



# Ministry Vacancy Packet

# The Ministry

## THE MINISTRY - OVERVIEW

During our recent process of Honoring Our Past and Creating Our Future (HOPCOF), we clarified the vision for our CommUnity as: “A heart-centered community seeking spiritual awakening and transformation by deepening our connection with God, self, and others.” We also defined our values as: “Our God is Love. Our Race is Human. Our Faith is Oneness.”

With a long history going back to 1982, Unity of Bloomington began as a study group that evolved into an informal church with a lay ministry in 1987 and became an official Unity church with our first minister in 1989. Having existed as a community for seven years before hiring a minister is critical to understanding Unity of Bloomington. We are a decidedly community-led ministry with a core group of members who feel called to lead in various ways and who are determined that Unity of Bloomington will continue to thrive! In addition to our strong lay ministry, throughout the years our CommUnity has been characterized by our warmth, openness and acceptance of all; the deep but practical messages and vibrant music in our Sunday services; our desire to regularly engage with and listen to our CommUnity to ensure that the needs of our members are being met; our ability to adapt and change as the needs of the CommUnity have shifted; our financial consistency and stewardship; and, of course, our eclectic and delicious pot lucks!

A significant strength of our CommUnity is our physical space. We are adjacent to a lush multi-use pathway that spans the length of the city north-to-south. Our building is a unique two-story structure of 8,816 square feet on 23,000 square feet of beautifully landscaped property. We recently invested in the addition of solar panels on the north side of the property, in keeping with our environmental consciousness. The bottom floor of the building is rented as a morning pre-school throughout the week, and the property includes a fenced-in playground and a parking lot. The sanctuary has an abundance of natural light, vaulted ceilings, an elevated stage, and comfortable fabric-cushioned chairs that can be configured as needed or removed altogether. The facility was built in 1974 and is due for an aesthetic upgrade. We are proceeding slowly and thoughtfully on our aesthetic chapel upgrade project and assume that our new minister will want to give some input.

Another feature of our CommUnity of which we are very proud is our music team. We feature live music at every Sunday service. Musical selections favor New Thought music. However, depending on the message and the request of the minister or guest speaker, the music may include a traditional hymn or a contemporary pop song! When a month has five Sundays, the fifth Sunday is often reserved for a CommUnity favorite all-music service. As the name suggests, the message of the service is given almost entirely in song.

We have had many changes to the vision and leadership of our Youth and Family Ministry over the years, as well as fluctuating participation by families and volunteers. A 2023 survey of our CommUnity surfaced a sadness that we have not been able to stabilize that program, as well as a

strong desire to have the joy and energy of children in our Center again. On Mother's Day, we began a soft launch of a childcare option during the Sunday service, with plans to continue that offering once a month until the demand increases.

Similarly, we have CommUnity members who are trained as Prayer Partners who are available to members after the Sunday service. We currently do not have an active Prayer Partner program with regular responsibilities and ongoing personal development and mentoring, however. We look forward to this program re-starting with our new minister.

Our formal connection to the spiritual community of our city and the surrounding areas is in the form of membership in Monroe County United Ministries (MCUM – see <https://mcum.org/>). This group connects formal and informal leaders of the various congregations and operates a number of social and economic programs for the county. In addition to MCUM, CommUnity members who are affiliated with other nonprofits in the region often organize fund or material drives at various times of the year.

We communicate with current and future members via our weekly email newsletter, our website, and our closed and open FaceBook groups. Our Sunday services and some workshops/activities/events are livestreamed to both FaceBook and YouTube.

Among the many talents of our members, we are blessed to have technical expertise in audio and video in our CommUnity. During the pandemic, we quickly invested in the necessary technical upgrades and pivoted to offer livestreamed Sunday services that we continue to believe are important, and we are constantly improving. Roughly the same number of people attend in-person as watch a live or recorded version of the service weekly.

Prior to the HOPCOF workshop, we held a number of introspective CommUnity meetings and distributed a survey to help us clarify our vision and define what we want from our future minister. The list below contains the attributes our CommUnity found to be the highest priority for us.

Consider applying if you:

- Are a dynamic teacher and speaker who delivers meaningful messaging during Sunday services, classes, and workshops that spiritually feed current members, while being relatable enough to attract new members.
- Have excellent interpersonal communication skills grounded in spiritual principles, listen first and gracefully navigate different points of view.
- Are a strong leader who thrives in a collaborative environment that involves a Board, staff, and volunteers.
- A spiritual facilitator who delights in empowering and awakening the leadership abilities in others.
- Live and lead with prosperity consciousness and are eager to develop that practice in our CommUnity.

