



St. Monica's Episcopal Church of Naples - 3-Year Strategic Plan

VISION

Our Vision Statement – We are a joyful community of God's people, welcoming all, as we pray, love, and give.

GOALS & OBJECTIVES

Goal 1: Congregational Growth & Spiritual Life - Increase attendance at worship services and in programs to aid in the growth of spirituality and prayer. Contacts: Melanie Rose and Margaret Holt

Objective 1.1: By the end of 2026, develop a strategy that will grow our membership and make St Monica's a place that is attractive to people to grow in spirituality and prayer.

Objective 1.2: By 6/15/26, organize the 3 existing subgroups into a cohesive team. (Youth Team: Tom Cote et al, Early Retiree team: Ann Hoffman et al, Name Tag Team: xxx

Objective 1.3: By 8/1/26, gather the following information so that target goals for membership growth can be established: How many members do we have and how are they counted? How many pledgers do we have? Are name tags weeded? What is the process to bring in new members?

Objective 1.4: By: 10/1/26, identify potential target audiences (retirees, youth, families) to create targeted strategies for introducing to St Monica's

Goal 2: Outreach & Congregational Care - Share our love of God by connecting to and supporting all members of the Congregation by helping one another in their spiritual, emotional and physical needs. Contacts: Kathy Connelly and Betty Devlin

Objective 2.1: By Sept 1, 2026, develop an interest survey for all members of St. Monica's to determine the spiritual, emotional. and physical needs.

Objective 2.2: By July 1, 2026, determine the outreach programs we already engage in.

Objective 2.3: By July 1, 2026, explore community resources available.

Objective 2.4: By Dec. 31, 2026, create a communication plan that supports survey findings.

Goal 3: Engagement, Ministry Participation & Stewardship
- Nurture and grow St. Monica's as our spiritual home by sharing our time and talent and treasure. We will continue to actively invite all members of our congregation to lead, participate in, and support St. Monica's wide range of ministries—including liturgy, music, education, fellowship, pastoral care, and outreach. and insure there is something that everyone could do. Contacts: Dick Rumph and Marilyn Dessauer

Objective 3.1: Secure a list of congregation members currently volunteering or serving as a starting point.

Objective 3.2: By Dec. 31, 2026, increase awareness to all congregation members about the various ministries (book club, prayer group, Baby Basics, Coffee, Luncheons, Saturday Potlucks, and align list with what's available on the app, on the website and what was included in the parish profile.

Objective 3.3: Increase the number of people involved in the music ministry program.

Objective 3.4: By Dec. 31 each year, conduct an annual stewardship campaign to invite all members of the congregation to make a financial pledge, and to share how they wish to share their time, talent and treasure, and follow up with any one not yet involved to introduce them to their expressed interest.

Objective 3.5: Establish a Special event fundraising committee

Objective 3.6: Conduct a survey of the congregation to inquire about what ministries and opportunities are currently missing - where they might wish to be involved.

Objective 3.7: Establish an endowment committee that will prepare the operations plan, policies and procedures for our endowment(s).

Objective 3.8: By October 1, 2026, begin to promote the Legacy Society and the opportunity for congregation members to leave a bequest or name St. Monica's in their will, IRA or life insurance plan.

Goal 4: Financial Sustainability & Leadership - Goal: Ensure long-term financial health and leadership readiness.

Objective 4.1: By July 1, 2026, acquire and install a new organ.

Objective 4.2: By February 2026, have 2026 budget approved by the Vestry.

Objective 4.3: By February 28, 2027, have the 2027 budget approved by the Vestry.

Objective 4.4: By December 31, 2026, have a plan for critical capital needs and a funding model to support future needs.

Objective 4.5: By July 31, 2026, have funding plan for new rector, in anticipation of a new rector starting before the new 2027 budget.

Objective 4.6: By January 31, 2026, appoint a Search Committee who will conduct a search for a new Rector.

