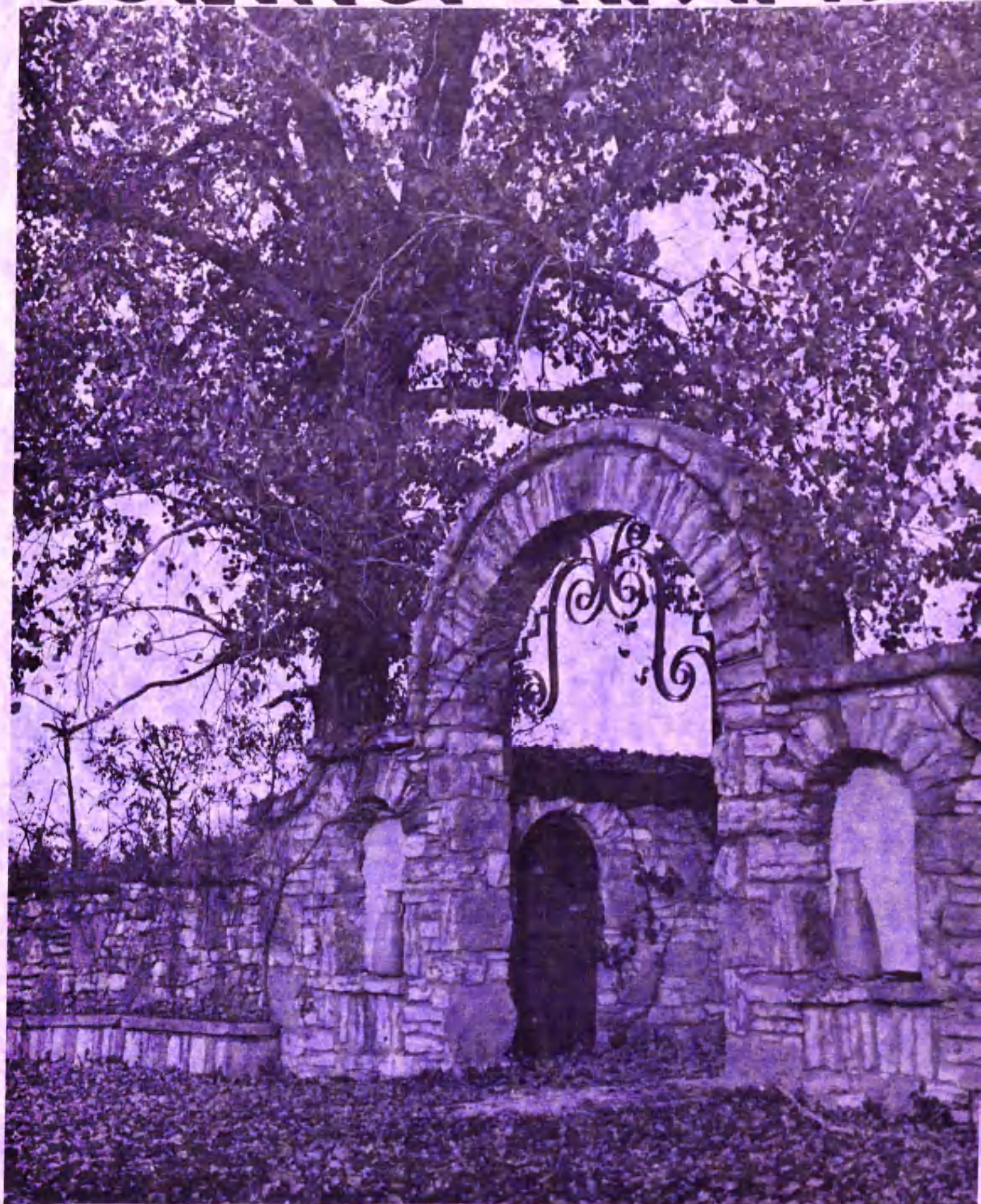


CONTACT—April 1979



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COVER PHOTO by Ken Muma, 341 Hounslow Avenue, Willowdale, Ont., Canada M2R 1H4

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(Photo by John Dozier)

Dear Friend,

This month I want to continue to share with you the results of the survey on ministers' salaries.

