

**Information for the 2023 Annual Business Meeting
Wednesday, June 28, 2023, 9:00 AM - 12:00 PM CT
Hybrid In-Person and Zoom**

Link will be sent out prior to the meeting for those registered to attend online.

We invite you to join us for the hybrid Unity Worldwide Ministries (UWM) Convention 2023. The following pages include specific information about the business meeting held during the week. We invite you to check out all the other wonderful and inspiring events taking place throughout the week at <https://www.unityworldwideministries.org/unity-convention-home>. *We hope to see you there!*

1. Voting Delegate Information

All ministers in good standing are automatically voting delegates. In addition, each ministry may send additional lay delegates, as specified in the bylaws (see box below). Lay delegates are appointed by the ministry's board of trustees and may include licensed Unity teachers, board members, any other lay leader and/or staff designated to attend. Lay delegates must send a letter, on their ministry letterhead, to the convention registration committee stating they are designated as a voting delegate.

Section 3. Delegates and Voting. The delegates to the annual convention body business meeting shall include each minister member, a maximum of four (4) voting laypersons from each traditional member ministry; and a maximum of two (2) voting lay persons from each eligible alternative ministry. Each delegate to the annual convention body business meeting, when certified by the credentials committee, shall be eligible to cast one (1) vote on any question before the meeting when present. Both proxy and absentee voting are specifically prohibited.

2. Special Events Pre-Convention & Convention Week

Saturday, June 24, 2023

Unity SpiritGroups - Annual Leadership Summit. A get-together celebration for all program, group leaders, hosts, and ministers who have an active SpiritGroup chapter. Facilitated by UWM SpiritGroups Coordinator Indira Huerta and Unity SpiritGroups Leadership Team. (Sheraton Hotel)

Sunday, June 25, 2023

Power of Focused Ministry Workshop. A one-day workshop for ministry leaders, future leaders, and those who train these leaders learning the tools that create the foundation for a thriving modern ministry. Facilitated by UWM President & CEO Rev. Shad Groverland. (Sheraton Hotel)

Monday, June 26, 2023

Graduation & Ordination. Welcome from the UWM Board of Trustees Chair Rev. Doris Hoskins and UWM President & CEO Rev. Shad Groverland. (Atrium Chapel, Unity Village)

Community Meal & Evening Celebration. Dinner provided by Unity World Headquarters. (Ballroom, Unity Village)

Tuesday, June 27, 2023

Keynote Speaker - Rev. Mark Hicks. Power of Focused Ministry Panel. Breakout Experiences. Memorial Service. Silver & Gold Fundraising Event.

Wednesday, June 28, 2023

Business Meeting. Keynote Speaker - CSL Minister Rev. Jim Lockard. Regional Meetings.

Thursday, June 29, 2023

Keynote Speaker - UWH Program Manager in Outreach & Engagement Cheri Jamison. Breakout Experiences. UWM Board Celebrations. Cocktail Hour. Banquet - *Enchantment Under the Sea*.

Friday, June 17, 2022

Closing Community Event.

