



# Ministry Vacancy Information Packet

Unity of Naples

October 2024

# About the Ministry

## OVERVIEW

**Locality:** Naples, FL and neighboring areas (Bonita Springs, Fort Myers, Marco Island)

**Physical Description:** Large campus just off a main road in Naples, FL, featuring a large sanctuary and multiple indoor and outdoor spaces, 28 acres of beautiful forests, flora and fauna, hiking and meditation trails, a labyrinth, lake, gazebo, wedding tree and more. Cool to warm winters and hot summers.

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

Unity of Bonita Springs (20 miles), CSL Cape Coral (30 miles), Unity of Fort Myers (35 miles)

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

- Small/Spirit Group Ministries
- Community Outreach/Compassionate Social Action
- Publications
- Social Media (ex: Facebook, Twitter, livestreaming, etc.)
- Other (please list)

## PEOPLE

**Size of mailing list:** 3000  
**Average Sunday attendance:** 180  
**Formal (voting or active) membership:** 220

**Special Groups:**

Usher/Greeters, Youth & Family, Prayer Chaplains, Giving Seed Gardening, Visual Arts Center, Higher Grounds Café & Giftshop, Unity in the Community Outreach, Special Events and Weddings, Celebration of Life, Christmas Extravaganza

**Church staff/other employees:**

Spiritual Leadership Team (Senior leader Rev. Eileen Biaglow), Music Directors (Amy & Jesse Hughes), Choir Director (Jodie DeSalvo), Higher Grounds Café Managers (Patsy Gorden & Sheri Martin), Community Production & Marketing Director (Jesse Hughes and Alicia Castillo), Events Coordinator (Kathy Ruch), Media Team Manager (Andrew Granda), Facilities Manager (Bill Carbeau).

Visit our webpage for additional information. [Meet the Team \(unitynaples.org\)](http://unitynaples.org)

## MINISTRY SUPPORT SERVICES

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

Name: Rev. Carla McClellan

Dates: July 2023 – June 2024

Workshops Given and Topics Covered: 1) Healing Circles 2) The DNA of Unity of Naples: Honoring our Past, Creating our Future 3) Vision, Mission & Core Values Workshop 4) Board Retreat

## MISSION, VISION, AND CORE VALUES

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

Date: March 2024

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

1. Founding of Unity of Naples by Jack Kern in 1968
2. Transition from Jack Kern's leadership in 2001
3. Renaissance from covid and reshaping our spiritual message and community involvement

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

- Yearly Christmas concert/silent auction/fundraiser attended by over 200
- Easter Services with Youth & Family activities & community brunch
- Visual Arts and Spirit Festivals

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

- Continued growth of community size
- Expansion of campus into a destination for spirit-centered events
- Ongoing Reincorporation of community outreach programs

## INCORPORATION AND BYLAWS

Articles of Incorporation – Date: 04/04/1968

Bylaws – Date Adopted/Revised: amended 2.28.2021

Check here if your bylaws are structured in accordance with the Unity Worldwide Ministries bylaw template:  <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
  
- 5 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
  
- 3 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.

- 7      **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
  
- 4      **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:** We are currently working as a singular senior minister approach. Applicants must be open to and excited by this approach and act as the associate minister with the path to senior minister within 6 months to a year.

**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
- x  Hybrid

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

- x  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.

2	70's and up	20's & 30's
1	50's & 60's	Teens & Young Adults
3	30's & 40's	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
	Spirit Groups
	Development and Facilitation of Classes
	Outreach in the Community
	Earth Care
	Interfaith & World Religions
3	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
	Bible and Metaphysics
	Fillmore (only)
	Classic Unity Authors
3	New Thought Authors
	World Religions
2	Current Trending Spirituality

**POWER OF FOCUSED MINISTRY**

**WHO does this ministry serve?**

Spiritual seekers in Southwest Florida, as well as anyone who wishes to experience our Sunday Celebration Service online.

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

To provide simple, practical and actionable tools to serve individuals on their daily Spiritual walk of Awakening.

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

Our current demographic is women in the 40 - 60 age range.

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

An inclusive community of spiritual seekers who find their joy in the receiving and sharing of God’s gifts with one another.

=====

**Vacancy Fill by Date: anytime but by 12.31.24**

**Proposed Salary: \$85,000 - \$100,000**

**Moving Expenses: Negotiable**

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

**none**

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

Naples has an excellent public school system. There are many public schools throughout the county. Housing is expensive for both purchase or rental. Rentals are from \$2,500 - \$4,000 monthly

**Additional Comments:**

**none**

=====



## Release of Information Authorization

I, the Board President of Unity of Naples 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.

Bill Carbeau  
Board President

May 18, 2024  
Date