

September 2025

Dear Search Committee,

It is with deep respect and heartfelt enthusiasm that I submit my application for the Senior Minister position at Unity Center of Cedar Rapids. Having had the blessing of speaking and connecting with your community recently, I felt an immediate sense of alignment with Unity CR's vision, energy, and dedication to spiritual growth.

I bring over two decades of professional experience spanning ministry, nursing, mental health, coaching, and executive leadership, along with a lifelong commitment to fostering transformation and wholeness. In my current role as a Case Manager supporting individuals living with HIV/AIDS—many of whom face housing instability—I have witnessed firsthand the power of compassion, resilience, and spiritual connection in the face of life's greatest challenges. This work deepens my commitment to creating communities where all are seen, supported, and uplifted.

Equally important, my return to Iowa feels like coming full circle. My roots here are deep and strong, and I carry with me a profound love for this state and its people. The opportunity to serve as Senior Minister at Unity CR is not only a professional calling but also a personal homecoming—an invitation to plant new seeds of growth and belonging in the soil of my own spiritual heritage.

Unity CR's commitment to growth, inclusion, and conscious community resonates strongly with my calling. I am inspired by the possibility of co-creating a thriving spiritual home that uplifts members and extends its light into the wider Cedar Rapids community. I would be honored to bring my skills in teaching, counseling, and community leadership to support your congregation's continued growth and flourishing.

Please find my resume attached for your review. I would welcome the opportunity to discuss further how my experience and vision align with Unity CR's mission and needs. Thank you for considering my application.

With gratitude and blessings,

Fran Winslow

Fran Winslow

Denver, CO | (319) 330-4608 | franwinslow23@gmail.com

Professional Summary

Dynamic and compassionate professional with over 20 years of experience in healthcare, behavioral health, coaching, ministry support, and sales leadership. Proven success in team training, client care, relationship building, and strategic business growth. Recognized for excellence in compassionate leadership, public speaking, and inter-organizational collaboration. Adept at fostering resilience in individuals and organizations through a strengths-based, trauma-informed lens.

Core Competencies

- Clinical & Behavioral Health Case Management
- Leadership & Team Development
- Strategic Sales & Business Expansion
- Coaching & Motivational Interviewing
- Program & Care Coordination
- Community Engagement & Public Speaking
- Software Proficiency: Microsoft Office Suite, Tableau, Epic, Avatar, Fellowship One, Breeze, Slack

Professional Experience

Clinical Case Manager

Vivent Health – Denver, CO | 2025 – Present

- Deliver client-centered care to individuals living with HIV/AIDS, providing resource linkage and advocacy.
- Navigate Ryan White funding to support client access to medication, housing, and medical services.
- Collaborate across agencies to secure sustainable housing for at-risk populations.

Intensive Skills Coach & Care Manager

Jefferson Center for Mental Health – Denver, CO | 2024 – 2025

- Supported youth and families impacted by trauma, focusing on life skills, emotional regulation, and family resilience.
- Facilitated interdisciplinary care coordination and maintained thorough documentation using Avatar.

Assistant to the Minister

Center for Spiritual Living – Fort Lauderdale, FL | 2023 – 2024

- Delivered Sunday talks and spiritual counseling to a congregation of 300+.
- Led a 15-member practitioner core and coordinated daily center operations.
- Secured community funding for vulnerable individuals.

Health Coach

Noom – Remote (Denver, CO) | 2020 – 2023

- Guided clients through sustainable behavior change using motivational interviewing.
- Empowered clients to achieve health goals with structured accountability and support.

Covid-19 Investigator (Emergency Response)

Mesa County Public Health – CO | 2020 – 2021

- Conducted case investigations and exposure risk analysis during the pandemic.
- Educated individuals on quarantine guidelines and public health practices.

Owner & Executive Coach

Fran Winslow Consulting – Denver, CO | 2017 – 2021

- Delivered ICF-certified coaching services to healthcare professionals to address burnout.
- Managed full business operations and donated coaching services to individuals facing cancer diagnoses.

Area Vice President of Sales

DermaTran Health Solutions – Iowa City, IA | 2012 – 2017

- Directed sales across 11 states, scaling revenue from \$0 to \$5.3M.
- Built and trained a high-performing team of 31 sales professionals.
- Delivered hundreds of high-impact presentations to medical professionals and at industry conferences.

