



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Jan 8, 2020)*

**Saint Michael & All Angels Episcopal Church, Southwest Florida**  
2304 Periwinkle Way, Sanibel Island, FL 33957, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 02/28/20.

[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>281</b>	<b>3</b>	<b>3</b>	
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
<b>\$150000</b>			
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
	<b>\$150000</b>		
Healthcare Options	Dental	Housing Equity Allowance in budget	Annual Equity Amount
<b>Negotiable</b>	<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>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.

We recently celebrated All Saints (11/2/19 & 11/3/19). All of the Eucharist Services were augmented by a great sermon by Alan Kelmereit reminding us that we are ALL saints. That led into a beautiful vocal solo and a Sacred Dance, both of which visibly moved the congregants. In addition, Ellen Sloan's last service before she retired was filled with beautiful prayers, her powerful sermon asking for and giving forgiveness, very personalized Prayers of the People, and powerful music. It all was very touching, and the congregation felt very moved.

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

As previously mentioned, we are preparing St. Michael's for the future with the launch of the new website, as a communication tool and as a central information tool. Having livestreamed services has already brought St. Michael's into homes where people might not be able to attend in person. We spent the better part of 2015 on a long-range planning program, setting goals to address all the areas for future growth. We purposely look to welcome new members. We have added onto our main building, of course following all most recent codes for potential hurricane effects. Plans for an office building to meet future needs are well underway also.

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

inspirational sermons, active pastoral care, participatory leadership, administrative acumen.

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

Liturgy is central to the parishioners of St. Michael's. All of our 3 services are relaxed, informal, but each has its own style. All services welcome everyone to the Eucharist, all services have Healing Prayers following Communion in the Garden, and all sing The Prayer of St. Francis. The Saturday evening service is quite popular, has music but no choir, a reception, and is Rite II. The 8AM Sunday service is Rite I, has a loyal following during season, and also has music. The Sunday 10:30AM service is the most well attended, often has the children and/or youth as acolytes, has music and choir, and is also Rite II with a coffee hour afterwards. According to our Survey 2019 results, 86% indicated that they attend services weekly or more.

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How do you practice incorporating others in ministry?

St. Michael's operates with a Committee structure. Noah's Ark, our thrift store, has 80 volunteers who have become a community of support, spiritually and socially. The Grants Ministry provides grants annually to approximately 25 local/global organizations (see list under Outreach Ministry on website). The Outreach Ministry supports/encourages volunteering in those agencies/organizations. Our greeters/ushers welcome all to the services; name tags are encouraged so that people can mingle during the Peace, at receptions and coffee hours. Our young children have Sunday School during the 10:30AM service. Older children and youth are scheduled as acolytes/torchbearers/Gospel Book holders/ushers during the 10:30AM, and as the youth get older, some are Eucharistic Ministers. St. Michael's ministries encourage new members through personal request, announcements, email blasts, etc. We also look at the skills of parishioners, and have gone on Mission trips, developed music and cultural events, and upgraded our technologies and website because of their interests and expertise.

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

We have an active Pastoral Care Ministry which addresses the needs of those ill, alone, grieving and celebrating with prayers, cards, flowers, shawls, etc. We have a Parish Nurse, available with medical resources and support. She also arranges programs to encourage understanding of common ailments and treatments; she advertises various "health events", walks, runs, drives, etc. Some parishioners are trained in CPR and AED. We have a Spiritual Director in the parish, available for all interested. The Rector's announcements and Prayers of the People let all know who is in current need (with the person's permission); email blasts from the Rector announcing deaths (and other events) keep parishioners connected/caring. Healing Prayers are announced and offered at all services for requests and thanksgiving.

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

As previously stated, St. Michael's reaches out with generous grants through Noah's Ark and The Outreach Ministry; participation in local community events, and active volunteerism at FISH of Sanibel-Captiva (a human services organization of neighbors helping neighbors). Parishioners also volunteer at other organizations outside St. Michael's, including the several Food Pantries, Habitat for Humanity in Lee & Hendry Counties, and Pine Manor Neighborhood, to name a few. Several parishioners also serve on boards in areas of their expertise.

