



Ministry Vacancy Packet

Unity Church of Wimberley, TX
March 2023

About The Ministry

OVERVIEW

We're an open-hearted community powerfully transforming our world by recognizing the sacred in all, and we're looking for an energetic leader who loves to engage with the congregation to join us in our mission and lead us to deeper understanding and spiritual growth. Our new minister will live and breathe the Unity principles and demonstrate the cultural sensitivity our diverse and growing community needs.

Our 43-acre hilltop site in the Texas Hill Country requires a minister as unique as it is—vibrant, open, and ready to let the special energy that's alive in this beautiful place influence his or her spiritual evolution. Our congregation is warm, joyful, heavily volunteer-driven, and we continue to grow and attract people from all ages and backgrounds.

We have an on-site business manager who provides “above and beyond” support for our minister, our services, group activities, and who manages our facilities and grounds so our minister can concentrate on community engagement and pastoral care. Several of our founding members still actively participate, and we have a large and engaged prayer chaplain team, vibrant YFM and YOU programs, a house band of award-winning professional musicians, a robust online presence, and well-attended live stream services.

We're a tithing church that regularly supports local food and shelter charities, participates in local LGBTQ+ events, and supports a wide variety of other charitable organizations and individuals in need across central Texas.

Locality:

Wimberley itself has a population of about 2500, but the Wimberley Valley has more than 15,000 residents, and our congregants also come to us from many other areas including Blanco, Buda, Kyle, San Marcos, and as far away as north Austin. Wimberley is a destination for visitors from all over Texas looking for beautiful countryside and a chance to enjoy the Square's shops and restaurants, monthly Market Days, and the nationally-recognized “swimming holes” of Jacob's Well Natural Area and Blue Hole Park. Wimberley is one of only 38 international Dark Sky-designated communities around the world committed to the preservation of the night sky through the implementation of a quality outdoor lighting ordinance, dark sky education, and citizen support of dark skies. We were also recently certified as a Music Friendly Community by the Texas Music Office. Many Grammy-winning singers, songwriters, and musicians call Wimberley home including Paul Simon, Kevin Fowler, and Ray Wiley Hubbard. The Wimberley city government strives to maintain the sleepy “secret” ambiance of the community, while advancing quiet and controlled growth. It really feels like we have it all when considering these charming qualities in the context of our location almost equidistant from the major metroplexes of Austin and San Antonio and their international airports.

Physical Description:

Wimberley itself sits among the hills of Central Texas in a tri-river basin known for its exceptional beauty. With its vineyards, olive groves, and dusty hills, it's a little bit of Tuscany in the heart of a state famous for other types of landscapes. Unity of Wimberley's campus is also unique. We have 43 acres on the top of a beautiful hill overlooking Lone Man Creek. Our campus includes an 8000 sq. ft. church, which used to be a private hunting lodge and has a full-professional kitchen, a one-bedroom apartment, guest quarters, multiple offices, meeting spaces, and a dedicated Youth Ministry space. The land includes miles of maintained walking trails, a labyrinth, an International Peace Pole, tennis courts, and a 2-acre wildlife garden recognized by MonarchWatch.com as a certified Monarch Butterfly Waystation. We hold and maintain a Texas state wildlife exemption on our property, as well.

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

We're within about 30-45 miles from Unity of Austin, Unity of the Hills (Austin) and Unity of New Braunfels.

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: Prayer chaplains, Prayer Team, Care Team, Men's Group, Wise Women Group, Safety Team, Wednesday Class/Book Group, Kirtan chanting group, Grounds and Gardens team, Adopt-a-Highway group, Women's Retreat Organizing Group, Sunday Potluck Team, and Social and Fundraising Committee

PEOPLE

Size of mailing list: 261

Average Sunday attendance: 2020 = 95 2021 = 47 2022 = 55 2023 so far = 66

Formal (voting or active) membership: 137

Special Groups:

Prayer chaplains, Prayer Team, Care Team, Men's Group, Wise Women Group, Safety Team, Wednesday Class/Book Group, Kirtan chanting group, Grounds and Gardens team, Adopt-a-Highway group, Women's Retreat Organizing Group, Sunday Potluck Team and Social and Fundraising Committee.

