



Ministry Vacancy Information Packet

Unity of Tallahassee
Tallahassee, FL

April 2025

About the Ministry

OVERVIEW

We are a church with strong core values and a solid spiritual and financial foundation from which to build. Our post-covid congregation is a dedicated group of 30-40 who regularly attend services either in person or via Zoom, as well as a much larger community of supporters and followers who provide spiritual and financial support of our ministry. The ministry enjoys a new sanctuary, which was rebuilt following a fire. We seek someone who will embrace who we are today while also bringing new energy to expand our spiritual growth so that it touches the community at large.

We formerly had a larger membership with much higher revenues, more than twice what they are now. We believe that membership growth through sharing the Unity message is a shared responsibility of the members and not just that of a minister. We look forward to working with someone who can help us to increase membership and revenues to again afford a full-time minister.

Church finances are on sound footing, but the Covid pandemic followed by fire destruction of the sanctuary over three years ago have significantly reduced ministry revenues and spending. However, opportunities for growth and renewal abound, with a newly rebuilt, debt free sanctuary. In addition to the sanctuary, which seats up to 125 people and has plenty of parking, the ministry owns, debt-free, a separate fellowship hall that includes a kitchen, meeting spaces, and the minister's and administrative offices, and a Youth Education building for Sunday School classes and activities.

Unity of Tallahassee is in the capital city of the state of Florida. The Tallahassee metropolitan area has a population of about 385,000, is located about 20 miles from the Gulf of Mexico, and is host to approximately 65,000 college students in two major universities, Florida State University and Florida A & M University, as well as a successful public college, Tallahassee State College. We affirm that Spirit is drawing the right and perfect minister to join our spiritual community.

Locality: Tallahassee and surrounding areas

Physical Description: Tallahassee, situated in the rolling hills of north Florida, is located in the center of the eight-county 'Big Bend' area. Geographically, Tallahassee is about 20 miles to the north of the Gulf of Mexico and about 14 miles south of Georgia. The area possesses excellent wild-life reserves located in the hilly terrain north of Tallahassee and in the Apalachicola National Forest to the south. Furthermore, in addition to the Gulf of Mexico, the many parks, lakes, rivers, and springs in the region offer considerable recreational opportunities. Tallahassee has the mild, moist climate characteristic of the Gulf States, and experiences a subtropical summer, similar to the rest of Florida. In contrast to the Florida peninsula, however, the panhandle, of which Tallahassee is a part, experiences four seasons.

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

Unity Eastside is approximately 17 miles away

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

- | | |
|--|-------------------------------------|
| Small Group Ministries | <input checked="" 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) Click or tap here to enter text. | |

PEOPLE

Size of mailing list:	229
Average Sunday attendance (in person, online):	30-40 (in person and online)
Formal (voting or active) membership:	approximately 50

Special Groups:

- Narcotics Anonymous
- Prayer team
- Sunday School/Youth Education
- Choir
- Weekly Yoga Sutra class
- Weekly meditation group
- Weekly metaphysical studies via Zoom

Church staff/other employees:

- Employees: Youth Education Director, Administrator/Bookkeeper (part time)
- Pianist is contracted out
- House cleaning contracted out
- Yard maintenance contracted out

MINISTRY SUPPORT SERVICES

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

Name: Rev. Beth Head

Dates: Board training session in December 2024. "Honor our Past, Create our Future" process with congregation on 02/22/25

Workshops Given and Topics Covered: Healing Our Past and Creating Our Future

MISSION, VISION, AND CORE VALUES

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

Date: March 2023 (No Core Value Statements)

MISSION: Our mission is finding the presence of Divine Love within and expressing it in our lives.

VISION: We envision a community powerfully transformed through growing shared spiritual awakening.