- Are confident in your ability to connect others to the Unity message and generate greater awareness of our CommUnity.

As is true of many communities coming out of the pandemic, we are looking forward to gathering together for classes and workshops on the foundations of Unity and New Thought, personal development topics, beginning and advanced metaphysics, A Course in Miracles, and topics trending at Unity Worldwide Ministries. We have a Zoom-based metaphysics group that meets weekly. Recently, we hosted Jill Bolte-Taylor for a short workshop based on her book “Whole Brain Living” that attracted many folks from outside the regular Sunday service attendees. Additionally, two new CommUnity members have begun introductory workshops to A Course in Miracles.

The 2023 CommUnity survey also revealed a budding interest in doing more things in-person together as a CommUnity aside from Sunday Service, including social gatherings, book/writing/art clubs, meditation/healing/chanting groups, and spiritual cinema. We have a regular book club that meets just before the Sunday service. An online yoga class is offered four times/week. In April 2023, a drum circle attracted 20 attendees, and the group has decided to make it a monthly event.

#### **Locality:**

Bloomington, Indiana is a wonderful city with a population of approximately 85,000. Located in Monroe County, it originally was a farming community with working stone quarries. Farming and limestone quarries continue to be a large influence in the community. <https://www.co.monroe.in.us/>

#### **Physical Description:**

Bloomington displays all four seasons, with temperatures ranging from 21 to 85 degrees Fahrenheit. Temperatures rarely reach below 6 degrees or above 91 degrees. The landscape is flat lands with hills.

#### **Political**

Indiana is a conservative state; however, the city of Bloomington is socially and politically progressive. “A blue dot in a red state.”

#### **Arts**

Bloomington is a very artistic community that offers classes and retail sales in many areas of art. An Art Gallery walk is featured downtown on the First Friday of each month. Throughout the year, there are a variety of festivals, including the Lotus World Music Festival, the Limestone Comedy Festival and the Hilly Hundred Bicycle Tour. Jacobs School of Music at Indiana University offers 11,000 opera and concert productions each year, plus many free recitals, and the Indiana University Theatre and Dance departments feature regular productions.

#### **Recreation**

Monroe County has three lakes available for boating, swimming and fishing. There are numerous state parks and national forests nearby. The B-Line Trail runs north to south through the city, and is

adjacent to the Unity of Bloomington property, allowing bicycling and walking. Bloomington has five golf courses, more than ten fitness centers, and offers birding tours, mountain biking and hunting. (<https://bloomington.in.gov/parks>)

### **Economics**

Indiana University is the major employer in Bloomington. Medical technology factories include Boston Scientific, Baxter Manufacturing, Catalent Pharma and Cook Medical Group. The city has two hospitals. Food choices are eclectic and varied, with over 75 restaurants representing 18 different countries, two wineries and six breweries/distilleries.

### **Transportation**

Monroe County has a category/class C airport with two runways. The Indianapolis International Airport is only an hour away. Public transit is available within the city limits and the county offers a rural transit system. There are many bicycle lanes throughout the city. (<https://flymonroecounty.com>)

### **Proximity**

Bloomington is located one hour south of the capital city of Indianapolis, 4-1/2 hours south of Chicago, Illinois, and two hours north of Louisville, Kentucky. Cincinnati, Ohio is 2-1/2 hours to the east and St. Louis, Missouri is four hours to the west.

### **Proximity to Other Unity Ministries and/or New Thought Centers:**

Unity of Bloomington is the only New Thought Spiritual Center in the southern half of Indiana. There is a Unity center in Indianapolis and the city of Louisville, Kentucky has two Unity congregations.

