e. we have a seven-person stewardship committee) and hope for the future. The search for a new music director has borne fruit with a well-qualified new director coming in early 2026. Our new organ fund remains fully subscribed. Our five feedback sessions with parishioners on our draft vision, goals and objectives produced quite useful feedback but all provided updates on where we are. Our investments in addressing key maintenance issues spark comments of appreciation and support. Our weekly communication channels keep all informed of progress and problems. We had an enormously successful Christmas event to support foster children with gifts. We may not be fully back (we need a new rector for that) but we feel we are moving together on many fronts.

How are you preparing yourselves for the Church of the future?

During this period of transition as we search for and call a new, long-term rector, our lay leadership—both the Vestry and many of our ministries—has stepped forward with purpose and commitment. We are working intentionally to ensure that St. Monica's is well-prepared for the future in every dimension. We are continuing to work on our strategic vision and goals and objectives through congregational feedback. We could have halted waiting for a new rector but we are moving forward on many fronts now. We have mentioned our efforts to address building issues. Our Junior Warden heads a large maintenance committee that works to establish our priorities. As we write this our outdated and now non-functional phone system must be replaced. We are not looking at a patchwork solution; we are looking at upgrading the fire and burglary alarm systems. In 2026, we will begin to restructure our Vestry to reflect our pressing needs and our interest in an strengthening congregational engagement. We are strengthening our theological foundation, maintaining vibrant and meaningful worship, and investing in a robust musical program.

Please provide words describing the gifts and skills essential to the future leaders of your worshipping community.

compassionate, Energetic/Visionary, Spiritual Guide/Inspirational Communicator, Caring/Collaborator

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Describe your liturgical style and practice for all types of worship services provided by your community.

Based on our recent HolyCow survey, St. Monica's is Broad Church in style. a middle-ground approach that is theologically liberal and inclusive, characterized by an emphasis on intellectual engagement with faith, social justice, and a broad interpretation of doctrine. It represents a comprehensive, tolerant spirit that accommodates diverse beliefs and practices within the larger Episcopal umbrella, valuing experience and reason alongside scripture. We use the Book of Common Prayer and other liturgical materials. Our service is printed in its entirety in a weekly bulletin. Our songs come from the Hymnal 1982. We have two Rite II services every weekend throughout the year. We have music at both services with the addition of the choir on Sundays and holidays. Our Sunday service and holiday services are live-streamed on YouTube. Every month we offer anointing and prayers by members of the Healing Ministry. Our Holy Week services include blessing of the palms, washing of feet on Maundy Thursday, liturgy on Good Friday, Easter Vigil on Saturday evening, and Easter Sunday celebration. We have a yearly service where there is blessing of the animals.

How do you practice incorporating others in ministry?

We incorporate others in ministry largely by example and invitation. Members serve on the alter guild, as ushers, greeters, acolytes, and lectors. We recently offered a Spiritual Gifts workshop to help individuals understand, identify and develop their spiritual gifts to help serve God and the church effectively. We followed this with a workshop on the saints. These served as prompts to serve. Our stewardship campaign this year asked parishioners to respond in how they might serve as well as financially support our church. Responses are still coming in. One of our priorities is to reorganize our Welcoming Team and plan events for new members to participate in and learn about the opportunities for outreach, fellowship and worship that are available at St. Monica's. We place a greeter station outside our church before each service. Every attendee is welcomed.

As a worshipping community, how do you care for your spiritual, emotional and physical well-being?

Caring for our spiritual, emotional and physical well being is a priority at St. Monica's. There are many ways to get emotional and spiritual support. Both our Interim Rector as well as our Deacon are always available to provide spiritual support during times of need. Their cell phone numbers are readily available to all. Also, we have coffee hour after our Sunday service which provides an opportunity for fellowship, to catch up, meet someone new, or just relax. There are also monthly Pot Luck Socials after the Saturday service. Excellent camaraderie comes from these many opportunities. Our Memory Garden offers an opportunities for solitude and reflection for those who just need a quiet place to connect with God. We have a Parish Nurse who is always available to address issues of concern to our older population. She has included articles in our e-News about hypertension, fall prevention, the signs of a stroke and more. She is available to answer questions and make community referrals if needed. Loneliness and isolation for those living by themselves or caring for their partner is another area of concern that is being addressed in our 2026 strategic objectives.

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How do you engage in pastoral care for those beyond your worshipping community?

There is a banner hanging in our church that reads PRAY, LOVE, GIVE. These words embody the belief of our worshipping community that we are called to give of our time, talents and treasure. Community Outreach is an important initiative at St. Monica's. There is a great amount of detail on this in our Profile. St. Monica's supports either financially, with volunteers or both, the following organizations: The Healthy Earth Organization, Harvest Time Ministries of Bonita Spring, Mission Peniel in Immokalee, Baby Basics of Collier County, and Meals of Hope, and Fostering Success. This year we added Fostering Success to our outreach. We placed a "giving tree" in our church. There were 50 ornaments on the tree representing the wishes of 50 children who are in foster care. All 50 of these children will have their wishes granted this Christmas. On our campus is the Heavenly Day Pre-School. This year we joined in their Trunk or Treat Halloween event. We look forward to expanding our involvement with the pre-school. Lastly, our church has opened its doors to AA, NA, and Al Anon for their meetings at a very nominal fee.