Founder/Owner

Nopain For Life, LLC – Iowa City, IA | 2011 – 2012

- Founded specialty healthcare sales business, generating \$1.9M in revenue in the first year.
- Led recruitment and training of a 12-person sales team, securing \$8.6M in revenue before sale.

Clinical Specialist

Medtronic | 2008 – 2011

- Provided technical and clinical support for product implementation in healthcare settings.
- Designed strategies to engage underperforming accounts and conducted medical education sessions.

Staff Nurse II – Center for Pain Management

University of Iowa Hospitals & Clinics | 1998 – 2008

- Delivered comprehensive nursing care to patients with chronic pain.
- Collaborated with physicians to create and implement effective care plans.

Education & Credentials

- Licensed Minister Centers for Spiritual Living
- Bachelor of Science in Nursing (BSN), University of Iowa – Iowa City, IA
- Registered Nurse (RN), Kirkwood Community College – Cedar Rapids, IA
- Certified Coach, International Coaching Federation (ICF)

Awards & Recognition

- Standing Ovation Award, 2024
- Medtronic All Star Achiever, 2008 & 2009
- Clinical Specialist of the Quarter, 2008

Speaking Engagements

- Welcome Home: A Journey to Authenticity –
<https://www.youtube.com/watch?v=pfrJO4xwrI0&t=2662s>
- Remember to Remember – <https://www.youtube.com/watch?v=rGgDzNFyh20>
- Flow and Passion – <https://www.youtube.com/watch?v=4kQuUayukrw>

DEMOGRAPHICS OF MINISTRY – FOR Frances (Fran) Winslow

Consider the natural affinity you have with the people you serve. What is that demographic? Consider the joy you will experience as you actively have the opportunity to minister to and engage in ministry with that demographic in your next position. Rank each of the nine categories below in order 1-9 with 1 being your strongest area of affinity, by navigating to the *“click to rate”* indicator to the left of each category. Your self-assessment will help us to connect you with ministries that most value your joy in ministry.

- 1 **Building Leaders and Teams, and Empowering Others**
 - Keeps mission, vision, values, and the WHY this ministry exists current
 - Plans for continual training of leadership and volunteers, ministry growth, and outreach
 - Implements training for boards, staff, and volunteers and fosters a team-based culture
 - Plans for training and utilizing licensed Unity teachers (LUT) as an integral part of the ministry
 - Planning for building financial development strategies
 - Incorporates training for Youth & Family Ministry, youth, YOU, Next Generation
 - Develops and leads worship experiences collaboratively with others involved
- 3 **Focus on Prayer, Meditation, Pastoral Care, Chaplaincy**
 - Demonstrates prayer consciousness and facilitates prayer & meditation classes & experiences
 - Compassionate and caring person, sensitive to others' needs and emotions
 - Focus on the pastoral care needs of the intergenerational congregation
 - Helps people develop a spiritual life and a prayer consciousness within the ministry
 - Ministers to people in crisis, offer guidance in solving problems
 - Makes hospital visits, visits shut-ins and nursing homes, prayer with members
 - Facilitates training for chaplains and utilizes chaplains within the ministry
- 5 **Outreach into the Local Community**
 - Demonstrates a desire to engage and support the local community members
 - Compassionate and caring person, sensitive to others' needs and emotions
 - Community Organizer skills to coordinate with multiple volunteers and outside organizations
 - Problem solver who recognizes the third option, shows persistence, and follow through
 - Negotiates and/or compromises, seeking the highest outcome for all involved
 - Demonstrates appreciation for volunteers, staff, board, and congregants of all ages
 - Compassionate listener and deals effectively with different points of view
- 4 **Working with a Specific Group (Kids, teens, seniors, men, women, LGBTQ, etc.)**
 - Maintains confidentiality, understanding the laws around mandated reporting
 - Helps people of all ages develop a spiritual life and a prayer consciousness within the ministry
 - Models and teaches open attitudes with a diverse population
 - Ministers to individuals and families in crisis, offer guidance in solving problems
 - Act as a resource to additional community and support services
- 7 **Spiritual Social Activism**
 - Invites others to become involved and is a team player
 - Models and teaches open attitudes, active listening, and tolerance with a diverse population
 - Consciously educates themselves and others on the topic
 - Maintains a respectful presence regarding spiritual social activism
 - Helps to develop an inclusive consciousness within the ministry
- 9 **Audio/Visual(A/V) Technology Acumen**
 - Adept with a variety of A/V technologies to enhance the overall worship experience
 - Skilled in the use of virtual meeting applications (Zoom, WebEx, Meet, Teams, etc.)
 - Demonstrated success in delivering virtual and hybrid presentations and training
 - Embraces the use of social media platforms (Facebook, Twitter, Instagram, etc.) in support of the ministry's mission, vision, and values.

