



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Dec 16, 2020)*

## St. Monica's Episcopal Church, Southwest Florida

7070 Immokalee Road, Naples, FL 34119-8845, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 02/04/21.

[rnorman@episcopalswfl.org](mailto:rnorman@episcopalswfl.org)

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
<b>194</b>	<b>3</b>	<b>1</b>	<b>1</b>
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
	<b>\$104600</b>		<b>We're in compliance with CPF requirements.</b>
Healthcare Options Clergy only	Dental	Housing Equity Allowance in budget	Annual Equity Amount
	<b>Yes</b>		
Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
<b>4</b>		<b>2 (standard)</b>	
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
<b>\$501-\$1000/year</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>

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

Our previous rector instituted a program, commissioning the vestry members to lead efforts to grow membership and achieve financial stability. St. Monica's did enjoy a significant growth in church membership and in the process also became more financially stable. Key to that success was our Radical Welcome program, ongoing stewardship efforts, worship and education opportunities, outreach and our inspirational music program. Our community has always been welcoming, however making visitors feel a part of the church and connected to members early on allowed that growth to happen quickly.

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

Young families are all around us in North Naples. Our previous rector made a special effort to bring in new young families with children. We need to identify and develop programs that attract younger families with small children who would bring future leadership to St. Monica's. Continuing with the practices that have made us more financially stable in the past, will allow us to be ready and open to change. About five years ago, St. Monica's established an Endowment Fund, now containing over \$76,000, which is earmarked for special ministry outreach. As the fund grows, we will invite groups or individuals to apply for endowment support, grants, etc.

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

joyful, welcoming, spirit-filled, resourceful

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

St. Monica's is Broad Church in style, Pre COVID, offering two weekend Rite II services, Saturday 5:00 p.m. and Sunday Morning 9:30 a.m., with great music via organ, hand bells or chancel choir. A Sunday Rite I, non-musical 7:45 a.m. service was also offered. In addition, a Wednesday, 12 noon, Holy Eucharist with Healing prayers, was held in the Chapel, with soft recorded music following Contemplative Prayer at 11 a.m. This service is participatory, intimate, and powerful. Grounded in traditional Episcopal liturgy, we prefer a biblical, lectionary-based sermon which is thought provoking and focused on local social issues. Our current music ministry, which includes organ, a chancel choir and handbell choir, is directed by a masterful, talented, experienced director of music. Our lay Friends of Music group supports a seasonal schedule of special performances by guest musicians, special music ensembles and other choral and instrumental events that are open to members, friends and our wider community. Liturgically and musically, we worship with joy, humor, and a sense of deep gratitude.

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How do you practice incorporating others in ministry?

We tend to be a more theologically and socially liberal community than the other five Episcopal churches in our Deanery. Through our newsletters and social media, we invite members and guests to participate in activities and programs that inspire us to become involved in ministries within St. Monica's and in the larger community. We provide opportunities to train as Stephen Ministers, altar guild, flower guild, readers and ushers and to join our music program. We also have multiple programs of outreach to serve in the community. We initiated a "radical welcome" program that identifies visitors at each service. They are welcomed, seated near an established member, and given special attention at coffee hour. They receive a welcome letter from the rector and received an invitation to a social time at the rector's home. We ask new members where they would most like to be involved and notify the appropriate team leaders. As we have experienced a great deal of change this past year, we are open to evaluate new ways to incorporate more people in our various ministry options

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

We became a prayerful/evangelistic congregation several years ago after participating in a program known as Unbinding. Our Pastoral Care ministry includes Eucharistic Ministers, Stephen Ministers and the DOK. Due to the COVID-19 pandemic, our pastoral care team has been unable to meet with parishioners in person, so Eucharistic Visitor and Stephen Ministry in-person visits & Eucharistic & Healing team anointing and prayer held during weekly services are on hold. The DOK, along with our Stephen Ministers provide ongoing, confidential, emotional, and spiritual support to those experiencing grief, illness, loneliness, or other problems via phone, facetime, & Zoom communication. Pastoral care team members meet regularly via Zoom to consider needs of parishioners & how to best meet them. Zoom services are held most weekdays, alternating morning and evening prayer and compline, by our Priest-in-Charge. One Sunday service is live streamed & recorded for viewing on YouTube. This service contains a prayer for Spiritual Communion. Recently an outdoor program was held with reps from local mental health programs present to offer information and counseling for parishioners if needed.

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

Currently, Stephen Ministry is our primary means of offering pastoral care to all in need. We participate w/ Presbyterian and UCC churches to provide training program for aspiring Stephen Ministers, which provides a common support system for all of us. We sometimes provide a Stephen Minister to serve as a Presbyterian/UCC Care-Receiver when there is no good match in their program, and vice versa. We serve as a supervision "home" to a Stephen Minister from another Episcopal Church that does not have a formal program. The Christmas Hope service each December draws people who are not members. This provides an opportunity for those struggling emotionally during the Holiday Season to find a spiritual place of comfort & prayer. Covid-19 has presented unique challenges to our SM team. We have been unable to meet with the Care Receivers in person, so our Care Givers quickly adapted to keeping in touch via regularly scheduled phone calls & texting/email. The Stephen Ministers have used Zoom for monthly meetings; recently they have resumed mtgs at church. Stephen ministers can still choose to attend via Zoom. This is an important ministry to St. Monica's and the community.

