



Ministry Vacancy Information Packet

Unity of Pflugerville
Pflugerville, TX

October 2024

About the Ministry

OVERVIEW

We are a long-time, stable congregation sharing Unity principles in a safe, inclusive, open and loving environment. We are a spiritually-inclusive community creating meaningful relationships and personal transformation. Centered in God, we celebrate a world of love, harmony and abundance. Our core values are integrity, joy, living love, spirit-led and thriving.

Our community embraces the small-town feel of where we meet which is close to major urban areas, lots of green space and a wide variety of cultural activities (food, music, arts, sports, education, technology, recreation, etc.). It is a fast-growing area.

Locality: Pflugerville is located 15 miles northeast of Austin, 6 miles south of Round Rock, and 15 miles south of Georgetown, Texas.

Physical Description: We currently meet in the Estates of Heatherwilde Community Clubhouse, 16816 Cactus Blossom Drive, in Pflugerville.

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

12 miles from Unity Church of the Hills; 22 miles from Unity Spiritual Center of Georgetown; 20 miles from Unity in the Heart of Austin; 25 miles from Unity Church of Austin.

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

- Small/SpiritGroup Ministries (prayer/book studies)
- Community Outreach/Compassionate Social Action
- Publications
- Social Media (ex: Facebook, Twitter, livestreaming, etc.)

PEOPLE

Size of mailing list: 300

Average Sunday attendance: Summer: 18-22; Winter: 25-30 + 3-7 on Facebook; 10-28 via YouTube

Formal (voting or active) membership: 30 members

Special Groups:

Prayer Chaplains, Healing Center, Sunshine Committee and we have a congregant who has completed the LUT pre-requisites and will be entering the LUT program.

Church staff/other employees:

Reverend Robert Test

R.J. Johnson, Audio Engineer

Reverend Madelyn Test

Don Pace, Accountant

MINISTRY SUPPORT SERVICES

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

Name: Rev. Toni Boehm

Dates: January 2015

Workshops Given and Topics Covered: Ministry consultant to advise regarding ethics concern

MISSION, VISION, AND CORE VALUES

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

Date: Approximately 2009

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

1. Moving into the newly built, custom-designed building on Dessau Rd. (year 2002): building, labyrinth, bookstore, classrooms, nursery, hospitality room, offices, Chapel, garden
2. Selling the Dessau building to align with financial integrity/obligations
3. Moving to Pflugerville location, stable attendance/finances – in process of seeking new permanent location

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

- Celebration Sundays / Brunches
- Garage Sales
- Holiday Services

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

- Securing new minister upon Rev. Test's retirement
- Seeking new permanent church facility
- Grow family church membership – not seeking to become a mega-church; we are a contemplative, joyful congregation wanting to maintain strong relationships.

INCORPORATION AND BYLAWS

Articles of Incorporation – Date: March 12, 1975

Bylaws – Date Adopted/Revised: February 21, 2015

Check here if your bylaws are structured in accordance with the Unity Worldwide Ministries bylaw template: **Note: our Bylaws are from 2016 and follow the UWM template from that time.**
<https://www.unityworldwideministries.org/recommended-bylaws-unity-ministry>

About the Position

MINISTERIAL CHARACTERISTICS AND EXPECTATIONS – 1 IS TOP PRIORITY, 9 IS LEAST IMPORTANT

- 2 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

- 1 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

- 4 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

- 8 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

- 6 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.

- 9 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
- 3 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: Longevity; person seeking long-term commitment

SPIRITUAL EXPERTISE AND EDUCATIONAL ACUMEN

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

[*click to rate*](#) **In-person**

[*click to rate*](#) **Online**

X **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.

2	70's and up	click to rate	20's & 30's
1	50's & 60's	click to rate	Teens & Young Adults
3	30's & 40's	click to rate	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
click to rate	Development and Facilitation of Classes
click to rate	Outreach in the Community
click to rate	Earth Care
click to rate	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
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?

People who are interested in spiritually growing and evolving / seeking a deeper personal relationship with God. People who are seeking like-minded individuals providing a feeling of belonging, family and community.

WHY do you exist as a ministry?

We are a unique community committed to a practical spiritual path and we want to share that with others.

What demographic resonates to the answer of your WHY question?

Those who are spiritually inquisitive; open to new or currently trending spiritual concepts; educated, peace-makers, mature, healers, compassionate.

Describe your vision of the perfect ministry.

A spirit-led community with a confident, compassionate minister challenging and leading us in spiritual growth while allowing congregants to learn, celebrate, meditate in a fun atmosphere. A physical location that provides us space to learn, commune, meditate, administrate and play.

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Vacancy Fill by Date: February 2025

Proposed Salary: \$30,000-36,000

Moving Expenses: Allowance Negotiable

Additional arrangements, benefits, insurance, etc.:

To be negotiated

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

The city of Pflugerville, a suburb just north of Austin, has been quietly growing over the past few years. The majority of the population in Pflugerville is between the ages of 18 and 65, with a median age of 37.1. 65.6% of the population is between 18-65 years of age. The vast majority of Pflugerville’s residents have at least a high school education with 94.4% of the population aged 25 or older having a high school diploma or higher, higher than the state’s average of 84.4%. Additionally, 38.1% of the city’s population hold a bachelor’s degree or higher which is significantly higher than the state average of 31.5%. The majority of Pflugerville’s residents are married. Of its population, 57.4% are married, 28.15% have never been married, 10.88% are divorced and 3.56% are widowed.

Schools in Pflugerville

For families with school-age children, Pflugerville has numerous opportunities for academic success. With over 60 schools in total, finding a great school is easy. In fact, Pflugerville Independent School District (PISD) received an A rating from Niche.com.

With 51 preschools, early childhood education has helped this Austin suburb grow and welcome new families. Pflugerville also has numerous private schools, with 40 options to choose from.

Housing Prices in Pflugerville

According to Redfin, the median sales price for a home in Pflugerville is \$429,000. This is significantly below Austin’s median home price of \$578,000 and slightly above the median price in Texas of \$400,000. These lower housing prices are perfect for both families and individuals looking for housing options near Austin.

Rental Prices in Pflugerville

Pflugerville hosts abundant rental options from apartments, condos, co-ops, townhomes and homes. Average rental prices range from \$559-\$2,333.

Development Opportunities

The city of Pflugerville has seen tremendous growth, both in population and planned development. Visit the City of Pflugerville website (www.pflugervilletx.gov) to see what notable development projects are currently in progress.

Access to Major Distribution Arteries

A great advantage to living and working in Pflugerville is having easy access to major U.S. and Texas highways. Located in the center of four prominent roadways (IH-35, SH-130, US-290 and TX-45), Pflugerville is a bustling city with multiple pathways to greater Texas, including Dallas to the north, Austin and San Antonio to the south, and Houston and the Gulf Coast to the east.

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Release of Information Authorization

I, the Board President of Unity Spiritual Center Pflugerville 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.

Randy Koehler
Board President

September 20, 2024
Date