

St Marys (Tampa)

TYPE	DIOCESE	NAME
Congregation	Southwest Florida	

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

ROLE SUMMARY/DESCRIPTION

Full-time rector for an Episcopal Parish and Day School (460 children, grades PK - 8) with twice-weekly chapel services at the school and three Sunday services at the church: 8 AM Rite I, 10 AM Rite II, and 5 PM casual service (average attendance across three Sunday services is 70-80 people). The Sunday 5 PM casual service was added this year-- the future of the 5 PM service will be determined when our new rector arrives.

We are seeking a strong leader for the church who will be a dynamic and collaborative partner with the Head of School.

CURRENT STATUS	RECEIVING NAMES FROM	TO
Receiving names	10/22/2026	12/09/2026

APPLICATION INSTRUCTIONS

If you believe God may be calling you to serve as the next Rector of St. Mary's Episcopal Church, Tampa, Florida, we invite you to prayerfully consider the following application process.

Submit materials to:

The Reverend Canon Richard H. Norman

Canon to the Ordinary

The Episcopal Diocese of Southwest Florida

rnorman@episcopalswfl.org

Materials Required:

- Résumé or Curriculum Vitae
- A current, updated Vocation Hub profile
- A letter of interest describing how you discern God's call to St. Mary's, how your gifts and experience respond to the needs described in this profile, particularly its partnership with St. Mary's Episcopal Day School.

CANDIDATE NARRATIVE INSTRUCTIONS

POSITION PROFILE

1. How do you approach pastoral care in your ministry?, 2. How are you preparing yourself for the Church of the future?, 4. How have you experienced and addressed conflict in ministry?, 5. What has been your experience leading change in the Church?, 10. What theological convictions shape your ministry?, 11. How has your theology evolved over time?, 12. Describe a recent ministry experiment or innovation., 13. What is a ministry risk you've taken, and what came of it?, 14. How do you discern and adapt to the changing needs of your community?, 15. How do you take care of your well-being-spiritually, emotionally, and physically?

CONTACT

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

Priest

GEOGRAPHIC LOCATION

Southeast

WORK ENVIRONMENT

In Person

MINISTRY SETTING

Urban

PAROCHIAL REPORT DATA

AVG. SUNDAY ATT.

75

ANNUAL BUDGET

466000

FINANCIAL OVERVIEW

FINANCIAL OVERVIEW NARRATIVE

Our current annual budget is approximately \$331,400 but we have brokered a deal with our Parish Day School to receive additional funds from the School for a minimum of the next three years in support of hiring a full-time Rector. Our congregation is comprised of some generous donors, but we have also lost some key members in the past few years (primarily to death but also a few retirements/lifestyle changes and related need to reduce pledging) that has equated to about a \$50,000 budgetary decrease from three or four years ago.

We are actively and intentionally working to strengthen our endowment fund, which currently stands at \$435,000.

FINANCIAL RESOURCE TYPE None

STIPEND, HOUSING, AND BENEFITS

COMPENSATION/SALARY DETAIL

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

DETAILS

Our approach is an estimated base stipend of \$140,000 plus the Church Pension assessments and healthcare/dental coverage, certainly for the Rector, but for a spouse or family as needed.

HOUSING/RECTORY TYPE

TYPE OF HOUSING PROVIDED Cash Stipend

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, cash stipends are inclusive of a SECA allowance.

MEDICAL & PENSION BENEFITS DETAIL

PENSION PLAN

In compliance with CPF requirements

HEALTHCARE OPTIONS

Negotiable

DETAILS

We are open to negotiating this line item; we certainly anticipate providing healthcare and dental for the Rector at a minimum.

VACATION, CONTINUING EDUCATION, AND OTHER BENEFITS

VACATION & LEAVE DETAILS

Negotiable but typically one month of annual vacation that includes five Sundays. All national holidays, so as not to interfere with major occasion worship. .

CONTINUING EDUCATION DETAILS

Up to two weeks of continuing education leave each year; \$2000 annual.

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

POSITION PROFILE

TRAVEL/AUTO ACCOUNT DETAILS

Negotiable.

EQUIPMENT/PHONE DETAILS

We will provide the rector with cell phone reimbursement, to be negotiated.

