



**Annual Congregational
Meeting
March 17, 2024**



Hello Unity North Atlanta Family!

In the spirit and consciousness of prosperity, blessings, gratitude, and joy, I welcome you to Unity North Atlanta’s 2023 Annual Report and Annual Congregational Meeting for 2024! Once again, I’m proud to say I am among the ranks of a congregation that continually demonstrates spiritual principle at the highest level.

We remain steadfast in our desire to serve each other and the world, to demonstrate prosperity consciousness at a consistent vibration, celebrate our oneness amid our diversity, and make sure we are nurturing the youngest members of our community. We’ve done all this with a deepened faith and expanded vision. Our congregation has benefited, our beautiful grounds have benefited, and the greater community has benefited through our diligent efforts. In short, we practice what we preach! I am very grateful for the Board of Directors and Staff that lead the charge and demonstrate a true commitment to the core values of our community.

In 2024, as we strive to do “us” even better, may we keep our eyes single, focused on the Presence and Power of God that is responding to our intentions and visions! And may we share many moments of gratitude for the past years that shine as a beacon and testimony of possibility! The evidence is contained in the following pages. I hope you read these reports with the same sense of community pride and ownership that I do!

This opening letter is a **great big thank you**, with my arms thrown around each of you in a giant squeeze of appreciation. As we say in the YOU, “*I love you, I love you, I really, really, love you! Muah!*”

Rev. Richard

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Unity North

2024 Annual Congregational Meeting

Sunday, March 17, 2024

Mission: To recognize, demonstrate, and share the Divinity in each of us.

Values

- Service** We eagerly and joyfully serve each other, our families, and our community.
- Spirituality** We celebrate God, honor the Divinity within each person, and acknowledge our oneness through living the Truth Principles.
- Diversity** Our differences are a source of our strength and create opportunities to learn from one another.
- Community** We embrace the connection that unites us, creating a place of belonging.
- Acceptance** We acknowledge that everyone is a unique expression of God.
- Unconditional Love** This is our core and at the center of everything we value at Unity North Atlanta.

Agenda

Opening Prayer
Welcome/Open Meeting
Election of Board Candidates
Election of 2024-2025 Nominating Committee
Key Updates and Look Forward
Announce New Board Members
New Business/Questions
Closing Prayer
Adjourn Meeting

2023 Annual Meeting Minutes

March 26, 2023

(Lunch provided in Holy Ground Café)

Opening Prayer – Rev. Ugie Kirkpatrick

Call to Order and Welcome – Mike Stott, Board Chair

- A quorum of 50+ was verified by Nicole Glasgow, Executive Director – 96 in attendance.
- Thanks to Manny Fernandez and Sylvia Draughn for their service for the last three years.

Election of Board Candidates

- Introduction of Candidates – Susan Hayden, Nominating Committee Chair
- Nominees are each granted 3 minutes to address the congregation.
- Tam Andrews, Ray Hughes, Chris Skaer, Sylvia Draughn
- Announcement of 2023 – 2024 Nominating Committee Candidates: Susan Hayden, Gabrielle McNulty, Robert Sykes, Nancy Daniell, Virginia Moore
- Motion: I move that we approve the slate of candidates for the Nominating Committee by voice vote indicated by physical raising of your card. Made by Jennie Langer and seconded by Chet Bertolli. Motion passed.

Review of Annual Reports

Senior Minister's Report – Rev. Richard Burdick

- Expand our vision. Challenged members to show up.
- Gratitude was expressed to our technology team and to our financial committee.
- Acknowledgement of gratitude to all volunteers.
- Youth Education update. On April 1, 2023, we will have a new Family and Children's Youth Minister, Rev. Julie Boniger. Rev. Julie Boniger thanked the Search Committee for their work and Rev. Richard Burdick.

Executive Director's Report – Nicole Glasgow

- Behind the scenes updates detailed – new hires. Recognition to Frank Rambo as retired Accounting Manager.
- Database was updated in 2022. Church app was introduced in 2022. Thanks was expressed for being willing to change and grow.
- Pro tip on the new system. Keep your information up to date in the app.

Board Chair's Report – Mike Stott

- 2022 was a year with lots of personal losses of members.
- Thanked Consistent Givers for their contributions.
- The current Board was thanked for their service. The staff was thanked for all their work.

Treasurer's Report – Manny Fernandez

- Finance Committee members were thanked for their service.
- Invested in technology, infrastructure, and youth program in 2023.
- Thanks to contributions for capital campaigns, we are financially stable.
- Consistent Giving has increased this year.
- We exceeded our Christmas Match.

New Business/Questions from the Floor –

- How many board members are there? No fewer than 7 and no more than 9. Is there a term limit? Encouraged to review the By-Laws.
- Where do we stand and are their plans for the facility maintenance? We plan to have a replacement budget. There is about \$150K left in the capital fund for air conditioners.
- Question about the alcohol policy and the animal policy. The alcohol policy states there is no alcohol unless we do a fund raiser. The animal policy states that service animals are allowed into the church.
- What is the update about the youth classrooms? Once the price got over \$100,000, we decided to sell them. Other options are being explored.
- Question about the expense of the administrative building. \$66,000 was the total cost. What was the settlement? It was about \$65,000.
- Are the policies on the app? No, they are on the website under the Board of Directors page.
- What is released restrictions? Restrictions are funds that are only able to be used for specific purposes. Released restrictions are let go from restricted areas and used for other purposes.
- When will our mortgage renew? April 2024.

Telethon Alignment – Judith Johnson requested that everyone align with a minimum amount raised of \$50,000 and a minimum of 450 participants.

Announcement of New Board Members – Sylvia Draughn, Ray Hughes, and Chris Skaer were elected.

Closing Prayer – Rev. Richard Burdick

Meeting Adjournment – I move that the 2023 Annual Meeting for Unity North Atlanta be adjourned. Judith Johnson moved, and Nancy Sykes seconded. Motion passed.

2024 Board Candidates

Three board members will be elected.

Note: The Unity North Atlanta Board of Directors will have between 7 and 9 elected Members. The Senior Minister and the Executive Director are also voting Board Members. Terms are for 3 years and there is a limit of two consecutive terms.



Rebecca Barger

Rebecca Barger

I consider myself a team player, good listener and powerful advocate. I deeply enjoy getting to know other people and bringing people together. I feel most alive when in service to others and working toward a shared cause or goal.

