

St Monica (Naples)

TYPE	DIOCESE	NAME
Congregation	Southwest Florida	

TYPES OF WORK	POSITION TITLE/ROLE
Full Time	Rector/Priest-in-Charge

ROLE SUMMARY/DESCRIPTION

We expect our next rector to place a high priority on spiritual care of the congregation and to help us grow with an emphasis on all who are seeking their spiritual home, including youth and people of all ages and backgrounds. We expect a rector to support and encourage our commitment to serve the underserved in our community, to lead and inspire us to grow spiritually, to build on our appreciation of the beauty and power of music, and to balance spiritual leadership with practical administrative experience.

We seek a priest who exhibits compassion and grace in all interactions, will lead through consensus building and collaboration, and possesses communication skills to preach effectively and to move us into action.

CURRENT STATUS	RECEIVING NAMES FROM	TO
Receiving names	09/23/2026	11/05/2026

APPLICATION INSTRUCTIONS

If you feel God may be calling you to St. Monica's, please submit to:

The Rev'd Canon Richard H. Norman, Canon to the Ordinary,

The Episcopal Diocese of Southwest Florida

rnorman@episcopalswfl.org

the following materials:

- résumé/c.v.
- a copy of your updated Vocation Hub profile
- a letter of interest that highlights how you feel you meet the needs of St Monica's to serve as their Rector.

CANDIDATE NARRATIVE INSTRUCTIONS

2. How are you preparing yourself for the Church of the future?, 5. What has been your experience leading change in the Church?, 11. How has your theology evolved over time?, 12. Describe a recent ministry experiment or innovation., 15. How do you take care of your well-being-spiritually, emotionally, and physically?

CONTACT

POSITION PROFILE

NAME	The Rev'd Canon Richard H. Norman
ROLE	Canon to the Ordinary and Chief of Staff
ORGANIZATION	Diocese of Southwest Florida
PHONE NUMBER	941.556.0315
EMAIL ADDRESS	rnorman@episcopalswfl.org

POSITION DETAILS

ORDERS OF MINISTRY	GEOGRAPHIC LOCATION
Priest	Southeast
WORK ENVIRONMENT	MINISTRY SETTING
In Person	Suburban

PAROCHIAL REPORT DATA

AVG. SUNDAY ATT.	ANNUAL BUDGET
105	561039

FINANCIAL OVERVIEW**FINANCIAL OVERVIEW NARRATIVE**

St. Monica's stands in a good position to attract a new rector. While our current annual operating budget is for our interim priest, our future operating budget will have an annual operating expense for a permanent rector and will include health and retirement benefits. We are fortunate to have untapped resources to support a new rector.

We recently engaged a portion of the congregation in exploring options to fill the gap between our current package and what a rector with full benefits and a substantially increased salary would cost. That was a fruitful exercise that led to our future plans as stated below.

Ours is a generous congregation. We recently completed installation of a new \$345,000 organ that was fully funded by member contributions. We have unrestricted funds of \$360,000 in an investment account and \$42,000 in a general savings account, plus \$175,000 in a restricted endowment fund. Our average pledge for 2026 is \$4800, totaling \$336,373 from 69 pledges. We project \$105,000 in non-pledged giving and \$82,000 from other income, primarily from facility rentals. We are on track to end the year with a surplus. We plan to increase our pledge target for next year by the gap between our current budget and our proposed budget under a new rector. We will also engage in a capital campaign to meet our building needs.

We believe there is good potential for growth that will allow us to move away from reliance on investments. We are working on that through our strategic planning process. The first step has been revamping our welcoming process. Emerging from that process, we are planning a new member and guest luncheon for October 2026 for which we already have over 40 invitees.

We have faith that we can work with a new rector as we look to grow St. Monica's spiritually and financially. We have a very gifted music director and a new organ that can be a vehicle for not only leading the congregation in singing but also in concert opportunities. We are planning an organ dedication event to be publicized externally and to help us grow our presence in our community.

