



Ministry Vacancy Information Packet

Unity Spiritual Community
of Central Oregon (USCCO)
Bend, OR

June 2025

About the Ministry

Overview:

What USCCO loves about your geographical area and your community:

With respect to our Unity Spiritual Community of Central Oregon (USCCO), there are many aspects of the geographic area and community in Bend that can inspire love and connection for our ministry:

Natural Beauty and Serenity

The stunning beauty of Bend, nestled between the Cascade Mountains and the high desert, provides a peaceful and calming environment that aligns perfectly with Unity's focus on personal reflection and spiritual growth. The area's abundant outdoor spaces— whether it's the tranquil Deschutes River, serene forests, or breathtaking mountain views— serve as a natural extension of the inner peace and connection that our community cultivates.

A Welcoming, Growing Community

Bend is a diverse and dynamic place, attracting people from all walks of life who are drawn to its vibrant lifestyle, outdoor recreation, and sense of community. As the city grows, USCCO has an incredible opportunity to serve as a spiritual anchor for newcomers and long-time residents alike, creating a space for individuals to find purpose, connection, and healing.

The Opportunity for Outreach

With significant residential growth happening nearby, including thousands of new homes and multifamily units, there's a growing desire for spiritual services that foster a sense of belonging and well-being. USCCO's presence in this evolving neighborhood makes it ideally situated to meet the spiritual and community-building needs of a flourishing population.

Commitment to Mindfulness and Personal Transformation

Unity's emphasis on spiritual education, mindfulness, and personal transformation deeply resonates with the lifestyle and values of Bend's residents. As people in Bend seek deeper connections and holistic approaches to life, Unity provides the perfect space for personal growth, meditation, and interfaith connection.

What makes USCCO unique:

We are truly a WILD SOUL SANCTUARY, where we howl with delight, celebrating our time together on Sundays. There are strong healing ministries with the Divine Healers, Sound Baths, and Drumming Circles. Sol Shine, our group of musicians, provides us with a sense of joy and inspiration. We have attracted many Ministers from various churches who offer teachings of acceptance and oneness, to enhance our Unity ministry.

Locality: 63645 Scenic Dr, Bend, OR 97701 Bend, Oregon is the largest city in Central Oregon and the County seat. The smaller communities around Bend are Sisters, Redmond (home of our airport RDM), Prineville, Tumalo and La Pine. The population of Deschutes County is 212,573 people. We are one of the fastest growing cities/counties in the State.

Physical Description:

Unity Spiritual Community at One World Center is poised to become a beacon of spiritual growth and connection in Bend's rapidly expanding north end. Located at 63645 Scenic Drive—just across from the new Costco and adjacent to Highway 20—this nearly 5-acre campus offers a serene yet accessible setting for those seeking deeper meaning, healing, and community. As we prepare to welcome a new minister, Unity is committed to expanding its outreach, offering inclusive spiritual programming, mindfulness practices, and service opportunities that resonate with Bend's diverse and evolving population. The presence of Mia Sprouts Early Childhood Development Center on-site further enriches the sense of community, fostering intergenerational connections and support.

The surrounding area is undergoing significant transformation, presenting unique opportunities for Unity to engage with a growing population. Directly east of One World Center, Pahlisch Homes is developing the Caraway Master Plan—a 150-acre mixed-use project that over time will include over 500 housing units, with a mix of single-family homes and multifamily residences, and at least 77 units designated as affordable housing. To the south, Powell Development is advancing the Gateway North project, featuring a new Costco, retail spaces for lease, and plans for multifamily housing. These developments are set to introduce a substantial influx of residents, creating increased demand for spiritual, educational, and community services. USCCO is uniquely positioned to serve as a spiritual anchor in this burgeoning neighborhood, offering a welcoming space for reflection, connection, and growth.

USCCO, Bend, Oregon is in beautiful Central Oregon. Bend serves the communities of Redmond, Prineville, Sisters and LaPine, Oregon.

Weather and Climate: Bend is a semi-arid climate (High Desert) with four distinct seasons. It is dry (low humidity) and sunny much of the time. We average 12" of rain a year and an average of 27 inches of snow in Winter. Winter's average temperature is between 20 degrees F and 40 degrees F. Summer is dry, warm and sunny.

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

Bend is 163 miles or a 3 1/2 hour's drive from Portland, OR, the largest city in Oregon. We are 4-5 hours from the nearest Oregon Coast destination. The cities of Eugene and Salem are less than a 3 hour's drive.