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

1. Fundraising project to raise sufficient funds to purchase the Youth Education building without debt (early 1990s)
2. Division of the ministry, resulting in the formation of Unity Eastside of Tallahassee (mid 1990s) followed years later by the joint voting decision by the two Unity churches to remain independent so that we may better serve all areas of the community. (2011) We have an excellent, harmonious, and mutually supportive relationship between the two churches now.
3. Loss of the sanctuary by fire followed by a community bonding through a rebuilding program. (2021)

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

- Easter Sunday Services as well as Christmas Eve Services
- New Year's Eve Burning Bowl Ceremony
- Holiday Concert
- Pot-luck events preliminary to special speakers

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

- Sustain and grow our ministry while keeping the open and inviting atmosphere where people can come to hear a message of wisdom and enlightenment.
- Increase Unity of Tallahassee's visibility in our community.
- Expand our Youth Ed Program.
- Enhance the Music Program

INCORPORATION AND BYLAWS

Date Ministry Established: 1973
Founding Minister Name: Rev. Loren Flickenger

Date of Articles of Incorporation (AOI): 03/29/79

Bylaws – Date Adopted/Revised: 03/23/25

[Current UWM Bylaws Template](#)

Check here if your bylaws are structured in accordance with the Unity Worldwide Ministries bylaw template and updated within the past three years: ☒

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
- 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
- 7 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
- 8 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
- 5 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
- 6 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: High spiritual consciousness is a priority greater than all the above.

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

2	70's and up	<u>click to rate</u>	20's & 30's
1	50's & 60's	<u>click to rate</u>	Teens & Young Adults
3	30's & 40's	<u>click to rate</u>	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
6	Small Groups
4	Development and Facilitation of Classes
3	Outreach in the Community
7	Earth Care
5	Interfaith & World Religions
8	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
2	Bible and Metaphysics
7	Fillmore (only)
5	Classic Unity Authors
4	New Thought Authors
3	World Religions
6	Current Trending Spirituality

The Who and Why of your Ministry

WHO does this ministry serve?

Mostly middle-aged and older persons, and also youth. We seek to serve any person in our community who will benefit from help in discovering the power of the divine love that exists within ourselves.

WHY do you exist as a ministry?

To assist anyone who is seeking to find the presence of Divine Love within, and to share in our spiritual awakening. Our church began nearly a half century ago with a small group of openminded people creating a spiritual home for themselves and their families. We hope that we continue to be open minded and welcoming, enabling our spiritual home to grow and thrive far into the future.

What demographic resonates to the answer of your WHY question?

Spiritual seekers from all backgrounds who wish to find a community of similar minded seekers. Though ours is an older congregation, only modestly diverse, with a likely median age in their 50s, we want to more fully reflect the diversity of our community and attract younger members.

Describe your vision of the perfect ministry.

An expanding community of joyous spiritual seekers who are filled with the energy of Divine Love and spread it throughout our larger community. The perfect ministry is one that is adept at helping people to discover the divine presence in each of us and in putting that presence into the living of our lives. By so doing, it is a positive force for improvement in the lives of each of us and in our communities.

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Vacancy Fill by Date: ASAP

Proposed Salary Range:

Full Time: N/A

Part Time: \$15,000 plus a portion of growth in revenues (negotiable)

Moving Expenses: Up to an agreed upon amount

Additional arrangements, benefits, insurance, etc.:

The above-mentioned salary is a compensation package which includes insurance, manse, and any other additional arrangements

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

Generally, housing in Tallahassee is 13.9% less expensive than the national average, with rent falling between \$1,097 – \$1,689. You can expect to pay 2.7% less for groceries, 15.3% less for utilities, and 1.8% less for transportation. According to the Forbes Advisor, Tallahassee, FL Cost of Living Calculator, Tallahassee cost of living comes in about 4% less than Orlando/Tampa metro areas.



Release of Information Authorization

I, the Board President of Unity of Tallahassee 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.

Donald Langston
Board President Signature

DONALD LANGSTON
Board President Printed Name

April 11, 2025
Date