Church staff/other employees:

- Church Admin/Business Manager, who is also our Facility/Grounds Manager and Service Coordinator (full-time)
- Communications Coordinator, Newsletter, Website, Service Graphics (part-time)
- Maintenance Manager, Facility/Grounds (part-time)

- 2 Music Co-Directors (part-time)
- 4 Sunday Band musicians (rotating)

- 3 Tech- Switcher & Camera operators (part-time)
- Tech- Sound Manager/Podcast (part-time)

- Volunteer/Events Co-Ordinator (part-time)

- YFM Director (part-time)
- 3 YFM Teachers, (2 part-time, 1 volunteer)
- YFM Teacher/House Manager (part-time)

MINISTRY SUPPORT SERVICES

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

Name: Doug Duerr, Monica Driscoll

Dates: 2017/2018 during our last minister search

Workshops Given and Topics Covered: If YES, list workshops/ topics or areas of focus here

MISSION, VISION, AND CORE VALUES

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

Date: 2016

VISION STATEMENT

We are an open-hearted spiritual community, powerfully transforming our world by honoring the sacred in all.

MISSION STATEMENT

Inspired by our shared spiritual awakening, we offer practical teachings that empower healthy, abundant and meaningful living.

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

1. 2005-2008: In 2005 we found the perfect permanent home for our church raising \$40,000 in 40 days from the congregation to secure the property from the seller for three years. In 2008 after being turned down by all the banks we approached, we created our own solution with the formation of our Church Family Ownership program that enabled our congregation to privately fund the purchase of the property. Over 40 congregants stepped up to purchase \$700,000 of debt. The program is still in effect today with more than 30 investors happily invested in a property that's nearly tripled in value since we bought it.
2. In 2007-2009: During a very difficult period of minister transition that brought significant conflict and pain, the core congregation used the Appreciative Inquiry Program to build a positive way forward. This led to attracting a great minister, music director, business manager and youth director. Since then, we've enjoyed 14 years of prosperous and joyful times. That core congregation is still at Unity of Wimberley today and has been joined by many more since.
3. 2020-2022: Our careful and targeted efforts to maintain and grow our community through the COVID pandemic. In spite of meeting remotely, we kept our congregation engaged spiritually and financially and expanded our outreach by ramping up the quality and quantity of our livestream and online presence. The result has been an almost complete return of our existing congregation and significant growth in new membership at a time when many other churches have closed their doors or continue to struggle.

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

- At the end of 2021, an outdoor holiday party was our first in-person gathering since we'd implemented COVID restrictions. We had a food truck, live music, caroling, games for the kids and more than 80 members attended. The love and enthusiasm in the air was palpable.
- In the spring of 2022, our men's group organized and worked a spring picnic with kids' games, pickleball demonstrations, live music and culminated in amazing drum circle around our International Peace Pole led by a congregant who is a native American shaman.
- In October 2022, our first 3-day Women's Retreat was held after a two-year COVID hiatus. It was completely congregant-led, as our current minister was on sabbatical. With more than 40 women in attendance at a nearby Hill Country religious retreat center, the program included music, crystal bowl-accompanied meditation, chanting and yoga, a native American lore/ritual class, and an abundance/manifesting workshop taught by a congregant/life coach

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

- Helping our new minister find his or her feet quickly and comfortably.
- Continuing to develop the sociographic and demographic breadth of our congregation.
- Enhancing our already robust financial stability in a post-COVID world.

INCORPORATION AND BYLAWS

Articles of Incorporation – Date: 3/25/2004

Bylaws – Date Adopted/Revised: Revised January 24, 2010

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
- 6 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
- 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
- 7 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
- 9 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: Our next minister will inspire from the platform, bringing dynamic speaking skills, humor, and self-awareness to their talks. Unity of Wimberley also thrives and grows, in part, from the varied classes we offer. Many are congregant-led, but our new minister will also teach with enthusiasm and passion when called on to lead a class or book study, imbuing the experience with their own wisdom and creativity.

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.

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

POWER OF FOCUSED MINISTRY

WHO does this ministry serve?

