

Update: March 17, 2016

Dear Unity Friends,

During our onsite board meeting January 27-29, 2016, I was asked by the Board of Trustees to take a critical look at UWM's organizational structure and to make necessary changes that will position us for success in this time of change.

The pace of change is accelerating, and the time has come to acknowledge our changing priorities as an organization. Offering services to our membership is core, and these services have tripled in complexity with the formation of a comprehensive credentialing education program, and the expansion of our Communication and Technology department through new hires made possible, in part, by grants from the John Templeton Foundation.

Disseminating our Unity message through multiple avenues which aid in the recognition of Unity in the world, and training those who are called into credentialed leadership positions within Unity, are clear priorities. Additional staff or contracted services are needed in key areas, including accounting, marketing and financial development. These positions are in addition to those required by the new Education Department. **More information on all these positions will be forthcoming in the next 2-3 months.**

In order to move forward with the implementation of the new education program, Unity Institute Worldwide, by September 2016, it is critical to begin hiring key positions as soon as possible. We are not in a financial position to add an additional department to the current UWM structure. Working with the UWM Board of Trustees and Bruce Verkruyse, COO/CFO, the following restructuring plan, effective March 2, 2016, is shared so our membership is informed.

Many of our beloved colleagues are directly impacted by this measure, and certainly every staff person at Unity Worldwide Ministries, as well as many of you, may feel a variety of emotions around the loss of what has been. Please know these decisions were made with considerable prayer, meditation and divine guidance and implemented with heart-felt compassion.

Some of you have requested an organizational chart reflecting these changes. I am in the process of creating this chart to be disseminated with the April 7 issue of *The Path*.

Many details are still to be discerned as we move along this path. We request your prayer consciousness for grace, courage, clarity, peace and prosperity for the staff of UWM as well as our whole membership. Please affirm God's divine order at work bringing harmony, stability and new life to everyone, in every way.

Thank you for your prayers, your service, and your financial support which allows us to accomplish our mission of "advancing the movement of spiritual awakening and transformation through Unity, our positive path for spiritual living." I am available at djohnson@unity.org if anyone would like to contact me with questions or for further processing.

Yours in service,



Donna Johnson
President/CEO
Unity Worldwide Ministries

2016 UWM Restructuring Plan

I. Visionary Research, Development and Training

The Visionary Research, Development and Training Department will be eliminated no later than July 28, 2016. The newly formed Unity Institute Worldwide Education Department will provide these services in the future, including credentialing oversight, both nationally and internationally, and consultation regarding all UWM credentials.

Deborah Frownfelter, Marti Hayes, Shirley Kennedy, Lynn O'Dell, and Celia Holman are welcome to apply for new positions in UWM. Xiomara Malagon will remain as our part-time international credentialing coordinator and will automatically be transferred into the education department. The closing of VRDT department will be coordinated with the hiring of personnel in the education department, so there is no finite timeline for ending the current positions other than to be completely phased out by July 28. During this interim time, and until further notice, please continue to contact these people if you have questions about services they provide.

II. Unity Worldwide Education Department

1. The Unity Institute Worldwide Education Department, through notice in the March 3rd edition of *The Path* and [on our website](#), will post information regarding the position of Executive Director of Education. Applications will be received through March 21, 2016, with a target hire date of March 31.
2. The Executive Director of Education may begin hiring support staff for this department April-June, as needed. As positions are defined and become open for hiring, they will be posted in two consecutive issues of *The Path* and [on our website](#).

III. Minister and Ministry Services

1. UWM's Minister and Ministry Services Department will be eliminated as a stand-alone department. Functions of this department will now be placed under UWM's Administrative Department. **Bruce Verkruyse, COO/CFO, is the head of Administration. Please contact him at bverkruyse@unity.org with any questions you may have.**
2. "UWM Member Services" is the new name for Minister and Ministry Services.
3. The position of Executive Director of Minister and Ministry Services will be eliminated no later than April 15, 2016. **Carl Osier is Executive Director of Minister/Ministry Services and has been an employee of UWM for 19-plus years. We are deeply grateful for Carl's tremendous contribution and dedication to our Unity movement and we know he will continue to contribute in many ways. We will share opportunities to honor Carl in the future. Please continue to contact him for services of this department through April 15.**

The position of the newly formed Coordinator of Member Services will be open for applications March 17 with a target hire date of April 15, 2016. **This person will report to Bruce Verkruyse, Chief Operations Officer. The posting for applications for this position is in this (March 17) edition of *The Path*.**

4. The positions of Employment Coordinator and Expansion Coordinator will become part-time positions effective April 15. **Carrie Kenyon is our Employment Coordinator and Steve Colladay is our Expansion Coordinator.**

5. The Ministry Skills Team Coordinator position, now filled through volunteer contribution, will be funded on a part-time basis beginning April 1. **Toni Boehm is the current Ministry Skills Coordinator.**
6. A part-time Youth and Family Ministry consultant will be hired by August 1, 2016.
7. A research task team will be formed to determine the cost efficiency of contracting with third parties to do ethics violation reviews and make determinations. If feasible, the current ERS team would then move into coach/mentor support roles, helping to create “plans of action” for those members needing them. **At the present time, there is no timeline for this research task team to be formed, nor is it certain our current ERS functions will change in any way. This is an idea to be determined in the future. Therefore, the current system will remain intact as it is.**

IV. Administration and Finance

1. UWM’s Compassionate Social Action Coordinator position has been eliminated as a compensated position. **Martin Dowman held this position.** The position will be re-evaluated going forward as it aligns with UWM’s priorities.
2. Applications for an Accountant II position are now being received with a target hire date of March 31, 2016. This person’s title will be “Coordinator of Finance” and will report to the Chief Financial Officer. An official posting will appear in the March 3rd issue of *The Path*.
3. The position of Event Assistant will be eliminated by March 31, 2016, and service hereafter will be contracted as needed. **Kim Cline is the Event Assistant, and she will move to a temporary employee position as Event Assistant effective April 1. Kim has been an employee of UWM and has served in various roles for 18 years. We appreciate Kim’s service and dedication, unique talents and gifts she has shared with UWM.**

V. Communication and Technology

1. UWM will contract with a marketing person to develop a comprehensive marketing plan for UWM to aid in fundraising and the general dissemination of information about our organization. Target date for contracting is May 1, 2016. The timeline may be

adjusted if necessary. **The job description and posting of this position may appear in the April 7 edition of *The Path*.**

2. The Communication and Technology Department will also include marketing. The new name for Communications and Technology is now “Communications, Technology and Marketing.”
3. [deleted]
4. In anticipation of increased phone traffic, a second part-time receptionist will be hired to provide complete office hour coverage and duplicate coverage during peak hours. Hire date TBD.

VI. Chief Executive

1. UWM will contract a financial development officer to develop and implement an ongoing strategic fundraising plan. The target hire date is March 15, 2016. This person will work directly with, and report to, the Chief Executive Officer. **To date, a Development Officer has not been hired. If you are interested in this position, please contact Donna Johnson, CEO, at djohnson@unity.org.**
2. A grant writer position will be added to the newly forming Development Department. Hire date TBD once a development officer has been chosen.