I have a Master of Social Work from the University of Texas at Arlington and a Bachelors in Sociology from Georgia State University. I have worked in psychiatric hospitals, a school, medical rehab for brain injury, community mental health, and supervised an addiction treatment center. Now, I am in private practice as a licensed therapist.

My other interests include meditating, yoga, dancing, drinking hot tea and reading books on female empowerment and queer theory. I also love the outdoors and sunshine!

I have been attending this church for over ten years and take pride in calling it my home, my tribe. I wish I had grown up in this church. Unfortunately, I did not and have experienced judgment and rejection for being myself within another church environment. I have never felt that way within Unity. My husband and I are now raising our children in this community.

At UNA I have had the opportunity to volunteer as a YOU Sponsor (2013 – 2017, resumed 2023) and lead the LGBTQ+ Ministry (2014).

In closing I care deeply about the future of this spiritual community and if elected I promise to represent this congregation to the best of my ability. I believe that we all benefit when everyone feels included and honored.



Judith Johnson

Judith Johnson

After having done a lot of personal transformational work, I stumbled into Unity North in 2016 and found my “home” where my personal vision and philosophy were shared by like-minded people. In these eight years, I found a loving and vibrant community where I have grown in service, leadership, and spirit. I found a place of acceptance and support and a place to share my time, talent, and treasure. I do my best every day to live the Unity Principles and share my love and gratitude for this amazing place that has become such an integral part of my life.



Kim Strickland

Kim Strickland

Kim Strickland has served on the Board of Directors at UNA for the past three years. During that time, she served as the representative to the Policy and Procedure Committee and served as Board Secretary for two of those years. She is an advocate and voice for the youth programs at UNA as she has three boys as well as a German student this year that have been in various classes. She has been a chaperone twice for the Uniteens Retreat to Florida.

Kim has been a student of Unity since about 2001 when she began attending Unity of Marietta, which became Unity Christ Church and then Unity of Kennesaw. She served for 6 years on the Board of Directors.

Kim is a math educator working online in a variety of settings through college as well as homeschooling her boys and privately tutoring. Her favorite subject is Calculus. For fun, Kim loves traveling, camping, hiking, outdoor adventures such as kayaking and white-water rafting, reading, playing games, especially strategy games, cooking healthy and delicious meals, and doing art. Kim has a bachelor’s and master’s degree in mathematics and a doctorate degree in natural health.

Kim is excited about the position UNA is in currently. Our youth programs have grown over the last three years tremendously. We have cleared energy by removing the Admin Building and cared for our building by installing new A/C units. We now have an Executive Director and Youth and Family Minister to support our congregation, in addition to our Senior Minister. Our potential for future contributions to our community is only limited by our capacity to dream and work. Kim is excited to put her energy towards a world that truly recognizes and acts upon the belief that we are One.

Nominating Committee

The 2023-2024 Nominating Committee

The Board of Directors of UNA would like to sincerely thank the current Nominating Committee for their important work in ensuring that we have excellent, qualified candidates for the Board. The following Members make up the Nominating Committee.

- Susan Hayden - Chair
- Nancy Daniell
- Gabrielle McNulty
- Virginia Moore
- Robert Sykes

The 2024-2025 Nominating Committee

The Members elect the Nominating Committee at the Annual Congregational Meeting. The Candidates for the next year are:

- Susan Hayden
- Nancy Daniell
- Gabrielle McNulty
- Virginia Moore
- Robert Sykes

Board of Directors, Chair Update

Jennie Langer, Board Chair, Unity North Atlanta

It has been my honor and privilege to serve as your Board Chair this past year. As I step down, I know that I leave the Board and Unity North Atlanta in wise hands. We are so blessed to have an amazing staff that runs the daily operations of UNA. They are excellent stewards of our resources and keep our light shining brightly in our community.

Annually your Board meets to set the strategic direction for the next year and beyond. We rely on input received from our congregants, donors, and staff. Several years ago, we agreed to a framework that has stood the test of time. Every year we examine our progress and advance our objectives. Below are the high-level Strategic Initiatives for 2024. You will read about our completed activities as well as some of our plans in the following pages.

Our 2024 Strategic Initiatives

INITIATIVE 1: FOCUS ON MISSION, OUTREACH, AND ONENESS

- Serve individuals and families in our local community
- Drive initiatives toward a healthy, peaceful Earth
- Build a safe, diverse, and inclusive community with love
- Build and share church resume of accomplishments that reflect mission, outreach, and oneness

INITIATIVE 2: GROW OUR SPIRITUAL COMMUNITY

- Increase number of attendees in person and online
- Increase membership
- Inspire participation, engagement, and ownership

INITIATIVE 3: LIVE IN FINANCIAL PROSPERITY

- Grow prosperity consciousness
- Implement recurring fundraising programs
- Secure new mortgage & advance mortgage payoff
- Drive community and facility ownership & connectedness

I would like to highlight a couple of key items for 2024 and beyond.

1. Our mortgage balloon note is due this Spring. We are currently negotiating a new mortgage and are blessed that our Net Worth (value of our real estate and savings) enables us to do so.
2. We live in a prosperity consciousness. We have an intention and are taking action to reach a true tithe of 10% in charitable giving by our 25th Anniversary in 2025. We currently budget to donate 8%.

UNA is very blessed to have an amazingly passionate, committed and smart Board of Directors and Staff guiding our spiritual community. I would like to personally thank them all for their diligence and hard work this past year.

Your Board of Directors

Name	2023 Position	Term
Jennie Powell Langer	Chair	3/21 – 3/24 (2nd)
Sylvia Draughn	Vice Chair / Prosperity Team	3/23 – 3/26 (2nd)
Mike Stott	Treasurer / Finance Team	3/22 – 3/25 (2nd)
Dr. Kim Strickland	Secretary / Youth & Family Team	3/21 – 3/24 (1st)
Dr. Ugie Kirkpatrick	Prosperity Team	3/22 – 3/25 (2nd)
Judith Johnson	Programs Team	3/21 – 3/24 (1st)
Chet Bertolli	Marketing Team	3/22 – 3/25 (1st)
Ray Hughes	Facilities Team	3/23 - 3/26 (1st)
Chris Skaer	Policies & By-laws Team	3/23 – 3/26 (1st)
Rev. Richard Burdick	Senior Minister	Staff
Nicole Glasgow	Executive Director	Staff

Minister's Highlights

Rev. Richard Burdick, Senior Minister

Let me begin my report by saying that God is alive and well at Unity North! Every square inch of our ministry continues to demonstrate high vibration and consciousness. The following are highlights from the last year that give testimony to this truth and help us continue to know that UNA is truly a God job! God is working through each one of you, and I am exceedingly grateful.

