

St. Monica's Episcopal Church Parish Profile



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Diocese of Southwest Florida
February 11, 2026

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Where All Are Welcome

A Prayer for the Search of a New Rector

Gracious and Loving God, you know us better than we know ourselves. Guide the Search Committee, Vestry and people of St. Monica's through this time of transition and discernment. We pray that your Holy Spirit continues to open our hearts and minds to new opportunities and ideas, so that we may follow where you lead-knowing that Jesus Christ walks with us each step of the way.

Empower each and every member of our Search Committee to use their gifts for ministry to the fullest; to share their thoughts openly and honestly; to respect the opinions of others; and to encourage humility, patience, and joy.

Finally, instill in all the people of St. Monica's a glorious vision of the future; that guided by your Holy Spirit, we may be united in love-with warm hearts, enlightened minds and open hearts-so that we may gladly accomplish the mission to which you are calling us; through Jesus Christ our Lord.

Amen.

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Introduction

An Invitation

For the priest contemplating a new call, the parishioners of St Monica's Episcopal Church in Naples, FL offer this parish profile for careful consideration. Our patron saint, St. Monica, made it her life's work to bring her husband, Patricius, and her children Augustine, Nazigius and Perpetua, to the Christian faith through prayer. She prayed especially for Augustine's conversion. In a corresponding prayerful effort, we, the parishioners of St. Monica's invite you to join us as we increase our attendance at worship services through outreach and hospitality, aid in the growth of our spirituality and hospitality, and embrace our goals of Praying, Loving, and Giving.

Who We Are At This Moment



We are a church that recently experienced several significant transitions.

We called Father Jonathan Evans during the difficult post-COVID period, as churches were beginning to fully re-open. In July 2025 he was called to accept the rectorship at Saint Paul's Within the Walls in Rome, Italy. Three months later, our music director, of less than one year, took a position at a nearby church. Presently, the Diocese of Southwest Florida has assigned the Reverend Sylvia Czarnetzky as our Interim Rector. She is supported by the Reverend Ken McCaslin, Deacon; an office administrator, an acting organist, an acting choir director, sexton, CPA/comptroller and a volunteer parish nurse.

During the first half of 2025, we completed an intensive campaign to replace our 30-year-old, near death organ. The new one is being built and is scheduled for delivery in May 2026. Our organ fund remains fully subscribed with virtually all having affirmed their intent to fully support this \$365,000 effort of which we have well over 70% in donations already made and the remainder in signed pledges, confirmed by personal outreach to those pledgers.

Despite these transitions, we have been aggressively moving forward on key priorities. We are fortunate that we have been engaged in a strategic planning process since early 2025, heavily influenced by our HolyCow! Congregational Assessment Tool (CAT) and our own recognition of areas we can benefit from addressing. That process is currently in the stage of testing our draft vision, goals and objectives with key groups in the church. Dealing with these previously mentioned challenges has made us stronger as a spiritual family. We feel we are regaining energy and see good potential for the future.

We have also been addressing some long-deferred building needs and developing a reserve study of future needs. Through a newly revitalized stewardship campaign we are making the congregation aware of those needs as well as our ongoing operational commitments.

Music is a cornerstone of our worship experience. We hired an interim music director who worked on revitalizing our choir and has started a series of small concerts featuring local musical artists to perform in our church. We hired an accomplished and experienced Director of Music from a church in Illinois. His anticipated start date is February 2026.

We are a parish of almost all older (over 65) parishioners. We know from our CAT that a key focus is attracting younger families. We are looking at what we might do to engage with younger families and others. For example, for the past 13 years Heavenly Day Pre-School has rented our classroom space. We are reviving, with their director, Vacation Bible School for this summer as well as exploring other opportunities such as “date night out” where we might provide supervised babysitting services at the church to allow parents time on their own. These are nascent ideas, but we see great potential here.

We are also beginning discussions, which emerged from our strategic planning feedback groups, on how we might reach out to recent retirees, as a target group.

