



Ministry Vacancy Information Packet

Unity Center of Spiritual Growth

Coeur d'Alene ID
October 2024

About the Ministry

Overview

We are an inclusive, spiritual community with a mission to *Live Love and Up Lift Lives*. We seek a spirit-centered and compassionate person to support and grow our ministry and help fulfill our mission. We are looking for a spiritual leader who brings a loving message and demonstrates the Unity principles while staying open to universal spiritual teachings and beliefs. Our congregation consists of singles, couples, and families seeking an alternative to conventional religious teachings. We offer a single Sunday Service each week which is available for in-person viewing and over livestream. We have eleven active groups and eight active ministries which offer our congregants a variety of ways to get involved and serve others. One of the ways we serve is through community outreach. We are currently involved in supplying food to a local pantry. We also serve as a Support Congregation for Family Promise and support a local turkey drive around Thanksgiving. We have a thriving Youth and Family Ministry that we hope to sustain and grow. Our music team includes a parttime music and choir director plus a pianist, bass player and occasional drummer. We also have an active choir that is featured at service once a month. In addition, we have a deep bench of musicians who help make our special events truly magical. One example is our Palm Sunday rendition of Jesus Christ Superstar. Our services are supported by a resolute team of audio/visual techs who ensure that our sound, slides, and streaming services are maintained and supported. We also maintain a website that hosts our Sunday streams and serves as a resource for our community members and visitors.

Locality: The City of Coeur d'Alene – The county seat of Kootenai County in the State of Idaho

Idaho is one of the fastest growing states in the country and Kootenai County is the third fastest growing economic area in the state. The City of Coeur d'Alene is the economic and cultural hub, and it offers a variety of activities and attractions that cater to different interests. Here is a sample:

Outdoor Activities:

- **Lake Coeur d'Alene:** This stunning lake is perfect for boating, fishing, swimming, and even taking a scenic cruise. In the winter, you can witness the migration of bald eagles as they feed on kokanee salmon.
- **Tubbs Hill:** A popular spot for hiking, Tubbs Hill offers trails with beautiful views of the lake and natural landscapes.
- **Coeur d'Alene City Park:** This 17-acre park features a beach, picnic areas, and a promenade along the lake. It is a great spot for family outings and hosts various events throughout the year.
- **McEuen Park:** A modern park with a playground, splash pad, and dog park, perfect for a day out with the kids.

Cultural and Historical Attractions:

- **Museum of North Idaho:** Learn about the region’s history and heritage through exhibits and artifacts.
- **The Art Spirit Gallery:** Displaying high-quality, original works by regional artists, this gallery is a must-visit for art enthusiasts.

Seasonal Activities:

- **Winter:** The city transforms with holiday lights. And if you like to get outdoors, you can enjoy activities like skiing and snowboarding at area ski resorts.
- **Summer:** The warm months are perfect for spending time on our lakes, or attending outdoor concerts and festivals, and exploring our abundant selection of trails, parks and recreation areas.

Physical Description:

Our Spiritual Center is located at 15th Street and Hoffman Avenue on a 4-acre parcel of land. Our building includes a sanctuary, friendship hall, kitchenette, nursery, and four offices. The friendship hall also functions as a partitionable meeting space that can be configured into three rooms. Our sanctuary has an occupancy of 125 people and includes a stage/alter and an audio-visual booth.

Our grounds feature a children's play area, a fire circle, a labyrinth, and a community garden.

Our center primarily serves the population of Coeur d’Alene in addition to the nearby towns of Post Falls, Rathdrum, Hayden, and Hayden Lake. We also serve the more rural areas of the county through our Sunday video streaming service.

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

There are two Unity Centers in Spokane, Washington which is about 45-minutes away. They are [Unity Spiritual Center Spokane](#) and [Unity Center of Divine Love and Light](#).

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

People:

Size of mailing list: 154
Average Sunday attendance: 70-100
Formal (voting or active) membership: 125

Special Groups:

OUR GROUPS

- A Course of Love - A follow up to A Course in Miracles.
- Acrylic Painting Class - Basic painting and composition.
- Afternoon Yoga – Weekly beginners yoga session.
- Alcoholics Anonymous - International fellowship of people who have had a drinking problem.
- Drumming Circle - A fellowship of drummers connecting through the power and rhythm of music.
- God and Coffee - Discussion group taking a deeper look at our relationship with God.
- Jazzercise - An hour of fun and fitness.
- Men's Group – A weekly evening of male centered fellowship and support.
- New Testament Interpretation – A book study that builds on the lessons from a Course in Miracles.
- Overeaters Anonymous - A community fostering support and recovery from compulsive eating.
- Women's Group – A weekly evening of female centered fellowship and support.