3. Convention Business Meeting Proposed Standing Rules

June 28, 2023, 9:00 AM - 12:00 PM, In-Person & Virtual/Zoom

- 1. Meeting Format.** The membership meeting of UWM will be conducted both in-person and using Zoom Webinar Technology. Only registered voting delegates may have voice and vote in the convention's deliberations. To vote in-person, all delegates must wear their delegate badge certified by the Convention's Registration Committee. The meeting will begin promptly at the hour announced and order must always be maintained. Those attending virtually shall have the same rights as those attending in-person.
- 2. In Order to Vote if Online.** If members participating virtually wish to vote, they must join the meeting using a PC, MAC, tablet, or smart phone that has Zoom app downloaded on it. Non-smart telephone connections will not be permitted since they do not provide for hand raising and electronic voting.
- 3. Registration.** All those entitled to vote during the convention shall register with the Registration Committee no later than **fourteen (14) days prior** to the convening of the convention. Near the beginning of the convention business meeting on Wednesday, June 28th, the report of the Convention Registration Committee shall be presented. This report will establish the number of voters who are present and online eligible to vote during the convention. The report shall be adopted by a majority vote.
- 4. Login Instructions for Online Voters.** Voting members who register for the meeting as online participants will be provided a meeting invitation and password approximately twenty-four (24) hours prior to the meeting which will allow them to enter the virtual meeting room. No voting member may share his/her login with anyone else and each voting member must sign in on a separate computer to vote. Only voting members of UWM will be authorized to attend the meeting as participants. Others wishing to observe the proceedings may watch the meeting via live stream. A quorum will be confirmed using the participant logon report within Zoom.
- 5. Screen Name.** For those voting members participating virtually, before signing into Zoom each voting members needs to assure that their name appears as "First Name Last Name" (i.e., Jane Smith) so they can be clearly identified by the Chair.
- 6. Individual Connections for Online Voters.** Each voting member participating virtually must have an individual computer/tablet/smart phone connection to be recognized to speak and to vote. More than one voting member on the same connection device will not allow any more than the named person to speak and vote.
- 7. Addressing the Chair.** Only voting members may address the Chair. Voting members once recognized must give their name before beginning to speak. Discussion, including questions and answers must be directed to the Chair or through the Chair when these are in order.
- 8. Online Voters Seeking Recognition to Speak.** Those participating virtually shall make their desire to speak known by using the "raised hand" function in Zoom. Those participating in-person shall go to a microphone and wait to be recognized. Once called on to speak members must state their name before beginning to speak.
- 9. Actions by Recognized Members.** Voting members once recognized may do any one of the following: make or second a motion, speak in debate, or ask a question. No speech may be followed by a motion.

10. **Speaking Limits.** Voting members may not speak for more than two (2) minutes on any question under discussion, nor more than once on the same question. No debatable motion shall be on the floor for longer than fifteen (15) minutes. A member making a report is not bound by these rules. Speakers shall conform to the ruling of the timekeeper.
11. **Nominations from the Floor.** Those wishing to make nominations from the floor need to send the name of the person or persons they wish to nominate to Cathy Christy (cchristy@unity.org) at UWM at least ten (10) days prior to the business meeting for the proper electronic ballot to be created.
12. **Questions.** As per *Robert's Rules of Order Newly Revised*, only questions specific to a pending motion may be asked. For any motion before the assembly online voters may ask a question using the Q&A function in Zoom.
13. **Interrupting Items.** Any voting member participating virtually who wishes to raise a point of order, appeal a ruling of the Chair, or do anything else that interrupts business shall raise their virtual hand in Zoom and then type what they wish to do into the Q&A Function. For those participating in person, the member shall go to a microphone and be recognized before stating their interrupting business. The Parliamentarian will inform the Chair if these can properly interrupt business.
14. **Motions in Writing.** Delegates participating virtually who wish to offer a main motion or any substantial amendment to items of business that are amendable once recognized shall state their motion verbally and then type it into the Q&A. For those participating in-person, they shall submit their motion or amendment in writing at the time they make it from the floor on the motion forms available at each microphone.
15. **Heart Check.** A "heart check" may be requested by the Keeper of the Flame at any moment the convention deliberations result in a loss of spiritual unity among the Convention Business Meeting delegates. A one-minute prayer time follows this request.
16. **Elections.** During the election of members of the Board of Trustees and the election of members of the Leadership Recruitment & Development Team a plurality vote shall be considered sufficient for election. These elections shall be conducted using the online polling system in Zoom for online voters and via paper ballots for those participating in-person. If there are only the same number of candidates for an election as the number of positions to be filled, that election shall be conducted by acclamation. In announcing the results, the Chair shall indicate which candidates has been elected.
17. **Chair.** The Chair of the UWM Board of Trustees shall act as Chair of the annual meeting, except in such circumstances when the Chair of the Board relinquishes the Chair to the parliamentarian.
18. **Making Voting Clear.** The Chair shall clearly state what is being voted upon prior to any vote being taken so that all voting members may understand the effect of their vote before casting it.
19. **Agenda Formulation.** The presiding officer shall be authorized to formulate and adjust the agenda to take best advantage of available business meeting time. Therefore, the printed agenda is for guidance only and shall not be considered either general or special orders.
20. **Committee to Review and Approve the Minutes.** The Chair will appoint a committee consisting of three (3) voting delegates to review, correct, and approve the minutes of the convention business meetings. After the committee has reviewed and approved the minutes, the Unity Worldwide Ministries central office shall cause these final minutes to be posted on the UWM website to all convention business meeting delegates prior to the next annual meeting. This rule does not preclude further corrections at the next annual meeting, if, in the unusual case, a significant correction should be found.
21. **Signing In and Out.** Members participating virtually shall identify themselves as required to sign into the Zoom meeting service and shall maintain Internet and audio access throughout the meeting whenever present but may sign out and depart before adjournment.
22. **Technical Requirements and Malfunctions.** Each member participating virtually is responsible for his or her audio and Internet connections; no action shall be invalidated on the grounds that the loss of, or poor quality of, a member's individual connection prevented participation in the meeting.

