



# Ministry Vacancy Information Packet

Unity Fort Worth  
Fort Worth, TX

December 2024

# About the Ministry

## OVERVIEW

Unity Fort Worth is a community with a willingness to come together in ownership to explore and grow. The community has a deep care for one another, which is especially seen when we rally around members going through a difficult time to provide support and a listening ear. Sunday services are important to us, and we love our talented music ministry. We have an interest in revitalizing programs we have enjoyed in the past, such as gathering in small groups for classes, book studies and gardening. We continue to have a regular group of volunteers out in the community at a mobile food pantry each month.

Our ministry is unique in many ways.

- ★ We recently created an executive director position to handle the administrative responsibilities of the community in order to allow our next senior minister to focus on spiritual leadership, guidance, and development of programs, such as services, classes, groups, special events, pastoral care, and outreach opportunities. With our transitional minister, we have found this to be impactful on the well-being of our leaders.
- ★ Our music ministry is led by a Music Director who is a classically trained pianist and has built a team of talented vocalists and musicians who serve as volunteers. We play a variety of music, from traditional hymns to classical to rock and pop. People are attracted to our community because of our music, particularly our Rock-N-Roll Sundays and seasonal concerts.
- ★ We have an incredible tech team led by congregants with significant experience in the field of engineering. We have a great-quality live stream that allows congregants to attend Sunday service and engage with us online.

**Locality:** Fort Worth, Texas

Fort Worth is a laid-back city with a diverse community and a thriving cultural district. The weather is warm and sunny the majority of the year with brief cold snaps and wonderful thunderstorms, allowing us to spend much time outdoors enjoying spaces like the Trinity Trails and the Fort Worth Botanic Gardens. We enjoy the western heritage and small feel of Fort Worth compared to larger cities.

**Physical Description:** We are a destination church located in south central Fort Worth.

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

In the greater Dallas-Fort Worth area there are 6 Unity Ministries and several new thought ministries.

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

- |   |                                     |
|---|-------------------------------------|
| Small/SpiritGroup Ministries                              | <input type="checkbox"/>            |
| Community Outreach/Compassionate Social Action            | <input checked="" type="checkbox"/> |
| Publications  | <input checked="" type="checkbox"/> |
| Social Media (ex: Facebook, Twitter, livestreaming, etc.) | <input checked="" type="checkbox"/> |
| Other (please list):                                      |                                     |

**PEOPLE**

**Size of mailing list:** 1230

**Average Sunday attendance:** Post COVID average in-person 63, online = 10  
2024 average in-person 57, online = 8

**Formal (voting or active) membership:** 77 (as of November 2024)

**Special Groups:**

- Music Ministry
- Meeting Myself in the Bible - a congregant led and run bible study meeting on Zoom
- Sew n' Sews - a quilting group led and run by congregants

**Church staff/other employees:**

- Lane Smith, Executive Director
- Larisa Cherkasov, Music Director
- Janette Jordan, Youth & Family Ministry Director
- Ben Skinner, Facilities and Security
- TBD, Sound Engineer

**MINISTRY SUPPORT SERVICES**

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

**Name:** Rev. Aliza Bloom Robinson

**Dates:** July 2024 – January 2025 (& beyond)

**Workshops Given and Topics Covered:**

July 2024 Value of and Keys to Transition

August 2024 Sacred Listening and Healing Circles

September 2024 Honoring our Past, Creating our Future

October 2024 Power of Focus – Review, Overview and Implementation

November 2024 Mission/Vision/Core Values Review

January 2025 Healthy Congregations

## **MISSION, VISION, AND CORE VALUES**

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

Date: 11/16/2024

**Mission:** We teach and live universal Truth, unconditional Love, and abundant Life

Our ministry's **core values:**

- Belonging – creating an environment of connection where people feel seen, valued, and included
- Integrity – fostering a culture of trust, respect, and transparency
- Spiritual Practice – encouraging spiritual growth through prayer, meditation, and continued exploration of Unity Teachings
- Loving – expressing unconditional love by accepting and loving people as they are
- Service – being in service to others within and outside of our community

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

1. Selling our building in December 2023
2. Sr. Minister Rev. Paul Roach's 30-year retirement in March 2018
3. Ministry split - disruption with board of trustees walking out, significant number of staff and congregation leaving. 2011-2013. Congregation has an on-going desire for transparency and respectful communication from leadership and are mourning the loss of the ministry as it was before this event happened.
4. Smooth transition to virtual services during the pandemic - March 2020

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

- Stepping Stones workshops with Rev. Aliza - a series of Saturday workshops building ownership and depth of understanding of who we are.
- Rock'n'Roll Sundays - Sunday Services led by the Music Ministry playing popular music
- Burning Bowl/White Stone Ceremony/Christmas/Easter

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

- Realize the thriving, multi-generational community we desire with 100% engagement in time, talent and treasure.
- Offer a variety of small groups and classes.
- Growth of the population of young families and YFM.
- Budget-wise financial stability
- To be in our own space with 11 AM Sunday Service.
- Have a settled minister in place.

