



NAPLES UNITED CHURCH OF CHRIST

Church Profile for Prospective Minister for Congregational Life

Search Committee Chair: Ann Olson

Conference Staff Liaison: Rev. Leslie Etheredge,
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MISSION-DRIVEN. INTERGENERATIONAL. GROWING.

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 do not “check our brains at the door,” but ask deep questions of faith of each other and of God.

We are an Open and Affirming congregation that not only welcomes, but celebrates, all people. We are proud to be one of more than 5,000+ congregations in the United Church of Christ and of our identity as a “Traditional Church for Progressive People.”



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MINISTER FOR CONGREGATIONAL LIFE POSITION RESPONSIBILITIES AND EXPECTATIONS

Position Summary:

This position is a called, full-time clergy position responsible to the Senior Minister. This Clergy Team member is the programmatic bridge from the strategy and vision of the Senior Minister and lay leadership to the development and implementation of specific goals and plans of our congregation. The Minister for Congregational Life is responsible for the day-to-day programmatic ministries of Naples United Church of Christ and serves as the Chief Program Officer providing continuity, coordination, and supervision of related Program Staff.

Key Responsibilities:

- Collaborate as an effective member of the Clergy Team adding insight and value based on previous years of experience
- Supervise Program Staff with coaching and mentoring as needed
- Coordinate the numerous details and staff teams, staff members and ministry areas involved in the weekly production of worship
- Participate in worship planning, worship, liturgy, preaching, and teaching as a member of the Clergy Team
- Serve as staff liaison to assigned boards, committees and task forces

Qualifications:

- Ordained Minister with standing or eligibility for standing in the UCC
- Demonstrated ability to relate to a wide breadth of people, theologies, and backgrounds
- Willingness to engage collegial and collaborative team model
- Proven worship leadership and preaching skills
- Commitment to the theology of the United Church of Christ and inclusivity of an Open and Affirming Congregation
- Excellent oral and written communication
- Commitment to lifelong learning
- Self-reflective with high emotional intelligence
- Effective June 1, 2021 – all new employees of Naples UCC are required to be vaccinated for COVID-19

Preferred Skills:

- Experience in a large membership church
- Demonstrated critical thinking skills and problem-solving ability
- Demonstrated experience in staff supervision and oversight
- Competence in various social media platforms



MINISTER FOR CONGREGATIONAL LIFE POSITION RESPONSIBILITIES AND EXPECTATIONS (CONTINUED)

Compensation:

- Salary commensurate with experience
- Comprehensive paid benefits including: Accidental Death, Disability & Life Insurance, Dental Insurance, Health Insurance, (above provided through Pension Boards of the United Church of Christ), Car Allowance, Continuing Education Expense Account, Housing Allowance, Professional Expense Account, access to Clergy Team Benevolence Fund, Sabbatical every five years of service and paid vacation
- Paid bi-weekly
- Relocation Expenses

Supervisor: Senior Minister

Reports: Director of Children's Ministry, Director of Production, Director of Programs

Team Relationships: Clergy, General, Program, Worship

Board/Committee Relationships: Board of Christian Education, Board of Deacons

FLSA Status: Exempt

Anticipated Start: Fourth Quarter 2021 – First Quarter 2022



Of the over 72 churches in our southwest portion of Collier County, Naples UCC serves as the largest, most theologically and socially 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 growing in spirit and in numbers; intergenerational from the youngest to the eldest; 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
Dr. Stephen Rhinesmith, Moderator
Rev. Dr. Dawson B. Taylor, Senior Minister

CHURCH MEMBERSHIP AND ATTENDANCE

Statistically, the median age of our congregation members is 74. Some would say that makes us an older congregation, but that would overlook the energy and enthusiasm our members have for our many activities. Our congregation, a large percentage of retirees from up north, is a rich and diverse community of people who enjoy traditional worship and music in a progressive, Open and Affirming environment. The remaining percentage of our members are year-round residents who are either retired or still working.

We are working to attract younger families. We are one of the ten largest UCC churches in the country with just under 1,200 members. Our busiest season runs from October through April, when the population in Naples increases by 40 percent.



CHURCH MEMBERSHIP*

Total Members: 1177

Twenty (20) members are
ordained clergy

37 new members joined in 2020

*As June 23, 2021

AVERAGE WEEKLY WORSHIP ATTENDANCE FOR 2019:

Naples has a highly seasonal
population

In Season, October – April:

1,032 per Sunday

Out of Season, May – September:

491 per Sunday



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 and worship 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.