Describe your worshipping community's involvement in either the wider Church or geographical region.

We participate in the life of the Diocese through the Annual Convention and involvement in diocesan formation programs, clergy gatherings and lay leadership training. We also enjoy an annual visit from our Bishop where new members of the Congregation are baptized into our Episcopal faith or received into the Church. This year, we were privileged to host the annual Convocation for our region. In the summer, our Vestry spent a significant amount of time being trained by Canon to the Ordinary, Canon Norman on the Transition Process. We look forward to upcoming events in 2026. We are working with the Diocese to host the March DOK convocation at St. Monica's. Our proposal is to engage the Messianic Jews group that meets in our facility on Saturdays in a joint learning program as the major part of the convocation. We are excited to be asked to host this event.

Tell about a ministry that your worshipping community has initiated in the past five years. Who can be contacted about this?

Over the past 18 months, St. Monica's has established monthly Communion (from the Reserved Sacrament) services in five Senior Living Centers across the Naples area, open to all residents and building community among Episcopal worshippers. Attendance is strong in peak season, often reaching forty participants across the centers. During this period, the parish expanded its licensed Eucharistic Visitors from zero to five, with another in training. St. Monica's also offers a grief-support ministry using Kenneth C. Hauck's Journeying Through Grief series, mailing four booklets over the first year of mourning; more than 15 individuals and families are currently enrolled, and five have completed the series. Recent refresher trainings have been completed by Eucharistic Visitors, Eucharistic Ministers, and the Altar Guild, supporting excellence in worship and pastoral care. Deacon Ken McCaslin can be contacted about this.

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What is your practice of stewardship and how does it shape the life of your worshipping community?

During the past few years, stewardship, in the form of pledges, had taken a back seat to other priorities. This year we have made a definitive change in emphasis designed to keep the congregation informed of our needs and aware of and engaged in our process. We launched our 2026 campaign with a well-attended catered brunch completely underwritten by donations. Our fun activity was Episcopal trivia with such questions as what would it cost to pave the parking lot. We have a seven person stewardship committee that is not only tracking our campaign but is re-examining our legacy and endowment policies. We give weekly updates on our progress. We have members talk at each service about why they are at St. Monica's. Our pledge card asked for commitments of time and talents plus resources. We are on course to well exceed our pledge level for 2025.

What is your worshipping community's experience of conflict? And how have you addressed it?

St. Monica's faced the same challenge as other parishes in identifying and prioritizing current financial needs outside the operating budget. In our case there was significant tension between support for a new \$350,000 organ and the need to address long-standing building maintenance issues estimated to be \$250,000. After our rector and Music Director moved on, the Vestry set aside funds to address some lower cost but glaring building needs, drawing on existing savings and bequests. We also included a key objective in our draft goals statement that clearly laid out the need for a large-scale effort to meet those needs. We also were blessed to have a parishioner donate his time to complete a reserve study that project our long-term building needs. We are in the midst of formulating our communication strategy on building issues. We should also note that over the summer we were the recipients of \$390,000 in unrestricted bequests. These are available for use as needed. The Vestry is to examine its bequest policies early in 2026.

What is your experience leading/addressing change in the church? When has it gone well? When has it gone poorly? And what did you learn?

We have been through many changes and learned from them. Two years ago, our rector unilaterally selected a new music director. From the start that choice was a bad fit for us, mainly because dealing with people was not a strong suit. That director lasted six months before we ended the agreement. The next search was heavily driven by a committee working with the rector. The selection in that case was a great fit for us. Under new leadership the choir grew, and music was always rated highly. Unfortunately, that director moved on in the fall. A new committee came together and, as we have reported, we have a new director coming onboard in early 2026. We are excited for that to happen. We have kept the congregation informed at each step in the selection process. What we learned is involving members of the congregation in key decisions and making the decision-making process transparent are crucial elements of gaining support among our members. We have applied those principles in all aspects of our strategic planning process and are committed to seeking a rector who will focus on developing leaders rather making all key decisions alone



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev'd Jonathan Evans	Rector / Vicar / Priest-in-Charge	2021-08	2025-07

Name	Position Title	Date Begun	Date Ended
The Rev'd Eddie Gibbons	Interim	2020-07	2021-07

Name	Position Title	Date Begun	Date Ended
The Rev'd Eric Cooter	Rector / Vicar / Priest-in-Charge	2018-03	2020-07

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
yes	2	4

Number of Teachers/Leaders for Teen/Young Adults School	Number of Students for Teen/Young Adults School	Number of Teachers/Leaders for Adults School	Number of Students for Adults School
		4	15

Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School

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Worshipping Community Web site: <https://www.stmonicasnaples.org/>

Media Links:

Online References:

> <https://www.facebook.com/stmonicasnaples/>

Languages Significantly Represented:

English

Provide Worship or Classes in:

References

Bishop:

The Rt Rev'd Douglas F.
Scharf

phone: 941.556.0315; email: dscharf@episcopalswfl.org

Diocesan Transition Minister

The Rev'd Canon Richard
Norman

phone: 941.556.0315; email: rnorman@episcopalswfl.org

Current Warden/Board Chair

Ed Strong

phone: 267.250.4576; email: estrongjr@gmail.com

Previous Warden/Board Chair

Scott McCurdy

phone: 239.250.9996; email: scott.f.mccurdy@gmail.com

Search Chair

Parish/Institution

Local Community Leader