OUR MINISTRIES

- Board of Trustees - The governing policy and operational framework for our community.
- Community Food Pantry - A community partnership providing daily access to supplemental food.
- Community Garden – A communal area for community members to produce fresh produce.
- Family Promise – A community outreach helping homeless families build new lives.
- In-Reach – A ministry that provides temporary help and support to our congregation.
- Music – The music team and choir echo the teachings in the Minister's message.
- Prayer Chaplains – A lay ministry of volunteers dedicated to providing individual prayer support.
- Turkeys and More – An annual turkey drive to support area families in need.
- Youth and Family - Provides our youth with consistent and loving spiritual structure and support.

Church Staff/Other Employees:

Full time: Minister and Administrative Assistant/ Bookkeeper.

Contract workers: We have four part-time resources including a Music Director, Youth and Family Coordinator, Communication Director, and a Housekeeper\Youth Caretaker.

Ministry Support Services:

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

Name: Toni Boehm

Dates: April, 2022

Workshops Given and Topics Covered: Board training.

MISSION, VISION, AND CORE VALUES

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

Date: 2019

Our Mission: To Live Love and Uplift Lives **Our**

Values:

- **Spirit Centered** - When we are conscious of Spirit within, we express as Spirit in the world.
- **Love** - Love is the true essence of who we are.
- **Joy** - Joy is the evidence of our oneness with God.
- **Abundance** - We live in a world of unlimited possibility knowing that all is provided by Spirit.
- **Peace** - As we experience serenity, we can “be peace” in the world.

What have been the three most important events in the history of your ministry?

- The establishment of our ministry at the Sherman Chapel in 1980.
- The purchase of our existing parcel of land and the construction of our building in 1997.
- Merging the Unity Center of North Idaho with the Center of Spiritual Growth in 2021.

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

- Our Christmas Eve, Palm Sunday, and Easter Services are the most well attended. Our Palm Sunday service is particularly unique for featuring an annual production of Jesus Christ Superstar. Another popular annual event is our Phat Phollies Community Talent Show and fundraiser.
- Community service projects such as Family Promise, Subaru Food Pantry, Turkeys and More
- Ongoing Spirit Groups

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

- Continue to strengthen and grow our Youth and Family ministry.
- Increase our visibility and impact on the greater community.
- Promote our property and facility to attract weddings and other community events.

INCORPORATION AND BYLAWS

Articles of Incorporation – Date: July 28, 1994 **Bylaws – Date Adopted/Revised:** Feb 19, 2023

Check here if your bylaws are structured in accordance with the Unity Worldwide Ministries bylaw template:

About 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.

6 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.

4 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.

9 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.

8 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.

7 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.

5 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:

SPIRITUAL EXPERTISE AND EDUCATIONAL ACUMEN

1. **Ministry Location:** Place an “X” next to the primary location of the ministry’s current demographic. (Select one)

- In-person
- Online
- Hybrid

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

- Congregation-Based
- Community-Based
- 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.

- | | | |
|---|-------------|----------------------|
| 3 | 70's and up | 20's & 30's |
| 2 | 50's & 60's | Teens & Young Adults |
| | 30's & 40's | 1 Kids & Families |

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 Sunday Services
Prayer & Meditation / Pastoral Care
- 3 SpiritGroups
Development and Facilitation of Classes
Outreach in the Community
Earth Care
Interfaith & World Religions
- 2 Current Trending Spirituality

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.

- Unity Foundational Teachings
Bible and Metaphysics
Fillmore (only)
Classic Unity Authors
- 2 New Thought Authors
- 3 World Religions
- 1 Current Trending Spirituality

POWER OF FOCUSED MINISTRY

WHO does this ministry serve?

- We serve all people, regardless of their race, religion, nationality, sexual orientation, or political beliefs.
- We are here to serve people who are searchers many of whom are people in transition of one kind or another such as divorce or another crisis which leaves them feeling spiritually empty.
- And we serve our Source - God in expression.

WHY do you exist as a ministry?

- To be a beacon for people who are turned off by more traditional denominations.
- To light a pathway that helps people discover the Spirit of God within.
- To help all people understand that when you scratch away the surface differences, that religions are generally saying the same thing: God is love, therefore love others and yourself.

What demographic resonates to the answer of your WHY question?

- Like most Unity ministries, the single biggest demographic that resonates with our message are those over fifty - more specifically women over fifty. However, we have found that we are getting younger as a congregation in the past two years.
- And because we are getting younger, our youth programs are in a state of growth. Our youth are a demographic we are anxious to serve more fully.
- People who are more spiritually open and lean towards metaphysical teachings.

Describe your vision of the perfect ministry.

- A loving ministry that models how to express love to others at all times.
- A congregation that is enthusiastic about growing spiritually.
- A congregation eager to volunteer and serve others.
- A ministry that actively seeks for ways to have fun.
- A spiritual community with active and growing Sunday attendance with meaningful activities to maintain engagement Monday through Saturday.
- A spiritual community that embraces our youth as an integral part of our existence and growth.