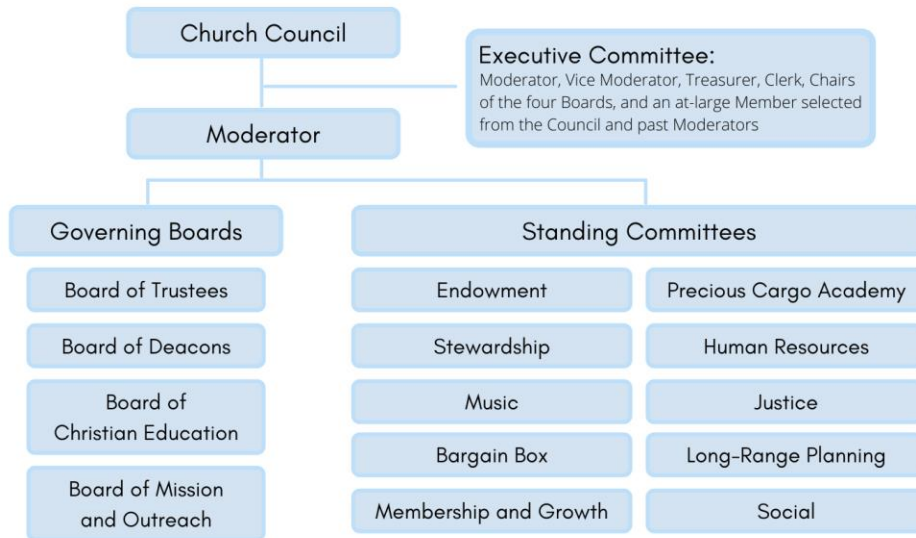
Technology

Naples UCC has a state-of-the-art audio/video 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 live streaming 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 audiovisual capabilities that, when finished, will 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. | Stephen Ministry | 40 | Meets monthly and serves the congregation as needed |
| 2. | Caregiver Support Group | 10-20 | Meets the second and fourth Friday of each month |
| 3. | Women’s Fellowship | 20 | Meets three times each year |
| 4. | Men’s New Chapters Book Study | 10-20 | Meets weekly |
| 5. | Environment Subcommittee | 15 | Meets monthly |
| 6. | Monday Morning Workshop | 16 | Meets weekly to work on crafts |
| 7. | Women Engage! | 10-30 | Meets monthly with the Assistant Minister |
| 8. | Middlers Plus | 30-80 | Provides off-campus social events |
| 9. | Newcomers Group | 30-75 | Meets monthly – open to new members of less than two years |
| 10. | Grief Group | 15 | Meets for eight sessions beginning in January |
| 11. | Prayer Shawl Ministry | 10-15 | Meets monthly to knit or crochet prayer shawls |
| 12. | Senior Singles | 20 | Meets monthly for lunch or dinner |



CHURCH STAFF

Clergy Team

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

Program Team

Director of Programs
Director of Communications
Director of Children's Ministry*
Events Coordinator (Volunteer)
Nursery Assistant*



2019 Staff Habitat for Humanity Build Day

Music Team

Director of Music
Accompanist*
Section Leaders (12)*

Administrative Team

Executive Director
Director of Finance
Director of Campus Operations
Director of Technology*
Receptionist
Food Service Manager*
Operations Assistant*
Lawn and Tree Maintenance*

Precious Cargo Academy

Director of Precious Cargo Academy
Staff and Teachers

Bargain Box Thrift Store

Manager

* Indicates part-time status or contract employee

Production Team

Director of Production
Production Staff*



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. On occasion, there are other opportunities to help local organizations such as Taste of Immokalee.

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. In between special-project years, BOMO opens a grant cycle for local and global organizations, such as Alliance for Fair Food, Baby Basics, Planned Parenthood, and many others. Applications for grants are open beginning in June, and grants are distributed in November. 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. Once the COVID-19 pandemic ends and it is safe to travel, we will host our second mission trip to the town of St. Martin, Guatemala, to do hands-on work in the community, building stoves and a school kitchen 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 continues to enrich our community and the lives of our congregation. Programs are offered by our ministers, lay leaders, and community members, as well as select Distinguished Speakers.

Past Distinguished Speakers have included 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.

During the 2021 Lenten season we livestreamed the weekly Clergy Round Table, where the Clergy Team discussed the book, *Deep Rooted in Christ: The Way of Transformation*, by Joshua Choonmin Kang.

