



Naples United Church of Christ

Church Profile for Settled Senior Minister

Search Committee Chair: *Ann Olson*

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Open and Affirming Congregation

*As a mission-driven congregation, Naples United Church of Christ strives to show that actions speak louder than words. We are not only active in community outreach, but passionate about social causes. As an intergenerational congregation, we engage with people of all ages and stages of life to be a place where people not only believe, but also belong. As a **growing** church, we ask deep questions of faith of each other and of God.*

*We are an **Open and Affirming Congregation** that welcomes and celebrates all people, affirming the full inclusion of LGBTQ people into our life and ministry. We are proud to be one of more than 4,500+ congregations in the United Church of Christ and of our identity as a “Traditional Church for Progressive People.”*



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Naples United Church of Christ

5200 Crayton Road, Naples, FL 34103
(239) 261-5469 | www.naplesucc.org

Mission-Driven. Intergenerational. Growing.
An Open and Affirming Congregation



Senior Minister

Position Responsibilities and Expectations

Position Summary:

The Senior Minister of Naples United Church of Christ is a called, full-time clergy position responsible to the congregation through the Church Council working directly with the Executive Committee and officers of the church. The Senior Minister serves as both the Spiritual and Operational Leader of the Church. The Senior Minister preaches the Gospel, administers the sacraments, and directs the worship services of the church. Additionally, the Senior Minister provides for the spiritual and financial welfare of the Church and its entities as well as oversees the various structures of Church life. The Senior Minister is empowered to employ such staff as needed for the efficient operation of the Church. The Senior Minister is the public presence and spokesperson of the Church in the community and denomination. This leader provides both the direction and inspiration in guiding Naples UCC staff, leadership, and members in being a traditional and theologically progressive, mission-driven, searching and faithful, invitational and inclusive and Open and Affirming congregation.

Key Responsibilities:

Direction and Vision:

- Guide the evolution of the Church as it responds to changes in society that require transformation in the ways it serves its congregants and its mission in the world.
- Be in constant dialogue with other innovative ministers of similar sized churches in the National UCC and ensure that Naples UCC is at the forefront of changes needed to be relevant to an uncertain future.
- Help the congregation to assess where it is and clarify its vision (what it wants to be).
- Help clarify the church in its understanding of its core values.
- Assist and lead the congregation to understand and determine its intergenerational aspirations as well as what it means to be a “Traditional Church for theologically Progressive People.”

Head of Staff:

- Oversee the management of the day-to-day operations of the church in partnership with the lay leadership
- Coordinate, supervise, mentor, and develop church staff as a team that strives for excellence in all they do

Chief Generosity Officer:

- Work with Board of Mission and Outreach and Lay Leadership, to inspire members to continue the congregational norm of contributing mission dollars that reflect 25% of the overall contributions of our congregation.
- Serve on Community, Regional, National and Denominational Boards of Directors with NUCC as top priority being conscious of time commitments.



Senior Minister Position Responsibilities and Expectations (Continued)

Director of Worship Experiences:

- Lead staff Worship Team in planning themed worship experiences that are relevant, meaningful, and inspirational
- Coordinate Clergy Team in officiating weddings, baptisms, funerals, and memorial services

Provide Counseling to Congregants:

Provide pastoral care to the congregation

Encourage Fellowship and Learning:

- Attend programs (virtual or in-person) that increase positive interactions between individuals to "touch" as many members of the congregation on a personal level as possible beyond in church worship
- Ensure excellence in all levels of learning that meets the spiritual and educational needs of the congregation
- Facilitate adult classes on topics coordinated with Christian Education Board

Continue Personal Growth and Spiritual Development:

- Continue as a life-long learner
- Engage in spiritual practices

Qualifications:

- Ordained Minister with eligibility for standing in the United Church of Christ preferably with an earned doctoral degree
- Excellent preaching and worship leadership skills
- Excellent listening skills
- Proven ability to grow a congregation and attract new attendees, members and donors
- Success in fundraising and inspiring congregational stewardship
- Ability to connect with and relate to multiple generations
- A significant number of years of prior experience with several years as Senior Minister of a moderate (200+) to large membership (400+) congregation.
- Ability to relate to a wide breadth of people, theologies, and backgrounds
- Willingness to engage collegial and collaborative team model
- Be comfortable working and partnering with lay leadership
- Commitment to the theology of the United Church of Christ and inclusivity of an Open and Affirming Congregation
- Excellent oral and written communication
- Self-reflective with high emotional intelligence



Senior Minister Position Responsibilities and Expectations (Continued)

Preferred Skills:

- Demonstrated pastoral care across multiple generations
- Experience in a large membership church
- Strong managerial skills with experience in conflict management
- Knowledge and experience in staff and finance management
- Demonstrated critical thinking skills and problem-solving ability
- Demonstrated experience in staff supervision and oversight
- Competence in information technology
- Competence in various social media platforms

Characteristics

- Show compassion, to demonstrate “heart”
- Comfortable with fund raising at all levels and strata of our congregation
- Ability to rally congregation despite challenges
- Significant experience
- Responsive to Individuals’ needs
- Comfortable with thanking congregants for their financial and other contributions
- Kindness

Compensation:

- Comprehensive benefits including Health Insurance, Dental Insurance, Accidental Death, Disability & Life Insurance (above provided through Pension Boards of the United Church of Christ), Housing Allowance, Professional Expense Account, Continuing Education Expense Account, Sabbatical, Vacation, appropriate technological support

Supervisor: Executive Committee through the Moderator

Reports: Minister for Congregational Care, Executive Assistant to the Clergy Team, Director of Music, Executive Director, Director of Production, Interim Director Christian Education

Team Relationships: Clergy, General, Worship

Board/Committee Relationships: Church Council, Executive Committee, Development, Long Range Planning, Nominating, Board of Deacons

FLSA Status: Exempt



Of the over 72 churches in our southwest portion of Collier County, Naples UCC serves as the largest, most theologically progressive church in the community. We are connected to the historical and Biblical roots of the Protestant faith, yet our fellowship is roomy enough for all. We are an Open and Affirming congregation, embracing every expression of faith journey, gender identity and expression, and denominational background. We are fostering spiritual relationships; and mission-driven as an expression of following Jesus and the command to love God and neighbor. The many ministries of our church continue to evolve and adapt as God sheds more light on the needs of our congregation and wider community. We invite you to consider becoming a part of the Clergy Team of this multi-faceted family we call Naples UCC.

Ann Olson, Chair, Search Committee

Ronnie Bellone, Moderator

Rev. Dr. David M. Greenhaw, Interim Senior Minister

Church Membership and Attendance



Prior to the Pandemic, our in-season attendance was around 1,000 worshippers and around 500 in the summer months. Like all churches, our attendance suffered with the Pandemic, but the staff responded to develop the hybrid model of in-person and online viewing. The quality of these broadcasts has consistently improved. Recently, we developed the ability to track three types of attendance: in-person, live broadcast, and subsequent on-demand views during the week. In the most recent week that included Sunday, September 11, our in-person attendance was 178, online was 271 and on-demand views during the week were 199. This solidifies to us that our attendance remains strong.

We worship in person and online via our website, YouTube and Facebook.

Church Membership*

Total Members: 1000+

Years in Transition:

Naples has a highly seasonal population

Year-to-Date, September 2021:

25,395

Year-to-Date, September 2022:

27,515

Comprised of in-person, online attendance, and on-demand views.



Worship and Music

Music

Music and worship are central to the life of Naples UCC. Worship services are the responsibility of the Worship Team with the support of the Board of Deacons.