OUTREACH

UNITY PRINCIPLE #5 - The love and truth we know is the love and truth we demonstrate.

Our weekly food distribution serves over three hundred families each week. Gratitude to Jeanne Ruetz, Maria Almirall, PJ Vafadari, and the incredible team of volunteers that work diligently to keep this going.

Family Promise hosting continues to lovingly work like clockwork to house those in need. Gratitude to Judith Johnson, Mary Kustermann, and the amazing team of volunteers that go above and beyond.

Habitat for Humanity is still a fantastic outreach highlight each year. Thank you, Chris Skaer and John Ragland for years of service and leadership and for every volunteer who has worked so hard to build homes with our Interfaith partners.

The Extension continues with monthly meals. John Everage and all the volunteers, I commend you and your consistently loving service!

Simple Needs was the recipient of gifts for our holiday giving, and we continue to tithe to this amazing organization. Thanks to Jeanne Bailey for getting us connected.

Unity North continues to support MUST Ministries, Cumberland Counseling, Covenant House, Solidarity Sandy Springs, FAPA, and disaster relief efforts.

In addition, we continue to support three expanding Scout Programs at Unity North, several Addiction groups, animal shelters, other New Thought churches, and individuals in need.

Our giving has been elevated to 8%, and we are making an enormous difference. We continue to generously support Unity Worldwide Ministries, City of Light Foodbank, the Southeast Region of Unity, and local Unity churches. If you know an organization that can use our help, please contact me right away.

Our Prayer Shawl and Wholeness Ministries continue to touch lives at depth. Thank you to Barbara, Norma, Nancy, and all the volunteers for your tireless care. We notice!

The Care Ministry under the capable leadership of Susan Hayden has demonstrated love at a remarkably powerful level. I am so grateful for the love they have shown to congregants in need.

YOUTH ED

We are grateful for wonderful events sponsored by the Children's Ministry and managed by Rev. Julie Boniger. Trunk or Treat, Game nights, Special Sunday service with YOU leadership, Family Christmas Party, Christmas Eve service, and other events in addition to weekly spiritual lessons/classes. Things are humming in Youth Ed!

We are looking forward to a Summer Camp again this year.

Special thanks to Rev. Julie who assumed leadership last year over all Youth Ed. Programs. She's doing an amazing job with a dynamic team that includes Susan, John, Suzie, Sarah Michelle, and countless volunteers!

GROUNDS

HVAC Units paid for ...in cash! Prosperity!

New Digital Sign out Front! Woot! Woot! Thanks to Terry and Richard Croker for your contributions!

Organic Garden, trails, and labyrinth all being maintained well and with great care.

Thanks to Jay, Janet, Debbie, and all the volunteers.

The Men of Unity did a fantastic job pulling together our Holy Grounds Courtyard and continue to maintain it!

John Glasgow, thank you for patiently and lovingly looking after our greatest asset!

OTHER HIGHLIGHTS

Chantlanta made its way to UNA! This was a wonderful success, and they are returning in 2025.

After a long hiatus, small groups made their way back thanks to the efforts of Jennie Langer and the staff! It was a great community builder.

Another successful Interfaith Thanksgiving celebration at Temple Kol Emeth. Gratitude to Ray Hughes who serves on the committee to put the event together. Thanks to all the UNA volunteers that help each year.

Coming Out and Into Unity dialogues was a fabulous event put on by our LGBTQ ministry. Thank you to Nita Paris, Sylvia Draughn, and all that participated in this informative and heart touching event.

Our Dances of Universal Peace and Drumming Circle are growing and growing. Thanks to Amira and Eric for such powerful ministries.

The Chaplain Core continues to grow under the leadership of Judy Demmer. The Chaplains did a wonderful job for the World Day of Prayer, the Service of Remembrance,

Burning Bowl, and White Stone services.

Gratitude for on-going classes/gatherings at UNA. A Course In Miracles (thank you, Nina), Insights into Spirituality (thank you, Al), Way of Mastery (thank you, Linda and Nancy), Grief Support Group (thank you, Imani), Depression Support Group (thank you, Laura), Sunrise Deep Meditation (thank you, Avril), and Job Networking Group (thank you, Al Smith). How blessed we are for all these wonderful ways to grow and learn.

A special new addition to our service offerings is the Monthly Full Moon Ceremonies put on by the Earth Care team. Thanks to David Castaldini and Lester Herbertson for leading the charge.

The Spanish Ministry under the leadership of Vilma Orrego and Sheyla Ravan hold sacred and powerful space twice a month. They have created a wonderful community that is a blessing to Unity North.

Gratitude for the incredible Welcome Team led by Marilyn Boniger. We have become such a warm and welcoming environment that helps everyone feel so welcome. Fantastic job Marilyn and all the volunteers.

UNA is partnering once again with the Heartfulness Institute. The collaboration has been wonderful. Thanks to Greg Karch for being the bridge!

Gratitude abounds for Mariquita Solis and Julie Steele for their incredible leadership. Mariquita leads Praying Paws and Health Living and Julie leads the Body, Mind, Spirit group. Both lead with such heart and love.

MUSIC

We added Brian Reid and Tom Olson to our band this year. Both have done a wonderful job filling the role at the keyboard.

Wil Hodge has stepped up to be the band leader and does it with such humor! I am so grateful.

I am grateful for the lengthy list of singers that grace us with their talent and heart each week. Tempe Redhawk and Jodi Leppo, Terra Bundance, Tomi Berry, Sandi Blair, Sassfolk, Natalie Goodwin, Kristen Justice, Jennifer Ferren, Chelsea Douglas, Michael March, Whitney Fose, Richard Burdick, Eileen Howard, Blackfoot Daisy, Sara Crawford, Andean Dawn, John Stringer, Stella Rockwitz, Caroline Shigas, Tatiana, Charles Holt, Amy Steinberg, Chantlanta, Kim Belew, Bob Sima and Shannon Plummer, Sarah Griffin, Haji Basim, Brooke Stanton.