The State of Oregon has several Unity ministries, one in Portland, Beaverton, Gresham, Eugene, Ashland and Salem and on the coast in Bandon. Centers for Spiritual Living are in the communities of Portland, Eugene, Medford, Grants Pass, Lake Oswego and Verona, a Summer Teen Camp. In Bend, we have over 20 fellowships such as Unitarian Universalist Fellowship, Story Dwelling, and the Hanai Foundation and the Sanctuary within the city limits.

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

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

People

Size of mailing list:	650
Average Sunday attendance (in person, online):	83 Adults, 8 Children, 22 Online (2024)
Formal (voting or active) membership:	150 Members

Small and special groups, church and community activities, outreach ministries, etc.

YOU (Youth of Unity); WOW (Women of Wisdom); Men's Group; Redmond Women's Group; AA Groups; Sacred Women's Drum Circle; Sound Bath Healing; Earth Care Team; Spring Sing Fling and other Singing groups; Dance your Prayers.

Offerings such as Staying Centered in Uncertain Times; Kirtan Concerts; Family Kitchen outreach (serving meals); Divine Healers (a talented group of Reiki Masters, mediums, channelers, Angelic Healers, Intuition Medicine, Chakra balancing, Pranic Healing, and Talk Therapy practitioners) offer their services to the public on a donation basis.

Church staff/other employees:

Operations Director, Music Director, Assistant Music Director, Youth Lead, Youth Assistant, Nursery Attendant.

MINISTRY SUPPORT SERVICES

Has the ministry worked with a UWM Consultant or Transitional Specialist? ☒ Yes ☐ No.
(NOTE: Speaking with UWM Member Support does **not** constitute working with a UWM consultant.)

Name: Reverend Ruth Miller, Consultant and Interim Minister

Dates: January- July, 2025

Workshops Given and Topics Covered: Monthly Leadership Workshops; Unity Basics Workshop

MISSION, VISION, AND CORE VALUES

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

Date: March 2025

MISSION: Our Mission is to foster an INCLUSIVE, LOVING, and SPIRITUALLY enriching environment where individuals of all beliefs and backgrounds can grow in their personal Spiritual Journeys. Through education, service, and communal practices, we seek to inspire a sense of ONENESS, PURPOSE, and STEWARDSHIP. We express and co-create in a vibrant and supportive community, raising consciousness and contributing to the Spiritual Awakening of Humanity.

VISION: We are Community -- committed to co-creating a world of Unity, Spiritual awakening, and loving kindness.

CORE VALUE STATEMENTS:

- Inclusivity & Unity: A commitment to creating a spiritual home that welcomes everyone, regardless of background, belief, or stage of life, while fostering a deep sense of Oneness
- Spiritual Growth & Transformation: Offering dynamic, evolving opportunities for individuals to engage in spiritual learning and transformative practices that elevate consciousness
- Community & Connection: Valuing the power of relationships through shared experiences, respectful communication, and collaborative community building.
- Service & Stewardship: Encouraging generosity, responsibility, and outreach to improve both our immediate community and the world we all share.
- Creativity & Joy: Celebrating life through playfulness, arts, music, and other creative expressions that bring joy and vitality to the community.
- Holistic Well-being: Acknowledging and supporting the mental, emotional, physical, and spiritual health and healing of all members.
- Loving Kindness.

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

1. 2011 Rev Jane Hiatt replaced Rev Terry Hawkins
2. 2018 One World Center Acquisition of Current Property
3. 2020 Started streaming services during Covid Pandemic

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

- Rafe Pearlman, Musician and Inspirational Speaker
- Weekly Sound Bath and Drumming Circles and Divine Healer
- Veda Austin, Author of "The Intelligence of Water"
- Ananda Das, Kirtan Musician and Spiritual Teacher

What does the congregation want to accomplish in the next 3 years? *(Hiring your next permanent minister should NOT be included here.)*

- Growing attendance to 200+ members with more than 1 Sunday service.
- Establish a solid Youth program (YOU)
- Provide a range of learning activities and support for newcomers as well as long-term members.
- Increase financial prosperity to support all of the above.

INCORPORATION AND BYLAWS

Date Ministry Established: 2001
Founding Minister Name: Rev Terry Hawkins

Date of Articles of Incorporation (AOI): 5/18/2005

Bylaws – Date Adopted/Revised: Revised in 2023 and under current revision.

[Current UWM Bylaws Template](#)

Are your bylaws structured in accordance with the Unity Worldwide Ministries bylaw template and updated within the past three years? Yes

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
- 4 **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
- 7 **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

6 **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:

Able to present Unity and universal principles in a metaphysical perspective. Openness to alternative healing modalities.

SPIRITUAL EXPERTISE AND EDUCATIONAL ACUMEN

1. **Ministry Location.** Place an "X" next to the primary location of the ministry's current demographic.