According to our parochial report (filed March 1, 2026), we are a church of approximately 259 adult members in good standing and 12 youths. We are a very seasonal church. We experience significant drops in attendance during the summer months with many snowbirds who only come in the high tourist season and many full-time parishioners who travel extensively during the summer. We have two services, one Saturday evening at 5PM and one at 10AM on Sunday both using the Rite II liturgy. We have all found a true church home here where all are valued and welcomed.



Vision & Core Values

Our draft vision is very straightforward: “We are a joyful community of God's people, welcoming all, as we pray, love, and give”.

We maintain a set of core values, printed in our weekly bulletin, where we describe our culture and values as follows:

- We warmly welcome all. We affirm the dignity of all humanity through a warm and friendly welcome
- We connect with the community. We support building ministries with our talents, finances, and passions

- We cultivate a culture that welcomes children and youth, affirming them in their baptismal identify and that they are children of God with gifts to offer to the church
- Music plays a vital role in our worship and outreach to the community
- Through prayer, friendship, and community, God’s Spirit heals us
- Fun is a high value in our community and is woven throughout our congregational life
- We open ourselves to the Spirit. We have a long history of trying new ventures and ministries. Within the framework of our Episcopal values, we are open to change.

These values were adopted by Vestry in 2022 and remain in place. They are complementary to our current strategy planning work and express who we are today.

Our Location

Southwest Florida

There is much afoot that sets the stage for a vibrant future for our church home here in Naples, FL, named the best place to live and best place to retire in the US, by US News and World Report (Nov 2024). Perched on the Gulf of Mexico in southwest Florida, Naples is well known for its resort atmosphere, world-class culture and sophisticated dining, but it’s also a family destination. The greater Naples area (including Marco Island) has a population of over 400,000. The beach on the coast on the Gulf of Mexico is more than ten miles (16 kilometers) long and is known for its cleanliness and pristine white sand.

Tourism, especially eco-tourism is a major industry. Audubon’s Corkscrew Swamp Sanctuary, Rookery Bay, the Conservancy of Southwest Florida, the Naples Botanical Garden, and the Naples Zoo are all huge draws for tourists to our area, and for our residents as well. The Naples Municipal Airport and Southwest Florida International Airport serve our travelers.

Outdoor activities include fishing, several walkable nature boardwalks, and the nearby Everglades. For children, we have Golisano Children’s Museum of Naples and Sun-N-Fun Lagoon- Collier County’s only water park.

Cultural activities include the Naples Philharmonic Orchestra concerts and others at Artis-Naples, the Baker Museum, and over 100 art galleries. Naples is home to the Naples Players, Opera Naples, Theatre Zone, and the Gulfshore Playhouse. Additional cultural activities are located nearby in Bonita Springs and Fort Myers, Florida.

Florida Southwestern College, located in Fort Myers, also has a campus in Naples, Florida. Florida Gulf Coast University is also located in Fort Myers and Ave Maria University is very near our church.

There are excellent hospitals in the Naples area. World class hospitals such as Moffit and Cleveland Clinic are located in Tampa and Miami respectively.

We have 74 schools with approximately 48,282 students. Collier County Public Schools earned an “A” rating for the 2024-25 school year.

For sports enthusiasts, the Minnesota Twins and Red Sox play baseball in Ft Myers for Spring training. There is also a minor league baseball team called the Everblades in Estero and a semi pro soccer team called Naples United FC. In Collier County, golf, tennis and pickleball opportunities abound with over 90 golf courses in Collier County and Naples is the home of the National Pickleball Championship.

St Monica’s is conveniently located in North Naples near all of the main shopping areas with access to good schools and only 35 minutes from Fort Myers airport (RSW).

Diocese of Southwest Florida

We are a constituent member of the worldwide Anglican Communion and The Episcopal Church in the United States. The Diocese of Southwest Florida’s 78 congregations total over 31000 baptized persons, who share an exciting pilgrimage of ministry and mission. The Diocese extends along the coast of the Gulf from Brooksville in the north to Marco Island to the south.



The Rt. Rev. Douglas F. Sharf

The Rt. Rev. Douglas F. Scharf was consecrated as Bishop in 2022.