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

We are a Caring Church. We support 80+ local/nat'l orgs & at least 5 international programs, covering a wide range of services. Supported organizations provide food & other basics for families, diapers for working families not qualifying for other programs, school supplies, underwear/socks for the students of one of the poorest schools in Collier Co., & dental supplies for low income seniors. We provide meeting space & volunteers for New Horizons of Southwest Florida, (assists at-risk kids and teens growing up in a challenging environment.). We package meals for Meals of Hope. Other: The Albergue de Bueno Samaritano in the Dominican Rep (school scholarships & working deanery mission trips); Tumaini USA (help to orphans in Tanzania, clothing, financial contributions provide bikes). Miracles in Action provides jobs to families & parishioners have knit hats for children in the mountains of Guatemala. Periodically at our women's dinners we have also sponsored a jewelry show where beaded jewelry & other items made by Guatemalan women could be purchased to support their work. This year, because of the pandemic, many of our members sewed facemasks for farm workers in Immokalee.

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

Last year St. Monica's became a site for New Horizons of Southwest Florida after school program. The program provides a safe place to come where tutoring, worship, social time and recreation are available for K-12 children who are at high risk from disadvantaged families. Children have access to mentors to help with academic issues and personal growth. We provide volunteers as tutors and mentors as well as support with funding for things such as food and supplies. This is a priority for the parish. New Horizons was suspended when the public schools closed last year due to the pandemic, but they have resumed serving the children in this area at St. Monica's. We have approximately 12 children attending after school activities.

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

Stewardship became a year-round process instead of just one time. Pledge cards are always included in welcome packets for new people. We also instituted a letter writing campaign personally inviting members to a stewardship dinner with a guest speaker. Thank-you letters were also sent out afterwards. Because of COVID, our annual stewardship program was moved from this fall to early in the new year. Proportional giving is generally recommended. The Vestry and the Rector encourage members to honor their financial responsibility as the Vestry strives to develop a sound and balanced mission-based annual budget.

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

In May 2014, we called a priest from the Dominican Republic as our associate & develop a Latino ministry. We assisted him in obtaining his R1 visa. When our Rector retired in the fall of 2016, we met with the diocesan transition officer & learned that our associate could not be our rector nor could he remain our associate rector with no rector in residence. To let him go meant he and his family would have to return to the DR, which they had no desire to do. Feeling responsible for having brought him here, we decided to assist the family until they received their green cards. Conflict arose as we began our process of searching for a new rector with the very clear understanding that we could not afford a rector & an associate. A large group of parishioners signed a petition & brought it to a vestry meeting, open discussion of the facts took place. This was a stressful time for all, but with a dedicated vestry, operational transparency, and an open acknowledgement of our financial situation we were able to weather this storm and come out of it stronger as a parish. Our hope for a vibrant Latino community was never realized but it is something we have not given up on for our future.

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

20 years ago, the members of St Monica's called a female vicar who became our first Rector. Although she was not the first female priest in the diocese, she was in our deanery. We flourished under her pastoral care & guidance-- we recognized that clergy gender is not an issue for us. We understand the church knows no gender and that love, and compassion can come from any heart, no matter the gender. We have learned that what we want is to be a welcoming church family embracing all. We are blessed with a bishop of the SWFL who has led us through change involving same gender marriage and gay priests and bishops. We have experienced no significant conflict on these issues. Like other churches, we have had to deal with Covid-19. We began providing access to one of our services online, so that parishioners could attend a service from home. We have made special efforts to make contact & check in on our church family. We are fortunate to have a Priest-in-Charge. We have dedicated leaders/members who make special efforts to keep everything going as we weather this pandemic. As limited in-person services have resumed we are able to welcome back more and more members.



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### Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Very Rev Eric Cooter	Rector / Vicar / Priest-in-Charge	2018-03	2020-06

Name	Position Title	Date Begun	Date Ended
The Rev Hipolito Fernandez Reina	Assistant / Associate / Curate	2016-03	2018-01

Name	Position Title	Date Begun	Date Ended
The Rev Kathryn M. Schillreff	Rector / Vicar / Priest-in-Charge	2000-01	2016-02

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
Yes	3	2

Number of Teachers/Leaders for Teen/Young Adults School	Number of Students for Teen/Young Adults School	Number of Teachers/Leaders for Adults School	Number of Students for Adults School
5	8	1	13

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



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Worshipping Community Web site: [www.StMonicasNaples.org](http://www.StMonicasNaples.org)

Media Links:

Online References:

Languages Significantly Represented:

**English, Spanish**

Provide Worship or Classes in:

**English**

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### References

Bishop:

**The Rt. Rev. Dabney T. Smith**

Tel 941.556.0315; Email [dsmith@episcopalswfl.org](mailto:dsmith@episcopalswfl.org)

Diocesan Transition Minister

**The Rev. Canon Richard H. Norman**

Tel 941.556.0315, x-978; Email [rnorman@episcopalswfl.org](mailto:rnorman@episcopalswfl.org)

Current Warden/Board Chair

**Mr Matt Devlin**

Tel 239.450.6229; Email [mdevlin@stmonicas.org](mailto:mdevlin@stmonicas.org)

Previous Warden/Board Chair

**Mr Tom Cote**

Tel 603.261.6764; Email [tomcote.74@gmail.com](mailto:tomcote.74@gmail.com)

Search Chair

**Heidi Varsames and Jill Ducatman**

Heidi: Tel 239.776.2173; Email [Hvarsames@johnrwood.com](mailto:Hvarsames@johnrwood.com) Jill: Tel 239.293.0256; Email [Jsducatman@mac.com](mailto:Jsducatman@mac.com)

Parish/Institution

Local Community Leader