### **Do you participate in any of the following activities? (Check all that apply)**

- Small/SpiritGroup Ministries
- Community Outreach/Compassionate Social Action
- Publications
- Social Media (ex: Facebook, Twitter, livestreaming, etc.)
- Other (please list) [Click or tap here to enter text.](#)

### **PEOPLE**

- Size of mailing list:** 110 for physical mailings; 193 for weekly electronic newsletter
- Average Sunday attendance:** 35-40 in-person. We have 73 subscribers to our YouTube channel (which carries Sunday morning livestreaming and archived Sunday services), but the analytics are difficult to determine average “attendance” or “watching” figures.
- Formal (voting or active) membership:** 72

**Special Groups:**

Weekly *Wild at Heart* book club  
Weekly Metaphysics discussion group  
Online yoga class 4x/week  
Monthly drumming circle  
Monthly A Course in Miracles introductory workshop series

**Church staff/other employees:**

Music Director  
Center Administrator (17-20 hr/week)  
Maintenance (10-12 hr/week)

**MINISTRY SUPPORT SERVICES**

Has the ministry worked with a UWM Consultant or Transitional Specialist?  Yes  No.

Name: Rev. Nat Carter

Dates: November 8, 2022 through April 30, 2023

Workshops Given and Topics Covered:

1. Honoring Our Past/Creating Our Future (HOPCOF)
2. Revising/updating Mission/Vision/Core Values statements
3. Revising Bylaws
4. Series of congregational discussions to envision the identity and goals of Unity of Bloomington
5. Transition kickoff workshop by Rev. Stephanie Seigh.
6. Small group book study/Sunday message series, studying Eric Butterworth's book, "The Creative Life". If YES, list workshops/ topics or areas of focus here

**MISSION, VISION, AND CORE VALUES**

Has the ministry developed Vision, Mission, and Core Value statements?  Yes  No.

Date: March 2023

What have been the three most important events in the history of your ministry? (Include dates)

1. In 1989, UOB decided to organize as a formal congregation, after seven years of being a study group/lay ministry.
2. Purchase of the current building in 2006, with addition of solar panels in 2022.
3. Retirement of spiritual leaders Ginger Curry/Rev. Lynnette Carlson in October 2022.

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In the last 3 years, what activities/special events in the ministry were all attended/appreciated?

- The last three years have been hampered by the COVID pandemic, whereby national, state and local ordinances prevented many activities/special events. Special events really only have been resumed since late 2022. Since that time, the following events have been well-attended/appreciated
- 1. Native American musician Douglas Bluefeather as speaker, with an afternoon drum circle.
- 2. “Whole Brain Living” workshop by Jill Bolte Taylor
- 3. Honoring Our Past/Creating Our Future workshop facilitated by Rev. Nat Carter

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What does the congregation want to accomplish in the next 3 years?

- 1. Attract the next right minister/spiritual leader for our CommUnity.
- 2. Offer classes and workshops to increase/develop greater spirituality, both individually and for the CommUnity as a whole.
- 3. Provide support in developing spiritual consciousness, both individually and for the entire CommUnity.
- 4. Grow the numbers of our CommUnity, offering New Thought transformation to a wider audience.
- 5. Revitalize our Youth and Family Ministries program.
- 6. Proceed with the planned aesthetic upgrade of the sanctuary.

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## INCORPORATION AND BYLAWS

**Articles of Incorporation – Date:** Originally adopted October 11, 1989

**Bylaws – Date Adopted/Revised:** April 2, 2023

Check here if your bylaws are structured in accordance with the Unity Worldwide Ministries bylaw template:  <https://www.unityworldwideministries.org/recommended-bylaws-unity-ministry>

# The Position

## MINISTERIAL CHARACTERISTICS AND EXPECTATIONS – 1 IS TOP PRIORITY, 9 IS LEAST IMPORTANT

- 1 Building Leaders and Teams, and Empowering Others**
  - Keeps mission, vision, values, and the WHY this ministry exists current
  - Plans for continual training of leadership and volunteers, ministry growth, and outreach
  - Implements training for boards, staff, and volunteers and fosters a team-based culture
  - Plans for training and utilizing licensed Unity teachers (LUT) as an integral part of the ministry
  - Planning for building financial development strategies
  - Incorporates training for Youth & Family Ministry, youth, YOU, Next Generation
  - Develops and leads worship experiences collaboratively with others involved
  
- 2 Focus on Prayer, Meditation, Pastoral Care, Chaplaincy**
  - Demonstrates prayer consciousness and facilitates prayer & meditation classes & experiences
  - Compassionate and caring person, sensitive to others' needs and emotions
  - Focus on the pastoral care needs of the intergenerational congregation
  - Helps people develop a spiritual life and a prayer consciousness within the ministry
  - Ministers to people in crisis, offer guidance in solving problems
  - Makes hospital visits, visits shut-ins and nursing homes, prayer with members
  - Facilitates training for chaplains and utilizes chaplains within the ministry
  