OTHER BENEFITS OR COMMENTS

If the prospective Rector has school-aged children, we would consider negotiating for annual tuition remission from St. Mary's School, as well.

DIOCESAN COMPENSATION INFORMATION (IF APPLICABLE)

FORMAT None

MINISTRY CONTEXT AND DESIRED SKILLS

WHAT ARE YOUR COMMUNITY'S HOPES FOR THIS POSITION?

We have a strong desire to grow our church, and we believe one of the most natural opportunities for growth is through our Parish Day School. We have a wonderful Sunday School program supported by dedicated and nurturing volunteers, but we currently lack a meaningful youth program for our older children and teens.

We would welcome someone who has the experience, vision, and passion to develop and nurture such a program. At the same time, we recognize it may be rare to find a Rector who is both deeply theological and thought-provoking for our highly educated adult membership while also having a natural ability to connect with and engage our youth.

LEADERSHIP SKILLS

Collaborative Leadership, Congregational Development, Fundraising and/or Capital Campaigns, Strategic Planning

MINISTRY SKILLS

Academic/Theology, Children & Family Formation, Church Growth, Community Building, Parish Day School, Pastoral Care, Preaching, Scripture Study, Worship & Liturgy, Youth & Young Adult Formation

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 is to be the hands and hearts of Christ, so all may know Him and make Him known. Our primary ministry is the Parish Day School.

Our worship is rooted in Scripture and tradition. We value community, education, family, and service in the name of a loving God.

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?

We are in an urban setting.

Church data shows that approximately 58% of our membership lies within five miles of the church.

The Parish Day school is very much like a neighborhood school, where approximately 80% of the families live within five miles of the school. The school is comprised of 195 multi-faith families (with a total enrolled population of 460 kids).

Over the years, we have attracted some military families to the church due to our proximity to CENTCOM.

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.

Historically, we have been a very Rector-centric congregation, but we are beginning to see a meaningful shift toward greater lay leadership and involvement. Some of that change has been born out of necessity, given that we are currently being led by a part-time interim Rector. However, we have come to see this as a positive development. Our interim has given us the freedom and encouragement to make decisions that will shape our future and to implement changes we believe are important.

As a congregation, this experience has also made us more intentional and, in some ways, more "hungry" for spiritual leadership and guidance. We know that no one is coming to save us, other than the Lord, and that realization has challenged us to take greater ownership of who we want to be and what we hope to accomplish during our time at St. Mary's.

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.

We are a highly educated congregation, as reflected in the results of our past two Congregational Assessment Tool ("CAT") surveys, with nearly 70% of our membership holding a college or graduate degree. We respond particularly well to thoughtful, intellectually curious leadership who is well-read and to preaching and liturgical interpretation that challenge us to engage critically with our faith.

At the same time, our spiritual leader must be adaptable to that depth of thought and theology to a very different audience. With the opportunity to preach to children ages 4-14 at the School twice each week, the ability to communicate faith in an accessible, engaging, and age-appropriate way is equally important.

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.

We are a warm and welcoming community where people feel a genuine sense of belonging. That spirit extends to the Parish Day School, where every child is known by name and valued as an individual. Our congregation reflects a range of cultural backgrounds, including members of African, Asian, Caribbean, and Latino descent, alongside a majority of Caucasian members. We intentionally care for one another through a rotating prayer cycle, and when someone experiences a hardship-- whether an illness, surgery, loss, or other difficult circumstance-- our community responds quickly with prayer circles, meal trains, and practical support (offering rides, house cleaning, etc.). We may be a small congregation, but we are deeply devoted to one another and characterized by a tremendous amount of love and care.

This past year, we baptized thirteen school children, which was a remarkable source of joy for our congregation. While we would certainly love to see these baptisms evolve to more pledging families becoming active members of the church, we recognize that the opportunity itself is something special. These children now know the joy of participating in the Eucharist each month alongside their peers and of growing in their faith within a community that knows them, welcomes them, and loves them. That, in itself, is a meaningful expression of the sense of belonging we hope to foster at St. Mary's.