23. **Forced Disconnections.** The Chair may cause or direct the disconnection or muting of a member's connection who is participating virtually if it is causing undue interference with the meeting. In addition, the Chair may cause or direct the disconnection of a member's connection if the individual is out of order and is disrupting the meeting. The Chair's decision to do these things, which is not subject to appeal, shall be announced during the meeting and recorded in the minutes.
24. **Suspension of these Rules.** While bylaws may not be suspended (unless provided for in the bylaws), any of these standing rules may be suspended by a majority vote without debate for a particular specified purpose. To suspend a convention standing rule and the general parliamentary rules normally applying to the same situation requires a two-thirds (2/3rds) vote. A two-thirds (2/3rds) vote will also be required to amend or repeal these standing rules.
25. **Adoption of the Rules.** These rules shall be adopted by the convention business meeting. Adoption shall require a two-thirds (2/3rds) vote of those delegates present and voting. These rules shall be considered special rules of order and shall have on-going effect from year to year between sessions of the convention. They shall remain in effect until they are amended by a future convention. Such an amendment shall require a two-thirds (2/3rds) vote of those present and voting at a convention business meeting to be adopted.

4. Business Meeting Agenda - Wednesday, June 28, 2023, 9:00 AM - 12:00 PM CT

1. Call Meeting to Order
2. Welcome & Opening Prayer
3. Introductions
4. Organization of the Convention
5. Minutes of the 2022 Business Meeting
6. Election of UWM Board of Trustees Members
7. Election of Leadership Recruitment & Development Team [LRDT] Members
8. Finance and Budget Reports
 - a. Financial Report
 - b. Auditor's Report, UHY LLP
 - c. 2024 UWM Budget
9. UWM Membership Model Policy **DRAFT** - UWM Bylaw Amendments
10. Business Meeting Separated from Convention - UWM Bylaw Amendments
11. UWM President & CEO Report - Rev. Shad Groverland
12. Video Reports
 - a. Unity Urban Ministerial School Director - Rev. Sandra Campbell
 - b. EarthCare / Greenstar Awards - Chair Mike McCord
13. UWM Board of Trustees Chair Report - Rev. Doris Hoskins
13. Closing for the Day & Prayer
14. Adjourn *Sine Die*

5. 2022 Business Meeting Minutes

The following minutes were approved by the Minutes Review Committee and are displayed here for the information of the Convention. No further action on the minutes is required.

**Unity Worldwide Ministries [UWM] [DBA]
Association of Unity Churches
Minutes of Convention Business Meeting - June 15, 2022**

The 2022 annual business meeting of Unity Worldwide Ministries [UWM] was called to order at 9:12 AM Central Time on Wednesday, June 15, 2022, at the Marriott Hotel in Overland Park, Kansas with UWM Board Chair John McMahan presiding. Keeper of the Flame, Rev. Diane Scribner, gave the opening prayer.