GUEST SPEAKERS

I am grateful for the wonderful speakers we have brought in this past year that inspire, teach, and uplift us all. Over the last year we have heard from John Stringer, Danielle Wright, Rev. Julie, Rev. Avril, Terra Bundance, Minassa Gabon, Dr. Jerry Epps, Jerry

Troyer, Tatiana, Charles Holt, Ian Boccio, Mary Patton, the YOU, Kim Belew, Bob Sima and Shannon Plummer.

WEDNESDAY NIGHT MEDITATION GUESTS

Thank you to the following people who have helped lead Wednesday meditation experiences throughout the past year. Bill Kunz, Joel and Maryanne Blackford, Unity North Chaplains, Iraj Khodadoost, Michael Burke, John Stringer, Gregg Raduka, Michael Doss, David Castaldini, Lester Herbertson, Rev. Michael Gadway, John Nyhoff, Greg Karch and Heartfulness, Mary Patton, LGBTQ ministry.

LEADERSHIP/STAFF/BOARD

There are not enough “thank you’s” in my heart to adequately express how grateful I am for those that serve in leadership roles at UNA. The quality of people who lead our congregation is exceptional. Our Board of Directors operates at the highest level of integrity, stewardship, and spiritual insight. Every one of our staff goes above and beyond the call of any job description to make sure we achieve every vision this congregation holds. And the leaders who hold the reins of each ministry are some of the most beautiful souls on the planet!

We hired Rev. Julie as the Associate Minister over Youth Ed. last year. We are reaping the benefits of this wise decision. Thanks Julie!

Another wise decision was to hire Danielle Wright as our Service Coordinator. She is an amazing blessing!

Our congregation has been led beautifully under the care of Jennie Langer who has served 6 years on the Board of Directors. Many of those years as Board Chair or Treasurer! Her professionalism, commitment to excellence, and commitment to the highest and best practices is exemplary. We will miss her incredible wisdom and expertise.

Nicole Glasgow as our Executive Director is a gift from God! I need say no more. We are so blessed.

Every year we continue to receive numbers of new members that equal the size of most Unity Churches! We should be proud that our ministry is reaching many who are touched by our message.

On that note, we continue to grow online as well as in person. Kudos to Wes Maxham for leading our Tech Team and making sure our message is reaching people across the country. Special thanks to Sebastian, Sara, and Michael in the booth each week!

Misty Cochran has done a wonderful job of creatively making sure people know we exist! She is using social media at an extremely high level. Misty, along with Nicole Glasgow and Chet Bertolli, are making sure our messages are reaching far and wide. Thank you!

In the Accounting Office, we have two amazing staff members who make sure your generous offerings are handled with the utmost care and professionalism. Thank you to Priscilla Hodge and Edie Smith for being such a dynamic team and always bringing the highest and best consciousness to the finances!

Patsi Yarborough in the Front Office is the friendly heart that meets you at the door, answers the phone, and makes sure this congregation gets all its needs met! Please say thank you when you see her.

Volunteers are the backbone of our ministry. I am immeasurably humbled and blessed by every hour of dedicated service to our spiritual community. Wow! Wow! Wow!

Last, but certainly not least, let my biggest thank you be to our consistently generous and loving donors. The increase in our Consistent Giving Program, as well as the exceedingly large Holiday Match, testifies to the principles of abundance these people practice. Unity North does not exist without their consistent generosity. Thank you to the Prosperity Team led by Sylvia Draughn, the Finance Committee led by Mike Stott, and the faithful congregants that step up every time we ask to make sure our community is here for many years to come! I am humbled and grateful for your generosity.

All of this doesn't begin to touch the tip of the iceberg of good we are creating on the planet. Through our principles, weekly services, events, classes, and unconditional love, lives are being touched, transformed, and empowered. People are growing, stretching, and finding new ways to make their lives and the world a better place! Keep up the great work Unity North! You make a difference!

Executive Director Updates

Nicole Glasgow, Executive Director

Today after service, I was speaking with a man who attends a Unity church in Florida. We were talking about our Youth program and the different events happening at UNA. He said, "Wow! You really have a lot going on here." While having a busy calendar and full classrooms has started to feel normal to me, his comment helped me look at Unity North with a fresh perspective, from a newcomer's point of view.

We truly are blessed. Along with our fabulous Sunday services and Wednesday night meditation, we have a thriving Youth program, many strong groups and ministries that provide community and build relationships, well-attended classes that foster spiritual growth, service teams that support our congregation, outreach that goes beyond our doors to serve our greater community, and a strong Board and staff that keep things running behind the scenes. All of it supports our core values of community, service, and spiritual growth.

Others coming through our doors see and sense it, too. With 55 new members joining in 2023, we are a thriving, growing spiritual community with much to be grateful for and much to celebrate.

Many find Unity North through our events. In 2023, along with our special holiday services at Easter and Christmas, we had our great annual events: World Day of Prayer, the Moonflower Concert, Songfest, our Thanksgiving Potluck, the Service of Remembrance, Family Christmas Celebration, and the Burning Bowl Ceremony. These events help us come together as a community to celebrate, have fun, and support each other. Our groups and ministries also add to our programs, with a monthly Full Moon Ceremony, a bi-monthly Praying Paws services, and Reiki training, among other events.

Last year we also had special events like our Telethon in early April which raised \$50,000, the play *I Am Elu* by Wil Hodge and Tempe Redhawk, the *Coming Out and Into Unity Monologues* put on by our LGBTQ+ and Friends Ministry, and a Trunk or Treat put on by our Youth and Family Ministry which brought over 500 people to our campus. Rev. Richard's class *Spiritual Maintenance for Today's World* in the spring and a Spiritual Connections session in the fall, along with our many ongoing classes, rounded out a full calendar.

We also had a financially prosperous 2023. We had unexpected income from many sources including bequests, a significant tax credit, income from a large rental, and the generosity of congregants. We are also so grateful for those who participated in our Consistent Giving Campaign and Holiday Match. The money that comes to Unity North is used very purposefully to help make lives better through our programs, our outreach, and our giving to the community.

Behind the scenes, we also had a great deal going on in 2023. On the staff, we said goodbye to Brandy Morrow as she and her boys moved out of state to start a new adventure. We feel the hole left by Brandy, but we wish her and her boys well. We are also wishing all the best to our Accounting Manager, Priscilla Hodge, as she retires, grateful for the time she was with us. Our new Accounting Manager, Wofai Offem, has already come on board, and we look forward to working with him.