It seems clear from the following comments by active ministers that there is a good bit of unhappiness with salary arrangements, and that there is a lack of honest, open communication between ministers and their Board members. These candid comments reveal thoughts, feelings and attitudes that our ministers need to see in themselves, and which their Board members really need to take to heart. I, myself, have at times found myself mentally raking my Board members over the coals for not being psychic--for failing to be sensitive to and aware of my financial needs. But I have come to realize--as we all need to realize--that our Board members are simply not that psychic. All that our "suffering in silence" does is to increase the burden of our frustration and resentment. Somehow we ministers seem reluctant to break the sound barrier, to voice our honest feelings and our true needs. It is almost as if we live by an unwritten commandment: "Thou shalt not talk about money--especially the minister's salary." Ideally, the Board members would take the lead and not wait for the minister to feel forced to recommend needed salary adjustments.

In any case, these comments should help give to Board members some food for thought as to the way in which the church can be continually mindful of the necessity and desirability of giving its best to its minister.

Responses to the question: **What are some of the other features or benefits you would like to receive and that you would like for the Boards of our Unity churches to be aware of?**

1. Salaries ought to be structured with a built-in escalation clause and a percentage of classes, unless the salary is adequate and the Board is structured for a regular evaluation of the needs of the minister, the changing economy, etc.
2. If the minister is locked into a specific salary situation, the Board should consider giving the minister a bonus every six months, based on the increase of net worth or cash flow.
3. Expenses should be paid for all retreats, conferences, seminars and workshops. I have always preferred the percentage

as suggested by the course taught at the Unity Training School. Thus, as you grow in numbers and in prosperity consciousness, the income grows too, so there is no need to bring up raises, etc. Thus we, as ministers, assume full responsibility for our income.

4. Salary should be tied to the cost-of-living index. Retirement should be provided.
5. That a car, provided by the church, is fully allowed by IRS. If the minister owns the car, he must provide all church-related expense--not just for driving to and from the church each day.
6. My salary is under what a number of ministers in our larger centers receive; however, it fits with my philosophy of not structuring the center for personal profit but for the good of the work.
7. I would like to receive retirement benefits.
8. Blue Cross/Blue Shield, or some medical insurance program. Participation in a retirement program; car expenses.
9. Have sample bonus plans and percentage plans available to show Boards.
10. The church should pay for all materials that in any way form part of the minister's requirements for service. For example: magazines, books, typewriters, letterheads, taping equipment and supplies, etc.
11. I would like to receive a percentage of all church income. In the past I received a percentage of the general fund and found this to be unsatisfactory.
12. Since we already have a building that is paid for, I do not see the need for one Sunday's offerings to go to the building fund. I think all of our offerings, in a sense, go to maintain the buildings and activities.
13. It has been my experience, as both a single woman and an associate minister, that two general attitudes prevail. One is "Well, she is single and therefore it doesn't cost her much to live." (The strange thing is that it does cost me as much to live--perhaps more--since there isn't a second salary coming in to offset or share the more major expenses.) The other attitude is "Well, that is more than enough money for a woman to earn." This second attitude indicates an even deeper prejudice, and this brings us back to the need to educate our people in the fact--and truth--that they are hiring a qualified minister first, and a person of the other gender only secondly. Two benefits I feel are very important for every minister, male or female, single or married, are the benefits of health insurance and retirement insurance. Neither benefit is paid here--probably because the senior minister does not believe in insurance. However, I do--One thing this church is particularly good about is expenses not only for the Ministers' Conference and retreats but paying expenses and/or giving time off for attending related conferences and educational experiences.
14. Increase in Retirement Plan allowance.
15. Payment for college or professional training tuition. Travel expenses to church-related seminars.
16. Mid-week classes are mine, and I divide them with the church. We set up a special account that all class money goes into and it is divided at the end of each month after expenses are taken out. This way my class-income is not reported as part of my income from the church, but rather it is reported as revenue to the church.

(Continued on page 3)

PRESIDENT'S LETTER

(Continued from page 2)

17. I would like for the Boards to be aware of the Bankers Life Annuity Plan, into which the church can contribute 8.5% to match the minister's 8.5% of base salary for the minister's retirement needs.
18. Boards should be aware that the minister is a professional and should be regarded accordingly.
19. Life insurance. Hospitalization insurance. Club memberships.
20. Car allowance. Percentage of net income.
21. A pension plan and/or annuity plan.
22. Fringe benefits.
23. Auto expenses. Life insurance.
24. Retirement plan.
25. I would like to have a percentage of 12-15% of the gross income.
26. Life insurance. Is there any possibility of group life insurance through the AUC?
27. Car allowance. Enthusiasm for "growing" the center. Moral support.
28. Fringe benefits.