## **INCORPORATION AND BYLAWS**

**Articles of Incorporation – Date:** January 24, 1951

**Bylaws – Date Adopted/Revised:** March 21, 2021

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

# 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

5

### **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.

## 5

### **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

## 8

### **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:** Unity Fort Worth is looking for a partner in ministry, with whom we can be in long-term relationship, working collaboratively to evolve our future.

While our current bylaws list a number of administrative duties for the senior minister, Unity Fort Worth's board of trustees has chosen to create an executive director position to fulfill the administrative duties for the organization.

The intention behind this decision is to allow the senior minister to focus on spiritual leadership and guidance, co-creating programs such as services, classes, groups, special events, pastoral care, and outreach opportunities, as we collectively strive to focus on caring for ourselves and the community through prayer and meditation, with a renewed expression of outreach into our larger Fort Worth community.

## SPIRITUAL EXPERTISE AND EDUCATIONAL ACUMEN

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

- X In-person  
[click to rate](#)  
  Online  
[click to rate](#)  
  Hybrid

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

- X 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.

- |          |             |                               |                      |
|----------|-------------|-------------------------------|----------------------|
| <u>2</u> | 70's and up | <a href="#">click to rate</a> | 20's & 30's          |
| <u>1</u> | 50's & 60's | <a href="#">click to rate</a> | Teens & Young Adults |
| <u>3</u> | 30's & 40's | <a href="#">click to rate</a> | 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  
2 Prayer & Meditation / Pastoral Care  
[click to rate](#)  
  SpiritGroups  
4 Development and Facilitation of Classes  
3 Outreach in the Community  
[click to rate](#)  
  Earth Care  
[click to rate](#)  
  Interfaith & World Religions  
[click to rate](#)  
  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.

1

Unity Foundational Teachings

2

Bible and Metaphysics

[click to rate](#)

Fillmore (only)

[click to rate](#)

Classic Unity Authors

[click to rate](#)

New Thought Authors

[click to rate](#)

World Religions

3

Current Trending Spirituality

## **POWER OF FOCUSED MINISTRY**

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

Spiritual explorers navigating the diversity of life seeking belonging and joy.

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

We provide a spiritual home with freedom to explore and express our unique gifts to transform our lives and the world.

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

Spiritual seekers of any age, who are open-minded and open-hearted looking to be uplifted and grow within a safe community-based space.

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

We envision a thriving, energetic, engaged community of people who enjoy getting together in deepening our spiritual awareness, fellowship and service. Members demonstrate ownership in the community through opportunities available and investment with their time, talent and treasure. We are an informed community talking about what's happening in the ministry, including finances, by sharing information openly and freely through monthly newsletters, Sunday announcements, open board meetings, Town Hall meetings and the Annual Membership Meeting. Collectively, we take time to understand our inner-worlds and learn ways to communicate from our true-selves through outward focused connections.

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**Vacancy Fill by Date:** ASAP

**Proposed Salary:** Negotiable within range \$64,000-\$68,000

**Moving Expenses:** Negotiable

**Additional arrangements, benefits, insurance, etc.:** Additional benefits could include health insurance premium and retirement contributions up to \$12K per year.

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

Housing is readily available with a variety of options – apartments, townhomes, flats, single-family homes. See Best Places for more information

([https://www.bestplaces.net/cost\\_of\\_living/city/texas/fort\\_worth](https://www.bestplaces.net/cost_of_living/city/texas/fort_worth)).

Within Fort Worth, the Fort Worth ISD is the public school option. There are also private and charter school options nearby for families seeking alternative education models.

**Additional Comments:**

Unity Fort Worth embraces meeting our next long-term relationship with a potential settled minister. The community is using the following affirmation of attraction as we prepare ourselves for our next evolution in ministry: As we co-create our next era in ministry, we have already attracted the perfect spiritual leader.

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## Release of Information Authorization

I, the Board President of Unity Fort Worth 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.

*William Shaw*

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Board President

December 11, 2024

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Date