

St Hilarys (Fort Myers)

TYPE	DIOCESE	NAME
Congregation	Southwest Florida	

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

ROLE SUMMARY/DESCRIPTION

The Rector will lead the congregation in the fulfillment of our mission and vision statements, and provide spiritual and sacramental ministry to the congregation, the community and the wider church.

Saint Hilary's is a parish rooted in joyful worship, thoughtful faith, compassionate service and genuine community. As we discern God's call for our next Rector, we seek more than an accomplished priest - we seek a spiritual partner who will walk beside us, nurture our gifts, and inspire us to grow more deeply into the people God is calling us to be.

We seek a person of deep faith, a visionary shepherd, a person with a caring heart, a builder of people, a leader for the next generation, and a partner in mission.

CURRENT STATUS	RECEIVING NAMES FROM	TO
Receiving names	08/18/2026	09/30/2026

APPLICATION INSTRUCTIONS

If you discern that God may be calling you to an exciting and life-giving ministry at Saint Hilary'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 Saint Hilary's to serve as their Rector.

CANDIDATE NARRATIVE INSTRUCTIONS

1. How do you approach pastoral care in your ministry?, 3. What does stewardship mean to you, and how do you practice it?, 5. What has been your experience leading change in the Church?, 6. How do you incorporate accessibility and inclusion in your ministry?, 10. What theological convictions shape your ministry?, 11. How has your theology evolved over time?, 14. How do you discern and adapt to the changing needs of your community?

CONTACT

POSITION PROFILE

NAME	The Rev'd Canon Richard H. Norman
ROLE	Canon to the Ordinary and Chief of Staff
ORGANIZATION	The Episcopal 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	Mixed Setting

PAROCHIAL REPORT DATA

AVG. SUNDAY ATT.	ANNUAL BUDGET
132	649935

FINANCIAL OVERVIEW

FINANCIAL OVERVIEW NARRATIVE

Saint Hilary's is grateful to be debt-free and to stand on a solid financial foundation. Although we are not among the wealthiest parishes in the diocese, careful management by clergy, Vestry leaders, lay staff, and parishioners has enabled us to maintain a balanced and responsible approach to ministry. As of June 30, 2026, pledges total \$461,978, representing a 12.5 percent increase over 2025. Increased pledges rose from \$250,054 to \$304,303, and new and increased giving for 2026 totals \$84,219. Our stewardship goal is \$500,000, and historical patterns suggest that additional pledges may still be received later in the year. The parish has already surpassed its goal of raising \$50,000 more than in 2025, while also welcoming ten additional parishioners into ministries through commitments of time and talent.

The 2026 operating budget is \$640,367, an increase of approximately 3 percent over 2025. Nearly half supports clergy and staff salaries and benefits, while insurance represents almost 16 percent and diocesan apportionment approximately 10 percent.

The financial life of Saint Hilary's reflects the biblical story of the loaves and fishes. When genuine needs are clearly communicated, parishioners respond with generosity, and their gifts are multiplied through worship, pastoral care, formation, outreach, music, and service.

FINANCIAL RESOURCE TYPE None

STIPEND, HOUSING, AND BENEFITS

COMPENSATION/SALARY DETAIL

RANGE \$100,001 - \$125,000

DETAILS

Cash compensation of \$93,000, annualized, inclusive of a SECA allowance, paid bi-weekly
Pensionable compensation= \$93,000 stipend, plus utilities, plus CPG formula for value of rectory.

HOUSING/RECTORY TYPE

TYPE OF HOUSING PROVIDED Rectory

DETAILS

The Rector (and family) will live in church provided housing.

The Vestry will be responsible for the following expenses:

- Insurance (and property taxes, if any) on the property,
- Maintenance or replacement of the following appliances: refrigerator, dishwasher, microwave, washer, dryer, air conditioner
- Maintenance of the structure, renovations or capital improvements, including landscaping and lawn care
- Includes electricity, water and sewer
- Cleaning service, every two weeks

The Rector is responsible for good stewardship in regard to the care of the church-provided housing and will remain responsible for general care and upkeep. The Rector is expected to present an annual report to the Vestry on the condition of the church provided housing, with particular attention to items requiring maintenance.

