

**Unity Worldwide Ministries [UWM] [DBA]  
Association of Unity Churches  
Minutes of Convention Business Meeting - June 15, 2022**

The 2022 annual business meeting of Unity Worldwide Ministries [UWM] was called to order at 9:12 AM Central Time on Wednesday, June 15, 2022, at the Marriott Hotel in Overland Park, Kansas with UWM Board Chair John McMahon presiding. Keeper of the Flame, Rev. Diane Scribner, gave the opening prayer.

Members, delegates, lay delegates participating as voting members, and global attendees were welcomed. Also acknowledged were the Unity Worldwide Ministries' Board of Trustees, UWM Leadership Team, and central office staff. The convention Parliamentarian Dr. Leonard Young was introduced. The following persons were appointed to the positions indicated: Rev. Diane Scribner, liturgist; Celia Holman, timekeeper; Rev. Bronte Colbert, Martha Creek, and Rev. Deborah Frownfelter as the committee to read and approve the 2022 business meeting minutes.

1. **Establishment of Quorum.** The quorum was established at 199 delegates present attending both virtually (62) and in-person (137).
2. **Approval of Standing Rules and Agenda.** Chair John McMahon presented the standing rules. Rev. Doris Hoskins moved approval of the convention standing rules as printed. The convention standing rules were approved by the required 2/3rds vote. The proposed agenda was approved as published and the 2022 Convention of UWM was declared in order and ready to transact business.
3. **Approval of the 2021 Convention Business Meeting Minutes.** Chair John McMahon indicated the 2021 committee to review the minutes has approved them and they have been published. No further action is needed.
4. **Election of Board of Trustees Members.** Chair John McMahon reminded the conference body that in September 2018 the board passed the following motion: "The UWM Board of Trustees will meet to cast their vote for a board of trustees member prior to the annual business meeting and the convention body's vote for transparency purposes; and, will then meet again directly following the annual business meeting to elect board officers."

Therefore, a special meeting was called per UWM Bylaws, Article 7, Section 15. Rev. Sylvia Sumter, who is up for re-election and currently in the position of 2<sup>nd</sup> Vice-Chair, was elected by the board to a second four-year term.

After a brief description of the Leadership, Recruitment, & Development Team [LRDT] charter, LRDT Chair Ellen Fannin presented the slate of nominees for election to the Board of Trustees: Rev. Don Barton and Sue Riley. Both nominees will serve a four-year term. Since there were the same number of nominees as open positions, the candidates were elected by acclamation.

- 5. Election of Leadership, Recruitment, & Development Team Members.** Leadership, Recruitment, & Development Team [LRDT] member Rev. Jackie Hawkins presented the slate of nominees for election to the LRDT. The nominees for the following open positions are Rev. Sandie Vanik for “member at large” serving a three-year partial term to fill the unexpired term of Rev. Diana Isaac who resigned her position on LRDT due to personal issues, Rev. Karen Tudor for “former board member” and Ellen Fannin for “lay person”. The positions of “former board member” and “lay person” will both serve four-year terms.

According to the bylaws, the floor was opened for further nominations. One nomination was received from the floor by Rev. Candace Henry nominating Rev. Linda McLeod for the position of “member at large”. Both Rev. Sandie Vanik and Rev. Linda McLeod were given one-minute to speak.

Since there were the same number of nominees for the open positions of “former board member” and “lay person”, the candidates Rev. Karen Tudor and Ellen Fannin were elected by acclamation.

A ballot vote was held for the position of “member at large” with nominees Rev. Sandie Vanik and Rev. Linda McLeod.