Our concert series at Naples UCC is entitled Ministry with Music. There are several concert offerings. Smaller concerts (solo recitals and chamber music) are held in our state-of-the-art performance space, Beverly Hall, which provides an intimate experience with the performer. For larger choral or jazz groups, as well as organ recitals, we have a magnificent sanctuary. We are delighted to host local artists and artists from around the world to perform in these concerts. Advent and Lenten Mid-Week Meditations are also held in the sanctuary, which include special music, a meditation, and a guided labyrinth walk.

Major church instruments include a 2004 Schantz pipe organ (for more information on this stunning instrument, see our website), two Bechstein grand pianos, four octaves of bells, and three octaves of chimes. The Young Family Festival Trumpet was added to the pipe organ in 2018.

Worship Team

Each worship service is carefully planned so that music, worship and livestream production are interwoven in a creative spirit. A Sanctuary Choir, guest artists drawn from the community, the congregation, and musicians from the neighboring Naples Philharmonic Orchestra at Artis-Naples provide exceptional music experiences in every service. They offer special music during the Advent and Christmas season and during the Lenten and Easter season. The children's choirs and youth choir also sing in many Sunday services.

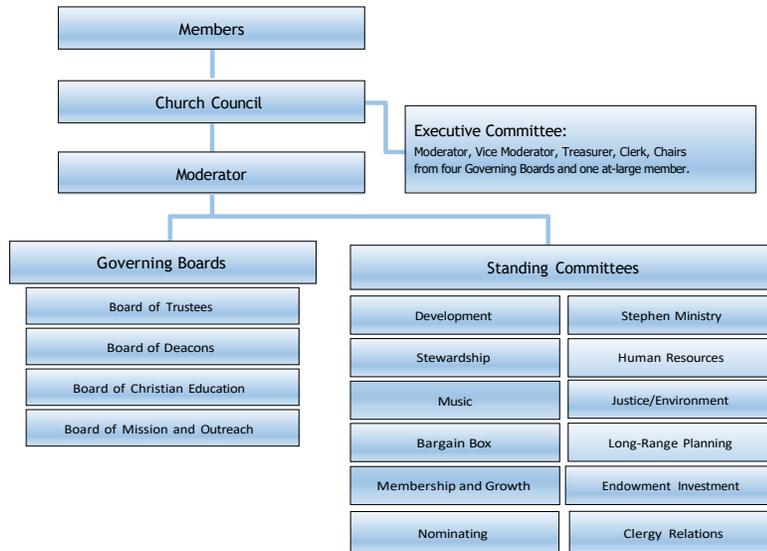
Technology

Naples UCC has a state-of-the-art audio/visual system, including T-Loop assistance for our hearing-impaired attendees, multi-camera recording, and comprehensive web publishing of sermons in video, audio, and text formats.

In February 2016, Naples UCC began livestreaming services both online and on Facebook Live. Additionally, we host remote worship sites at two Continuing Care Retirement Communities. In 2020, we began a campus-wide expansion of our technological infrastructure with increased audio/visual capabilities that allow us to stream or record from anywhere on campus.



Congregational Life



Most Boards and Committees meet at least monthly during the “season” (October through April), and as needed during the summer months. Most positions on these Boards and Committees serve a three-year term with the possibility of an additional three-year term. Church officers can serve either one, two, or three years.

Approximately 140 members take part in the church’s organizational structure.

In addition, the following groups meet additional needs: *(in random order)*

- | | | | |
|----|--------------------------------------|-------|---|
| 1. | <i>Stephen Ministry</i> | 40 | <i>Meets monthly and serves the congregation as needed</i> |
| 2. | <i>Caregiver Support Group</i> | 10-20 | <i>Meets every other Friday of each month</i> |
| 3. | <i>Men’s New Chapters Book Study</i> | 10-20 | <i>Meets weekly</i> |
| 4. | <i>Environment Subcommittee</i> | 15 | <i>Meets monthly</i> |
| 5. | <i>Women Engage!</i> | 10-30 | <i>Meets most months</i> |
| 6. | <i>Newcomers Group</i> | 30-75 | <i>Meets monthly - open to new members of less than two years</i> |
| 7. | <i>Grief Group</i> | 15 | <i>Meets for eight sessions in September and January</i> |
| 8. | <i>Prayer Shawl Ministry</i> | 10-15 | <i>Meets monthly to knit or crochet prayer shawls</i> |
| 9. | <i>Senior Singles</i> | 20 | <i>Meets monthly for lunch or dinner, in Jan-May</i> |