The Diocesan offices and conference rooms are located in Day Spring in Parrish, Florida, a beautifully wooded retreat and conference center. Our Diocese has a relatively low apportionment compared with other Dioceses in the Episcopal church. For more information, visit the website of the Diocese at www.episcopalswfl.org

Our History: St. Monica’s Beginnings

St. Monica’s history began in 1991 when it was formed as a mission outreach of St. John’s Episcopal Church and the Naples Deanery. St. Monica’s first worship services were held in the community room of the North Collier Hospital and subsequently, in an office building near Valewood Drive and

Immokalee Road. We were accepted into the Diocese as a mission church of the Diocese of Southwest Florida in 1992.

On October 2, 1994, the first service was held in what is now our parish hall. In 2005, three classrooms were added to our formation wing. Late in 2005, our Vestry realized that we could not do the ministry God had called us to without more space. We began planning for the construction of our current worship space, which seats 260 people. The first worship was held there in July 2010.

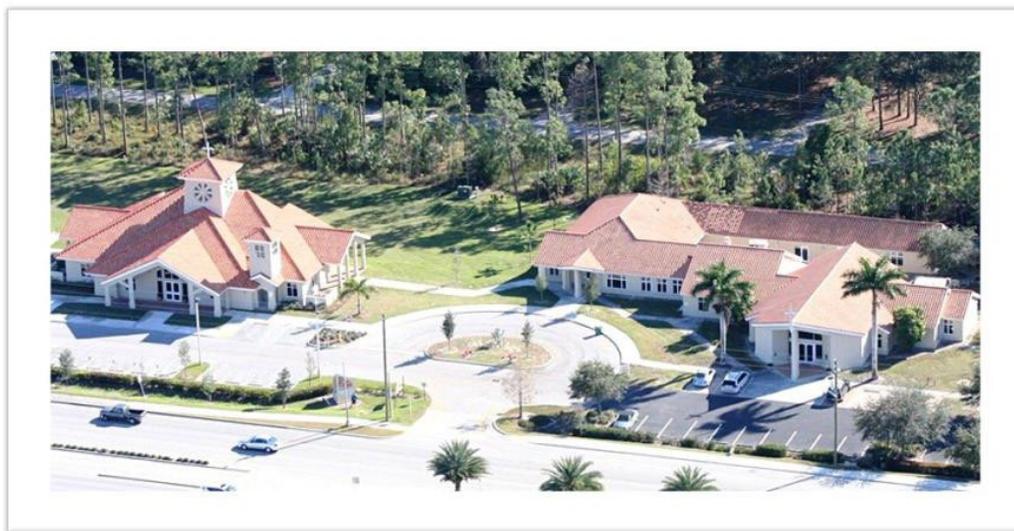
In 2006, the Chapel of the Holy Family was named and blessed. The icons of the Holy Family of Jesus and the Holy Family of St. Monica were commissioned and blessed at the same time.

Changes to the parish hall included adding restrooms to two classrooms, for safety of the children, and a porch was enclosed to create a library. In 2016, The Chapel Garden was dedicated for burial of cremains of parishioners and family and an area was designated for pet cremains.

Our founding priest in 1991 was the Reverend John Adler who served as vicar until late 1999. From there:

- the Reverend Kathryn Schillreff, was called in January 2000 as Vicar, leading us to Parish status in the diocese in 2002. She continued her call as first Rector until her retirement in December 2016
- In 2017, Reverend Hipolito Fernandez Reina served as an Assistant Priest during the transition phase until 2018
- Fr. Eric Cooter came from 2018 to July 2020.
- Fr. Eddie Gibbons was then the Priest in Charge until July 2021.
- Then Fr. Jonathan Evans was our Rector until July 2025.

St. Monica's Today



Throughout our 34-year history, St. Monica's Episcopal Church has established a community anchored in an Episcopal-Anglican tradition representing all ages. More than 60% of parishioners hold college or graduate degrees. More than 60% of members are retired. Half of our parishioners live alone.