SECA REIMBURSEMENT DETAIL

REIMBURSEMENT OFFERED n/a

DETAILS

SECA Allowance is included in the cash stipend

MEDICAL & PENSION BENEFITS DETAIL

PENSION PLAN

In compliance with CPF requirements

HEALTHCARE OPTIONS

Clergy +1

DETAILS

Healthcare according to the Denominational Health Plan (Episcopal Church Medical Trust): Anthem BCBS BlueCard PPO 80, including optional Dental plan, Clergy +1

VACATION, CONTINUING EDUCATION, AND OTHER BENEFITS

POSITION PROFILE

VACATION & LEAVE DETAILS

The Rector will have the following periods of leave at full compensation

- National Holidays, to be taken so as not to interfere with worship for major occasions.
- One-month Annual Vacation, which shall include four (4) Sundays.
- Two weeks Continuing Education which shall include (2) Sundays.
- Six days spiritual retreat (Monday-Saturday) annually, taken at an appropriate retreat facility.

CONTINUING EDUCATION DETAILS

Continuing education allowance of at least \$1,000 per year, to be reviewed annually, will be paid to or on behalf of the Rector toward expenses incurred in relation to Professional Development, according to an accountable reimbursement plan.

SABBATICAL PROVISION DETAILS

Sabbatical Leave may be arranged between the Rector and the Vestry. 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
- Upon return from sabbatical, the Rector will submit a written reflection or presentation to the vestry and serve the parish for at least 1 year following the return

TRAVEL/AUTO ACCOUNT DETAILS

Automobile: Rector will be reimbursed for professional use of the Rector's personal automobile on a "per mile" basis according to the prevailing IRS rate, as well as tolls incurred during such use. Professional mileage and tolls will be reported and reimbursed monthly. Reimbursement does not include commuting.

Travel expenses will be paid under an accountable reimbursement plan.

EQUIPMENT/PHONE DETAILS

Parish Office Expense (telephone, postage, office equipment, supplies, etc.) according to an accountable reimbursement plan.

Rector will be provided with computer, access to a shared multi-function printer/copier/scanner, VOIP telephone, with personal voice mailbox.

OTHER BENEFITS OR COMMENTS

Discretionary Fund in accordance with the Canons of The Episcopal Church and the current edition of the Manual of Business Methods in Church Affairs. Starting amount of \$1000 in the fund, with replenishment every fifth Sunday from the loose plate offering, as well as donations by parishioners.

Professional Expenses incurred in the course of professional activities on behalf of the Parish, according to an accountable reimbursement plan.

DIOCESAN COMPENSATION INFORMATION (IF APPLICABLE)

FORMAT None

MINISTRY CONTEXT AND DESIRED SKILLS

WHAT ARE YOUR COMMUNITY'S HOPES FOR THIS POSITION?

Saint Hilary's Episcopal Church is a diverse congregation that is faithful in worship, generous in spirit, and committed to serving Christ within our parish family and throughout the Fort Myers community. Statistics tell part of our story, but they also point to something deeper: a parish that continues to grow in faith, strengthen relationships, and respond to God's call through worship, outreach, Christian formation, and compassionate service.

Worship remains at the heart of parish life. An average of 132 people gather in person for Sunday services, while others participate through livestreamed and recorded worship. Weekday services offer additional opportunities for prayer and spiritual renewal. Together, these ministries help Saint Hilary's remain accessible to parishioners and visitors regardless of circumstance or location.

Approximately 250 people benefit from outreach programs each week, and volunteers from both within and beyond the congregation share their time and talents in serving our neighbors. When in-person worship, online engagement, outreach, and volunteer participation are considered together, Saint Hilary's touches the lives of approximately 760 people each week.

These numbers represent more than attendance. They represent people strengthened through faith, fellowship, compassion, service, and hope. Our vision is to deepen that impact by becoming an ever more welcoming, connected, and mission-centered community, grounded in the love and kindness of Jesus Christ.

LEADERSHIP SKILLS

Collaborative Leadership, Congregational Development, Fundraising, Leadership Development, Servant Leadership

MINISTRY SKILLS

Church Growth, Diversity, Equity, Inclusion, Formation, Innovative Ministry, Outreach, Pastoral Care, Prayer & Spirituality, Preaching, Teaching, Worship & Liturgy

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?

Saint Hilary's Episcopal Church exists "to make known the love and kindness of Jesus Christ to all people." We seek to live that mission within our parish family and throughout the wider Fort Myers community through worship, service, compassion, and hospitality. Traditional Episcopal liturgy stands at the center of our common life, joined with a thoughtful and welcoming expression of Christian faith. We value common prayer, lifelong spiritual formation, compassionate service, social justice, meaningful outreach, and the belief that every person is created in the image of God.