29. I would like for Boards to be aware of the Money Purchase Plan.
30. I would like a better pension program. I would like for Boards to realize that attending conferences is not vacation-time for ministers.
31. To have an income commensurate with church growth. I would like for my church to provide a car and a retirement plan.
32. I would like to see my Board set up its own retirement plan in property investments.

Next month I will conclude the responses to the salary survey as we take a look at how ministers respond to the question: **"How could Stan be of greater help to Boards, in helping them see the importance of reimbursing you adequately?"**

Blessings,

Bernard



SPECIAL AWARD — RUTH MOSLEY

On November 18, 1978, the Imperial Grand Court Daughters of Isis, of the Rising Sun Grand Chapter of the Eastern Star, the Scottish Rite Affiliate, awarded to the Reverend **Ruth Mosley** of the **West Side Unity Church** of Detroit, the title of "Most Progressive Female Minister of the Year." The continuing citation read: "To the most dynamic and resourceful church and community leader in the State of Michigan."

Ruth Mosley was ordained a Unity minister in 1966. Following her ordination, she returned to Detroit and founded West Side Unity Church with a congregation of five people which has, in the intervening years, grown to a congregation of over seven hundred. She is now in the process of supervising the building of a new home for her church, an \$805,000 structure which is credited with revitalizing Detroit's West Side.

No small part of the phenomenal growth of her church family may be attributed to Ruth's extremely popular television program entitled, "Moments of Truth with Ruth."



From this program grew the "M.O.T.S. Club" which draws its membership from among Ruth's vast numbers of fans throughout much of the state of Michigan.

In addition to the demands of her own ministry, Ruth is an active member of the Association of Unity Churches, serving on the Board of Trustees and as Vice-President of the Great Lakes Regional Conference. She is an instructor for the Recovery Movement on Drug Abuse and for AIMS, an organization for underprivileged young adults at Mercy College. She is active also in the Women's Conference on Concerns of Detroit, Michigan, on the Women's Division Round Table of Christians and Jews, in the National

Association of Negro Women's Clubs, and serves as chaplain of the Rosa Gragg Educational and Civic Club.

Ruth Mosely inspires others to reach their greatest potential, and she is totally dedicated to the Truth principles which she teaches. Unity is proud of this well-deserved accolade bestowed upon one of its truly outstanding ministers!

NEWS & VIEWS ON UMS...

by Paul C. Barrett

Please note that the heading of this column is changed. Our school for training ministers has a new name, a name approved by both the Association of Unity Churches and Unity School. It is the **Unity Ministerial School**. From now on we will be known as **UMS** instead of SMRS.

This month I have invited one of our faculty members, **Gary Jones**, to write this column on NEWS & VIEWS. His message is as follows:

I welcome this opportunity to share with you some observations concerning our ministerial program. As a faculty member, I have considered the changes which have occurred within the school over the last year and a half. I have also had the opportunity to reflect upon the curriculum as it was when I went through the program ten years ago.



Recently I received some correspondence from the field in which the writer expressed the opinion that in every class of ministers-in-training there were a few who, because of lack of ability, should be cut from the program by the faculty. It is my belief that this opinion is not valid. These are my reasons for this belief.

During my time of service as a faculty member, I have seen the admissions standards become progressively more strict. These higher standards, coupled with the expansion of the Admissions Committee to include field ministers, have enhanced our ability to select applicants prepared to enter the program and become successful ministers. Another way in which we have increased our ability to discern an applicant's readiness for ministerial training is in changing our interview technique from the individual thirty-minute interviews with the various faculty members to conducting group interviews with a larger and more varied Committee, capable of spending more time with each applicant. Instead of having the applicant dart from one office to the next over a three to four hour period, he or she sits before the entire Committee for fifty minutes, during which time there is no duplication of questions as there was with the old process. Because of this new approach, the applicant spends less time in being interviewed and the Committee is able to achieve more in-depth sharing with each individual.

The efficiency of the new method of interviewing greatly reduces the possibility of accepting into the program a person who is not qualified or is not able to handle the emotional, academic or attitudinal demands that will be made.

Added to this reason for my belief that there is no person in the program today who is not of the quality demanded by all of us who are part of the Association of Unity Churches is that fact that we are today attracting to our ministerial program a higher level of applicant that at any time in our history. To emphasize this point, I would like to share with you some statistics concerning the qualifications and abilities of our current first and second year ministers-in-training.