Members, delegates, lay delegates participating as voting members, and global attendees were welcomed. Also acknowledged were the Unity Worldwide Ministries' Board of Trustees, UWM Leadership Team, and central office staff. Parliamentarian Dr. Leonard Young was introduced. The following persons were appointed to the positions indicated: Rev. Diane Scribner, liturgist; Celia Holman, timekeeper; Rev. Bronte Colbert, Martha Creek, and Rev. Deborah Frownfelter as the committee to read and approve the 2022 business meeting minutes.

1. **Establishment of Quorum.** The quorum was established at 199 delegates present attending both virtually (62) and in-person (137).
2. **Approval of Standing Rules and Agenda.** Chair John McMahon presented the standing rules. Rev. Doris Hoskins moved for approval of the convention standing rules as printed. The convention standing rules were approved by the required 2/3rds vote. The proposed agenda was approved as published and the 2022 Convention of UWM was declared in order and ready to transact business.
3. **Approval of the 2021 Convention Business Meeting Minutes.** Chair John McMahon indicated the 2021 committee to review the minutes has approved them and they have been published. No further action is needed.
4. **Election of Board of Trustees Members.** Chair John McMahon reminded the conference body that in September 2018 the board passed the following motion: "The UWM Board of Trustees will meet to cast their vote for a board of trustees member prior to the annual business meeting and the convention body's vote for transparency purposes; and, will then meet again directly following the annual business meeting to elect board officers."

Therefore, a special meeting was called per UWM Bylaws, Article 7, Section 15. Rev. Sylvia Sumter, who is up for re-election and currently in the position of 2nd Vice-Chair, was elected by the board to a second four-year term.

After a brief description of the Leadership, Recruitment, & Development Team [LRDT] charter, LRDT Chair Ellen Fannin presented the slate of nominees for election to the Board of Trustees: Rev. Don Barton and Sue Riley. Both nominees will serve a four-year term. Since there were the same number of nominees as open positions, the candidates were elected by acclamation.

5. **Election of Leadership, Recruitment, & Development Team Members.** Leadership, Recruitment, & Development Team [LRDT] member Rev. Jackie Hawkins presented the slate of nominees for election to the LRDT. The nominees for the following open positions are Rev. Sandie Vanik for "member at large" serving a three-year partial term to fill the unexpired term of Rev. Diana Isaac who resigned her position on LRDT due to personal issues, Rev. Karen Tudor for "former board member" and Ellen Fannin for "lay person". The positions of "former board member" and "lay person" will both serve four-year terms.

According to the bylaws, the floor was open for further nominations. One nomination was received from the floor by Rev. Candace Henry nominating Rev. Linda McLeod for the position of "member at large". Both Rev. Sandie Vanik and Rev. Linda McLeod were given one minute to speak.

Since there were the same number of nominees for the open positions of "former board member" and "lay person", the candidates Rev. Karen Tudor and Ellen Fannin were elected by acclamation.

A ballot vote was held for the position of “member at large” with nominees Rev. Sandie Vanik and Rev. Linda McLeod.

6. **Video Reports.** Both Unity Urban Ministerial School (UUMS) Director Rev. Sandra Campbell and UWM Development & Engagement Coordinator Rev. Diana Kennedy gave video presentations.
7. **Financial Report.** Chief Financial Officer Consultant from e2E Dave Deitzer reported the financials for fiscal year 2021 with total revenue of \$3,991,618, total expenses of \$2,634,755, and a net operating income (NOI) of \$1,356,863. Financials for 2022 through April 30th were shared with total revenue of \$1,433,214, total expenses of \$751,531, and net operating income (NOI) of \$684,683. UWM Restricted Funds for 2022 through April 30th were Helping Unity Grow (HUG) Fund at \$471,949, Scholarships at \$151,928, Templeton Funds \$21,627, Youth & Family Ministry (YFM) \$17,908, and Ministry Planting Fund at \$239,513. No action is required of the financial reports; they will be placed on file. Time was allowed for various questions relating to the 2021 and 2022 financials.