- 3 Outreach into the Local Community**
  - Demonstrates a desire to engage and support the local community members
  - Compassionate and caring person, sensitive to others' needs and emotions
  - Community Organizer skills to coordinate with multiple volunteers and outside organizations
  - Problem solver who recognizes the third option, shows persistence, and follow through
  - Negotiates and/or compromises, seeking the highest outcome for all involved
  - Demonstrates appreciation for volunteers, staff, board, and congregants of all ages
  - Compassionate listener and deals effectively with different points of view
  
- 4 Working with a Specific Group (Kids, teens, seniors, men, women, LGBTQ, etc.)**
  - Maintains confidentiality, understanding the laws around mandated reporting
  - Helps people of all ages develop a spiritual life and a prayer consciousness within the ministry
  - Models and teaches open attitudes with a diverse population
  - Ministers to individuals and families in crisis, offer guidance in solving problems
  - Act as a resource to additional community and support services
  
- 6 Spiritual Social Activism**
  - Invites others to become involved and is a team player
  - Models and teaches open attitudes, active listening, and tolerance with a diverse population
  - Consciously educates themselves and others on the topic
  - Maintains a respectful presence regarding spiritual social activism
  - Helps to develop an inclusive consciousness within the ministry
  
- 8 Audio/Visual(A/V) Technology Acumen**
  - Adept with a variety of A/V technologies to enhance the overall worship experience
  - Skilled in the use of virtual meeting applications (Zoom, WebEx, Meet, Teams, etc.)
  - Demonstrated success in delivering virtual and hybrid presentations and training
  - Embraces the use of social media platforms (Facebook, Twitter, Instagram, etc.) in support of the ministry's mission, vision, and values.



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### **Environmentalism**

- Knowledgeable of and proficient in environmental awareness for this geographic location
- Compassionate and caring person, sensitive to the environment and connection to the planet
- Community Organizer skills to coordinate with multiple volunteers and outside organizations
- Problem solver who recognizes the third option, shows persistence, and follow through
- Negotiates and/or compromises, seeking the highest outcome for all involved
- Demonstrates appreciation for volunteers, staff, board, and congregants of all ages
- Compassionate listener and deals effectively with different points of view

9

### **Health & Wellbeing**

- Knowledgeable of and proficient in health, healing, exercise & nutrition
- Compassionate and caring person, sensitive to the mind-body connection
- Community Organizer skills to coordinate with multiple volunteers and outside organizations
- Problem solver who recognizes the third option, shows persistence, and follow through
- Negotiates and/or compromises, seeking the highest outcome for all involved
- Demonstrates appreciation for volunteers, staff, board, and congregants of all ages
- Compassionate listener and deals effectively with different points of view

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### **Administration**

- Knowledgeable of and proficient in applying ministry bylaws, policies, and procedures
- Proficient in executing fiduciary responsibilities, developing prosperity awareness, and maintaining a balanced budget
- Follows office management best practices and use of office systems (software)
- Empowers staff and volunteers, delegates well
- Implements training for boards, staff, and volunteers and fosters a learning culture

**Other specific qualities, experiences, leadership skills, vision, etc., you are seeking not already addressed:** We seek an inspiring spiritual leader who embodies the universal qualities of honesty, kindness and forgiveness. Someone who will challenge us to apply the Truth principles more fully and consistently in our lives.

## **SPIRITUAL EXPERTISE AND EDUCATIONAL ACUMEN**

**1. Ministry Location.** Place an "X" next to the primary location of the ministry's current demographic. (Select one)

[click to rate](#)  **In-person**

[click to rate](#)  **Online**

**Hybrid**

**2. Ministry Type.** Place an "X" next to the description that best describes this ministry. (Select one)

**Congregation-Based**

[click to rate](#)  **Community-Based**

[click to rate](#)  **Service-Based**

3. **Age Groups.** Please identify the TOP THREE age groups in which your ministry is focused. Rank your top three in order: 1, 2, and 3 with 1 being your top age demographic group.