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Vacancy Fill by Date: January 1, 2025

Proposed Salary: \$40,000-\$50,000

Moving Expenses: negotiable

Additional arrangements, benefits, insurance, etc.: negotiable

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

HOUSING MARKET

A typical home costs **\$524,800**, which is 55.2% more expensive than the national average of **\$338,100** and 17.9% more expensive than the average Idaho home, at **\$445,000**. Renting a two-bedroom unit in

Kootenai costs **\$1,230** per month, which is 14.0% cheaper than the national average of **\$1,430** and 8.9% more than the state average of **\$1,120**.

The cost of living in Kootenai, ID County is higher than the national average. This means that on average, people in this area pay 15.9% more for everyday expenses such as housing, groceries, and utilities than other Americans do nationwide.

In summary: Post-Covid, home prices have not softened as much as the rental market has. This is mostly due to the continued shortage of homes available. Kootenai county is still in a growth period and home prices will stay at this level until new home construction catches up with demand. With that said, interest rates are starting to drop and home buying has slowed, which may improve opportunities for finding suitable housing.

Data as of September 2024:

- Home Inventory is up 9% from this time last year on Single family homes. (Trending up)
- Closed sales are just barely above this time last year. (Maintaining)
- Average sold price on single family homes is down 9.4% from last year. (Softening trend) • Median sold is down 4.3% from this time last year. (Softening trend)

SCHOOL DISTRICTS

Kootenai County has four School Districts. They are Coeur d'Alene, Post Falls, Lakeland, and Kootenai. The Coeur d'Alene School District is the largest.

Coeur d'Alene School District #271

District 271 serves a student population nearing 11,000 in Coeur d'Alene, Dalton Gardens, Hayden, Hayden Lake, and a portion of rural Kootenai County. The district includes seventeen schools including eleven elementary schools, three middle schools, two traditional high schools, and an alternative high school. The school district also includes a joint professional-technical high school campus (KTEC) that is shared with neighboring Lakeland and Post Falls school districts. District #271 is one of the largest employers in the five northernmost counties of Idaho, and ranks sixth in enrollment size among Idaho's 114 public school districts.

Lakeland School District #272

District 272 serves a student population nearing 4,3554 students. It is situated in the Northwest corner of Kootenai County in Rathdrum ID. It is home to six elementary schools, two junior high schools, and three high schools. Lakeland School District is also affiliated with Kootenai Technical Education Campus (a cooperative between Lakeland, Coeur d'Alene, and Post Falls School Districts).

Post Falls School District #273

District 273 serves a student population nearing 6,000 students. It is home to six elementary schools, two junior high schools, and three high schools. Post Falls School District is also affiliated with Kootenai Technical Education Campus (a cooperative between Lakeland, Coeur d'Alene, and Post Falls School Districts).

Kootenai Joint School District #274

District 274 serves a student population nearing 190 students. It is located 7-miles outside the community of Harrison ID which is 45-miles south of Coeur d'Alene, ID. This district includes one elementary school, one junior high school, and one high school.

SPOKANE | COEUR D'ALENE METROPOLITAN AREA

This economic zone is a vibrant region that spans parts of eastern Washington and northern Idaho. This area is a key economic and cultural hub in the Inland Northwest.

Population: As of 2023, the combined population is approximately 785,3021.

Major Cities: The largest city is Spokane, WA, with a population of around 228,989. Other significant cities include Spokane Valley, WA (102,976), Coeur d'Alene, ID (54,628), and Post Falls, ID (38,485).

Geography: The area covers about 6,886 square miles and features diverse landscapes, from urban centers to scenic natural areas.

Economy: The region serves as an economic center with industries ranging from healthcare and education to manufacturing and retail. Spokane is particularly known for its medical and educational institutions.

Culture and Recreation: The area offers a rich cultural scene with museums, theaters, and music venues. Outdoor enthusiasts can enjoy activities like hiking, skiing, and boating, especially around the beautiful Lake Coeur d'Alene.

Diversity: The racial makeup consists of mostly White residents, with smaller percentages of African American, Native American, Asian, and Hispanic or Latino populations.

Income: The median household income is around \$52,596, with a per capita income of \$27,860.

Education: The region is home to higher education institutions, including Gonzaga University and Whitworth College in Spokane and North Idaho Community College in Coeur d'Alene.

Transportation: Interstate 90 is the is the freeway connecting Spokane and Coeur d'Alene, facilitating easy travel between the two cities.

Additional Comments:

Please use this link <https://www.unitycenter.org/pages/our-community> for a brief community snapshot including a view of Coeur d'Alene, photos of our facilities, and a few testimonials.



Release of Information Authorization

I, the Board President of Unity Center of Spiritual Growth 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.

Click or tap here to enter text.
A handwritten signature in black ink, appearing to read "Dennis Burkhardt", is written over a horizontal line.

Board President

10-3-24

Date

Release of Information Authorization