- 8 **Environmentalism**
- Knowledgeable of and proficient in environmental awareness for this geographic location
 - Compassionate and caring person, sensitive to the environment and connection to the planet
 - Community Organizer skills to coordinate with multiple volunteers and outside organizations
 - Problem solver who recognizes the third option, shows persistence, and follow through
 - Negotiates and/or compromises, seeking the highest outcome for all involved
 - Demonstrates appreciation for volunteers, staff, board, and congregants of all ages
 - Compassionate listener and deals effectively with different points of view
- 6 **Health & Wellbeing**
- Knowledgeable of and proficient in health, healing, exercise & nutrition
 - Compassionate and caring person, sensitive to the mind-body connection
 - Community Organizer skills to coordinate with multiple volunteers and outside organizations
 - Problem solver who recognizes the third option, shows persistence, and follow through
 - Negotiates and/or compromises, seeking the highest outcome for all involved
 - Demonstrates appreciation for volunteers, staff, board, and congregants of all ages
 - Compassionate listener and deals effectively with different points of view
- 2 **Administration**
- Knowledgeable of and proficient in applying ministry bylaws, policies, and procedures
 - Proficient in executing fiduciary responsibilities, developing prosperity awareness, and maintaining a balanced budget
 - Follows office management best practices and use of office systems (software)
 - Empowers staff and volunteers, delegates well
 - Implements training for boards, staff, and volunteers and fosters a learning culture

GEOGRAPHIC LOCATION

For most ministers, geographic location is a key factor in your decision-making process. Whether you are looking to stay close to home, need a change for family or health concerns, or just seeking new adventures in places far from home, *location does matter*. In this section, please identify your TOP THREE regional preferences. Then, navigate to the “*click to rate*” indicator to the left of the regions. Rank your top three in order: 1, 2, and 3 with 1 being your top preference. Of course, these are not binding should you find your perfect fit elsewhere, but your response will help us to guide you to opportunities that best fit your geographical preference.

Preferred geographical area in which to reside - select top 3 in order of preference:

- | | |
|--------------------------------------|---|
| 3X | Northeast US (Maine, Vermont, New Hampshire, Rhode Island, Massachusetts, New York, Connecticut) |
| <u>click to rate</u> | Eastern US (Washington DC, Virginia, West Virginia, Pennsylvania, Maryland, New Jersey, Delaware) |
| <u>click to rate</u> | Southeast US (Florida, Georgia, North Carolina, South Carolina, Alabama, Tennessee, Mississippi) |
| 1 | Great Lakes US (Minnesota, Wisconsin, Iowa, Illinois, Indiana, Ohio, Michigan, Tennessee) |
| <u>click to rate</u> | Northern mid-continent US (North Dakota, South Dakota, Wyoming) |
| <u>click to rate</u> | Midwestern breadbasket (Kansas, Missouri, Nebraska, Colorado) |
| <u>click to rate</u> | Southern mid-continent US (Texas, Oklahoma, Louisiana, Arkansas, New Mexico) |
| 2 | Northwest US (Washington State, Oregon, Idaho, Alaska, Montana) |
| <u>click to rate</u> | Western US (Northern California (Los Angeles area + north, northernmost 2/3 Nevada, Hawaii)) |
| <u>click to rate</u> | Southwest US (Arizona, southernmost 1/3 California, southernmost 1/3 Nevada, Utah) |
| <u>click to rate</u> | Canada (Please contact the Canadian Regional Representative) |
| <u>click to rate</u> | Puerto Rico/Caribbean islands |
| <u>click to rate</u> | Pacific Islands |

SPIRITUAL EXPERTISE AND EDUCATIONAL PASSIONS FOR [Click to insert your name here.](#)

Unity congregations need to know who their demographic is and where their demographic is located. Ministries look to their leaders to be a source of spiritual knowledge and inspiration relative to their chosen demographic. When seeking a new congregation, it is so important to find how the ministry's and minister's priorities align.