MINISTRY MEDIA AND LINKS

St. Mary's Episcopal Church Facebook	https://www.facebook.com/tampasaintmarys
St. Mary's Episcopal Church website	https://www.stmarystampa.org
St. Mary's Episcopal Day School	https://www.smeds.org

NARRATIVES

1. Describe your congregation's/diocese's theology or spiritual identity.

Reflect on key moments or experiences that have shaped or challenged your congregation's theological understanding or self-identity.

Our liturgical life is shaped by the Book of Common Prayer and enriched by the Episcopal tradition--reverent and accessible, rooted in Scripture, tradition, and the sacrament, and alive with the Holy Spirit.

2. Describe a recent ministry experiment or innovation in your congregation/diocese.

What did you try, why did you try it, and what did you learn - whether it "worked" or not?

At the urging of school families, we implemented a 5 PM "casual" Sunday evening Eucharist last fall. The feedback we had received included things like, "We would come to church more but we're traveling on the weekends and don't get back in time for the 10 AM service. So, if we could roll in, wearing our shorts, for 30-40 minutes on Sunday evening, we would come." We've been doing the service for about eight months now and are again retooling it a little for the fall, hoping we can capture more school-adjacent families for that service. The jury is still out on whether it is "working" or not, but there is definitely energy around keeping it going, so we will for the time being.

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.

In May of this year, we were asked to make our sanctuary available for the funeral of a former school parent who had largely stepped away from the church years ago and had ultimately raised her children in a traditional Jewish home. We were very proud that our leadership responded without hesitation or reservation, opening our sacred space to be a place of refuge for her family during such a difficult time.

For us, this was deeply symbolic of what it means to care for one another and live our sense of belonging to each other and to Christ. This was a woman whose children had spent ten years at our school, and we felt that her connection to St. Mary's made her just as deserving of a funeral in our sanctuary as someone who attends every Sunday and is actively involved in the life of the church. Our leadership listened, recognized the significance of the request, and responded with compassion and grace.

We continue to hold the deceased in our prayers each week. It was a powerful reminder that our sense of belonging extends far beyond Sunday attendance-- it's about caring for people throughout the seasons of their lives and being there for them when they need us the most.

5. How does your congregation/diocese sustain its spiritual, emotional, and physical well-being?

Ministry is deeply meaningful and often demanding. Share how your community nurtures its collective health and sense of call.

We underwent an extensive strategic planning workshop over a full weekend, about three years ago. It was time really well spent and helped us to focus our energies on what we wanted for our parish. Unfortunately, we were then hit with two nearly back-to-back hurricanes, and our Rector then decided to leave Tampa, so things never really got "up and running." There is a strong desire to reach further into our community to spread Jesus' love. Our membership needs someone to help breathe some new life into those initiatives.

We have some really special members who are so willing to share their time and talents. We have three different lay-led adult formation opportunities. We have a fabulous group for women's ministry who love to serve the women of our church in a retreat format. Some years it has been a full weekend, and other times it has just been a Saturday. We also have done an annual Taizé service in recent years.

We have a strong and engaged senior community (age 60+) who value the opportunity to connect with one another. Every other month, they host a themed luncheon that brings our generations together, with middle-school students serving as School Ambassadors. The students may share music, stories, or updates about life at the school, creating a meaningful connection between older parishioners and the next generation.

These gatherings are a wonderful way to strengthen relationships and community. Most of our seniors say they leave these gatherings with their "cups filled," refreshed and uplifted by the time they spend with the children.

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.

Our congregation partners with Metropolitan Ministries a few times per year (school supplies, hygiene drive, and Christmas food tent and giving tree) and has also done meaningful work with Feeding Tampa Bay. At the Day School, there are more than 10 different community organizations that are partnered with and served throughout the year, including Meals on Wheels, Make-A-Wish, Metropolitan Ministries, Kids Cancer Foundation, and End68, which is a school-age food pantry for kids in our county facing food insecurity on the weekends.

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?

Before our interim Rector arrived, we may not have recognized the extent to which we were lacking in pastoral care. His arrival quickly changed that. He has been intentional about praying with people, making himself available to meet with them, and ensuring that everyone in the parish knows that they are deeply cared for and supported. He regularly attends School events, despite being a part-time priest.