FINANCIAL RESOURCE TYPE None

STIPEND, HOUSING, AND BENEFITS

COMPENSATION/SALARY DETAIL

RANGE \$125,001 - \$150,000

DETAILS

We are offering a cash stipend of \$132,500

POSITION PROFILE

HOUSING/RECTORY TYPE

TYPE OF HOUSING PROVIDED No Housing or Stipend Provided

DETAILS

In accordance with the regulations of the Internal Revenue Service (IRS) the Vestry will, at the request of the Rector, designate a portion of the Rector's compensation as a housing allowance. The housing allowance will be recorded in the minutes of the Vestry meeting that immediately follows the start date.

SECA REIMBURSEMENT DETAIL

REIMBURSEMENT OFFERED n/a

DETAILS

In the Diocese of Southwest Florida, the cash stipend is inclusive of SECA.

MEDICAL & PENSION BENEFITS DETAIL

PENSION PLAN

In compliance with CPF requirements

HEALTHCARE OPTIONS

Clergy +1

DETAILS

Dental is included at the basic rate: Clergy +1.

VACATION, CONTINUING EDUCATION, AND OTHER BENEFITS

VACATION & LEAVE DETAILS

Four weeks of vacation, not to be taken during major holidays. Negotiable depending on personal events.

CONTINUING EDUCATION DETAILS

Two weeks, currently budgeted for \$501-\$1,000. Open to negotiation as opportunities and circumstances may arise.

SABBATICAL PROVISION DETAILS

Per diocesan policy:

Sabbatical Leave may be arranged between the Vestry and the Rector. Sabbatical Leave:

- Shall be approved by the Bishop
- The Parish shall fund the Rector's full compensation during Sabbatical Leave
- May take place after four (4) years following the start date and no later than seven (7) years from the Start Date
- Should be no less than one (1) month and no longer than three (3) months in length

TRAVEL/AUTO ACCOUNT DETAILS

Reimbursement for mileage at standard IRS rates, currently budgeted at \$1250 per year. May be renegotiated as experience dictates.

EQUIPMENT/PHONE DETAILS

Use of a church laptop, access to copier/scanner/printer/fax, VOIP office phone. Mobile phone reimbursement available.

POSITION PROFILE

OTHER BENEFITS OR COMMENTS

A Discretionary Fund will be established in accordance with the Canons of the Episcopal Church and the current edition of the Manual of Business Methods in Church Affairs.

DIOCESAN COMPENSATION INFORMATION (IF APPLICABLE)

FORMAT None

MINISTRY CONTEXT AND DESIRED SKILLS

WHAT ARE YOUR COMMUNITY'S HOPES FOR THIS POSITION?

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 tradition.
- 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.

We hope for a rector who can help guide us to attach younger families to our parish. Naples is a vibrant community with several schools near the church. We need to explore together how we can make St. Monica's more attractive to that demographic. We have a committee of our strategic group taking up this issue soon. We hope for a rector that can work with us to strengthen our presence in the community.

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.

Our vision for the future is a vibrant, growing congregation that welcomes all with open arms, addresses the needs of our parishioners, and provides opportunities for service that fit our profile of an older congregation that still wants to serve the Lord.

LEADERSHIP SKILLS

Administration, Collaborative Leadership, Congregational Development, Fundraising and/or Capital Campaigns, Servant Leadership

MINISTRY SKILLS

Adult Formation, Church Growth, Discipleship, Grief & Loss, Outreach, Prayer & Spirituality, Preaching, Stewardship

LANGUAGES SPOKEN

English

LANGUAGES WRITTEN

English

LANGUAGES REQUIRED TO LEAD WORSHIP

English

1. What is your organization's mission and focus?

Describe your core mission and ministry priorities. What values guide your work, and what is your community or organization striving to embody in this season of ministry?

Our mission statement remains the general one from the Book Prayer: to restore people to unity with God and each other in Christ. Our vision is specific to our themes of pray, love, and give: "We are a joyful community of God's people, welcoming all, as we pray, love, and give."

Printed in our weekly bulletin, we describe our culture and values:

- 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 identity 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. They are complementary to our current strategy planning work and express who we are today.

We are living into our vision through three Vestry Committees which are working on our goals of:

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

LOVE: 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.