St. Monica's Ministries



Church ministry refers to any action taken on behalf of the church that serves its vision in some way. This could include preaching, volunteering, teaching or anything that makes the church a better place. At St. Monica's our ministry programs have undergone several transformations with the changing of our Rectors and their leadership styles. One thing that hasn't changed is our spirit of being a welcoming community.

"Kingdom life is one of participation" (Br. Luke Ditewig,
Society of St John the Evangelist)

Outreach at St. Monica's

Note: for the organizations marked with an asterisk, we take a monthly plate collection to provide them with financial support. We designate one of the organizations below each month and provide an update about the organization in our enews.

- ***The Healthy Earth Organization****

St. Monica's is a site for one of their community gardens. The mission is to inspire young people ages 4 to 25 in southwest Florida to connect with nature and understand pressing environmental issues.

- ***Baby Basics of Collier County****

Our Baby Basics team stores diapers at St. Monica's and distributes them on the first Wednesday of each month to eligible families in our area. The mission is to provide diapers and kindness to low income working families in Collier County.



- ***Harvest Time Ministries of Bonita Springs****

This organization is dedicated to serving farm workers and low-income families in and around Bonita Springs. In conjunction with other churches and organizations, volunteers from St. Monica's help by picking up food staples at the warehouse, packing food in bags (100 – 120) and distributing food, clothing and household items to two sites in Bonita Springs twice a month. The program starts in November and runs through March. A few of our members work directly with this ministry.

- ***Mission Peniel****

Once a quarter, 5 to 8 volunteers from St. Monica's travel to Immokalee to assist at this mission. They help by packing food for distribution to farm workers and their families. Their mission is to share the love of God by responding to the physical, emotional, and spiritual needs of farm workers and their families in Immokalee Florida.



- **Fostering Success***

Fostering Success’s mission is to provide tutoring, clothing, and enrichment programs for children in foster care in Collier, Glades and Hendry Counties. This is in recognition of the reality that foster parents often don’t have the funds or time to provide for these needs. St. Monica’s provides assistance by hosting a giving tree at Christmas time. When we put the ornaments on the tree with the requests from each orphan, the Congregation stripped the tree of all 50 ornaments on the first weekend. It was a huge success. The picture on the left shows the gifts we collected this December for the orphans.



- **Meals of Hope***

Meals of Hope, founded by a former long time St. Monica’s congregant, Stephen Popper, is the largest food pantry provider in Florida. For many years, St Monica’s has either hosted or participated in meal packing events. Their mission is “To inspire and empower communities to come together to end hunger”.



- **Heavenly Day Pre-School***

Heavenly Day Pre-School contract for classroom and common area space for 30+ children ages 2-5. These certified pre-school teachers provide safe and dependable care and stimulating educational opportunities in a Christian environment. We support the presence and activities of the Heavenly Day Pre-school students at St. Monica's. For more information, please visit: www.facebook.com/heavenlydaypreschool.

- ***Monthly Eucharist Outreach to Senior Living Centers***

Over the past year St. Monica's has established a regular schedule of monthly Eucharistic services to five senior living centers throughout the greater Naples area. These services foster a sense of community among Episcopal worshipers at each location. The services are open to all residents regardless of religious affiliation. Attendance is especially strong during peak season with as many as forty or more participants in these combined gatherings. Through this program St. Monica's continues to nurture spiritual connection and fellowship among seniors in the community.

- ***Communion to the Homebound***

Several of our parishioners assist Deacon Ken by serving as Eucharistic Visitors by taking communion to parishioners who are unable to attend services due to illness, hospitalization, or other reasons.

- ***Trunk or Treat***

For Halloween, St Monica's assists Heavenly Day Preschool in doing a Trunk or Treat event for the preschool children. Avid parishioners decorate their cars and actually dress up for the event in very creative costumes.



- ***Salvation Army Food Drive***

Prior to Thanksgiving, St. Monica's conducts a food drive asking parishioners to bring goods for distribution to those in need.

- ***Messianic Jewish Community***

This organization rents our parish hall weekly for worship services. We have an excellent relationship with them and look forward to future deeper interaction.

- ***Al-Anon, AA and NA support groups***

St Monica's provides space each week for Al-Anon, AA & NA support groups.