Our parish offers many opportunities for worship, learning, fellowship, outreach, and service, inviting each person to discover and share the gifts God has given. New members enter our life through baptism, confirmation, reception, and transfer, while longtime members continue to demonstrate faithfulness in worship, stewardship, and ministry. Together, they form a congregation that values both tradition and hospitality and recognizes that every new person enriches the life of the parish.

In this season, Saint Hilary's is especially committed to welcoming and engaging young families, children, youth, and newcomers. We seek to strengthen Christian formation at every stage of life, equip members for ministry and leadership, and create clear pathways through which people may become fully connected to parish life. With a strong foundation and a clear sense of identity, we are faithfully discerning how God is calling us to grow, serve, and deepen our common life.

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?

Saint Hilary's serves Fort Myers and the surrounding communities of Southwest Florida, an area shaped by year-round residents, seasonal neighbors, retirees, working families, newcomers, and people from many cultural and economic backgrounds. Our parish is located within an established residential community, yet our ministry reaches well beyond the immediate neighborhood through partnerships, outreach, worship, and community events.

A central priority is responding to hunger and the needs of children and families. We conduct monthly food drives for All Souls' Episcopal Church (North Fort Myers) and its food pantry, while our Helping Hands ministry supports underserved elementary schools with uniforms, backpacks, school supplies, socks, underwear, Christmas gifts, and other necessities. Helping Hands also works with community organizations and individual families facing hardship.

Our campus provides a welcoming gathering place for both parishioners and neighbors. Trunk or Treat, monthly Bingo nights, White Elephant sales, a weekly farmers market, concerts, educational programs, and seasonal events draw people into relationships with the parish. Because Southwest Florida has a significant senior population, we offer senior fairs and programs that address practical and educational needs. At the same time, we recognize the importance of strengthening ministry with children, youth, and young families.

Our context calls us to be both rooted and responsive: rooted in Episcopal worship and community, and responsive to an evolving population whose spiritual, social, and practical needs are diverse.

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.

Vestry, and a deeply involved congregation. We value clergy who are spiritually grounded, approachable, collaborative, compassionate, and able to communicate clearly. Our strongest leaders invite participation, listen carefully, build trust, and help people recognize that ministry belongs to the whole Body of Christ rather than to a small group of individuals.

Lay leadership is central to parish life. Members serve through the Vestry, Altar Guild, Episcopal Church Women, Men's Action Group, Helping Hands, music ministries, Christian formation, hospitality, pastoral care, youth ministry, property stewardship, communications, and many other areas. This broad involvement gives parishioners meaningful opportunities to offer their time, talents, experience, and faith in service to God and one another.

Our leadership culture is welcoming and relational, yet it is also strengthened by structure, accountability, and a clear theological foundation. We seek to make decisions prayerfully, communicate openly, and remain attentive to the mission of the parish.

As with any community, change can bring differing perspectives. Saint Hilary's is learning to approach those moments with honesty, patience, mutual respect, and a willingness to discern together. Within the wider Diocese of Southwest Florida, we value connection, guidance, and shared ministry. Diocesan resources, leadership development, and opportunities for collaboration help us understand our work as part of the larger Episcopal Church.

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.

The traditional liturgy of the Episcopal Church is at the heart of life at Saint Hilary's. Our distinctive circular sanctuary reinforces a sense of community gathered around Word and Sacrament, and our worship is best described as relaxed but reverent. We use the forms and prayers of The Book of Common Prayer, follow the appointed lessons and Gospel, and honor the beauty, rhythm, and theology of Episcopal worship.

We currently offer two Sunday services: an 8:00 a.m. Rite I service without music and a 10:00 a.m. Rite II service with choir and pipe organ. A Thursday healing service provides an additional opportunity for prayer, anointing, and spiritual renewal. The principal Sunday service and the healing service are livestreamed, extending worship to those who are homebound, traveling, seasonal residents, or otherwise unable to attend in person. Seasonal schedules may vary, and the parish has also offered Morning Prayer and occasional Saturday services.

Many laypeople, including young people, share in the work of worship through the Altar Guild, altar party, choir, musicians, greeters, readers, flower and seasonal display teams, and livestreaming ministry. Their service reflects both reverence and joy.

We value the pageantry of feast days as well as special observances such as Youth Sunday, Veterans Day remembrance, the National Day of Prayer, the Blessing of the Pets, and musical offerings. Whether simple or celebratory, our liturgy forms us for Christian life and sends us into the world to live what we proclaim.

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.