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

We have made significant progress in revamping our welcoming process to ensure it is in line with our commitment to joyfully bring all into our church home with open arms. And are soon to launch the other efforts to move us toward our goals. We keep the congregation informed and involved in our work through updates in our eNews and committee participation.

We are addressing our building needs through a recently adopted Reserve. We are using existing bequests to deal with some of the major repairs e.g. replacing old A/C units, replacing parts of our fire suppression system, and addressing safety issues for our partner Heavenly Day Pre-School which operates on our campus.

This work has been deeply appreciated by all since there are so many visible improvements.

2. How would you describe your ministry context?

Share about the setting and community you serve. What are the unique characteristics of your context - such as urban, rural, or suburban dynamics; multi-faith or multicultural environments; community partnerships; or social and cultural factors that shape your ministry?

There is much afoot that sets the stage for a vibrant future for our church home here in Naples, FL. 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. 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). Fifty-five percent of the population of Naples is over 65. St. Monica's demographics put us with most of our parishioners being 65 or over with many in their 70's and 80's. In spite of those numbers, we remain a vibrant congregation that cares for each other and is very philanthropic at large.

We do see a trend toward more participation in giving money than time but we are well represented in several service opportunities including food packing for a local mission once a quarter, housing and staffing Baby Basics, which provides free baby supplies to underprivileged families, Eucharistic Visitors, outreach to members and non-members in senior living with communion offered as well as simple companionship, a small but growing choir under the leadership of our new Director of Music, an active monthly potluck after the 5PM service, support for special events e.g. a great turnout for our Shrove Tuesday pancake dinner and for our stewardship kick-off brunch last November and a very active maintenance committee that has been addressing many building needs. We know from our HolyCow 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 working with their director to find ways to complement each other's needs in joint efforts such as the Halloween trunk or treat.

Music is a cornerstone of our worship experience. We raised \$345,000 for a new organ that is now in place and has energized the congregation, under the leadership of our new music director.

Like many churches in snowbird areas, we see big surges in attendance during the winter months, and some slow activity in the summer. We are putting a great deal of emphasis on how we welcome new attendees to St. Monica's to ensure visitors feel welcomed and valued.

3. How would you describe your congregational/diocesan leadership culture?

Reflect on how your community approaches leadership - what styles and qualities you value in clergy, how leadership is shared between clergy and laity, and how you navigate change and challenges.

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 accepted the call to serve as rector of 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. The leadership model at St. Monica's had been heavily rector-centric, meaning the priest managed most systems and made most of the decisions. In our transition period with an interim rector, whose focus is on pastoral and liturgical matters, the Vestry has been learning how to manage by engagement and inclusion. We have learned that we do better when we are as transparent as possible and engage the congregation in decisions. We have come away with the clear notion that we need a priest who can help build the capacity of our leaders to lead and engage the congregation regularly on key decisions and also on how do we work together to solve problems. We value those attributes and are anxious to build a path forward that will sustain St. Monica's for the future.

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) were clearly satisfied overall while another 33% were 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

4. How would you describe your congregational/diocesan liturgical styles and practice?

Share how worship is shaped in your community - what influences your liturgical life, how you balance tradition and innovation, and how liturgy reflects your theology and context.

St. Monica's falls into the "Broad Church" (central) category with a balanced modern feel. Our sanctuary, which was consecrated in 2010, is a more modern structure with chairs not pews. Services clearly follow the Book of Common Prayer. Sermons are traditionally reflections on how Scripture can be applied to everyday life today. There is a place for humor in the teachings. This style seems to fit most of our congregation. We appreciate our music and sing loud and strong if so moved by a familiar piece. We have a strong Daughters of the King Chapter. Anyone would be enthralled when "Lift High the Cross" is sung with the gusto it generates here at St. Monica's.