- |   |                        |                               |                                 |
|---|------------------------|-------------------------------|---------------------------------|
| 2 | <b>70's and up</b>     | <a href="#">click to rate</a> | <b>20's &amp; 30's</b>          |
| 1 | <b>50's &amp; 60's</b> | <a href="#">click to rate</a> | <b>Teens &amp; Young Adults</b> |
| 3 | <b>30's &amp; 40's</b> | <a href="#">click to rate</a> | <b>Kids &amp; Families</b>      |

4. **Interests/Area of Expertise:** Please identify the TOP THREE areas of expertise needed from the incoming minister. Rank your top three in order: 1, 2, and 3 with 1 being your strongest area of need/focus.

- |                               |  |
|-------------------------------|--|
| 1                             | <b>Sunday Services</b>                         |
| <a href="#">click to rate</a> | <b>Prayer &amp; Meditation / Pastoral Care</b> |
| <a href="#">click to rate</a> | <b>SpiritGroups</b>                            |
| 2                             | <b>Development and Facilitation of Classes</b> |
| <a href="#">click to rate</a> | <b>Outreach in the Community</b>               |
| <a href="#">click to rate</a> | <b>Earth Care</b>                              |
| <a href="#">click to rate</a> | <b>Interfaith &amp; World Religions</b>        |
| 3                             | <b>Current Trending Spirituality</b>           |

5. **Spiritual Expertise and Educational Acumen:** Please identify the TOP THREE areas of expertise needed from the incoming minister. Rank your top three in order: 1, 2, and 3 with 1 being your strongest area of need/focus.

- |                               |                                      |
|-------------------------------|--------------------------------------|
| 1                             | <b>Unity Foundational Teachings</b>  |
| <a href="#">click to rate</a> | <b>Bible and Metaphysics</b>         |
| <a href="#">click to rate</a> | <b>Fillmore (only)</b>               |
| <a href="#">click to rate</a> | <b>Classic Unity Authors</b>         |
| 2                             | <b>New Thought Authors</b>           |
| <a href="#">click to rate</a> | <b>World Religions</b>               |
| 3                             | <b>Current Trending Spirituality</b> |

## **POWER OF FOCUSED MINISTRY**

### **WHO does this ministry serve?**

We serve every person who is trying to find God, with the support of a progressive like-minded community. Some are in pain and seeking healing. Some want a spiritual journey different from what they experienced in their past. Some are seeking a new relationship with God.

### **WHY do you exist as a ministry?**

We exist to provide resources, tools and support to aid our CommUnity in deepening their connections with God, self and those we serve.

### **What demographic resonates to the answer of your WHY question?**

Our current demographic tends to be white, middle-class, over 50, and very open to the LGBTQ+ community. Many people come from religious backgrounds that did not serve their emotional/religious needs and they are looking for a new and different relationship with God.

### **Describe your vision of the perfect ministry.**

We envision a building filled with joyful people who leave each Sunday on fire, shining brightly with the light of God, who then share that light throughout their communities, so that everyone they meet has an "I want what you have" feeling.

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**Vacancy Fill by Date:** Open

**Proposed Salary:** \$50,000 to \$55,000, negotiable

**Moving Expenses:** Paid

**Additional arrangements, benefits, insurance, etc.:**

Negotiable

**Housing market, school districts, etc., in your locale:**

The cost of living in the Bloomington area is within 10% of the national average. As a university town, there are a variety of housing options available. Currently, there is an active increase in real estate development, especially in new apartment complexes.

**Education:** Bloomington is home to Indiana University, a state-supported Big 10 university educating approximately 49,000 students. I.U. is nationally known for the Jacobs School of Music, Kelley School

of Business, the I.U. Medical School and the I.U. Law School. Ivy Tech Community College serves 40,000 students per year. The public school system includes 4 high schools, 3 middle schools, and 13 grade schools. There are numerous private schools throughout the city, and multiple public and Indiana University libraries. (<https://www.indiana.edu>) (<http://ivytech.edu/>) (<https://www.mccs.edu/>) (<https://www.countyoffice.org/in-monroe-county-private-schools/>) (<https://mcpl.info>) (<https://libraries.indiana.edu>)

**Additional Comments:**

Click or tap here to enter text.





## Release of Information Authorization

I, the Board President of Unity of Bloomington on behalf of the Board of Trustees, authorize ministerial applicants to obtain any pertinent information regarding ministry history from the permanent ministry file in Unity Worldwide Ministries' home office.

Joanie Joan A. Spain  
Board President

Click or tap here to enter text. April 2, 2023  
Date