Worship at St Monica's

As noted, we have a 5 PM service on Saturday and a 10 AM service on Sunday morning. The Sunday service is streamed live via YouTube, which also saves past services for later viewing. We also have a full array of Holy Week and Christmas services. Special Services include Blessing of the Animals and

participation in Interfaith services, which we hosted in early 2025.

It takes a village: there are a myriad of parishioners who give their time and talent to helping our clergy with worship services:

Acolytes, Altar Guild, Lectors, Ushers, Greeters, Camera Team, Flower Guild, Coffee Hour Hosts, Healing Ministry, Choir, Organist/Music Director, Potluck Social Setup and Cleanup Team, and Eucharistic Ministers.



In addition to our regular services, there are many opportunities for worship and learning that contribute to our spiritual growth and collective praying together.

Tuesday Faith and Sharing Prayer Meeting

Under the direction of one of our parishioners, there is a well-attended Tuesday morning prayer and devotional hour that includes various forms of communal prayer and supportive sharing. The session is open to all, no matter what church affiliation.



Contemplative Prayer via Zoom

Wednesday morning there is contemplative prayer held via Zoom. A small group of parishioners and others regularly come together to share devotion and spend time in deep and silent reflection, exemplifying the best practices of contemplative prayer.

Prayer List

For many years, St Monica's has maintained a prayer list so that the congregation and support those members who have special needs in their lives.

Music Ministry

The Music Ministry at St. Monica's is one of the primary focus and very appreciated areas by our congregation. We love to sing and listen to well-played and inspiring music. The primary focus of our music is to be a servant of the liturgy by providing music to enhance scriptures and the liturgical theme of every service. Other important facets include presenting music that



inspires, uplifts, educates, and encourages congregational and community participation, while at the same time reflecting the liturgical and cultural traditions of the Episcopal Church. Starting in late spring

2026, we expect our new four-manual, 120-stop, Walker Digital Organ will be completed and available to further enhance the fullness and richness of sound for all parts of our worship services. We look forward to our new music director taking full advantage of this new instrument. In addition, we own a complete set of handbells. Two years ago, our former Director of Music led a handbell choir. Our new Director of Music plans to reestablish this choir.

Daughters of the King

St. Monica's chapter was established on February 23, 2020. The order includes communicants of the Episcopal Church, Anglican, Lutheran and Roman Catholic churches. A Daughter pledges herself to a lifelong program of prayer, service and evangelism dedicated to the spread of Christ's Kingdom and strengthening the spiritual life of her parish. At the time of this writing, there were sixteen active Daughters and two in discernment to become Daughters in February 2026. This is one of our most active ministries.



Induction of DOK Chaplin Ken McCaslin

Teaching at St. Monica's

Friday Morning Bible Study

Our Friday morning Bible Study has been in existence for over a decade, under various leaders. It is now led by a parishioner who has graduated from Education for Ministry (EfM), as have a few of the participants. The session begins with morning prayer, followed by a light breakfast. Depending on the time of year and the presence of our seasonal members, the study focus is either the Gospel for the week or a study of a book of the Bible, with rotating instructors whose job is to steer the conversation, while still teaching some of the content. Ideas and varying perceptions fly around the room during our time together.

Workshops for Spiritual Development

Our deacon has begun a series of workshops designed to strengthen aspects of our spiritual growth and learning. To date two have been held with more on the horizon. The first focused on helping individuals understand, identify, and develop their spiritual gifts to serve God and the church effectively.

The second was a seminar on saints and prayer presented by Catherine Gotschall from her book *Song of the Saints*. It was designed to bring attendees into deeper communion with the saints celebrated throughout the liturgical year.

Men's Book Group

Our men's book group has been in existence for about four years. The group self-selects what to read and find themselves immersed in the implications of whatever is read. For example, the group just finished *Falling Upward* by Richard Rohr. Every chapter in that book led to insights and learning.

Children's Ministry

This is a ministry that our Vestry and Congregation are focusing on with limited success. The main reason for limited success is that there are few families with children in our parish. We have formed a committee to explore ways to attract more young families. It is in the very early stages of its work.