Auditor’s Report. CPA Jennifer Struthers-Johnson with UHY, LLP (formerly called House Park Dobratz & Wiebler) shared a pre-recorded presentation with an overview of the 2021 audit conducted. UWM’s results presented an unqualified opinion which is a clean audit. The audit report was approved by a majority in the affirmative.

Proposed 2023 Budget. Chief Financial Officer Consultant from e2E Dave Deitzer presented the proposed 2023 budget which was reviewed by the Finance & Budget Team before it was approved by the UWM Board of Trustees. The 2023 budget calls for revenue of \$2,309,156, expenses of \$2,325,585, and a net operating income (NOI) of a deficit of (-\$16,429). Board Treasurer Rev. Valerie Mansfield made a motion to approve the proposed budget for 2023. The motion was approved by a majority in the affirmative.
8. **Awards.** The Ruth Mosley Award was presented to Rev. Helen Saunders. Accepting the award was Rev. Karen Saunders, daughter of Rev. Helen Saunders.
9. **Video Reports.** The following UWM staff members gave video presentations - Director of Resources, Services, & Events Rev. Diane Venzera, Director of Operations Dana Grissom, and Ministry Development Coordinator Rev. Joanne Burns.
10. **Chair of the Board Report.** Board Chair John McMahon acknowledged and thanked numerous individuals who have assisted him during his tenure as Chair. He also reported June 2021 - June 2022 statistics for ministers, ministries, and LUTs. Following are other key highlights of John’s report -
 - Keeping focused on our strategic initiatives with Better Together.
 - First priority - “To dismantle systemic racism and promote diversity, equity, and inclusion within Unity’s central office and throughout the Unity movement.”
 - Adopted a Juneteenth Resolution.
 - Contracted work with Dr. Amanda Kemp’s “*Racial Justice from the Heart*” working with the UWM Board and staff.
 - Executive Director Rev. Shad Groverland and (John McMahon) engaged in private mentoring working with representatives from “*Racial Justice from the Heart*” in a series of six individual sessions of dialogue, journaling, and reflection on how to use our leadership positions to implement meaningful change.
 - UWM Board and staff have just concluded seven sessions of discussions with “*The AntiRacism Institute*” to become White Allies as we followed podcasts and read the book “*Uncomfortable Conversations with a Black Man*” by

- Emmanuel Acho. Each participant pledged to engage in a Racial Equity Project of their choosing.
- Second priority - “To strengthen trust throughout Unity, among and between the UWM Board, central office, teams, leaders, communities, and sister organizations.”
 - Continuing to have meetings/dialogue between leaders of Unity World Headquarters and Unity Worldwide Ministries.
 - Began meeting with the UWM Board of Directors President Rev. Ken Daigle in April of 2021 for regular monthly calls. These calls will continue with the incoming Board Chair of UWM Rev. Doris Hoskins.
 - Enhanced communications between the UWM Board and the Standards Committee comprised of the Regional Representatives.
 - Key priority - to redefine our membership model. Designing a range of services, the field would want and need.
 - Loaves & Fishes Fund. Designed to provide assistance to ministries during the pandemic. Have awarded 117 grants totaling \$230,000. Now redirecting the funds into the Helping Unity Grow (HUG) Fund.
 - HUG Fund is offering financial grants to cover the costs of minister hiring and relocation.
 - Created a new grant program called “LEAP” for innovative ideas presented by ministries. First recipients of this fund are Unity of Oak Park, Illinois awarded \$30,000 to hire a Family Outreach Coordinator to enhance their “Families are Made and Not Only Born” campaign and Unity of Lynnwood, Washington also was awarded \$25,000 for their SoulGreens vegetarian restaurant and “Dinner with Others” interfaith project.
 - Established a \$2M Board Designated Endowment Investment Fund with Merrill Lynch.
 - Established a Ministry Planting Fund to provide financial assistance for planting and sustainability of new spiritual communities.