One of the things he does particularly well is personal outreach-- often sending weekly prayers by text or reminding people he is only a phone call away. Our school teachers have shared stories of him stopping to pray with them on the sidewalk, in the midst of an ordinary day. His willingness to pause, listen, and pray with someone-- sometimes in the simplest moments-- has helped nurture a culture of pastoral care throughout the entire parish.

We are a strongly connected parish that, once someone knows that something terrible or wonderful is going on, we spread the news to loop each other in and get the prayers (or jubilations) going. We always say that we're there for each other on ordinary days and extraordinary ones.

8. How is your congregation/diocese preparing for the Church of the future?

Ministry is always evolving. Share how your congregation is growing, adapting, or learning to meet the changing needs of the Church and the world.

Bishop Scharf preached to us a year ago about the changing church and the book "Canoeing the Mountains" by Tod Bolsinger, and our membership took that very seriously, without it being a doomsday scenario. Multiple Vestry members have also taken the time to read "The Shrinking Church." We are keenly aware of the challenges in nationwide traditional worship and believe strongly in anchoring to our identity while adapting our strategy. We could use guidance with adaptation and implementation relative to the school families in our midst. We all recognize that the easiest opportunity lies in the school families for our growth, but how to harness it remains the immediate challenge.

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 congregation is generous, with the majority of those pledging giving above the mean national average for a church our size. We have had many members answer the call for specific needs in the past, such as when there was a repair budget shortfall and we needed a new air conditioning unit, or when the ask was outside the scope of something the church would pay for (like a new car for a former Rector).

10. How has your congregation/diocese experienced and addressed conflict?

Conflict is part of communal life. Tell us about a time your congregation faced it and how you responded - what did you learn?

Our parish has grown significantly in its ability to navigate conflict in recent years. A few years ago, the Vestry amended the School's Articles of Incorporation to require the hiring of an ordained priest to act as a school chaplain, with the school bearing the full personnel expense. The change created considerable tension, particularly as it coincided with the arrival of a new Head of School.

In response, a joint "working group" of school board members and church members was formed to help repair the relationship between the two entities and find meaningful common ground. That experience ultimately became an important turning point for our parish community. Since then, our relationship has never been stronger.

Today, we are more intentional about working to function as one parish. We share resources, support one another's initiatives, communicate more openly, and look for opportunities to work together rather than operate in separate silos. Most importantly, we have developed a deeper appreciation for one another and a shared commitment to seeing Christ in each other.

12. What are your current strategic priorities or plans for the future?

Share about any existing strategic plans, visioning processes, or future priorities your community is pursuing. How do these goals reflect your mission and the needs of the people you serve? What hopes or aspirations are guiding your ministry in this season?

In 2023, we underwent a full strategic planning process that established three primary goals: Strengthening the Core; Nurturing Each Other; and Innovative Outreach.

We very much want to get back on track with living into these goals and to see the practical implications of how they might better take shape.

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.

During the pandemic, we embraced streaming our 10 AM service online (Facebook live). Like everyone else at the time, we were forced to adapt. After a hiatus due to some personnel changes, we've only recently gotten back to streaming the 10 AM service on YouTube.

We display the chapel services and the Sunday 10 AM on screens (PowerPoint) in the sanctuary. The slide decks are prepared by either the Parish Coordinator and/or the Chapel Coordinator at the School, so the Rector does not have to do administrative work of that nature.

We use Realm to send out our weekly newsletter, and any other communication necessary. People can also easily pledge and contribute online.

17. What theological convictions shape your congregational/diocesan ministry?

Reflect on how your community's theology informs worship, outreach, pastoral care, justice, mission, evangelism, and your life together?

Interestingly, it would seem that the church membership tends to lean somewhat more liberally than the school constituents (parents), who are perhaps somewhat more conservative. Overall, a thoughtful middle-of-the-road approach is likely the best fit for the parish as a whole.

We have experienced moments when political or social issues have surfaced in a homily. For example, our former Rector preached on the concept of false idols relative to the current government administration, which was deeply upsetting to some members of the congregation. At the same time, those individuals remained engaged and continued to attend church. For others, the message resonated deeply and affirmed perspectives they were already wrestling with. That experience reflects both the diversity of thought within our parish and the ability to remain connected even when we do not interpret issues in the same way.