- Sunday School
- Easter Egg Hunt
- Vacation Bible School with Heavenly Day School (planning stages)

An Opportunity: Stephens Ministry

At St. Monica's, the Stephen Ministry program is currently dormant; however, our trained Stephen Ministers remain active in many aspects of parish life. The program could readily be revived under a new Rector who recognizes its value—both as a complementary resource for parishioners and as meaningful support for the clergy's pastoral ministry.

Fellowship at St. Monica's

We have a variety of fellowship opportunities worthy of note. Like most churches we have coffee hour after the 10 AM service. Perhaps more uniquely, there is a long-standing tradition of a potluck



Annual Stewardship Kickoff Luncheon

gathering after the 5 PM service on the second weekend of the month. This is a well-attended opportunity to gather together to share a meal and develop new friendships. There is a small group that meets for lunch once a month. Until recently this was a "Ladies Do Lunch" event but has now been expanded to anyone in the congregation. We recently revived a New Member Luncheon with plans to do another early in 2026. Our stewardship kick-off event this year was a catered brunch, totally funded by a member of the stewardship committee, where there was fellowship and even some fun as we played Episcopal Trivia.

Leadership Teams and Committees at St. Monica's

Vestry

This year, we have established a Jr. Warden team which will enhance our focus on the health and well-being of our spiritual home. In 2026, we will have 9 Vestry Members.

Current committees are:

Jr Warden Team

- Grounds and Maintenance
- Building Reserve Team (Created this year to strategically plan funds for preventive and ongoing maintenance of major elements of the facility)
- Special Projects Team (In early formation stages, created this year. The goal is to engage the congregation in maintaining and enhancing our spiritual home through small projects that can be completed with a small investment of time and talent.)

Strategic Planning Committee

- This committee has been working for over a year now to conduct the CAT survey and develop our vision, goals and objectives for the future. All Vestry members were brought into the Strategic Planning Committee so that they would be fully invested in the goals and objectives development.



Strategic Planning Committee Meeting



Stewardship Committee

Our stewardship committee is led by our Senior Warden. We have a seven-person committee working on a broad range of topics under the stewardship label. In addition to the ongoing campaign, the committee is examining our strategy and processes for legacy gifts to the church as well as our policy on our endowment and other categories of contributions such as unrestricted bequests. We are focusing on keeping the congregation informed and engaged as we deal with this important topic of stewardship. This year we have also asked for commitments of time as well as treasures.

Communications at St Monica's

Led by St. Monica's administrator, members of the clergy, vestry and congregation contribute to weekly eNews articles to make sure our congregation is kept informed. In addition, we are very proud of our website and church directory. The church directory lists not only names and contact information for our congregation but also includes pictures which have made it much easier for everyone to get to know each other on a first name basis. Another great feature of our directory is that it lists members of

each of the worship and leadership teams described above. The church directory is accessible online through the website (for members only) and also is downloadable as an app on iPhone or Android.

Our administrator is assisted by the generous donation of time and talent by a small group of members of the congregation who answer phones, organize bulletins and staff the front desk.

Staff at St Monica's

The Rev. Sylvia Czarnetsky, Interim Rector

The Rev. Ken McCaslin, Deacon

Laura Stamper, Administrator/Bookkeeper

Joe Master, Director of Finance

Cesar Guzman, Sexton

Susan Docimo RN, Parish Nurse

Gordon Brown, Susan Beauregard, Guest Organists

M Helen Tintes-Schuermann, Guest Choir Director

Building and Grounds

The Parish Hall construction was completed and church services were held in 1994. Classrooms were added in the Formation Wing in 2002. Additional building modification occurred subsequently with the current worship space construction being completed in 2010.

The parish hall has a commercial kitchen and the campus has been upgraded post-Hurricane Irma in 2017 with the replacement of our tile roofs and new HVAC systems.

Under the leadership and guidance of the Jr Warden Team, new emphasis has been placed on much needed repairs, especially those related to safety. There are also preventative yearly maintenance items and annual fixed costs including lawn care, air conditioning periodic service, and fire safety maintenance. These items are scheduled and can be planned for in the operating budget.