One of the first things we consider about our applicants is their background in Unity. This is important since their time of involvement implies their commitment to the Unity movement. Over 64% of our current student body has been involved in Unity for more than five years; those with ten years or more total 26%. One student has been in Unity for 37 years!

Another significant consideration, in our opinion, is the level of their involvement in their local Unity centers. More than 50% of the ministers-in-training have served their churches or centers as Board members, 50% of them have assisted on the platform, 62% have taught classes. This certainly says a lot about the caliber of our students.

Although not, perhaps, quite so pertinent as the above, another factor which we consider is the educational background of those who are attracted to the Unity ministry. Among the current classes, 50% have earned baccalaureate degrees or beyond. Nine of our ministers-in-training have Masters degrees and two have earned PhD's. Two individuals hold Doctor of Divinity degrees.

One of the things the Admissions Committee encourages in applicants is exposure to UICE training whenever possible. More than 80% of the students have had some UICE courses before entering the ministerial program; over 20% of them are already licensed teachers.

A final statistic about the quality of people being accepted into UMS is the broad range of business and professional positions previously held by our student body. Our ministers-in-training come from every walk of life, every degree on the scale. To name just a few of the positions held by some of our students: an attorney, a lay minister, a nurse, a building contractor, a school administrator, a corporate executive, business manager for a Unity center, a librarian, a professional ice skater, a homemaker. . . just to name a few.

The quality of these students who are dedicating their futures to Unity's ministry is exciting! With your help, as you perceive people in your own centers who will make effective Unity ministers, the future of this teaching ministry of Truth is very bright!



NEW ARRIVAL!

William Gerald Huff, newborn son of **Ken** and **Sidney Huff**, made his entrance into this world on Feb. 11. He weighed 8 lbs., 2oz.

We rejoice with Ken, AUC employee, and Sidney and know that the Huff family is being especially blessed.

CLEARINGHOUSE

Mary Alice Brown, minister, Unity Church of Teaneck, New Jersey, is eager for information about a book entitled "Sparks," by Florence Scovel Shinn, which one of her members would like to obtain. If you know of such a title, or have a copy available, please write to Mary Alice at the church, 735 Rutland Avenue, Teaneck, NJ 07666.

COMMITMENT TO OUR CITIES

by David Williamson



Nearly 80% of all Americans live in or around our cities. Cities are the cultural, business, industrial and educational heart of our country. And our cities are in trouble. It doesn't take a sociologist or an urbanologist to know that our cities today are sorely challenged by businesses leaving, abandonment, crime, racial divisions, school problems, boarded-up downtowns, government finances and fearful citizens.

This situation presents a challenge to us as Unity ministers, teachers, and Board members. Do we have the desire or the sense of responsibility to address ourselves to the need to minister in the city--i.e., within the city limits, the inner cities, the downtown? Many denominational churches are moving out of the cities and relocating in suburban areas where the majority of the members of their congregations have moved. Many of these homeowners sold out "...when the neighborhood changed," and the church then ended up selling its building and moving, too. The church and its minister often did not try or were unable to relate to the changing character and needs of those people who remained in the area. And so they pulled out.

Since there is often only one Unity church in a large city, it tends to be centrally located. That means that these churches are usually within the city limits and frequently are near the central business district. Such a location has the advantage of accessibility, but it may also present problems. Those who work in centers and churches in city areas or "changed neighborhoods" tell us that security is a challenge, that people often refuse to come to evening classes and sometimes even to Sunday services "...because of the location," that there are just "...too many problems." So, as a result of the problems encountered in the city, a number of Unity ministries have either moved or have that as an immediate goal. Also, new Unity centers are not being established in inner city areas or black communities. Our outreach programs have generally reached out away from the heart of the urban area rather than into the city.

Obviously, we who believe in Unity and what Unity has to contribute to people and life today are vitally interested in seeing Unity flourish and extend its unique ministry into many places in many ways. There is no question that people who live in suburban areas have many needs that the Unity ministry helps them meet. However, the challenges facing those who live in the cities today are intense. The pressures, stresses, needs, conflicts, fears are great. Unity has much to offer these city dwellers. We have a practical, workable, creative, spiritual way that can help individuals, and can--additionally--be utilized by groups, agencies, systems and organizations in the city to help countless troubled people to believe in themselves, have hope, practice prosperity, help themselves. We have a beautiful and powerful teaching. It

is for all people--and especially for those with the greatest needs and those who may be able to do the most to turn our cities around.