Church Staff

Clergy Team

*Senior Minister
Minister for Congregational Care
Executive Assistant to the Clergy Team*

Program Team

Interim Dr. of Christian Education
Events Coordinator (Volunteer)
Nursery Assistant**

Music Team

*Director of Music
Accompanist*
Section Leaders (12)**

Administrative Team

*Executive Director
Communications Specialist
Coordinator of Membership &
Stewardship
Custodian
Custodian*
Director of Technology*
Receptionist*
Food Service Manager*
Lawn and Tree Maintenance**

Production Team

*Director of Production
Production Staff**



2019 Staff Habitat for Humanity Build Day

Bargain Box Thrift Store

Manager

** Indicates part-time status or contract employee*



Naples UCC: Mission-Driven

Our Board of Mission and Outreach (BOMO), in partnership with Church leadership, members of the congregation, and the volunteers and staff of the Bargain Box, work to provide both hands-on and financial support to a variety of benevolence and mission partners.

Congregational participation includes budgetary support of the Florida Conference United Church of Christ and denominational offerings, such as the Christmas Fund. In addition, on Communion Sundays the congregation provides non-perishable food items for the food pantry at Grace Place for Children & Families. On occasion, the congregation offers support to other local organizations, such as Taste of Immokalee and Youth Haven.

Every other year Naples UCC adopts a special project. In 2017, the congregation funded a Dental Suite for the Neighborhood Health Clinic, a local nonprofit that provides healthcare services to low-income, uninsured working adults. In 2019, the congregation funded eight Habitat for Humanity homes in Immokalee, FL. BOMO also offers grants to local and global organizations, such as Alliance for Fair Food, Baby Basics, Planned Parenthood, and many others. Grant applications are accepted beginning in June and funds are distributed in November, in partnership with the Community Foundation of Collier County. Funding for the grants is provided by the proceeds of The Bargain Box Thrift Store sales throughout the previous year and donations from church members and friends.

Hands-on opportunities to serve include Habitat Build Days, Harry Chapin Food Packaging, the Alternative Gift Market, as well as volunteer opportunities at Grace Place. Rev. Angela Wells-Bean will lead a mission trip to St. Martin, Guatemala, to do hands-on work in the community, building stoves and painting buildings in partnership with People for Guatemala.

Naples UCC, through designated Endowment Funds, also provides special student scholarships to UCC seminary students, as well as Florida Gulf Coast University nursing students and teachers preparing for service to special education students.





Adult Opportunities

Christian Education

Adult education at Naples UCC enriches our community and the lives of our congregation. Programs are offered by our ministers, lay leaders, and committees, as well as our community members.

NUCC has also hosted Distinguished Speakers, including Bishop John Shelby Spong, Dr. Diana Butler Bass, Dr. Marcus J. Borg, Rev. Dr. Mary Luti, Dr. Amy-Jill Levine, Dr. John Dominic Crossan, Dr. Bart Ehrman, Dr. Miroslav Volf, Rev. Dr. Robin Meyers, Rev. Molly Baskette, Dr. John F. Haught, Philip Gulley, and Rabbi Dr. Rachel S. Mikva. Typically, we must contact and book speakers at least a year in advance.

Each year, we livestream the weekly Clergy Round Table, a visual podcast that discusses relevant books or social issues.