11. Video Reports. The following UWM staff members gave video presentations - Evolving Ministries Coordinator Rev. Glenda Walden, Manager of International Ministries Claudia Maltos-Young, and Spiritual Direction Coordinator Joni Lorraine. EarthCare Team Leader Mike McCord also presented a virtual report.

12. Executive Director Report. Rev. Shad Groverland presented “Ministry is Changing! (but not really)”. Sharing “everything is changing with ministry and then nothing about ministry is changing”. As Sarah Henry quoted “do good church”. This may be an overly complicated world, and it can only be healed with simple solutions.

Shad shared a brief overview of the beginnings of Unity with Charles and Myrtle Fillmore, emphasizing our beginnings focusing on healing, outreach, and gathering. Highlights of his report and questions asked are shared as follows -

- Fundamentals of a thriving ministry are the same no matter what kind of ministry it is.
- What kind of healing does your community seek? How can you get the Unity message to them that will facilitate healing? How do the people in your community gather? Are you ready to be a community leader?
- Just because the world is heading there doesn’t mean it is the right direction (e.g., virtual church). Are you ready to be a minister in your ministry and your community?
- Mission centric does not mean ministerial anarchy, it still needs leadership.
- UWM is here to develop, equip, and support you in innovative, sustainable, and cutting-edge ways. Here are some of the services UWM is offering -
 - Education redesign
 - Spiritual Direction certification

- Unity SpiritGroups
- Integral Ministry certification
- New marketing company (Blue Symphony)
- Website redesign (OneEach)
- Find a Unity Community (unity.org)
- Power of focused ministry
- UWM Sunday Message
- Upcoming workshops “The Power of Focused Ministry”
 - Kansas City, MO Saturday, July 9, 2022 @ Unity Temple on the Plaza
 - Dallas, TX Saturday, July 30, 2022 @ Unity of Dallas
 - La Quinta, CA Tuesday, October 24 @ Unity Southwest Regional Conference
- Work with the Entrepreneurial Operating System (EOS) developing and implementing a one-year plan, three-year picture, and 5-year target.
 - One-Year Plan 2022 - \$2.04M gross (excluding unrealized gain/loss)
 - Foundation built for education redesign
 - Youth Program attendance 10% over 2021
 - UWM Sunday Message launched
 - Unity SpiritGroups launched by August 2022
 - Three-Year Picture 2024 - \$2.265M gross (excluding unrealized gain/loss)
 - International Department created.
 - Increase ordained ministers to 65 a year
 - Certified Spiritual Educators 15 a year
 - Spiritual Direction Program 50 in the program
 - 85% UWM approved Unity leaders in ministries
 - New education system launched.
 - Create Ministry Planting System
 - 50 new ministries established since 2022
 - Five-Year Target 2026 - \$2.54M gross (excluding unrealized gain/loss)
 - Youth Program 100% increase in attendance over 2022
 - 100% of member ministries giving to UWM
 - 95% of ministries with approved Unity leaders
 - 100+ additional ministries established since 2022
 - Diverse ministry leaders, 20% increase over baseline.

13. Announcement of Election Results. Board Chair John McMahon announced the results of the LRDT election for the position of “member at large”. Rev. Linda McLeod was elected to the position for a partial term of three-years.

14. Adjournment. Rev. Diane Scribner gave a closing prayer; and, hearing no further business, the meeting was adjourned at 12:22 PM Central Time. The next meeting of the convention voting delegates will be held June 26 - 30, 2023 at the Sheraton Hotel & Convention Center in Overland Park, Kansas.