We are fortunate to have a member of our congregation who has built a reserve plan for his Church in the northeast and is in the process of doing this for us at St Monica's in time for the 2026 fiscal year. Our goal is to put aside, over time, the right amount of additional funds in the operating budget for the occasional unexpected breakdown or failure of equipment or fixtures.

Given the ages of the buildings, the property is in relatively good condition. However, there are a few significant items that will likely need to be addressed in the near future. Examples of this are our fire alarm system (which is the original from 1994) and the west side of the parking lot which we plan to

resurface this year. We are blessed to have a newly developed reserve plan which will help keep us on track with preventative maintenance and planning for repair and replacement of the infrastructure as it ages.

Financial Health

Over the past 3 years, we have had a deficit of expense over revenue between \$15,000 and \$30,000 per year. Most recently, we received 2 significant bequests from parishioners who passed in the summer of 2025, totaling over \$385,000. This, along with the work of the Stewardship Committee, will give us opportunities to address these financial challenges in 2026 and beyond.

On the liability side, we maintain a mortgage debt of over \$270,000. On the asset side, we have a savings account of approximately \$42,000, and an endowment fund of approximately \$159,000 in addition to the total unrestricted endowments of approximately \$400,000. We are ever grateful for the generosity of our parishioners who remembered St Monica’s in their bequests.

2025 Operating Budget

As with all Churches who have a large population of snowbirds, estimating pledge and plate revenues is both an art and a science. This is the case as St Monica’s, so it is difficult to fully project our year end outlook. However, our stewardship committee put out an appeal in the middle of the summer asking our Congregation to help with anticipated shortfall and we have already seen some effect from that. As of this writing, here are our results for 2025. This represents a shortfall of \$29,403. We are hopeful that our new Rector will work with us to achieve the right balance of meeting our budget while not jeopardizing the health and well-being of our spiritual home.

	2025 Actual
Revenues	
Pledges and Plate	\$429,355
Other Income (Rentals etc)	\$91,525
Released from Restriction	\$12,000
Total Revenues	\$532,881
Expenses	
Salaries and Benefits	\$297,110
Church Administration	\$27,826
Building and Property	\$138,341
Development and Fellowship	\$2,127
Education and Ministry	\$234
Worship	\$10,713
Apportionment and Outreach	\$59,088
Loan and Interest Expense	\$26,843
Total Expenses	\$562,285
Net Total	-\$29,404

Background and Context for our Rector Needs

Over the last year, much effort has been put into renewing and refreshing ourselves as a congregation. Key to this has been the administration of a congregational survey followed by the development of a strategic plan. The strategic plan was developed in response to what was learned in the survey and is intended to set us in a direction in 2026 which will drive growth and vitality.

Survey Results: Satisfaction and Energy

In early 2025, we conducted a survey of our congregation using HolyCow! Consulting. We did this to get an overall pulse of the congregation but also to have a baseline from which to develop our strategic plan.

About 33% of our congregation (seasonal and full time) are clearly satisfied overall while another 33% are not dissatisfied but rather “on the fence”. We still strive to understand what it will take to move this latter group to the satisfied category.

The survey told us that our congregation is most satisfied when:

- there is a clearly articulated vision of the future;
- people are kept informed and involved;
- we make things happen;
- worship services are exceptional in quality and spiritual content;
- there is adequate opportunity for consideration of different approaches in making important decisions.

Our congregation is energized when:

- the spirit in our congregation makes people want to get involved
- the leaders of the church show genuine concern for what people think when decisions need to be made;
- when they notice the spirit in the congregation which causes them to want to be involved
- in important decisions in our church, members are given adequate opportunity for consideration of different approaches
- our rector communicates with people in a way that keeps people informed and connected

Strategic Plan

Based on above survey results the Strategic Planning Committee developed a draft of the Strategic Plan which they then delivered to the Vestry. The Vestry then reviewed the plan in 5 different sessions with various members of the congregation (all were invited to attend). Here is our current draft of our Vision, Goals, and Objectives The Vestry will hold a retreat in late March 2026 to finalize the vision, goals and objectives and begin work on implementation plans.