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

As indicated in our Financial reports (Stewardship Committee, Finance Committee, and Ministries & Facilities Trust), St. Michael's is very sound financially. Noah's Ark and the Outreach Ministry support more than 20 charitable organizations with grants on and off island, locally and globally. Many of our parishioners are/have been members of "northern" communities and about half live beyond Sanibel, so interest in the larger Episcopal Church is common. Care/concern for other events is wide, sometimes personal. Benefits/collections for such is common practice. St. Michael's followed the Millennium Goals in their Noah's Ark grants choices, and is a member of the Consortium of Endowed Episcopal Parishes (CEEP). We have been faithful contributors to our Diocese of SWFL. We have annually hosted "A Tribute to MLK" for the community on the federal holiday honoring Martin Luther King. The Vestry encouraged broader involvement as well; our previous Rector was active on the General Theological Seminary Board, was Chair of the Commission on Ministry, on the Standing Committee of the Diocese of SWFL, and Head of the Deanery during her time with us.

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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?

Our most recent endeavor has been updating the St. Michael's website from its former 10-year-old configuration. It now has a whole new look and is mobile-friendly. Patricia Norton is our webmaster. Through our Audio/Visual Ministry we also have the ability to livestream, and to use the AV in the Parish Hall for overflow services and meetings. Sandy Trevor leads this Ministry. St. Michael's started a Vacation Bible School three years ago for children grades K-5 (incl), which is a week long experience of activities, coordinated by Meghan Warner (Youth Group Leader) and Wendy Warner, RN (Parish Nurse). Sacred Dance is a visual/musical interpretation in select religious ceremonies and rituals, and it has added a unique beauty to some services. Gari Lewis leads this ministry. Contact: Bruce Pattison, Co-chair Search Committee: smaasearch@saintmichaels-sanibel.org

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

The Stewardship program changed its timing to “season” (Jan-Feb) in order to personally reach the maximum number of people, yet does not exceed about two months. The strong message is that Stewardship does not have a dedicated season, but is ongoing, and allows for a financially healthy parish. It thoughtfully incorporates the message of time and talent as well as treasure. We’ve had six “neighborhood gatherings” where the Stewardship Team, the Rector and the Sr. Warden can give updates on St. Michael’s, plans for the near future, along with fellowship and questions. The transparent representation of how many pledges are coming in serves as an encouragement to all to be active members. As previously stated in our Financial reports on the website (Stewardship Committee, Finance Committee, and Ministries & Facilities Trust), St. Michael’s is very sound financially.

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

The current political climate in the country has been very divisive, and nowhere is immune from the negative onslaught of news which can trigger dissension. St. Michael’s parishioners have benefitted from frequent sermons on love, respect, acceptance, openness to different points of view, and the strong message of Jesus to love one another. We have had excellent sermons by our former Rector, current Priest-in-Charge, and three Priest Associates. All this has been proactive in nature, as anecdotally parishioners report their thoughtful, measured, and respectful interchanges with people who verbalize strongly on contentious topics. Parishioners tell how they have handled difficult family and/or friend situations, crediting comments from sermons.

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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?

The announcement of Ellen Sloan retiring initially brought great angst to the parishioners, as she was well-loved. Typical responses of denial and sadness gradually gave way to acceptance. The Profile Committee distributed a comprehensive survey which had nearly 50% response rate, thus engaging many parishioners. During that time the Priest-in-Charge was identified, the Vestry investigated the Search process, and the Profile Committee studied the survey results and other information relevant to St. Michael’s. Ongoing communication to the parish about the process appears to be helpful in this leadership transition.



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### Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. Dr. Ellen M. Sloan	Rector / Vicar / Priest-in-Charge	2009-09	2019-09

Name	Position Title	Date Begun	Date Ended
The Rev. Dr. Donald A. Fishburne	Rector / Vicar / Priest-in-Charge	2001-01	2008-01

Name	Position Title	Date Begun	Date Ended
The Rev. R. David Purvis	Rector / Vicar / Priest-in-Charge	1997-01	2000-12

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
	2	6

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
2	10	12	93

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: <http://www.saintmichaels-sanibel.org>

Media Links:

Online References:

Languages Significantly Represented:

**English**

Provide Worship or Classes in:

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### References

Bishop:

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

Contact Number: 941-556-0315

Diocesan Transition Minister

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

Contact Number - 941-212-8009/941-556-0315 - E-mail:  
rnorman@episcopalswfl.org

Current Warden/Board Chair

**Mr. Roger Heider**

Contact Number: 239-472-2173 - E-mail:  
parishsecretary@saintmichaels-sanibel.org

Previous Warden/Board Chair

**Mr. Bruce Pattison**

Contact Number: 239-472-2173 - Email:  
smaasearch@saintmichaels-sanibel.org

Search Chair

**Mr. Bruce Pattison & Ms. Christina Salerno**

Contact Number: 239-472-2173 - E-mail:  
smaasearch@saintmichaels-sanibel.org

Parish/Institution

Local Community Leader