We need to examine our values and our priorities regarding our commitment to helping people in the cities. Students in SMRS should be involved in understanding the challenges and needs and opportunities in ministering to these city people. Emphasis should be on the commitment of the minister to a life of serving people. The values of placing primary importance on the "nice" location of the church, the salary offered, and all the other "advantages" made available to the minister and his family need to be seriously questioned in the light of our calling to serve God and His people. When one reads the write-ups in the Placement Reports, he cannot but note an interesting value system here revealed. The description of the center and its location is likely to include such things as "five miles outside the city," "in a beautiful wooded area with stream running through property," "best school district in the state," "garden spot of the West," etc. We are all glad to have Unity located in such delightful places, but there is a subtle implication here which needs to be examined.

We tend to define a "good" ministry in terms of a "nice location," in the "best neighborhood" with the "right kind of people; and all the "advantages" to the minister who is fortunate enough to get that particular position. The problem is that this is really not what ministry is all about. Our calling (if it is of God) is not to serve ourselves--away from the racial, educational, social, economic and other problems of the day--and, one must add, of the cities today because here is where the challenges, the hurts, the needs, the problems and the opportunities are the greatest.

Detroit Unity is an urban ministry which has experienced all that I have related or suggested in this article; in addition, we have found just how hard it is to attract ministers to serve inside Detroit. Companies have the same kind of challenge in their efforts to attract executives to the Detroit area. But shouldn't there be a difference in values between business executives and ministers? It is said, "I don't want to go to Detroit. They have a lot of problems there." But I came to Detroit because they do have problems, and it is my strong and sincere belief that Unity has the answers to these problems! Yes, there is a polarized population--but Unity has a positive teaching that can help unify people. There is poverty--but Unity has the greatest teaching of prosperity today. There is fear in the cities--but Unity has ways of helping people overcome fear.

I believe that we in Unity have the greatest possible contribution to make to people in our cities today. The call is not for self-serving comfort. Rather it is for us to challenge ourselves to servanthood, to taking the message to where it is most needed.

Detroit Unity Temple is now engaged in researching ways in which Unity can increase its "inreach" into the heart of the city, into the central business district. Since the congregation of Detroit Unity is predominately black, we also have a great interest in increasing the number of black ministers in Unity. We believe that these issues are of great importance today, and that they should be addressed immediately by other centers, by our Association, and the whole Unity movement.

The field is large, and the present laborers are few. ++

ON SEEKING THE PADDED PULPIT

by Stan Hampson



Many a Sunday, after slaving all morning over a hot pulpit, I've rewarded myself with a nap. Sleep probably wasn't required simply as a time to collect myself after such an intense expenditure of energy, but I felt that I needed it. You know the feeling well.

However, you know and I know that the quality of the lesson has nothing to do with the quality of the pulpit. Admittedly, we shape our own environment, and our environment shapes us. But the gilded, padded pulpit is not necessarily the place where the best preaching is done. You see, as **David Williamson** has challenged us in his article on the opposite page in this issue of *CONTACT* (page 5), is our goal in ministering to seek out that "plum," that bigger, wealthier, more elaborate church? Bernard Dozier recently addressed this question, from the standpoint of our thinking in terms of growing our own plums rather than hoping to fall heir to somebody else's. Truly, as he said, we can do a great deal to enrich the Unity movement by becoming increasingly effective teachers right where we are.

David's challenge lingers in the mind. Even as we believe and teach the principles of prosperity, as we acknowledge that God's will for all mankind is abundance, we could start in the ghetto. It's a big world out there, and many people, in many places, need this teaching. How humble a beginning are we prepared to undertake? It's a provocative challenge: is my goal to seek to be comfortable, or to seek to grow?

Our placement procedures, as they have evolved over the past several years, include an attempt to present the best features of both the church and the minister. Minister applicants write their resumes with an eye to highlighting their greatest strengths. By the same token, the church listings in the placement reports are designed to make each place look as desirable as possible. It is possible that in our effort to make each facet look attractive to the other, we have created an illusion. The "facts" include the glamour along with specific situations in need of improvement. If it is the goal of an applicant to find a place for creative service, the glamorous picture needs to be balanced with a presentation of the challenges involved.

The reason one usually gives for leaving one ministry and going to another is that of "promotion." We talk about the benefits within the new ministry. In the minds of most of us, that is a perfectly "acceptable reason" for leaving one ministry for another. But the real reason, in my opinion, is likely to be one (or more) of what I call the "four

B's"...Boredom, Burnout, Bungling, or Battle.

