

The Board of Directors appreciates your participation and support during the recent Annual Membership Business Meeting. We have responded to all identified correspondence received at this time. Questions submitted to the Board and responses are provided below:

Questions & Answers

Visioning and Community Enrichment

1. Is there a new vision for Unity of Tustin appearing? What emphasis is implied? On-site activities? Permanent Zoom classes, online presence, choir, financial support?

The vision emerging for Unity of Tustin is one that emphasizes community connection and collaboration while providing opportunities for spiritual seekers to explore and experience diverse teachings in the metaphysical, mystical, Eastern, and Western philosophies. One of the blessings revealed during the pandemic is the online presence co-created by Rev. Clive, Staff, and ministry leaders. As we continue moving forward in what is next for Unity of Tustin, we are committed to honoring our mission to be “a vibrant, spiritual community, committed to individual and collective awakening through sacred teachings and practices.” Our vision is unfolding as we step into what is Spirit’s direction for our beloved community.

2. What teachings/classes do we need to offer to enrich our community and attract new members?

Again, this is unfolding. Some possible offerings have already presented themselves, such as partnering with other organizations that are in alignment with our mission and values. We are clear that Unity teachings are our foundation; AND that our particular community resonates with Eastern teachings and contemporary spiritual teachers. We recognize and practice that when we are clear about our mission, we will attract those who are open to that message; we attract rather than promote, although we acknowledge both are needed.

3. How can we make prosperity consciousness a part of this unfolding present time and continuing as we move into the future, including offering classes on tithing?

Prosperity consciousness has been a foundational teaching of the Unity movement since its beginning. Classes such as the 4T’s and teachings from prosperity teachers such as Edwene Gaines have given many people in our community principles that have guided them on the spiritual journey. At Unity of Tustin, we teach that tithing and giving is a core spiritual practice, a necessary part of the spiritual path.

At present, Rev. Clive will offer a Membership Renewal and Pledge Service on October 25 at 11 am as part of the Meditation Garden service. He will emphasize the importance of giving to your spiritual source.

4. What is unity of Tustin's diversity expansion efforts in healing and dismantling institutional racism? Including, offering education and support through structured and loving conversations, enabling individual and collective growth in unity consciousness?

Unity of Tustin is a community of advocates and agents for positive transformation in the world. We are anti-racist. We are pro-equality. Specific to the BLM movement, we understand that healing and reform begins first and foremost in recognizing the need for change, which empowers and creates the opportunity for shifts in consciousness to occur, both individually and collectively. Through education, spiritual principles, practices, and Divinely inspired action, we intentionally engage in dismantling racism and injustice in our world in a way that is accountable to communities of color.

Our Ministry is committed to creating sacred space for conscious conversations to take place. Rev. Clive includes interviews on current and topical issues with leaders respected as advocates and activists for greater diversity and equality in our world in his Wednesday evening service, called Conscious Conversations, available on YouTube and the Unity of Tustin Facebook page. Nevin Valentine, our Family Ministry Director, has been taking an extended series of classes on Anti-Racism offered by the Unity Center in San Diego and she is planning to offer what's she's learned to our children and our community as a whole.

5. Can new member orientation and Spiritual Baptism be held virtually, or in small in-person groups adhering to all CDC safety guidelines?

Normally, new member orientation and Spiritual Baptism are held at the end of Adventure in Faith. It may be possible to do something like this virtually or at the Meditation Garden service. We are exploring how best to approach this during Rev. Clive's final months with us.

6. As church finances improve, what plans does the Board have for reopening the Bookstore/Gift Shop?

The re-opening of the Bookstore is currently under review. We acknowledge that our community values the Bookstore but running the Bookstore without incurring financial losses has proven to be very difficult over many years. We will continue to explore how the Bookstore might be reimaged in order to serve the needs of our community without acting as a strain on our financial or staff resources.

Virtual Community

7. Is it possible to keep filming and live streaming Sunday service?

The Sunday service is live streamed at 11 am each week on our Unity of Tustin Facebook page. The Board of Directors recently approved the purchase of AV equipment to create high-quality video and audio for our online community. Additionally, most of our small groups and ministries are currently gathering online via Zoom for spiritual study and fellowship. The Board believes that our digital content will continue to be a crucial part of our community and our ministry throughout the pandemic and beyond.

Rev. Clive's Minister status

8. How long will Rev. Clive be able to remain at Unity of Tustin as our Senior Minister?

Rev. Clive will remain as the Senior Minister at Unity of Tustin until his current contract concludes on January 31, 2021.

9. What is the status of Rev. Clive's contract? A) Does he currently have one, and if so, is it a written one and when does it end? B) Is there a new/pending contract and what does it entail? C) How is the church able to pay his salary, and how many months of cushion is there before the surplus funds are depleted?

The Board of Directors have provided details pertaining to Rev. Clive's current contract with Unity of Tustin, which can be found on our website. You may access further details on this topic by going to www.UnityTustin.org > Board Docs > Minister Contract Summary and FAQ. The following is an excerpt from the FAQ report prepared on June 24, 2020:

Contract Summary

We have entered into a contract with Reverend Clive to act as a ministry consultant, and our acting minister, as we all work together to steer Unity of Tustin through the current pandemic crisis and into a vision for what comes next. The contract runs from June 1, 2020 through January 31, 2021, but there is also flexibility to end the contract earlier, or to extend it further, if both parties agree. Clive's expected hours and commensurate pay decline in phases over the eight months of the contract, allowing him to eventually move into a more part-time status. This allows Clive the opportunity to work with other churches as clients and reduces the church's costs, while allowing us to keep Clive in the role of acting minister for operational stability.

As your new Board we were very cognizant of the challenging environment that we stepped into in April – both due to the COVID-19 outbreak as well as the prior difficulties that arose in previous contract negotiations. We are immensely grateful to Clive for his desire to help lead our community through the challenging business climate and the

incredible and swift disruption that this pandemic has brought to all aspects of our lives. Clive and the staff rolled up their sleeves and took our Sunday service online, as well as keeping many of the ministries moving forward via Zoom. None of this happened by itself – it was the conscious effort and leadership of Clive and our terrific church staff that made it all possible.

Over the coming months we will be working with Clive to explore the new challenges and opportunities that the pandemic and this transition in leadership are presenting. This will include opportunities for more online content and meetings, additional revenue-generation, and how to attract the breadth and depth of teachers and teachings that our community has come to love. Clive has repeatedly expressed his desire to ensure that Unity of Tustin achieves a beautiful balance of energies – spiritual, financial, and community – before he makes a decision about his own future. We believe this new contract allows all of us the opportunity to co-create what comes next for Unity of Tustin, while addressing the realities of the COVID-19 situation in which we all find ourselves.

Financial

10. Are we able to pay people to do basic maintenance of the facility like clean the bathrooms and mow the lawn?

We still have Marco Bello as our custodian who has always been a valued part of our staff. The Sacred Grounds Team under the direction of Connie Carter is doing amazing work on the property. We continue to have gardeners who come weekly.