The congregation is open to change but is most receptive when that change is explained and discussed, allowing for a variety of views, as opposed to sudden change without explanation. We also have an active Bible Study group that is lay led with rotating instructors from within the group. We have a Men's Book Group that is also lay led and rotates leadership. There is a Tuesday morning prayer group, A Wednesday Zoom for contemplative prayer, occasional workshops organized by our Deacon, new member classes led by our interim priest, visitations to members who cannot come to church by Eucharistic Ministers who also stay to engage with those they are visiting, an ongoing prayer list, and we are exploring other opportunities that might appeal to the congregation through our strategic planning process.

5. How does your congregation/diocese approach cultural identity and inclusion?

Reflect on how your community engages diverse cultural identities, fosters belonging, and responds to the needs of a diverse or evolving population.

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.

Within the City of Naples, the population is over 85% white (non-Hispanic), black or African American 3-4%, Hispanic or Latino under 5%, Asian about 1%. In the broader Collier County, diversity is much higher. As already mentioned, but relevant here, the population of Naples is more than half over 65. We have few youth attending right now. We have mentioned throughout that we consider St. Monica's a welcoming place open to all. That certainly is the case under our revamped welcoming policy that operationalizes our intent. We do not advertise ourselves much. We do participate in interfaith events. We hosted a large interfaith service two years ago.

We have a strong contingent of gay couples. But frankly, they are all just part of us and that is it and as it should be for all who come to our doors. One of our strategic planning implementation teams is looking at how we can target population groups that we think St. Monica's might appeal to. Recent retirees is the likely group for extra effort. We experimented with hosting a Spanish ministry, supported by the Diocese, in our chapel. It did not stick for a variety of reasons. It would be worth examining again when we are more settled and have a clear vision for our future with a new priest.

6. Other Information

Use this space to share any additional details about the role or organization that would help candidates discern their fit - such as organizational culture, special projects, or unique opportunities and challenges.

No additional information. Key elements covered above.

MINISTRY MEDIA AND LINKS

St. Monica's Episcopal Church website	https://www.stmonicasnaples.org/
St. Monica's Episcopal Church Facebook	https://www.facebook.com/stmonicasnaples/
St. Monica's Episcopal Church YouTube	https://www.youtube.com/c/StMonicasEpiscopalChurchNaplesFL

NARRATIVES

4. How does your congregation/diocese discern and adapt to the changing needs of your community?

Share an example of how your congregation listened, responded, and experimented faithfully in your context.

This item may seem minor, but it was a big learning point for us. Our tradition is to print a large bulletin covering all the service elements. This results in significant printing costs. To reduce those costs, an internal staff decision was made to eliminate the readings and simply include the references relying on the spoken word. Depending on the length of the readings this could save a couple of pages in the bulletin. When this appeared for the first time there was an immediate outcry from the congregation. We tried interim steps to address it without much success. We ultimately went back to the old way. The big lesson learned: consult and inform the congregation before making changes. Some changes are out of our control. We mentioned that our music director left shortly after our priest left. The director was closely tied to the organ fund campaign. In response to that departure, which floored and surprised much of the congregation, we held open sessions after the two weekend services, explaining what transpired and taking lots of questions about the departure and the impact on the organ fund. We did direct personal contact with all who had contributed to answer their individual questions and seek their continued support. As noted, we have the organ fully funded by the congregations and we lost no donors. We have continued to be as transparent as possible with all our big decisions.

6. In what ways is your congregation/diocese engaged in the wider Church or local community?

Whether through diocesan leadership, ecumenical partnerships, civic involvement, or community organizing, describe how your congregation serves beyond its own walls.

We have a long list of service organizations we support or partner with. Two examples stand out as examples of our community efforts. Baby Basics is a national program that provides diapers and other baby supplies to low-income working families. St. Monica's is one of nineteen distribution sites in Collier County, FL. As such we participate in raising funds to support the program and store and distribute the supplies to low-income families who sign up for this service. Several members of St. Monica's help manage and operate our portion of this county wide effort. This program has been part of St. Monica's for many years and gets excellent support from our congregation both in service and donations. We are proud to be part of the vital community outreach effort.

