



Ministry Vacancy Information Packet

Unity of Pompano Beach

December 2023

About the Ministry

THE MINISTRY - OVERVIEW

Locality: Pompano Beach Florida is located halfway between West Palm Beach and Miami along the intracoastal Waterway. On the southeast coast of Florida, it is just 14 miles from Lauderdale-Hollywood International Airport. It is located in Broward County with a population of 1.9 million people. Pompano is one of the nine distinct beach communities that travelers can visit on SR A1A and see waves crashing along the beaches as well as take part in cultural and recreational activities

Physical Description: It is a sunny beach town often referred to as the “Heart of Florida’s Gold Coast.” It has 3 miles of sandy beaches with some of the warmest, clearest waters in the area. It has a diverse population. By living in Pompano Beach, you can enjoy city living, active outdoor recreation, arts, and entertainment, including concerts and festivals. There is a championship Golf Course designed by Greg Norman and excellent marinas and good fishing. It has recently experienced a major renaissance and is a vibrant, sophisticated, multi-dimensional community. The average temperature is between 67 and 85 degrees.

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

- Unity on the Bay in Miami is 35 miles from Pompano Beach via I-95 South. Active, vibrant community.
- Unity of Ft. Lauderdale is about 10 miles from Pompano Beach via Atlantic Blvd. This ministry has been virtual for the past 3 years. Their building is almost ready for occupancy.
- Unity of Delray is about 21 miles from Pompano Beach via I-95 North. This Unity church also has a school.
- Unity of Miami Beach is about 24 miles from Pompano Beach via Florida Turnpike South. Small but energetic group.
- Center for Spiritual Living of Ft. Lauderdale is approximately 4 miles via S Dixie Highway. Small membership.
- Center for Spiritual Living of Boca Raton is approximately 10 miles via I-95 North

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

- | | |
|---|-------------------------------------|
| Small/SpiritGroup Ministries | <input 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) Community Service Ministry for those on Probation | |

PEOPLE

Size of mailing list:	783
Average Sunday attendance:	70
Formal (voting or active) membership:	81

Special Groups:

Unity of Pompano Beach has a very active Women's Group that meets monthly. This group has a variety of presentations to enrich the women's lives throughout the year and makes trips to points of interest in the area with some regularity. This group often collects needed items for various groups such as: Women in Recovery, Abused Women, and School Supplies for Children. Presently, it coordinates most of our outreach projects. It is well attended.

Unity of Pompano Beach has a 12-member Prayer Chaplain group. This group is available to pray with others throughout the week via phone and email and in person on Sundays. Each Chaplain has a group of the membership that they contact at least monthly. This group holds a prayerful consciousness for the Church.

Unity of Pompano has a Community Service Ministry that works with people on Probation. This is an arrangement we have with Broward County. We have served 84 individuals in 2023. These people are welcomed into the church community and supervised while they work off their community service hours. They do a wonderful service of cleaning and small repairs according to what skills they have. They assist the Building and Grounds Team Leader to keep inside and outside clean and in good shape. In return, we share Unity teachings and welcome them to services and events.

Unity of Pompano has very active Sacred Service Teams. We have a much higher volunteer participation rate than most churches. These Teams allow the church to serve those who attend and in turn, help those who give service evolve and grow.

- Our Hospitality Team serves every Sunday but once a month they provide a special event on Sunday after service. They do events such as: Ice Cream Social, Hispanic Heritage Food Festival, Bountiful Banquet for Thanksgiving, etc.
- Power Hour Group is an open-ended Hybrid group that does book studies on Unity Principles, New Thought, and Self-Awareness. This group's mission is to empower the members to live spirit-led and spirit-filled lives.
- Audio-Visual Team- This group live-streams our Sunday Service, bringing our message of faith and love to a large group at a distance.
- Book Club- The Book Study Group has been active for many years both live and virtual. Workshop books, book signings are a function of the Unity of Pompano bookstore.

Church staff/other employees:

We have one active LUT teacher who has led the Power Hour group for 12 years. This group meets on Sunday mornings. The LUT also teaches workshops and some evening classes. She also often assists in special services.

Assistant Minister/Director of Operations---Darby Line---Darby not only works a 40-hour week in the office, coordinating Sunday Services and upcoming events but also supports the audio-visual team. She facilitates some of the weddings and funerals. She is one of our regular Sunday Speakers. She facilitates special events where she plays crystal bowls and does sound healing.

Director of Music James McCoy and Professional Musicians. These professional musicians provide outstanding music at every service. James has been with us for 13 years.

MINISTRY SUPPORT SERVICES

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

Name: Reverend Elizabeth Longo

Dates: one-year engagement beginning March 1, 2023

Workshops Given and Topics Covered: Rev. Longo held a healing circle the Sunday before she began her service. She facilitated a class on Eye of the Storm. She helped train a new group of prayer chaplains. In October she facilitated HOPCOF, 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: Our Vision was established in 2010: "Centered in God, we create an ever-expanding spiritual community of One." Our Mission was also established in 2010: "We are a spiritual beacon of inspiration, abundance, and enlightenment."