A project we had in the works for 2023 that recently came to fruition is the digital sign at the street. We have been wanting to make that happen for years, and it is finally here!

The biggest project of 2023 was replacing the last seven of our original HVAC units. While our Facility Manager, John Glasgow, did a great job managing the project, it was a group effort to get it done. From the Board being aware and researching the issue, to the congregation supporting the initiative, to our ability to pay for the units with cash because of a previous capital campaign, to a congregant hooking us up with the HVAC company, it was a wonderful, concerted effort. Thank you all!

Other behind the scenes things that happened in 2023:

- Wall in the Youth area built by the Men of Unity
- Much needed new laptops for the staff
- New firewall, routers, switches, and security cameras
- Upgrade to our accounting software

There is even more planned for 2024.

Along with our great annual events, the Program Committee has a few things planned.

- We hope you will take part in our raffle. For \$100 you could win the chance to win a \$5000 Delta Gift Card! The winner will be announced on May 12.
- The Programs Committee is also planning a Weekend of Self-Care on September 13 & 14. It will be a weekend of rejuvenation and revitalization. Save the date!

Other things to look for in 2024...

- Stage lighting to be replaced.
- Sound in the Sanctuary to be upgraded.
- Flooring replaced in the bathrooms and Exploration room downstairs.

In 2024, we will also be looking for greater ways to create community, serve, and foster spiritual growth. As a year of Diversity and Oneness, look for opportunities to participate in small groups, outreach, and other ways to serve and grow.

I am looking forward to seeing what good we can create in 2024.

Youth and Family Ministries

Rev. Julie Boniger, Associate Minister

Youth Ed had a wonderful year of growth and community! So much wisdom and heart are being shared each Sunday from our youngest congregants. Our goal is to provide a safe space where all children and teens can express themselves authentically and know that they are loved and supported. The vision for Youth Ed is to foster a program with continuity and community, where a family moves through the program, with children building on the principles and lessons as they go. To encourage a sense of community, all three groups (Unikids, Uniteens, and YOU) have quarterly events together. Our October Youth Ed campfire had over 50 people attend, and families and guides got to meet each other in the community. Thank you to our Board liaison, Kim Strickland, for her unwavering support. She has three boys who have gone through or are going through the program. Thanks Kim!

Unikids (Birth-5th grade)

- Unikids have continued growing with an average of 20-24 kids each Sunday and a high of 30! A big thank you to Sarah Michelle Bloodworth, who has stepped into a leadership role, as well as guides Lisa Vail, Mikael Volaric, and Talullah Almirall. This core team brings their hearts and dedication each week, and I'm beyond grateful. A huge thanks also to our regular volunteers David Castildini, Judie Early, Rita Patel, and all our parent volunteers. We are so blessed!
- With the growth in Unikids, it was time to give each age group their own space. A big thank you to the Men of Unity and the three John's – John Everage, John Glasgow, and John Hicks who built a wall between the pre-school and elementary rooms. This allows our preschoolers to feel safe in their own space and gives our older kids a chance to dive deeper into our spiritual lessons. And they go deep!
- Trunk or Treat – An estimated 600 people attended our Trunk or Treat event this year! With over 20 trunks, a bounce house, games, fire, spooky woods and a train, Unity North was the place to be! This was community at its best – an intergenerational cooperative working shoulder to shoulder. Over 40 volunteers and staff came together to make this one of the highest attended events at Unity North in a long time. A huge thank you to Judith Johnson and Marianne McNelly for leading the Trunk portion of the evening. You rock!
- Game Nights – The feedback we received is that our families want community. We started monthly family game nights which are well attended and give parents a chance to get to know each other.
- Christmas 2023 was festive and fun with our annual Family Christmas Party complete with Mr. and Mrs. Claus and an all youth-led Christmas Eve service.

Uniteens

- “UNA Uniteens is a diverse and friendly group of middle schoolers, who welcome and embrace kids from all ethnicities and beliefs. We support those who are part of the LGBTQ community and those who are seeking to find their authentic selves! We support and welcome those with different learning abilities or physical challenges. We believe we all belong to each other and are finding our way together.”
- This is the mission statement that Uniteens came up with this year and it is foundational to what they do. Their lessons embrace the Five Unity Principles, and they are learning how to pause and say to themselves, “hmmm...that’s interesting” before choosing a reaction.
- Uniteens graduated five students up to YOU in June and will graduate seven more this coming Spring!
- Fall and Spring retreats were well attended with Unity North having the largest representation in the region. We are grateful to the guide/parents who supervised and drove the van and to the many congregants who have generously given scholarships to kids who needed assistance to be able to attend.
- The Uniteens Guide core is consistent and devoted to the well-being and growth of our kids in safety, spiritual practice, and having fun. We are grateful to our church leadership and community for all the ways you support our youth!
- A huge thank you to Suzie Burdick, our Uniteens Coordinator whose love and dedication for our middle-schoolers is felt by each teen who crosses the threshold into her classroom. Thanks Suzie!

YOU (Youth of Unity)

- Our high school YOU program now has 23 teens on the docket, with about 12-15 in attendance every Sunday. The deep, spiritual, safe connections that the teens are making with each other, and the lessons experienced are profound.
- This program is such an important part of the teens’ lives in knowing that they are not alone and can show up and just be. The teens always know they have a safe place to share from their heart. The heart connections they make are real.
- Rory Strickland was a Co-Regi for the Southeast Region, involved in planning all the regional retreats. Several of our teens have attended “all” retreats in 2023 and Unity North consistently has the largest contingency at both the regional and national level.
- Four of our teens led a Sunday Service on the Youth Ed Wizard of Oz series. Their profound wisdom inspired us all, and they will continue to be on the platform in 2024.
- YOU gained two new sponsors in 2023. Rebecca Barger has been involved in YOU in the past and has returned. We are so grateful for the experience she brings with her. Liam Bennett was a YOUer and is now a junior sponsor. Again, we are grateful

that he has returned as he brings his youth and experience as a YOUer, which is a huge benefit.

- There were several YOU events in 2023, and Unity North had the largest contingency at each event, including IYOU, held at Unity Village, with teens from all over the United States.
- On average, we sent between 6-8 teens to events including a Leadership weekend, Spring and Fall rallies, Summer Connection and IYOU at Unity Village.
- An abundance of thanks to YOU coordinator Susan Clancy who leads our YOU program with deep love for our teens and a heart of service. She is a soft place to land for teens and we are blessed with her 20+ years of service. A hearty thanks to sponsor John Glasgow, who also has decades of dedication under his belt. Both Susan and John are lead sponsors for both the Southeast Region events and IYOU.