Inclusiveness is one of Saint Hilary's stated core values. We strive to welcome every person with dignity and respect, recognizing that each is created in the image of God and has a place within our community of faith. Our congregation includes people of varied cultures, backgrounds, ages, life experiences, family structures, and viewpoints. We believe this diversity enriches parish life and deepens our understanding of what it means to be the Body of Christ.

Hospitality begins at the door. Greeters welcome worshippers, assist newcomers with the service, and invite them to Coffee Hour. Our Hospitality Committee creates opportunities for conversation and fellowship, while a Newcomers Table staffed by Vestry members offers information and personal connection. These practices reflect our desire not simply to greet people, but to help them become known, included, and connected.

We also recognize diversity within our worshipping community. Those who attend the quieter 8:00 a.m. Rite I service may experience parish life differently from those who attend the larger 10:00 a.m. Rite II service with music and procession. Parish leadership therefore seeks representation from both congregations on the Vestry, committees, and ministry teams so that differing perspectives are heard. Saint Hilary's continues to grow in its understanding of inclusion. We seek to listen well, respond faithfully to an evolving community, and create a parish culture in which all people may worship, serve, form relationships, and know that they belong.

MINISTRY MEDIA AND LINKS

St. Hilary's Facebook	https://www.facebook.com/OfficeSaintHilarysFM
St. Hilary's Website	https://www.sainthilarys.org/

NARRATIVES

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?*

One of Saint Hilary's most successful recent innovations began as a simple fundraising idea and quickly grew into something much more meaningful. During the past year, Helping Hands launched a monthly Bingo Night as a fundraiser and soon discovered it was about far more than raising money. Recognizing its success, the ministry shared both the idea and the practical resources with other parish ministries. As a result, Bingo has become a recurring parish tradition, with different ministries hosting individual months throughout the year. Unlike many of our annual events-such as the Shrimp Boil, Airing of the Quilts, Murder Mystery Dinner, Veterans Dinner, Queen's Tea, and Holiday Bazaar-which are traditionally sponsored by a single ministry, Bingo has evolved into a model that strengthens multiple ministries while fostering hospitality across the parish.

What began as an easy and enjoyable fundraiser soon revealed an even greater opportunity. Approximately half of those who attend each month are members of the surrounding community rather than parishioners, providing Saint Hilary's with a welcoming and informal way to build relationships with our neighbors. Guests experience the warmth of our parish family while enjoying an evening of fellowship, laughter, and friendly competition.

The way Bingo has spread from one ministry to another has also been an unexpected blessing within the parish. Helping Hands, the Vestry, the Episcopal Church Women (ECW), YOSH (youth), and the Choir have each hosted-or are planning to host-a Bingo Night, with proceeds supporting their individual ministries while strengthening the parish as a whole.

This experience has reminded us that meaningful ministry is not always found in large-scale programs. Sometimes the simplest ideas create the greatest opportunities for connection. Monthly Bingo has become more than a fundraiser; it has become a ministry of hospitality, inviting our neighbors onto our campus, introducing them to the people of Saint Hilary's, and offering a welcoming first step into the life of our parish. It is a reminder that Christian community is often built through shared joy, genuine relationships, and the simple act of opening our doors to others.

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.

Saint Hilary's understands outreach as an essential expression of the Gospel. Our ministries address practical needs while building relationships with other churches, schools, nonprofit organizations, and community groups. A monthly food drive supports the food pantry at All Souls' Episcopal Church, and the parish recently provided that ministry with a commercial refrigerator and freezer. Youth and parents have also participated in a Teen Outreach Camp at All Souls, learning firsthand how food, clothing, and hygiene supplies are collected and distributed to people experiencing homelessness. Our parish nurse volunteers regularly at the pantry's distribution events.

Helping Hands works with the Lee County Homeless Coalition, assists individual families in crisis, and supports four underserved elementary schools with backpacks, uniforms, school supplies, socks, underwear, and other necessities. At one school, attendance awards supported by the ministry contributed to a significant increase in perfect attendance.

Our music ministry also connects Saint Hilary's with the wider community. We work closely with the local chapter of the American Guild of Organists and provide rehearsal and performance space for the Fort Myers Symphonic Mastersingers. Concerts and recitals in our sanctuary welcome neighbors who may first encounter Saint Hilary's through music. Through diocesan participation, ecumenical relationships, civic partnerships, and direct service, Saint Hilary's seeks to be a faithful and visible presence beyond its walls.

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.