6. Election to the Board and Leadership Recruitment & Development Team

<p>Recommended Nominations for the Board</p> <p>Photos and biographical information may be found on the UWM website at https://www.unityworldwideministries.org/business-meeting</p>
<p>There are three open positions for the Board of Trustees. The assembly will be electing two people. In addition, the UWM Board will elect one person. All three people elected will serve four-year terms.</p>
<ul style="list-style-type: none"> • Rev. Kyra Baehr - Unity Bay Area Houston, League City, Texas • Miranda Baker, Certified Spiritual Educator - Unity of Greensboro, North Carolina • Rev. Roxanne Graves - Unity on the Space Coast, Titusville, Florida • Rev. Russell Heiland - Unity of Fairfax, Oakton, Virginia • Rev. Valerie Mansfield, Unity of East Louisville, Kentucky
<p>Recommended Nominations for LRDT (Leadership Recruitment & Development Team)</p> <p>Photos and biographical information may be found on the UWM website at https://www.unityworldwideministries.org/business-meeting</p>
<p>To Fill 1 Minister Opening - for a four-year term</p>
<ul style="list-style-type: none"> • Rev. Jackie Hawkins, San Marcos, California
<p>To Fill 1 Licensed Unity Teacher Opening - for a four-year term</p>
<ul style="list-style-type: none"> • Carla Palmer, LUT, Gainesville, Florida • Deni Ralston, LUT, The Villages, Florida

7. Finance & Budget Reports

CFO Consultant Dave Deitzer from e2E, along with UWM Board Treasurer and Chair of the Finance & Budget Team Rev. Valerie Mansfield and Director of Operations Dana Grissom will be presenting the 2023/current finances and the 2024 budget report. You can find the financial and budget reports in Whova and on our convention webpage - <https://www.unityworldwideministries.org/business-meeting>

8. Membership Model Policy DRAFT - UWM Bylaw Amendments

The purpose of the Unity Worldwide Ministries (UWM) Membership Policy DRAFT is to clarify the relationship between UWM and its members, as well as to establish a mutually beneficial working relationship. This policy applies to licensed Unity ministers, ordained Unity ministers, licensed Unity teachers, and all Unity ministries.

UWM MEMBERSHIP MODEL POLICY DRAFT

1. **Purpose.** The purpose of the Unity Worldwide Ministries (UWM) Membership Policy is to clarify the relationship between UWM and its members, as well as to establish a mutually beneficial working

relationship.

2. **Scope.** This policy applies to licensed Unity ministers, ordained Unity ministers, licensed Unity teachers, and all Unity ministries. Furthermore, this version of the membership policy replaces all previous policies pertaining to membership.

3. **Policy.** UWM has two member types:

- **Leader** - A licensed Unity minister, ordained Unity minister, or licensed Unity teacher; domestic or international; in ⁽¹⁾good standing.
- **Ministry** - A UWM ⁽²⁾approved ministry; domestic or international; in good standing.

Member Leader requirements and expectations

- **Required to be:**
 - An ⁽³⁾active UWM licensed minister, ordained minister, or licensed Unity teacher in good standing.
 - Adhering to UWM Bylaws and policies.
- **Expected to be:**
 - ⁽⁴⁾Financially contributing to UWM.
 - Engaging with UWM on a regular and measurable level.
 - Using the ⁽⁵⁾Unity Ministry Pillars.

Member Leader benefits

- One (1) vote at any UWM business meeting.
- Access to the UWM 403(b) retirement plan.
- Employment and contract support.
- Continuing education and training through webinars, dialogue calls, and events.

Member Ministry requirements and expectations

- **Required to be:**
 - A UWM approved ministry in good standing.
 - Adhering to UWM Bylaws and policies.
- **Expected to be:**
 - Financially contributing to UWM.
 - ⁽⁶⁾Engaging with UWM on a regular and measurable level.
 - Using UWM branding and adhering to branding guidelines.
 - Using the UWM tax umbrella where applicable.
 - Using the UWM 'Bylaws Template for a Unity Ministry' when creating and updating ministry bylaws.
 - Using the Unity Ministry Pillars.

Member Ministry benefits

- Two (2) ministry ⁽⁷⁾delegates to vote at any UWM business meeting.
- Inclusion in the 403(b) retirement plan for qualified ministry employees.
- Ministry listed on the UWM Website and "Find a Unity Community Page".
- UWM protecting and maintaining the Unity brand on the ministry's behalf.