To the leadership, board, parents and congregation who support our youth - We love you, we love you, we really, really love you – Muah!

Programs & Events

Nicole Glasgow, Chair & Judith Johnson, Board Liaison

Committee members

Community: Nancy Daniell, Tam Anderson, Bob Sykes, Linda Minnick, Marianne McNelly

Staff: Richard Burdick, Nicole Glasgow

Board: Judith Johnson

It was an active year at Unity North. Our many programs served to energize our congregants and bring non-Unity neighbors to our campus.

Events in 2023

Special Events:

- Telethon that raised \$50,000
- Volunteer Appreciation Luncheon with 100 in attendance
- *Spiritual Maintenance for Today's World* – Rev. Richard Class
- LGBTQ+ & Friends “Coming Out and Coming into Unity” Monologues w/ Approximately 145 Attendees
- Spiritual Connections, 100 registered for 12 Small Groups
- Trunk or Treat with over 500 on campus

Ministry Events:

- World Day of Prayer, 121 Attendees
- Wholeness Ministry's Reiki Workshop w/ 8 Attendees
- Singles Ministry Movie & Potluck
- Prayer Chaplain Training w/ 6 New Chaplains
- Healthy Living Ministry presents Dr. Wil Tuttle, “Healing Our World: A Deeper Look at Food”
- Earth Care Ministry “Earth Day” Celebration
- Moonflower Outdoor Concert, approximately 150 attendees
- Spanish Ministry's Workshop, “Mandala Meditation”
- Earth Care Ministry's Full Moon Fire Ceremonies
- Songfest benefitting our Multimedia Team
- LGBTQ+ & Friends Movie, *Gender Revolution: A Journey w/ Katie Couric*
- Bimonthly Praying Paws
- Labyrinth Ministry Walks and Ceremonies
- Monthly Body Mind Spirit lectures
- Praying Paws Pet Blessing from Animal Ministry
- Service of Remembrance led by the Prayer Chaplains

Other Great Events:

- *I Am Elu* Spiritual Theater
- Jerry Troyer Workshop, “The Search for Inner Peace: Being at Home in Muddy Waters”
- Amy Steinberg in Concert
- Easter Egg Hunt
- Estate Planning Dine & Learns
- “Fall Prevention & Balance Training” Workshop Series
- Kim Belew in Concert
- Journaling as a Spiritual Practice w/ Sara Crawford
- Bob Sima & Shannon Plummer in Concert
- Thanksgiving Potluck w/ Approximately 135 Attendees
- Family Christmas Event

In 2024, we are looking forward to – *ADD THESE TO YOUR CALENDAR!*

- March 17 – May 12 – Raffle Fundraiser
- May 31 – Moonflower Concert
- June 14-15 – Churchwide Rummage Sale
- August 16 – Songfest
- September 11-12 – World Day of Prayer
- September 13-14 – Rest, Rejuvenate & Replenish: Weekend of Self-Care
- November 28 – Thanksgiving Potluck
- December 6 – Family Christmas Celebration
- December 24 – Christmas Eve Services
- December 31 – Burning Bowl

As we go further into 2024, we are excited for what the year will bring with all the wonderful events lined up for Unity North Atlanta and those not yet known. We are eternally grateful for the continued support of our wonderful volunteers – because of you, events at UNA will be a continued success.

Policies and Procedures

Chris Skaer, Chair

Committee Members: The UNA By-Laws Committee consists of Nicole Glasgow, Ann Duffy, Faye Cape-Ryther, and Chris Skaer.

Responsibilities: This Committee reviews the Policies and Procedures of Unity North Atlanta when they reach their expiration date (normally every 3 years) and makes suggestions for revisions. The revisions are then presented at a Board Meeting and voted on by the Board for approval. This review and renewal process provides UNA with a system of checks and balances and keeps our policies up to date. This Committee also writes new policies, if deemed necessary. This Committee would also lead the process of proposing any changes to the UNA By-Laws.

In 2023, there were no new policies created or no By-Laws changes requested.

The following policies were reviewed and updated in 2023.

Policy Number	Policy Name	Date Renewed	New Expiration Date
170001	Signing Authority	5/23/2023	5/23/2026
170002	Spending Authority	5/23/2023	5/23/2026
170005	Check Approval Process	5/23/2023	5/23/2026
160003	Board Director Nominations	10/14/2023	10/14/2026
170004	Committee Member Limits	10/14/2023	10/14/2026
200001	Facility Closures	12/7/2023	12/7/2026
	Employee Handbook	12/7/2023	12/7/2026
180006	Volunteer Coordination and Management	Retired	

Some highlights of the changes to the Employee Handbook are:

1. All full-time and part-time employees are paid on a salary basis. Their salaries are based on the duties performed in their positions, rather than by the hours worked.
2. Both Regular full-time and part-time employees are now entitled to Paid Time Off (PTO) and paid Holidays. Previously, only full-time employees had PTO and paid Holidays.
3. Below is the updated list of paid holidays for UNA employees:
 - New Year's Day (January 1)
 - Martin Luther King Day (third Monday in January)
 - Memorial Day (last Monday in May)

- Independence Day (July 4)
- Labor Day (first Monday in September)
- Indigenous Peoples Day (2nd Monday in October)
- Thanksgiving Day (fourth Thursday in November)
- Christmas Day (December 25)

UNA policies are on our website <https://unitynorth.org/policies>

Marketing and Social Media

**Nicole Glasgow; Misty Cochran, Marketing Manager;
Chet Bertolli, Board Liaison**

The Unity North Atlanta congregation has always aimed to create a welcoming community where individuals can explore their spirituality and grow in their connections. The marketing team's goal is to not only ensure that our congregation knows what is happening at UNA but that the surrounding community and the online community know who we are and what we have to offer. In 2023, we ventured into new advertising platforms and advertising formats, and we have even bigger plans for 2024, including utilizing our new outdoor digital sign and doing large-scale promotion of a fabulous fall event.

Unity North Atlanta is consistently reaching people through our digital platforms and online services. Our newsletter reaches 800 readers each week, providing valuable updates and inspiration. Hundreds more visit our website and social media pages, further expanding our reach and impact in the community.