Saint Hilary's is preparing for the future by strengthening the ways we invite, welcome, and connect people to the life of the parish. Members of the Vestry have studied Mary Foster Parmer's Invite Welcome and Connect ministry and are applying its principles through an ongoing revitalization effort. This work encourages the parish to move beyond friendly first impressions toward genuine relationships, deeper belonging, and meaningful participation in Christian community.

Our future priorities include welcoming young families, rebuilding ministries for children and youth, expanding Christian formation for all ages, and creating clearer pathways for newcomers to become involved. We also seek to equip more parishioners for leadership and ministry so that the gifts of the whole congregation may be recognized and used.

Technology, livestreamed worship, digital communication, community partnerships, and flexible forms of gathering help us remain accessible in a changing world. At the same time, we remain grounded in the enduring practices of common prayer, sacramental worship, pastoral care, and service. We understand preparation for the future not as abandoning tradition, but as discerning how our tradition can speak faithfully and generously to new generations. Saint Hilary's is learning, adapting, and asking how God is calling us to become an even more connected, welcoming, and mission-centered parish.

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.

At Saint Hilary's, stewardship is an active expression of faith. It includes the responsible care of financial resources, but it also embraces the time, talents, relationships, property, and opportunities God has entrusted to us. Our annual stewardship campaign begins with prayerful planning by clergy, Vestry members, and parishioners, supported by diocesan education and resources. Leaders discern parish needs, establish goals, prepare materials, and invite the congregation to participate.

The most meaningful stewardship witness often comes through personal stories. Parishioners speak during worship about what Saint Hilary's means to them and why they give. Vestry members write personally to members, invite pledges, and express gratitude for each response. Our pledge materials emphasize

Time, Talent, and Treasure, reminding us that Christian generosity is not limited to financial giving. This approach has strengthened financial support while also revealing gifts and abilities that enrich parish ministry.

Stewardship is visible throughout parish life. Love in a Blanket creates quilts for new babies, veterans, parishioners in hospitals or nursing facilities, fundraising events, and people affected by war. Other members knit or crochet prayer shawls and small prayer squares. Helping Hands gathers household goods, clothing, beds, school supplies, and other necessities for families in need. Monthly food collections support the ministry of All Souls' Episcopal Church.

Through these practices, stewardship becomes gratitude made visible: the faithful sharing of what we have for the worship of God, the care of one another, and the good of the wider community.

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?

Saint Hilary's current priorities arise from both its strengths and its hopes for the future. Foremost is the desire to welcome and engage young families, children, and youth so that future generations may find a vibrant and nurturing spiritual home. The parish also seeks a comprehensive approach to inviting newcomers, integrating them into parish life, and helping all people move from attendance to belonging, participation, and discipleship.

Christian formation is another central priority. Parishioners envision expanded opportunities for children, youth, and adults to grow in faith throughout every stage of life. Closely connected to this goal is the need to equip members for ministry and leadership, enabling more people to recognize and offer their gifts in service to God and the community.

The HolyCow Congregational Assessment Tool identifies stability and clarity of belief among Saint Hilary's strengths. It also encourages thoughtful attention to openness, adaptability, and healthy ways of addressing differences. We receive these observations not as limitations, but as opportunities for growth and faithful discernment.

Our aspirations are guided by a faithful heart, a generous spirit, and a genuine desire to live the Gospel. We seek to care well for one another, strengthen connections with the wider community, welcome new people, and remain open to the movement of the Holy Spirit as we enter a new season of leadership and ministry.

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.

Saint Hilary's uses technology to extend worship, strengthen communication, support formation, and make parish life more accessible. Our most visible digital ministry is the livestreaming of Sunday worship, the Thursday healing service, funerals, weddings, and other special services. Through Facebook and related audio-visual systems, homebound parishioners, travelers, seasonal residents, and others who cannot attend in person are able to remain connected to the worshipping community. Recorded services continue to reach viewers throughout the week.

Realm Connect serves as an important tool for parish communication and engagement. Members use Realm Connect to receive updates, communicate with church leaders, connect with groups, and access parish information. Email, text messaging, social media, and digital newsletters help ministries coordinate activities and keep parishioners informed.

Laptops, projectors, online resources, and digital media support Bible study, youth gatherings, Men's Action Group meetings, presentations, prayer services, fundraising, and community events. These tools help us teach more effectively, organize more efficiently, and create opportunities for participation. We have learned that technology is most valuable when it supports genuine relationship rather than replacing it. Used thoughtfully, it allows Saint Hilary's to remain accessible, responsive, and connected while preserving the personal care and shared worship that are central to parish life.