Our Strategic Plan consists of three draft elements: a vision statement, long-term goals, and annual objectives.

Vision – We are a joyful community of God's people, welcoming all, as we pray, love, and give.

PRAY

Goal One: Increase attendance at worship services and in programs to aid in the growth of spirituality and prayer.

Objective 1-26: By the end of 2026, develop a strategy that will grow our membership and make St Monica's a place that is attractive to people to grow in spirituality and prayer.

LOVE

Goal Two: Share our love of God by connecting to and supporting all members of the Congregation by helping one another in their spiritual, emotional and physical needs.

Objective 2-26: By end of 2026, identify the population who have unmet needs to be served and draft and test a model to outreach to them which is complementary to our existing Pastoral Care and Eucharistic Ministry programs.

GIVE

Goal Three: Nurture and grow St. Monica's as our spiritual home by sharing our time, talent, and treasures.

Objective 3-26: We will continue to actively invite all members of our congregation to lead, participate in, and support St. Monica's wide range of ministries—including liturgy, music, education, fellowship, pastoral care, and outreach and insure there is something that everyone could do.

Objective 4-26: Objective 4-26, Through fully informing and engaging the congregation, we will:

- Have plans in place to have a 2026 budget that can support our short and long-term critical building needs using reserve funds, based on our reserve study as the base*; and provides for a budget to support ongoing operational needs.
- Execute on plan to acquire a new organ in 2026 using the funds pledged by the Congregation
- Have plans in place to have a 2027 budget that can support a new rector without drawing on savings; addresses short and long-term critical building needs, using our reserve study as the base*; and provides for growth within the operating budget to support robust outreach and congregational efforts to help us grow and thrive.

Note 1: Reserve is readjusted each year. Current reserve projections indicate a need for \$270,000 to cover both buildings. (Ed, I put this in here because the Congregation keeps asking for specifics so they fully understand the context...they also need to understand we are not at this level which is why we shouldn't be complacent about the funds that came in from bequests)

What St. Monica's Seeks from a Rector

First and foremost, worship services are central to our being one together. We pray for a rector who inspires us through our worship services and who helps us to take action in our own individual lives and in our collective lives as a congregation.

In addition, based on the input from the HolyCow survey, we seek a rector who:

- places high priority on spiritual care and support of the congregation and is a role model of the Episcopal faith.
- is committed to supporting the underserved in our community and encourages our congregation to do the same.
- Will lead and inspire us to grow spiritually in our expression of our praying, loving and giving
- can help us all get more involved in the life and vitality of our parish
- builds on the congregation's appreciation of the beauty and power of music as an expression of our faith and love of one another
- can balance spiritual leadership with practical administrative expertise, fostering a well-organized, forward-looking parish community

We hope and pray for a rector who epitomizes these values:

- Compassion and grace: Exhibits compassion and grace in all interactions. We see this as a current congregational strength, but we know there is always room to grow in this and all other areas.
- Consensus building: Will develop consensus on what is important through collaboration with lay leaders and the larger congregation.
- Inspired communication: Will possess communication tools not only to preach effectively but also to use those skills to help move us to action.

Finally, but extremely importantly, we hope for a rector who will have a meaningful and life-giving stay with us to have a significant impact on the growth and vitality of St Monica's. We acknowledge that change does not happen overnight and realize it will take time to advance our strategic direction.

Participate In Our Search

Thank you for your interest in St. Monica's search for a new Rector. If, after reviewing this information, you feel called to enter into a process of mutual discernment with us, please follow the application process found below

Application Process

Please submit the following materials:

1. Resume /CV
2. A copy of your updated OTM profile
3. A letter of interest that highlights how you feel you meet the needs of St. Monica's and why you may be called to serve as our Rector



Email all documents in PDF format to:

The Rev. Canon Richard Norman
Episcopal Diocese of Southwest Florida
Email: rnorman@episcopalswfl.org
Questions: 941-556-0315

DEADLINE: April 7, 2026