

REV. RUSSELL D. HEILAND, JR.

2034 Winged Foot Ct., Reston, VA 20191 * Phone: (727) 871-8596 * Email: rdhj966@gmail.com

CAPABILITY STATEMENT

An enterprising and seasoned Unity minister with over 20 years' ministry experience serving congregations with up to 1,300 members, supervising 15 paid staff and numerous volunteers, orienting and coaching Boards of Trustees of up to 9 members, and administering budgets of nearly one million dollars in service to the global transformation of consciousness.

KEY SKILLS

Vision and Strategic Focus	Spiritual Leadership	Systems Perspective
Communication Strategies	Creative Catalyst	Coalition Builder
Talent Recognition and Developer	Mentor	Agile Manager
Spirited Fundraising	Interpersonal Intelligence	Language Proficiency

SELECTED DEMONSTRATED IMPACTS

Strategy and Innovation

- Cultivated strategic vision for Unity of Fairfax (Fairfax) as a Spiritual Center for Education, Practice, and Service
- Navigated development and engagement of 5 directed focus areas for Fairfax: Education, Practice, Service Within, Service Outreach, and Legacy
- Ensured alignment with the vision and mission of Fairfax through implementation of "Unisync" process to coordinate activities and resources
- Instituted Fairfax IT Department to ensure secure, networked, up-to-date and emerging capacities including live-streaming and pay-per-view
- Forwarded creation of Unity Worldwide Spiritual Institute by sourcing project manager

Culture and Community

- Activated and integrated thriving ministry "Comunidad Hispana" at Fairfax
- Created a model of Unity campus ministry at UNC - Wilmington
- Promoted interfaith, inter-racial, youth and LGBT activities in every ministry assignment
- Cultivated emerging ministries and lay leadership through Fairfax Sacred Service Council
- Served as Vice-Chair of the Fairfax County Clergy Leadership Council, an outreach of County government dedicated to enhancing the quality of life for all 1.2 million residents

Unity Grounding

- Mentored 7 Unity ministers and 4 Licensed Unity teachers to credentialing
- Launched 3 Unity ministerial candidates
- Authored original Unity scholarship - M.A. thesis lodged in Unity Archives
- Served on Unity Worldwide Ministries teams and committees: Unity Worldwide Services, Campus Ministry Team, Field Licensing Policy Team, ad hoc Better Together Team

Fiduciary Stewardship

- Proactively supported successful, external audit of 2018 finances at Fairfax
- Developed business plan to fund the Fairfax Spiritual Center
- Encouraged practices to assure best financial value in contracts and services
- Coordinated multiple fundraisers in every ministry assignment
- Promoted the establishment of the Fairfax Mildred Park Endowment Fund

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Operations Management

- Championed improved financial controls through integration of accounting and bill-paying software at Fairfax
- Coordinated Fairfax integration with a Professional Employment Organization, providing legal, HR, payroll, staff training resources and enhanced insurance coverage
- Managed lease and relationship with long-term tenant (170 student school), and facilitated integration of new tenant
- Launched, nurtured, and oversaw collaboration between volunteers and paid staff

EXPERIENCE

Unity of Fairfax, Oakton, Virginia
Senior Minister

April 2013 - present

First Unity of St. Petersburg, St. Petersburg, Florida
Staff Minister

April 2009 - December 2012

Unity Christ Church of Wilmington, Wilmington, North Carolina
Senior Minister (multiple roles)

July 1997 - April 2009

Crystal Coast Unity, Morehead City, North Carolina
Founding Spiritual Leader

March 1995 - June 1997

RELEVANT INTERNATIONAL EXPERIENCE

Worked in commercial and international assignments for 9 years gaining competence in adapting quickly to unforeseen circumstances, relating to people whose life experiences were very different from my own, and appreciating a multiplicity of circumstances and world views.

EDUCATION

George Mason University, Fairfax, Virginia

2019

Certificate in Non-Profit Management Focus: management, marketing, business strategies.

Shalem Institute for Spiritual Formation, Washington, DC

2015

Going Deeper: Clergy Life and Leadership Contemplative leadership program

Created and leveraged an advisory group of church members to engage in collective discernment.

Association of Unity Churches, Lee's Summit, Missouri

2007

Unity Ordination through Field Licensing Program

University of North Carolina, Wilmington, Wilmington, North Carolina

2007

Master of Arts in Liberal Studies Focus on psychology and religion.

Thesis: *Inner Vision & Synchronicity: Dream Work as Taught by Charles Fillmore and Carl Jung*

Miami University, Oxford, Ohio

1988

Bachelor of Arts in International Studies (includes 1 year abroad in Luxembourg)