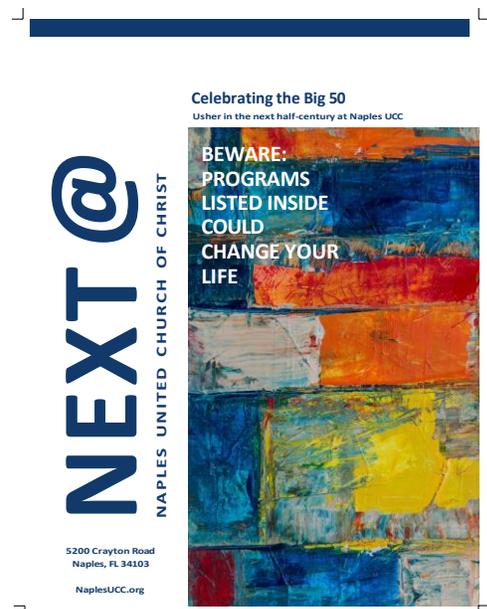
Regular programs include Advent and Lenten Mid-Week Meditations, Bible Study, Dinner and a Movie, New Chapters (a weekly men's spirituality group), social justice and environmental programs and events, Women Engage! (a monthly discussion group for women), Learn@ Lunch lectures, Book Club, and the Clergy Round Table series. Interim Senior Minister Rev. Dr. David Greenhaw teaches a panoply of enrichment programs for the congregation as well.

Fellowship

Fellowship opportunities include the Prayer Shawl Ministry, Social Soirée events, off-site excursions and programs, Mah Jongg, and others. Many social and fellowship opportunities are planned throughout the year.

Other special events have included Women's Retreats, Climate Change speakers, classes on the Enneagram, and the Labyrinth as an Inter-Spiritual Path.

Each Spring, the members of our Board of Christian Education and Social Committee, ministers, the Communications Specialist, and talented lay leaders combine their efforts to plan ahead for the coming Fall-Winter-Spring seasons. An annual publication Next @ NUCC contains all programming and educational offerings. It includes the Ministry with Music concerts, Children's Ministry events, and suggestions for Volunteer Opportunities. Next @ NUCC is mailed to members and friends in October.





Christian Education

Children's Ministry

Currently, our Children's Ministry is growing. Families are seeking traditional-yet-progressive worship for adults, and a basic-yet-traditional Sunday School experience for their young children. NUCC welcomed Jeanne Snedeker as the Interim Director of Christian Education in August 2022.

During season, a Time for Children message at the 9 a.m. worship service is provided, followed by Sunday School for children Kindergarten through fifth grade in Nelson Hall, our education building. A nursery is provided directly off the Sanctuary for toddlers and younger children.

Special worship experiences for families and children are offered during Advent, Christmas, Lent, and Easter. Educational resources are provided for parents to use with children at home.

Wacky Wednesday

A weekly Christian outreach program is offered to children age kindergarten through youth.



A Snapshot of our Financial Health*

2023 Budget (proposed)

Revenue

Unrestricted Revenue	
Pledge Goal	\$1,688,142
Non-Pledged Income	\$280,000
Rental and Fees	\$66,100
Restricted Revenue	
Current Gifts and Released	\$282,000
TOTAL REVENUE	\$2,316,242

Expense

Facilities, Insurance, and Admin.	\$480,050
Programs and Ministries	\$1,657,632
Mission and Ministry Outreach	\$169,700
TOTAL EXPENSE	\$2,307,382

Bargain Box Thrift Store

Income	\$307,000
Expense	\$266,622
Mission Contribution	\$40,000

Assets

Fixed Assets (net of depreciation)	\$7,593,151
Endowment	\$3,136,652



Church Facilities

Naples UCC is nestled in an 8½ acre well-landscaped campus whose natural environment plays an integral role in creating its unique identity and character. Located in sunny Southwest Florida, Naples UCC takes full advantage of its lush tropical setting and unique geographic location. The church is just walking distance from the pristine beaches along Naples' idyllic shoreline. The church's New England-style architecture is clean and simple with great attention to detail. The chapel's iconic spire ascending over the palm trees has become a local landmark providing the community with a "strong sense of place."