Each week, an average of 200 individuals join us for service online, connecting with our message of unity and spiritual growth. Our marketing team is working diligently to develop a more robust digital community for our online attenders, ensuring that they feel engaged and supported in their spiritual journey.

Outdoor Digital Sign

Our new outdoor digital sign is a powerful tool for capturing attention and creating awareness. It enables us to communicate our messages, events, and services with the local community and let East Cobb know who we are.

To maximize its impact, we will strive to have engaging content, such as upcoming events, inspirational quotes, and community-focused messages, create visually appealing and attention-grabbing displays, and utilize the sign to highlight our core values and unique offerings.

Exploring New Advertising Platforms

To extend our reach beyond our immediate community, we have begun advertising in publications we have not previously utilized. This approach will enable us to access new audiences and generate curiosity about the Unity North Atlanta community.

In 2023, for the *Coming Out and Into Unity Monologues*, along with other marketing, we created an advertorial for the *East Cobber* and advertised in *Georgia Voice*, a media

outlet covering Georgia's LGBTQ communities. We are continuing to advertise in *Georgia Voice* throughout 2024.

Our Trunk or Treat showed great return for our marketing efforts. We advertised in Highland Pointe's neighborhood newsletter, Next Door, and Facebook, among other avenues, and there were over 500 people on our campus that night, a good percentage new to UNA. We will continue to use these avenues in 2024.

Keeping Everyone Informed and Expanding our Reach

Along with continuing to keep the congregation informed with all that is happening at Unity North through the newsletter, calendar, website, app, and Sunday morning announcements, the Marketing Team is looking to our fall event, Rest, Rejuvenate & Replenish: A Weekend of Self-Care, to bring in those around the Atlanta area so that they can discover who we are and all we have to offer.

Unity North will continue to market programs and events that will not only be targeted to our congregants but also have universal appeal to like-minded people in our immediate community. This will allow us to expand our reach by spreading the knowledge of Unity principles and beliefs throughout Atlanta.

Conclusion

Unity North Atlanta recognizes the significance of attracting new individuals and expanding our community. By effectively utilizing our outdoor digital sign, exploring new advertising platforms, and organizing appealing events, we aim to enhance current community connections, and raise awareness of our community, connect with new people, and provide them with a welcoming and fulfilling spiritual experience. We want to highlight the impact Unity North is making on the congregation and in the community.

Campus Facilities

Facilities Manager: John Glasgow; Board Liaison: Ray Hughes

This past year saw the completion of several major projects as well as the continuation of the overall improvement to the buildings and grounds.

Two projects were most prominent – the 7 remaining old HVACs were replaced, and a new monument was installed as the welcoming beacon to UNA.

With the overwhelming approval by the congregation (thank you) in last year's Special Congregational Meeting of \$240,000 for the HVAC replacements and in conjunction with the Facilities Manager's oversight, American Comfort was awarded the contract for both the replacement of the 7 units and on-going maintenance of all 15 units. Their bid was more than competitive and allowed sufficient monies to also repair broken duct work throughout the Sanctuary, upgrade the technical management of all the 15 HVACs on campus, and to stabilize the Peace Chapel HVAC. A real win all the way around this year and for future years. Be sure to thank John Glasgow for his great effort.

It was a real staff and technical advisors' teamwork that finally enabled UNA to move into the mainstream with its new digital monument as our welcoming beacon. With a generous donation and insurance monies, the capital impact to UNA was minimized. Kudos to the team and to Misty Cochran who works her magic in making the messages come to life.

Other events of note include the formation of a Facilities Advisory group by John; the acquisition of materials for a shed to house the golf carts and other equipment (work in progress); an upgrade to the cabinetry in Al's Cottage; the addition of a commercial grade dishwasher; a major cleanup (and out) of all the storage areas and grounds; a permanent fix to the main water line leak; a major revamping (with more change to come) of the downstairs rooms to better serve our youth; a significant shift to be as Earth aware as possible by limiting cleaning materials, and by the formalization of the Earth Care Ministry – Spiritual, Educational and Actionable (look for more on that in 2024 and how you can help make a difference at UNA and in your life); and finally, but extremely important, passing all annual elevator, fire, and water safety inspections.

Major areas of focus for 2024, besides those noted above, include replacement of the flooring in Unikids room and the downstairs restrooms; replacing the ceiling tiles in the Peace Chapel; cleanup to the exterior of the Sanctuary; refreshing the foyer; repair of the Peace Chapel heat exchanger; and as appropriate, resurfacing the parking lot.

Finance

Mike Stott, Treasurer

Committee Members: Faye Cape-Ryther, Dena McFarland, John Hicks, Manny Fernandez, Nicole Glasgow, Rev. Richard Burdick, Chris Skaer, Myke Myers

2023 was a Wow! year for us financially, and I am humbled by you all, your support, and your giving. The terrific Finance Committee did diligent work this year.

Notable successes financially included a successful Holiday Match, a successful Consistent Giving Campaign, a very successful Telethon, and securing a large recurring rental client. We received a large estate legacy of \$372,000. In addition, we received net Federal Employee Retention Credit monies of about \$124,000. These two unbudgeted influxes, along with your generosity, allowed us to tithe generously, complete the HVAC replacements, and to plan for capital projects/deferred maintenance.

Looking ahead, we have several capital projects on the books: finishing up the HVAC, replacing the failing stage lighting and sound systems, repaving the parking lot, and exterior pressure washing/paint of the building. These items will cost approximately \$175,000. We will miss our finance expert Priscilla Hodge who will be leaving her role, but we are looking forward to working with our new Accounting Manager, Wofai Offem. We also have a mortgage refinance/restructuring to be completed by July of this year.