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

1. Our church was incorporated in 1959. The sanctuary was built in 1967. Services began in what is now Fellowship Hall in that year after all building costs were paid and services were held in the Sanctuary after all expenses had been paid. We began debt-free and remain debt-free today.
2. Oct. 2010 the Renaissance of Unity of Pompano after a brief period of building being abandoned. This began a renewal of the building, grounds, and congregation.
3. Illness and Death of Minister Lawrence Palmer. His Illness persisted throughout 2022. Death occurred in March of 2023.

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

- 2019 April and November Picnics
- 2020 Virtual Concert to raise money for our musicians during the Pandemic.
- Oct. 2021 “Homecoming” Tailgate Party
- 2021 Three Trees Sound Healing Journey
- 2023 Sound Healing Benefit by Shelley Francis and Darby Line
- 2021,2022,20223 Bountiful Banquets, Potlucks, Ice Cream Socials
- 2023 Prayer Chaplain Training facilitated by Unity of Pompano included chaplains from Unity of Ft. Lauderdale

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

- Engage dynamic, energetic, compassionate Minister to lead our Spiritual Community
- Increase group activity, including establishing new groups such as Men’s Group, Small Spirit Groups, etc.
- Training and Development of Volunteer Teams
- Training and Development of Board Members
- Develop Community Outreach Program
- Grow Church membership, attendance, and diversity
- Plan and budget for future building repairs

INCORPORATION AND BYLAWS

Articles of Incorporation – Date: Original incorporation January 1959. Revised/Refiled March 28, 1960. Re-Incorporation filed Sept. 27, 1965

Bylaws – Date Adopted/Revised: February 23, 2014. Our by-laws were approved by UWM when written. We also worked on revising by-laws according to the latest recommendations, but that revision is yet to be approved.

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

- 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

- 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

- 6 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

- 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

- 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:

It is important that our minister be skilled in moving our community from minister-centric to mission-centric. We would like to work with someone who holds a vision of expansion and growth with a focus on developing leaders, volunteers, and a strong outreach program while attracting and retaining new people. This includes having a vision of how to develop a funnel that moves new people from first-time visitors to dedicated members. We feel that strong leadership and communication skills are critical to executing this vision. Connection and community time are also essential to our congregation.

SPIRITUAL EXPERTISE AND EDUCATIONAL ACUMEN

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

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

3 **Outreach in the Community**

[*click to rate*](#) **Earth Care**

[*click to rate*](#) **Interfaith & World Religions**

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

3 **New Thought Authors**

[*click to rate*](#) **World Religions**

[*click to rate*](#) **Current Trending Spirituality**

POWER OF FOCUSED MINISTRY

WHO does this ministry serve?

Our ministry serves mostly middle-aged women looking for deep connection and spiritual growth. Often these women will bring their spouses. We also have a strong middle-aged community of gay men. We attract some families and people in their late 30s to 40s and would like to retain more of this group that seems motivated by service and purpose. Before covid, we did have a healthy Sunday School Ministry for children.

WHY do you exist as a ministry?

We began a Power of Focus process that was never fully completed after our Minister passed away. However, this is the Why the Board came up with at the time.

Foundational Unity Teachings- Fillmores, Positive, Practical Christianity and Spirituality, Prayer, Practical Courses, Activities, and Sunday Message to improve daily life and foster a personal connection with the divine within.

Learning and Growth- supportive of different learning styles, safe container to explore topics and tools that are life-changing

Supportive community- an opportunity for deep connection, authenticity, support, fun, and joy.

Diversity- a community with diverse backgrounds and viewpoints that expand our understanding of others and enrich lives.

Service- mission of serving one another and our surrounding community. Develop community purpose beyond personal achievement and growth. A shift from minister-led to mission-led.

What demographic resonates to the answer of your WHY question?

Spiritual but not religious, looking to grow and serve. The demographic is anyone seeking spiritual understanding, anyone late 30s/40s with children to older adults looking for deeper connection with spirit and a loving community.

Describe your vision of the perfect ministry.

Our perfect ministry builds on our current beautiful, supportive vibrant community by growing and developing leaders, deepening growth and connection, and focusing on a purpose of service, support, and inclusivity.

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Vacancy Fill by Date: any time after 3/1/2024 However, will slow down to find the best fit.

Proposed Salary: 50k-70k

Moving Expenses: Negotiable based on location and needs of candidate

Additional arrangements, benefits, insurance, etc.

Paid vacation days, Sabbatical every 5 years, Education, and other Development expenses are negotiable

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

(Information found on Redfin and RentCafe.com)

The Pompano Beach housing market is somewhat competitive. Homes in Pompano Beach receive 2 offers on average and sell in around 62 days. The median sale price of a home in Pompano Beach was \$370K last month, up 5.7% since last year. The median sale price per square foot in Pompano Beach is \$278, down 4.3% since last year.

The average rent for an apartment in Pompano Beach is \$2,150. The cost of rent varies depending on several factors, including location, size, and quality.

The average rating of all the schools in Pompano Beach, FL is 5 out of 10 by GreatSchools. However, there are many opportunities for joining highly rated magnet schools and programs.

Additional Comments:

We are flexible on requests based on skills, experience, and particular areas of expertise.

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Release of Information Authorization

I, the Board President of Carmela Garone 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.

Carmela Garone

Board President

12/5/2023

Date