- 6. Video Reports.** Both Unity Urban Ministerial School (UUMS) Director Rev. Sandra Campbell and UWM Development & Engagement Coordinator Rev. Diana Kennedy gave video presentations.
- 7. Financial Report.** Chief Financial Officer Consultant from e2E Dave Deitzer reported the financials for fiscal year 2021 with total revenue of \$3,991,618, total expenses of \$2,634,755, and a net operating income (NOI) of \$1,356,863. Financials for 2022 through April 30<sup>th</sup> were shared with total revenue of \$1,433,214, total expenses of \$751,531, and net operating income (NOI) of \$684,683. UWM Restricted Funds for 2022 through April 30<sup>th</sup> were Helping Unity Grow (HUG) Fund at \$471,949, Scholarships at \$151,928, Templeton Funds \$21,627, Youth & Family Ministry (YFM) \$17,908, and Ministry Planting Fund at \$239,513. No action is required of the financial reports; they will be placed on file. Time was allowed for various questions relating to the 2021 and 2022 financials.

**Auditor’s Report.** CPA Jennifer Struthers-Johnson with UHY, LLP (formerly called House Park Dobratz & Wiebler) shared a pre-recorded presentation with an overview of the 2021 audit conducted. UWM’s results presented an unqualified opinion which is a clean audit. The audit report was approved by a majority in the affirmative.

**Proposed 2023 Budget.** Chief Financial Officer Consultant from e2E Dave Deitzer presented the proposed 2023 budget which was been reviewed by the Finance & Budget Team before it was approved by the UWM Board of Trustees. The 2023 budget calls for revenue of \$2,309,156, expenses of \$2,325,585, and a net operating income (NOI) of a deficit of (-\$16,429). Board Treasurer Rev. Valerie Mansfield made a motion to approve the proposed budget for 2023. The motion was approved by a majority in the affirmative.

- 8. Awards.** The Ruth Mosley Award was presented to Rev. Helen Saunders. Accepting the award was Rev. Karen Saunders, daughter of Rev. Helen Saunders.

9. **Video Reports.** The following UWM staff members gave video presentations - Director of Resources, Services, & Events Rev. Diane Venzera, Director of Operations Dana Grissom, and Ministry Development Coordinator Rev. Joanne Burns.
10. **Chair of the Board Report.** Board Chair John McMahon acknowledged and thanked numerous individuals who have assisted him during his tenure as Chair. He also reported June 2021 - June 2022 statistics for ministers, ministries, and LUTs. Following are other key highlights of John's report -
- Keeping focused on our strategic initiatives with Better Together.
    - First priority - "To dismantle systemic racism and promote diversity, equity, and inclusion within Unity's central office and throughout the Unity movement."
      - Adopted a Juneteenth Resolution.
      - Contracted work with Dr. Amanda Kemp's "*Racial Justice from the Heart*" working with the UWM Board and staff.
      - Executive Director Rev. Shad Groverland and (John McMahon) engaged in private mentoring working with representatives from "*Racial Justice from the Heart*" in a series of six individual sessions of dialogue, journaling, and reflection on how to use our leadership positions to implement meaningful change.
      - UWM Board and staff have just concluded seven sessions of discussions with "*The AntiRacism Institute*" to become White Allies as we followed podcasts and read the book "*Uncomfortable Conversations with a Black Man*" by Emmanuel Acho. Each participant pledged to engage in a Racial Equity Project of their choosing.
    - Second priority - "To strengthen trust throughout Unity, among and between the UWM Board, central office, teams, leaders, communities, and sister organizations."
      - Continuing to have meetings/dialogue between leaders of Unity World Headquarters and Unity Worldwide Ministries.
      - Began meeting with the UWH Board of Directors President Rev. Ken Daigle in April of 2021 for regular monthly calls. These calls will continue with the incoming Board Chair of UWM Rev. Doris Hoskins.
      - Enhanced communications between the UWM Board and the Standards Committee comprised of the Regional Representatives.
  - Key priority - to redefine our membership model. Designing a range of services, the field would want and need.
  - Loaves & Fishes Fund. Designed to provide assistance to ministries during the pandemic. Have awarded 117 grants totaling \$230,000. Now redirecting the funds into the Helping Unity Grow (HUG) Fund.
  - HUG Fund is offering financial grants to cover the costs of minister hiring and relocation.
  - Created a new grant program called "LEAP" for innovative ideas presented by ministries. First recipients of this fund are Unity of Oak Park, Illinois awarded \$30,000 to hire a Family Outreach Coordinator to enhance their "Families are Made and Not Only Born" campaign and Unity of Lynnwood, Washington also was awarded \$25,000 for their SoulGreens vegetarian restaurant and "Dinner with Others" interfaith project.