We're a small and growing church with a demographically- and sociographically-diverse community some of whose members come from as far away as Austin to San Antonio, in spite of the availability of other Unity churches closer to home. At Unity of Wimberley, we're not a church in name only. Service to each other and the greater community drives everything we do. Our congregants come from all walks of life looking for an inclusive, spirit-based way of being, thinking and doing. In some circles, the Wimberley Valley has been described as an energy vortex with a strong spiritual attraction. Our congregation is an interesting reflection of this unique location— a valley full of highly-educated, sophisticated, nature-focused, artistic and musical people who are strongly community-focused and looking for strong human connection.

WHY do you exist as a ministry?

To fill a gap that traditional religious institutions in our area haven't been able to fill. Led by love in all things, our goal is to nourish our congregation spiritually, emotionally and, often, physically to create lifetime connections we don't find anywhere else and to offer that gift to others looking for the same thing. We're inclusive, non-dogmatic, open-minded, and open-hearted—aware that there are many paths to God and each person's is highly individual. To be able to provide spiritual direction and sustenance in a way that nurtures all of these paths is at the heart of our ministry.

What demographic resonates to the answer of your WHY question?

Older congregants make up about half of the membership and sustain us financially and with their wisdom and incredibly consistent volunteer energy. Young families consistently find us a vital alternative to traditional churches. We get to enjoy the glorious gurglings of infants during Sunday Service, and every Sunday we "sing in our kids" as our youth program members, from toddlers to college-age, parade in at the end of the service to receive the congregation's welcome and blessing. We're proud to say our Board reflects the same age diversity, and we consider the wisdom of age and the forward-thinking shot of energy and perspective of our younger members to be a potent combo for taking our church forward successfully.

Describe your vision of the perfect ministry.

Our new minister will share our vision of inclusivity and be passionately excited to use their unique skills and spiritual expertise to keep expanding what we've built so far at Unity of Wimberley. Our perfect minister will help us grow by word and by example. They'll help us seek new paths to God and know how to clear away the brush on the existing ones. Together, we support our congregation spiritually, emotionally, and sometimes physically, and we have fun doing it. Our new minister will love jumping into this pool of compassion, humor, and love with both feet.

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Vacancy Fill by Date: by end of July 2023

Proposed Salary: \$40,000-\$60,000 base, depending on experience. Minister pays own health insurance.

Moving Expenses: Negotiable

Additional arrangements, benefits, insurance, etc.: Highly negotiable. We're open to getting creative to build the best possible package for our new minister and our community.

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

According to www.payscale.com, In Wimberley itself housing expenses are 4% lower than the national average and the utility prices are 2% lower than the national average. Median home price is \$380,864. Median rent is \$1,163. Wimberley has grocery prices that are 14% lower than the national average and healthcare is on par with the national average. In the 2020-2021 school year, Wimberley Independent School District had 2,560 students in its two recently-built elementary schools, and its middle and high schools. Blue Hole Primary School is the first "One Water" designated school in Texas, exclusively using rainwater collection and recycling to maintain the school and including the importance of rainwater collection and water conservation in its curriculum. Wimberley High School has 849 students and received an accountability rating of **A** for the 2020-2021 school year. In the Class of 2020, **100%** of students received their high school diplomas on time or earlier. The average SAT score at Wimberley ISD was **1154** for 2019-2020 graduates. The average ACT score was **24.4**. Alternatively, Wimberley's Katherine Anne Porter School is a free, public, charter high school serving students grades 9-12. As an open enrollment Charter, KAPS welcomes students from Wimberley and many surrounding areas. With small classes and a focus on individual learners, it aims to provide a meaningful educational experience and welcoming, inclusive community many traditional high schools may not offer. Other area private schools include San Marcos Baptist Academy in San Marcos (K-12), and St. Stephen's Episcopal School (Pre-K-6), Blanco River Academy Middle School (5-9), and Wimberley Montessori (Pre K-8), which are all in Wimberley.



Release of Information Authorization

I, the Board President of Unity of Wimberley 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 blue ink that reads "Beverly Millwee".

Beverly Millwee
Board President

February 23, 2023
Date