



April 30, 2015

## Questions and Answers about the Education Transfer

- **Does the transfer mean that Unity Worldwide Ministries (UWM) and Unity World Headquarters (UWH) are merging?**
- No. The two organizations will remain separate legal entities with their own mission and vision, governing boards, leadership, and employees.
- **Will Unity Institute® and Seminary (UI) employees lose their jobs as a result of the transfer?**
- As of the transfer date, UI faculty and staff will no longer be employed by Unity World Headquarters. Unity Worldwide Ministries will determine future staffing needs.
- **What happens to UWH benefit and pension programs with this transfer?**
- UI faculty and staff who are hired by Unity Worldwide Ministries may be eligible for benefits from that organization. Faculty and staff who are not rehired may extend their UWH medical benefits under Missouri medical continuation (COBRA). These employees will also be entitled to any vested benefits in the UWH pension and/or 403(b) plans. Employees eligible to retire under these plans as of the transfer date may also do so.
- **How will the transfer impact the Library and Archives?**
- This has not yet been decided.
- **What is the impact of the transfer for international students?**
- This issue will be addressed in the transfer plan.
- **Who is deciding the building lease?**
- The terms will be proposed by the chief financial officers of both organizations, Guy Swanson (Unity World Headquarters) and Bruce Verkruyse (Unity Worldwide Ministries). They will present the proposed lease to their respective boards for approval.
- **When will the relocation take place?**
- The proposed date is August 2016, which is when the timeline calls for UWM staff to assume responsibility for the M&RS (Ministerial & Religious Studies) and SEE (Spiritual Education and Enrichment) programs.
- **Who is deciding the educational program?**
- A team consisting of representatives from both organizations will begin meeting in April to determine the transition plan. They will present their recommendations in June according to the proposed timeline.



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- **Are there any plans to sell or lease the current Unity Worldwide Ministries building?**
- This decision is up to Unity Worldwide Ministries and has yet to be determined.
- **Will UWH hospitality employees continue to be housed in the Education Building?**
- The answer is unknown at this time. The issue will be addressed as leasing arrangements are considered.
- **Will UWM employees have access to *The Voice*, attend UWH employee meetings, be offered discounted meals, or memberships at the Fitness Center?**
- While these details have yet to be determined, it is hoped that UWM employees will enjoy the amenities of our campus while retaining their distinctive culture.
- **Will SEE classes continue to be offered at no cost to UWH employees?**
- The education team will address this question, recognizing that the opportunity for individual spiritual practice and development is one of the most valued aspects of our workplace.
- **Will our Bookstore continue to sell student textbooks, or will this function also transfer to Unity Worldwide Ministries?**
- This question will be addressed by the education team.
- **Will Unity World Headquarters phone and IT systems support both organizations?**
- As with other details, the answer will be determined as the leasing arrangement and educational program plan are completed.
- **Will UWH continue to financially support the movement's educational programs?**
- Absolutely! UWH will do so in at least two ways: 1) By offering office space for UWM's faculty/staff/administration; and 2) By offering annual student scholarships.
- **How will the transition period affect current and/or incoming students?**
- Any student graduating after June of 2016 will be part of the new program. The intention is a seamless transfer for students.
- **Will SEE programs continue during the transition period?**
- Yes—the SEE program will continue to offer a full array of courses online, on campus, and at Unity spiritual communities and centers.



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- **Is the SEE program being eliminated?**
- No. Both organizations are exploring the transfer of SEE and the ministerial education program from Unity World Headquarters to Unity Worldwide Ministries.