One a different level, we rent our parish Hall on Saturdays to the El Aheva Messianic Synagogue for their services. Over the few years they have been in our space, we have developed good working relationships. Some of our congregants have attended their service and most recently the Diocesan Daughters of the King Convocation was held at St. Monica's with the whole program devoted to joining the El Aheva service to learn about this religious group. This was fully supported and encouraged by our Bishop and attended by about 75 participants from across the Diocese. It was well received by all and gave the attendees insights into how the messianic Jewish service and grounding is so close to ours without losing its Hebrew foundation. It was energizing and instructive. St. Monica's chapter of the DOK was proud to have suggested this idea and to coordinate this effort and support it on the day of the event doing all the logistical work it takes to host and feed a large group in our space. We have a strong DOK chapter with 18 members and an active schedule of events.

7. How does your congregation/diocese approach pastoral care?

Reflect on how your community walks with one another and with neighbors through life's joys and challenges - what guides your approach?

Like most Episcopal Churches, we have Eucharistic Visitors who visit parishioners who cannot come to church after our Sunday morning service. Perhaps more locally relevant to an older congregation with several members residing in senior living facilities is an effort started by our Deacon, Ken McCaslin, to bring communion to several senior living facilities accompanied by a team of trained congregants who support this outreach service. Those team members attending not only participate in the service but also often stay to visit with the residents who are members and those who are not. Feedback from both sides indicates that it is rewarding and beneficial to be part of. Over the past few years, we have added more senior living sites to our visitation schedule and look forward to serving more people in the future. We have a team of our strategic planning committee focusing on how we can serve those of our members who cannot attend church on their own. Our intent is to strengthen our connection with those members and bring us to them more meaningfully.

9. What does stewardship mean to your congregation/diocese, and how do you practice it?

Describe how your community approaches generosity, resource management, and financial discipleship.

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. We have noted already the success of the organ fund and our average pledge of over \$4800.

Our treasurer reports to Vestry at each monthly meeting on our financial progress and problems. Each Vesty member receives the full financial report prior to our meetings. We discuss where we are and what we need to do. Our finance committee does periodic reviews and makes budget adjustments as necessary. We make the financial reports available to the congregation through links in our newsletter.

Being a seasonal church, we often need to ask for extra support through the slow summer months. Our congregation has been ready and willing to step up with extra giving to address ongoing and immediate needs.

We completed a reserve study in 2025 that helps guide our physical plant needs. Recently we have put emphasis on addressing major building and grounds needs that were neglected for too long. Our Junior Warden has a very active maintenance team that does as much work as it can with donated labor.

On the first weekend of each month our loose offering goes to one of the service organizations we support through our time and talents. We use that to acquaint the congregation with what the designated organization does and how they can help. We typically raise at least \$500 or more for each entity we support. We also have some special giving opportunities such as a gift tree at Christmas for children in foster care. That effort was fully subscribed almost immediately. A special collection to supply back to school backpacks and school supplies for children served by a migrant worker mission we support filled the back of the sanctuary with donated materials.

15. How does your congregation/diocese use technology in ministry?

Describe the ways your community uses digital tools for worship, communication, formation, or outreach - and what you've learned along the way.

Led by St. Monica's parish administrator, members of the clergy, vestry and congregation contribute weekly eNews articles to make sure our congregation is kept informed of important events and updates. For example, we have kept the congregation informed of the steps and progress on our previous and current rector searches while observing appropriate confidentiality. 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 member 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. For our general emailing, we can see who receives and opens messages so that we can easily deal with any delivery issues that arise.

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. We maintain two email list-- one for all those who have signed to receive our newsletter and another for members only. While we do some regular postal mailing for such things as launching our stewardship campaigns, we have learned that email is much more efficient and effective in reaching our audience. We have a very small contingent that does not use email. For important news we do separate postal mailings to that group.

We track our stewardship, giving, and other important member information through ACS which gives us enormous potential to create reports and track progress on key issues.

We stream our Sunday Service and often use Zoom for Committee, Vestry, and other meetings. Frequently those are hybrid with in-person and Virtual participants. We have learned how to facilitate such hybrid meeting and the technology of remote speakers to ensure all can hear and be heard. Overall, we have learned technology is not a static process. We have to keep up with new innovations and ensure the congregation is informed of changes as well as explore new options as they become available.