4. **Definitions.**

(1) **In Good Standing.**

- **For a Leader.** To be in good standing, a Leader will be active (as defined below), have a UWM license or ordination that is not suspended or rescinded, properly submitting their yearly Credentialed Leaders Report (CLR), taking all required Continuing Education Units (CEU), living in accordance with the UWM Code of Ethics, Sexual Conduct Policy, Social Media Policy, and fulfilling all Member Leader agreements.
- **For a Ministry.** To be in good standing, ministries will be affiliated with UWM, properly submitting their Annual Ministry Report (AMR), living in accordance with the UWM Code of Ethics, Sexual Conduct Policy, Social Media Policy, and fulfilling all Member Ministry agreements.

(2) **Approved Ministry.** A ministry that has been voted on and approved by the UWM Board of Trustees.

(3) **Active.**

- A leader who is fulfilling the below agreements and properly submitting them on the Credentialed Leaders Report (CLR).
 - Completing their required Continuing Education Units (CEU) in the categories of Ethics/Boundaries, Diversity/Inclusivity, and General CEU credits.
 - Completing at least two of the following, each year, along with notating which Unity ministry, or the UWM central office, each was performed at or with:
 - Taught a Unity class or lead a Unity small group.
 - Gave two or more Sunday talks.
 - Did counseling, Spiritual Direction, or similar.
 - Organized/lead a Unity outreach project.
 - Organized/lead a Unity workshop or retreat.
 - Organized/lead a Unity youth event.
 - Organized/lead a Unity fundraiser.
 - Performed two or more weddings, christenings, baptisms, or similar ceremonies.
- Since it is difficult to define what a “retired” Unity leader is or is not, all Unity ministers and licensed Unity teachers, who wish to be a UWM member, will need to be active and meet the requirements defined above.

(4) **Financial Contribution.**

- **For a Leader.** Suggested donation amount is 3% of annual income.
 - Recurring monthly contributions preferred.
- **For a Ministry.** Suggested donation amount is 3% of undesignated funds.
 - Recurring monthly contributions preferred.

(5) **Unity Ministry Pillars.**

- The Unity Ministry Pillars are a tool to help our Unity leaders and ministries create congruence across everything they create in a ministry, as well as congruence across all the ministries in our movement. The intention of the Pillars is to increase the engagement, focus, comprehension, participation, and spiritual growth of our congregants and members, with a more unified message and direction. The Unity Ministry Pillars are:
 - The Fillmores

- Integral Ministry
- Experiential Growth
- I.D.E.A. - Inclusivity, Diversity, Equity and Accessibility
- Evolutionarily Thinking/Being

(6) **Engaging with UWM.**

- **For a Leader.** Participating in some of the following each year; UWM webinars, dialogue calls, surveys, trainings, and events, voting at UWM business meetings, subscribing to, and reading UWM communications and announcements, volunteering with UWM etc.
- **For a Ministry.** Participating in some of the following each year; UWM facilitated training and events, voting at UWM business meetings, subscribing to, and reading UWM communications and announcements, etc.

(7) **Ministry Delegate.**

- Delegates are chosen by the ministry's board of trustees, from the ministry's current membership, before the UWM annual business meeting.
- Delegates vote on behalf of the ministry.
- Ministry delegates must have completed the UWM Overview class to be eligible to vote.
 - In order to stay current delegates are highly encouraged for this class to be taken at least every three (3) years.

9. Business Meeting Separated from Convention - UWM Bylaw Amendments

UWM and our Board of Trustees are requesting the business meeting be separated from convention and moved to an annual virtual event in November. The rationale for this request is the timing of currently having to create an annual budget for the following year three to four months into a new year for approval by the conference body in June. Moving the business meeting allows almost a full year of accounting statistics to base a budget on for the following year instead of only three or four months. Moving the business meeting out of convention will also allow more opportunities for a restful and retreat like convention. You can find the UWM Bylaw amendments to be voted on in WHOVA and on our convention webpage - <https://www.unityworldwideministries.org/business-meeting>