☐ In-person

☐ Online

☒ 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 rank the following age-group categories from 1 (most populous) to 6 (least), to reflect your current active membership/attendance.

3 **70's and up**

4 **20's & 30's**

1 **50's & 60's**

6 **Teens & Young Adults**

2 **30's & 40's**

5 **Kids & Families**

4. **Interests/Area of Expertise:** Please rank the following topics from 1 (highest) to 8 (lowest), to reflect your ministry's areas of interest/needed expertise from the incoming minister.

1 **Sunday Services**

2 **Prayer & Meditation / Pastoral Care**

7 **Small Groups**

4 **Development and Facilitation of Classes**

3 **Outreach in the Community**

8 **Earth Care**

6 **Interfaith & World Religions**

5 **Current Trending Spirituality**

5. **Spiritual Expertise and Educational Acumen:** Please rank the following topics from 1 (highest) to 7 (lowest), to reflect your ministry's needs of spiritual expertise/acumen from the incoming minister.

1 **Unity Foundational Teachings**

7 **Bible and Metaphysics**

6 **Fillmore (only)**

4 **Classic Unity Authors**

3 **New Thought Authors**

5 **World Religions**

2 **Current Trending Spirituality**

The Who and Why of your Ministry

WHO does this ministry serve?

Existing Membership and Community At Large

WHY do you exist as a ministry?

USCCO's purpose is to bring spiritual wisdom into the light of contemporary life, to honor all paths, names, and faces of God, and to teach the universal principles of Truth.

Our Vision is: We are Community -- committed to co-creating a world of Unity, Spiritual awakening, and loving kindness.

What demographic resonates to the answer of your WHY question?

We attract Spiritual Seekers, Teachers and Healers who resonate with our Vision and Mission.

Describe your vision of the perfect ministry.

Our Vision of a perfect ministry is one that is loving, inspirational, and empowering. We foster the evolution of human consciousness, well-being and belonging, through a harmonious community that connects the people, land, animals, and environment. We do this through Spirit-led education for all ages that is steeped in universal wisdom and Unity Principles.

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Vacancy Fill by Date: July 2025

Proposed Salary Range:

Full Time: \$36,000-\$48,000

Part Time: \$36,000-\$48,000

Moving Expenses: Yes, Negotiable

Additional arrangements, benefits, insurance, etc.: Negotiable

Education in Greater Bend: A Foundation for Future Success

The greater Bend area is home to a vibrant, high-performing educational system that supports students from preschool through higher education. The Bend-La Pine School District, one of the fastest-growing in Oregon, is known for its commitment to academic excellence, innovation, and student well-being. With a strong network

of public and charter schools, the district offers diverse learning pathways, advanced placement programs, robust arts and athletics, and access to cutting-edge technology.

Higher education is also thriving in Bend, with Oregon State University–Cascades offering world-class undergraduate and graduate programs in a scenic campus setting. Central Oregon Community College complements the region’s educational landscape with technical training, continuing education, and transfer degree opportunities.

Bend’s focus on educational quality, community involvement, and lifelong learning makes it an ideal place for families and a smart choice for businesses that value access to a skilled, educated workforce.

Bend, a Great Place for Business

Bend, Oregon, has become a magnet for entrepreneurs, startups, and remote professionals, offering a dynamic business environment with high quality of life. The city boasts a skilled and educated workforce, a growing tech and innovation sector, and supportive infrastructure including co-working spaces, high-speed internet, and active business development programs. With its proximity to outdoor recreation, excellent schools, and vibrant cultural scene, Bend attracts top talent and offers a balanced lifestyle that supports both productivity and well-being. The city also benefits from a relatively low cost of doing business compared to larger West Coast cities, making it an appealing location for growth-oriented companies.

The Deschutes County Housing Market

The Deschutes County housing market remains strong and resilient, reflecting the region's continued population growth and desirability. Home values have appreciated steadily over the past decade, driven by high demand, limited inventory, and a strong local economy. While the pace of growth has moderated slightly, the market continues to show healthy activity, particularly in Bend and Redmond. New construction and development are helping to meet demand, offering opportunities for both homebuyers and investors. With consistent in-migration, especially from urban centers seeking lifestyle shifts, the outlook remains positive for long-term value appreciation and market stability.



Release of Information Authorization

I, the Board President of Unity Spiritual Community of Central Oregon 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.

A handwritten signature in black ink, appearing to read "Sarah Jones", is written over a horizontal line.

Board President Signature

The name "Sarah Jones" is handwritten in black ink over a horizontal line.

Board President Printed Name

The date "5/24/25" is handwritten in black ink over a horizontal line.

Date