- Established a \$2M Board Designated Endowment Investment Fund with Merrill Lynch.
- Established a Ministry Planting Fund to provide financial assistance for planting and sustainability of new spiritual communities.

**11. Video Reports.** The following UWM staff members gave video presentations - Evolving Ministries Coordinator Rev. Glenda Walden, Manager of International Ministries Claudia Maltos-Young, and Spiritual Direction Coordinator Joni Lorraine. EarthCare Team Leader Mike McCord also presented a virtual report.

**12. Executive Director Report.** Rev. Shad Groverland presented “Ministry is Changing! (but not really)”. Sharing “everything is changing with ministry and then nothing about ministry is changing”. As Sarah Henry quoted “do good church”. This may be an overly complicated world, and it can only be healed with simple solutions.

Shad shared a brief overview of the beginnings of Unity with Charles and Myrtle Fillmore, emphasizing our beginnings focusing on healing, outreach, and gathering. Highlights of his report and questions asked are shared as follows -

- Fundamentals of a thriving ministry are the same no matter what kind of ministry it is.
- What kind of healing does your community seek? How can you get the Unity message to them that will facilitate healing? How do the people in your community gather? Are you ready to be a community leader?
- Just because the world is heading there doesn’t mean it is the right direction (e.g., virtual church). Are you ready to be a minister in your ministry and your community?
- Mission centric does not mean ministerial anarchy, it still needs leadership.
- UWM is here to develop, equip, and support you in innovative, sustainable, and cutting-edge ways. Here are some of the services UWM is offering -
  - Education redesign
  - Spiritual Direction certification
  - Unity SpiritGroups
  - Integral Ministry certification
  - New marketing company (Blue Symphony)
  - Website redesign (OneEach)
  - Find a Unity Community (unity.org)
  - Power of focused ministry
  - UWM Sunday Message
- Upcoming workshops “The Power of Focused Ministry”
  - Kansas City, MO Saturday, July 9, 2022 @ Unity Temple on the Plaza
  - Dallas, TX Saturday, July 30, 2022 @ Unity of Dallas
  - La Quinta, CA Tuesday, October 24 @ Unity Southwest Regional Conference
- Work with the Entrepreneurial Operating System (EOS) developing and implementing a one-year plan, three-year picture, and 5-year target
  - One-Year Plan 2022 - \$2.04M gross (excluding unrealized gain/loss)
    - Foundation built for education redesign

- Youth Program attendance 10% over 2021
- UWM Sunday Message launched
- Unity SpiritGroups launched by August 2022
- Three-Year Picture 2024 - \$2.265M gross (excluding unrealized gain/loss)
  - International Department created
  - Increase ordained ministers to 65 a year
  - Certified Spiritual Educators 15 a year
  - Spiritual Direction Program 50 in the program
  - 85% UWM approved Unity leaders in ministries
  - New education system launched
  - Create Ministry Planting System
  - 50 new ministries established since 2022
- Five-Year Target 2026 - \$2.54M gross (excluding unrealized gain/loss)
  - Youth Program 100% increase in attendance over 2022
  - 100% of member ministries giving to UWM
  - 95% of ministries with approved Unity leaders
  - 100+ additional ministries established since 2022
  - Diverse ministry leaders, 20% increase over baseline

**13. Announcement of Election Results.** Board Chair John McMahon announced the results of the LRDT election for the position of “member at large”. Rev. Linda McLeod was elected to the position for a partial term of three-years.

**14. Adjournment.** Rev. Diane Scribner gave a closing prayer; and, hearing no further business, the meeting was adjourned *sine die* at 12:22 PM Central Time. The next meeting of the convention voting delegates will be held June 26 - 30, 2023 at the Sheraton Hotel & Convention Center in Overland Park, Kansas.