In this section, please identify your area(s) of focus by following the guidance next to each item, then, navigate to the "[click to rate](#)" indicator to the left of the options to record your rating or preference.

1. **Ministry Location.** Place an "X" next to the primary location of the ministry's demographic / of the demographic you desire to serve. (Select one)

[click to rate](#) In-person

[click to rate](#) Online

X Hybrid

2. **Ministry Type.** Place an "X" next to the description that best describes the type of ministry you desire to serve. (Select one)

X Congregation-Based

[click to rate](#) Community-Based

[click to rate](#) Service-Based

3. **Age Groups.** Please rank the age group categories with which you have an affinity. Rank in order: 1 - 6 with 1 being your top age demographic group.

1	70's and up	5	20's & 30's
2	50's & 60's	6	Teens & Young Adults
3	30's & 40's	4	Kids & Families

4. **Interests/Area of Expertise:** Please rank your areas of expertise and interest. Rank in order: 1-8 with 1 being your strongest area of knowledge or interest.

1	Sunday Services	4	Outreach in the Community
3	Prayer & Meditation / Pastoral Care	5	Earth Care
7	SpiritGroups	6	Interfaith & World Religions
2	Development and Facilitation of Classes	8	Current Trending Spirituality

5. **Spiritual Expertise and Educational Acumen:** Please rank these areas of expertise. Rank in order: 1-7 with 1 being your strongest area of expertise.

2	Unity Foundational Teachings	5	Classic Unity Authors
1	Bible and Metaphysics	4	New Thought Authors
3	Fillmore (Only)	7	World Religions
6	Current Trending Spirituality		

THE WHO AND WHY OF MINISTRY
WHOM ARE YOU SERVING? WHY ARE YOU IN MINISTRY?

WHO is your target audience?

They include people who may feel disillusioned with traditional religion yet are hungry for authentic spiritual community, people navigating life transitions who need tools of resilience and hope, and those who desire a practical, inclusive spirituality that embraces diversity and celebrates wholeness. This may include families who balance busy lives while seeking deeper meaning, as well as individuals who feel isolated and long to belong to a community of love, acceptance, and purpose.

WHY are you in ministry?

I am in ministry because I feel called to create spaces where people remember their inherent worth, awaken to their spiritual truth, and live lives of freedom, joy, and purpose as well as feel a sense of belonging. Ministry is my way of weaving together my experience with my deepest devotion to Spirit. I am committed to helping others heal, grow, and recognize the Divine within themselves and all life.

What does your target audience *need*?

They need spiritual nourishment that is practical, inclusive, and healing. Many are seeking community, tools for resilience, and a place where they feel seen and loved without judgment. They need guidance to navigate life's challenges while being reminded of their spiritual power and wholeness.

What is your target audience *interested in*? (May differ from what you believe they need.)

They are often interested in connection, inspiration, uplifting music and messages, practical teachings they can apply daily, and a sense of belonging. They may be drawn to meditation, workshops on abundance or relationships, yoga or movement practices, and opportunities for service that make a tangible difference in their community. In addition, stewardship to the earth and inclusion of all people.

What does your target audience *enjoy*? (How to engage or keep them coming back.)

They enjoy authentic connection, heartfelt storytelling that illustrate ways to apply Unity principles to every day life. They enjoy music that lifts the soul, shared meals and fellowship, creative and interactive services, and opportunities to serve others together. Consistency, authenticity, and joy keep them returning.

Where do you find your target audience?

I find them both within the church and in the larger community—at coffee shops, community events, yoga studios, volunteer organizations, and online spaces where people gather for spiritual growth. I would join the chamber of commerce to become a well-known and vital presence in the community. My audience is both local and virtual, as many are seeking connection through livestreams, social media, and online classes.

Describe your vision of the perfect ministry.

My vision is of a vibrant, inclusive ministry that feels like home. A place where people of all backgrounds are welcomed with open arms, where diversity is celebrated, and where Spirit is alive in every interaction. I see a

community that thrives in both its inner life and outer service: offering dynamic Sunday services, small groups for deeper connection, classes, spiritual education for all ages, pastoral care, and outreach that feeds bodies and souls. The perfect ministry is sustainable, growing, and rooted in love. This is a place where people are inspired to live their highest potential and where together we co-create a world that works for all.