- *The clean and elegant details from the exterior continue through to the interior's 650-seat sanctuary with a separate chapel, library, nursery and parlor.*
- *A 4,100 sf office area with publication room and conference areas.*
- *A 4,100 sf music building/concert/rehearsal hall, choir robing rooms, music library, sound technician office, music director's office, and handbell room - Beverly Hall*
- *A 10,400 sf building with 12 classrooms and lecture facilities, youth rooms, art studio and craft room, full commercial kitchen, campus operations shop and storage areas - Nelson Hall*
- *A 5,000 sf multi-purpose hall - McSpadden Hall.*
- *A memorial garden complete with a calming fountain, manicured landscaping, and benches providing opportunities for meditation and prayer.*
- *An outdoor labyrinth with a fountain and benches next to the chapel which is available 24/7 to members and the public.*
- *An outdoor courtyard (Gathering Place) with connecting breezeways ties most of these elements together in an intimate setting that has become a gathering place for fellowship and community discourse before and after all church services.*





Use of Campus for Community Activities

The church campus is used for a broad range of public concerts and programs as well as worship services, weddings, and memorial services. In addition, many nonprofit community organizations use our facilities for meetings and campus-wide events such as the annual Collier County Medical Society's Women's Health Forum, Planned Parenthood events, PFLAG and GLSEN meetings, Al Anon and AA meetings, condo association meetings, and the Collier County Chapter of the National Organization of Women (N.O.W.) meetings. The Naples Philharmonic Orchestra and Youth Jazz Orchestra rehearse on campus on a regular basis.

Baby Basics, Inc. meets with young mothers and distributes diapers.





Naples Community Characteristics

Naples is known for its climate and 11 miles of beaches, providing many opportunities for boating, fishing and swimming. The average temperature is 74 degrees, with an average low in January of 64 degrees and 82 in July. Naples is also known for having more golf courses per capita than any city in the United States. It is also a joggers' paradise with our flat terrain.

Naples is a center for a wide range of cultural and arts organizations. Artis—Naples, just a short walk from our campus, has a well-recognized symphony and sponsors touring theater, opera, dance companies, and guest appearances by celebrated orchestras and solo artists. It also has an extensive Lifelong Learning educational program with classes on music, film, literature, art, theater, dance, and the visual arts. A world-class art museum, the Baker Museum, features an assortment of permanent and touring exhibitions.

Other arts and community organizations in Naples include the Naples Players at Sugden Theater, Naples Botanical Garden, Naples Zoo, Norris Center and Gulfshore Playhouse, Collier County Museum, Holocaust Museum, the Conservancy of Southwest Florida, and the Golisano Children's Museum, among many others.

Collier County has one school district with 46,000 students in 48 schools (including three charter schools). Almost half of all teachers hold advanced degrees. There are ten branches of the local public library. Major educational institutions serving southwest Florida include Florida Gulf Coast University, Ave Maria University and Cathedral, Florida Southwestern University, Lorenzo Walker Institute of Technology, and Hodges University.

A large percent (14.3) of the local labor force is employed in health care. There are four accredited hospitals in Naples. The Naples Community Hospital Healthcare System has two hospitals. The system employs over 500 community physicians and 3,200 additional staff at all locations and is a member of the Mayo Clinic Care Network. A second health system, Physicians Regional (formerly operated by Cleveland Clinic) has two hospitals, over 300 physicians, and 1,600 employees. Naples is also home to the Global Headquarters of Arthrex, a global medical device company and leader in new product development and medical education in orthopedics.

Important Community Trends and Challenges

- *Continued growth in population as baby boomers age and seek a warmer climate*
- *Expansion in business activities and new business activity*
- *Growth and increasing diversity in our schools and higher education programs*
- *Increasing number of individuals and families living in or near poverty*

Problem areas confronting our community that members feel our church should address

- *The needs of area homeless and low-income families and individuals in Immokalee, Golden Gate, East Naples, and other areas of our community*
- *The need for adequate and affordable childcare and housing*
- *The need to address cultural diversity in planning our programs*



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