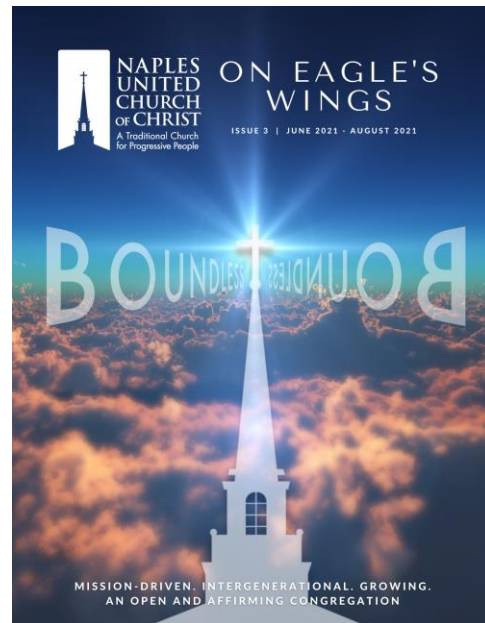
Regular programs include Advent and Lent Mid-Week Meditations, Thursday at the Movies, Bible Study, New Chapters (a weekly men's spirituality group), Green Justice programs and events, Women Engage! (a monthly discussion group for women), Lunch and Learn community presentations, Book Club, and the Aging Well series.

Fellowship

Fellowship opportunities include the Baby Boomers fellowship group, Prayer Shawl Ministry, Senior Singles Dinners, off-site excursions and programs, Mah Jongg, and our Middlers Plus group. 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 Director of Programs, and talented lay leaders combine their efforts to plan ahead for the coming Fall-Winter-Spring seasons in terms of speakers, classes, fellowship, and social events. An Enrichment program is created that not only includes all the above, but also Ministry with Music concerts, Children's Ministry events, and suggestions for Volunteer Opportunities. The program is published quarterly in our publication, *On Eagle's Wings*. The 2019-2020 program year, prior to the COVID-19 pandemic, included 96 events, not including special worship services and meditations.





CHILDREN'S MINISTRY AND PRECIOUS CARGO ACADEMY

Children's Ministry

Currently, our Children's Ministry is growing slowly but surely as more families are seeking traditional-yet-progressive worship for adults, and a basic-yet-traditional Sunday School experience for their young children.

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.

During the school year, several classes from Precious Cargo Academy walk over to our Gates Chapel on Thursday mornings for a simple worship experience designed for small children consisting of prayer, music, and picture books.

Precious Cargo Academy

A top-rated, Gold Seal, accredited childcare development center, Precious Cargo Academy is a ministry of Naples UCC occupying the east side of the campus and serving 100 children on an average weekday. PCA has earned top scores from the Early Learning Coalition of Southwest Florida. In 2015, PCA received recognition by APPLE as the Top Childcare Development Center of the Year in Florida.

PCA is unique among local childcare development centers, not only for its depth of curriculum, but for its welcoming of children younger than two years of age in its Infant/Toddler program and for its extended hours, offering services from 7 a.m. to 6 p.m.

The PCA Director and the Director of Children's Ministry work together to offer such programs and events as weekly chapel, Thanksgiving family services and family Advent services. PCA has traditionally had strong parent involvement with a Parent Advisory Council and parent members on the PCA Committee. Precious Cargo Academy welcomes church members to volunteer to rock infants, teach yoga, help in the classrooms and assist in other ways.



A SNAPSHOT OF OUR FINANCIAL HEALTH

2021 Budget	\$2,119,926
2021 Pledge Goal	\$1,700,000

2020 Revenue	\$1,894,671
2020 Expenses	\$1,836,870
2020 Pledging Units	438

Endowment (12/31/20)	\$3,889,857
<i>Unrestricted Funds</i>	\$2,374,002
<i>Restricted Funds</i>	\$1,406,022
<i>Donor Advised</i>	\$109,833
2020 Donations Rec'd	\$168,500
2020 Distributions	\$100,400

Board of Mission and Outreach (BOMO)

2020 Local Grants	\$258,575
U.C.C. Offerings	\$101,566
Total 2020 Gifts	\$360,141

The Bargain Box Thrift Store

2020 Income	\$201,330
2020 Expenses	\$220,244
2020 BOMO Donation	\$25,000

Precious Cargo Academy

2020 Income	\$1,482,512
2020 Expenses	\$1,625,846
2021 Budget	\$1,618,377



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, virtual cry room, 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 5,000 sf pre-school – Precious Cargo Academy.
- 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.

Each year, Naples UCC has traditionally sponsored Aging Well seminars with presentations by local hospital, hospice, and retirement community leaders. We also arrange a blood drive through the American Red Cross on an annual basis.

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





NAPLES COMMUNITY CHARACTERISTICS

Naples is known for its climate and eleven miles of beaches, providing many opportunities for fishing and swimming. The overall average temperature is 74 degrees, with an average temperature 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.

Our city 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 is part of Artis-Naples, featuring a broad range 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 43,272 students in 51 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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