2023 Statement of Cash Flows

Cash on January 1, 2023	\$577,122
Net Income	\$348,505
Adjustments to Net Income	\$123,062
Investing Activities	-\$106,496
Financing Activities	-\$70,984
Cash on December 31, 2023	\$871,209

2023 Profit and Loss

	<u>Actual</u>	<u>Budget</u>	<u>\$ Over Budget</u>
INCOME:			
Contributions	\$720,020	\$775,000	-\$54,980
Events/Classes	\$164,068	\$77,640	\$86,428
ERC/Government Grants	\$135,739	\$0	
Released Restrictions	\$207,803	\$0	\$207,803
Total Income	\$1,227,630	\$852,640	\$374,990
EXPENSES:			
Events/Classes	\$61,283	\$20,352	\$40,931
Administration	\$308,570	\$319,196	-\$10,626
Pastoral/Music/Youth/Family	\$206,222	\$203,325	\$2,897
Technology	\$64,862	\$68,676	-\$3,814
Utilities/Repairs/Facilities	\$136,367	\$141,807	-\$5,440
Mortgage Interest	\$61,821	\$64,461	-\$2,640
Depreciation/Amortization	\$126,532	\$111,609	\$14,923
Tithing	\$79,752	\$54,250	\$25,502
Total Expense	\$1,045,409	\$983,676	\$61,733
Net Ordinary Income	\$182,221	-\$131,036	\$313,257
OTHER:			
Contributions Future Periods	\$383,387	\$0	\$383,387
Restricted Funds Release	-\$207,803	\$0	-\$207,803
Loss on Sale of Trailers	-\$9,300	\$0	-\$9,300
Total Other Income/Expense	\$166,284	\$0	\$166,284
Net Income	\$348,505	-\$131,036	\$479,541

2023 Balance Sheet

	<u>Actual</u>
CURRENT ASSETS:	
Operating Bank Account	\$255,467
Ministries Bank Account	\$53,811
Board Reserves Bank Account	\$162,727
Fidelity Capital Reserves	\$396,528
Other Current Assets	\$13,644
Total Current Assets	\$882,177
FIXED ASSETS:	
Fixed Assets	\$4,250,654
Accumulated Depreciation	-\$1,992,010
Net Fixed Assets	\$2,258,644
TOTAL ASSETS	\$3,140,821
LIABILITIES:	
Accounts Payable	\$139,030
South State Bank Mortgage	\$1,326,298
Other Miscellaneous	\$11,908
Total Liabilities	\$1,477,236
RESTRICTED NET ASSETS:	
Youth of Unity	\$18,682
Debbie Schrodtt Scholarship	\$3,734
Capital Campaign	\$376,735
Total Restricted Net Assets	\$399,151
Unrestricted Net Assets	\$1,264,434
Total Liabilities and Net Assets	\$3,140,821

Prosperity Team Updates

Sylvie Draughn, Vice Chair Board of Directors & Team Chair

Prosperity Team Members

With gratitude, I would like to recognize the insights and efforts of the Prosperity Team Members: Brian Andrew, Richard Burdick, Nicole Glasgow, John Hicks, Dr. Ugie Kirkpatrick, Dena McFarland, Mike Stott. We are grateful for the work of Edie Smith and Priscilla Hodge for their invaluable support at the staff level.

Role:

We are grateful to serve a spiritual community historically supported by the generous donations of its congregation which resonates with the energy of abundance. The Prosperity Team's overarching goal has been to raise the Prosperity Consciousness within our spiritual community. This report highlights the many levels of Prosperity Consciousness that vibrate throughout Unity North. Our congregants' commitment to financially invest in this spiritual community provides the stability for our church to thrive. Donating 7% of all donations to UNA in 2023 to support our Outreach Programs, Unity North demonstrates our commitment to contributing to the community outside of our campus. As you read this report, join me in celebrating.

One of the Board's 2023 Strategic Initiatives is to *Live in Financial Prosperity*, supported by the *Recommended Actions and Projects* outlined below.

Maintain Board leadership in Consistent Giving, Holiday Match, and Creative Giving: Unity North's Board agrees to keep Consistent Giving, the Holiday Match, and Creative Giving under the leadership of the Vice Chair or other board member and to include a member of the Finance Committee on the Prosperity Team.

Consistent Giving: Unity North's Consistent Giving Program is its foundational stream of revenue. This foundational giving is becoming the threads of abundance woven into the fabric of our community. Each congregant's consistent giving strengthens our core fibers. The Prosperity Team's intention is that we each view our personal giving as threads that weave the strong fabric of our everyday operation, strengthening every aspect of Unity North Atlanta.

- Congregants requested that the Consistent Giving Cards be reinstated for Sunday offering.
- To support Unity North's Foundational Giving, the New Membership Class curriculum now includes the value of its Consistent Giving Program.
- In the fall, Rev. Richard raised the collective Prosperity Consciousness of our community through his three-part Sunday Series, *Step Up, Step In, Step Out*.

- This fall, 38 new participants enrolled in our CGP, to increase the total number of Consistent Giving households to 252.
- The Fall Campaign yielded a yearly increase of more than \$73,000.00 in annualized giving, representing a 14% increase in our current CGP.

Holiday Match

- In keeping with Unity North's holiday tradition, twenty-nine Angel Donors donated a total of \$40,000 to establish the 2023 Holiday Match. Congregants exceeded the match amount with donations of \$41,664.85. Your Prosperity Team wrapped up 2023 celebrating the grand total Holiday Match contributions of \$81,664.85.

Creative Giving: Estate Planning & Legacy Giving

- Your Prosperity Team launched Legacy Giving as a program that allows our congregants to understand the various ways that they can bequeath a portion of their estate to Unity North. Many congregants attended one of our two Estate Planning Lunch and Learn sessions which focused on information provided by an elder care law attorney. The feedback was clear: continue the program.
- Plans for 2024's Legacy Giving series have begun.

Donor Recognition: Expressing gratitude is an integral part of raising the vibrational level of prosperity within our community. When Rev. Richard and Board Members met with donors, they expressed what inspires their investment in Unity North and offered insights into how Unity North can raise the collective prosperity consciousness of our congregation.

- Gratitude goes hand in hand with giving and receiving. As an extension of our Legacy Giving Program, plans are underway to acknowledge generous donor bequests with a permanent legacy display.
- Our long-term intention is that Legacy Giving becomes a natural part of the prosperity consciousness among our congregants.
- We acknowledge our congregants who have bequeathed a portion of their legacy to Unity North in the past year. The intention is to publish this list annually.

Closing: These activities and programs demonstrate the spirit of abundance and prosperity of Unity North. Our congregants' commitment to financially invest in this spiritual community provides the stability for our church to thrive. Humbly, your Prosperity Team says Thank You, Thank You, Thank You. Join us in the excitement of serving this vibrant spiritual home as we move into 2024.

In Remembrance

Unity North Atlanta gratefully honors the memory of deceased supporters who included Unity North Atlanta in their wills or other planned gifts.

Unity North acknowledges their bequests, received from January 1, 2023, through December 31, 2023.

Richard Clancy

Gail Trapnell