



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Jul 10, 2019)

Episcopal Church of the Good Shepherd, Southwest Florida

1115 Center Rd., Venice, FL 34292-3812, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 08/31/19.

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
132	3	1	
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
	\$70000		We're in compliance with CPF requirements.
Healthcare Options Clergy only	Dental	Housing Equity Allowance in budget	Annual Equity Amount
	Yes		
Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
4		2 (standard)	
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
\$501-\$1000/year	Yes	Yes	Yes

Health Insurance negotiable

Episcopal Church of the Good Shepherd, Southwest Florida

Rector / Vicar / Priest-in-Charge | Receiving Names until 08/31/19.

Contact:
rnorman@episcopalswfl.org

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

In 2018 we established a new Visitor Care Commission in the Vestry. The team refurbished the Narthex, adding a welcome center. By March 2019, 38 Christians had attended newcomer receptions and formally joined the congregation as fulltime or seasonal members.

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

Our Memorial Endowment Fund has grown by 67% in the last year. Our efforts to search for our next rector have stimulated a desire to discern our mission for the coming years. Please refer to our Parish Profile at www.goodshepherdvenicefl.org.

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

effective preacher, compassionate, caring, mature, secure, builds fellowship

Episcopal Church of the Good Shepherd, Southwest Florida

Rector / Vicar / Priest-in-Charge | Receiving Names until 08/31/19.

Contact:

rnorman@episcopalswfl.org

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

We've been described as a "Broad" Church: • 8 am Sundays - Rite I service, without music. • 10 am Sundays - Rite II service, with music. • 9 am summer Sundays: alternate Rite I & II services. • Congregation prefers less incense. • 5 pm alternate Saturdays - "Rite III" (BCP 400) Praise Eucharist service. • 9 am alternate Wednesdays - Healing Eucharist service; occasional Morning Prayer.

How do you practice incorporating others in ministry?

We have an annual Ministry Fair as part of our stewardship celebration; we also have a "shepherding" initiative that seeks to help newcomers find a ministry.

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

As a community of faith, we provide for our well-being through the following ministries: Eucharistic Visitors, Prayer Warriors, healing Eucharist services, Manna ministry, Bible study, grief recovery counselling ministry; prayer shawl ministry; senior services seminar



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio
(last updated Jul 10, 2019)

Episcopal Church of the Good Shepherd, Southwest Florida

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 08/31/19.

rnorman@episcopalswfl.org

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

We engage in pastoral care beyond our walls by participating in: the Salvation Army Angel Tree; Center of Hope food donations; Habitat for Humanity in Tuscaloosa, AL, and South Sarasota County, FL; Pregnancy Solutions; Creative Design Ministry; Harp ministry to hospitals & nursing homes.

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

Supporting Episcopal Relief & Development and United Thank Offering; el Hogar (Honduras); Habitat for Humanity in Tuscaloosa, AL, and South Sarasota County, FL.

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

Twice per month the All Faith Food Bank of Sarasota County provides food that is distributed on our church grounds by parishioners and others to needy families in the area. This ministry started in 2017 and now serves over 170 people twice per month. Mr. John Buntel coordinates this ministry (jbuntel@yahoo.com).

Episcopal Church of the Good Shepherd, Southwest Florida

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 08/31/19.

rnorman@episcopalswfl.org

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

During the traditional time for stewardship, we emphasize “time, talent and treasures” by holding a Ministry Fair, at which parishioners learn about all the many ministries and are encouraged to join at least one. More than 70% of the congregation volunteers in at least 2 ministries and 40% volunteer in 4 or more ministries. In 2018, a total of \$250,259 was pledged by 104 pledging units (individuals/couples/families), which represents approximately 65% of our full-time and part-time membership.

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

Notwithstanding established policies for conflict identification and resolution, we have been witness to instances of conflict involving parishioners, staff and the Rector when our policies weren't followed. For example, six years ago, the search for a new rector was difficult and contentious. The parish became polarized into conflicting groups. Rumors and gossip were rampant. No consensus was ever achieved. Current leadership is committed to not letting that happen again. We're focused on discerning what God wants for us, not necessarily what we want. We conducted a parish-wide survey and shared the results in a Town Hall Meeting. Please see the Presentation to the Town Hall Meeting and the Vestry's Charge to the Search Committee located at our website www.goodshepherdvenicefl.org.

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?

As an older, more traditional congregation, we approach change prudently. • Exceptional: Four years ago, we undertook a 6-month renovation project of our Nave. Problems started when decisions were made without gaining a broad consensus. We stopped, brought the whole congregation into the process to achieve consensus and acceptance. The project was a success and the \$500,000 cost was paid off in 3 years. • Poor: Six years ago, our search for a new rector became dysfunctional due to a lack of confidentiality. • Learning: Open communication, respecting confidentiality where appropriate, and strong, prudent leadership are essential to successful change.



Ministry Portfolio

Full Portfolio
(last updated Jul 10, 2019)

Episcopal Church of the Good Shepherd, Southwest Florida

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 08/31/19.

rnorman@episcopalswfl.org

Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. Gary Wilde	Rector / Vicar / Priest-in-Charge	2012-10	2019-04

Name	Position Title	Date Begun	Date Ended
The Rev. Jon Roberts	Rector / Vicar / Priest-in-Charge	2007-01	2011-01

Name	Position Title	Date Begun	Date Ended
The Rev. Richard Lampert	Rector / Vicar / Priest-in-Charge	2001-01	2006-01

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
	1	

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
1		10	

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



Ministry Portfolio

Full Portfolio
(last updated Jul 10, 2019)

Episcopal Church of the Good Shepherd, Southwest Florida

Rector / Vicar / Priest-in-Charge | Receiving Names until 08/31/19.

Contact:
rnorman@episcopalswfl.org

Worshipping Community Web site: www.goodshepherdvenicefl.org

Media Links:

Online References:

> <https://www.facebook.com/Good-Shepherd-Episcopal-Church-14000458631946/>

Languages Significantly Represented:

English

Provide Worship or Classes in:

References

Bishop: 941-556-0315
The Rt. Rev. Dabney T. Smith

Diocesan Transition Minister 941-556-0315 - rnorman@episcopalswfl.org
The Rev. Canon Richard H. Norman, Jr.

Current Warden/Board Chair rksawyer@aol.com
Mr. Robert Sawyer

Previous Warden/Board Chair LFees1@gmail.com
Larry Fees

Search Chair LFees1@gmail.com
Larry Fees

Parish/Institution

Local Community Leader **Emily Shaw, Habitat for Humanity of South Sarasota County - 941-493-6606 Ext. 228**