After a period of time, any ministry may become downright boring. This applies to any kind of job. Doing the same thing, in almost the same way, Sunday after Sunday, day after day, tends to wring the excitement out of your work; that intense feeling that first drew you into the ministry can be lost in a kind of dreary routine. Usually, however, the best way to deal with boredom is to handle it right where you are rather than to move to another location, another ministry. If you feel that you must move, why not move into a new challenge? A pioneer work, an impoverished church, ministry in trouble? It could bring a whole new perspective to your life.

"Burnout," a term becoming increasingly popular, is defined as "...physical, emotional, and attitudinal exhaustion, embodying a feeling of uneasiness when the joy of living has slipped away." Sound familiar? This experience is likely to come to one who works hard in a "vacuum." As in other people-helping professions, the minister is likely to find himself or herself working diligently to help people change their lives. . . and, all too often, it seems that these people just aren't getting the message. Additionally, the control exercised by the Board of Directors, or perhaps the real or implied limitations imposed by the community in terms of "what is expected of a minister" can foster a feeling of helplessness. A good way to handle this is to get involved as an active participant in one's own life. Once a degree of control is established over even a small area of one's life, the feeling of helplessness begins to disappear. Again, it is obvious that such control can be exercised right where one is; moving to a "better" place is no guarantee that one would automatically assume a position of control, nor could one assume that this would follow even if the move is made to a place of greater need--but it might.

There are many ways of bungling. Ministers can make ethical and/or strategic blunders that alienate significant numbers of their people. Conversely, church lay leadership can drive the minister away by acts or commission or omission.

Such "mistakes" are often a part of an out-and-out battle. But conflict can arise without either party having done anything really wrong. We tend to fear conflict and, for this reason, to avoid it. However, conflict can be a basis for good communication; in fact, love often grows stronger out of differences. Bunglings and battles can be much more than simply resolved--they can become the seeds out of which real growth in love and understanding can spring. Such growth can occur right where you are. . . and you won't be bored! If you want to move on for these or other reasons, "moving down" in terms of luxury may be "just what the doctor ordered."

The desire to move to a "better ministry" can be more than just a convenient excuse. . . it may actually be an illusion. As with many things seen from a distance, the "plum" may be no more there than here. Since we take ourselves with us wherever we go, we may find that the proffered plum has a worm in it. . . Besides, our real joys are not so much in rewards as seeking to create them.

Life is for growing. This we know so well. And we know, too, that he who is growing is most alive. Therefore, the feeling of wanderlust that comes upon us may be not so
(Continued on page 7)

ON SEEKING THE PADDED PULPIT

(Continued from page 6)

much the desire to advance but to resolve one of the four B's and to give us more room for growing.

Certainly every one of us gets accustomed to a certain standard of living which we do not particularly want to give up. With the cost of living increasing at approximately

10% each year, it takes a lot of doing just to stay current. Yet the challenge faces us. . . and will not go away. Our purpose, as ministers, is to serve God and man with the Truth. And the direction for the implementation of that purpose may not always be toward a more luxuriously padded pulpit. It just may be in the opposite direction. . . to greater victory.

It's a challenge! ++



YOUTH OF UNITY AND YOUNG ADULTS OF UNITY REPORTS

by
Greg Barrette

YOUTH OF UNITY REPORT

A Word From The International YOU President:

Dear Ministers:

Hello! My name is John Farman, the International President of the Youth of Unity for this year. So far, it has been quite a growing experience for me. This being my fifth year in YOU, I have seen it go through many changes. I've seen regions climb to the top and others fade into the background. It is very important to the YOU to have good, stable, adult leadership!

YOU has affected the lives of many young people. I've seen people come right out of their shells at Conference and realize that they are somebody and that they are important. This is so vital for them to know. Just that makes the whole thing worth while.

I'm very proud to lead the YOU! Sometimes it's been a rocky road, but I would gladly do it all over.

We, the International Youth of Unity, bless you and thank you. As we work together, I know the future of the Unity movement is in good hands.

We are moving nearer to the light.

God bless,
John Farman

YOU Conference Touches Lives

That minority of us who attended YOU Conferences during our teen years don't need convincing, but those who were not YOUers may not realize the importance of this annual event. For most delegates, it is the most profound experience that life has yet offered. For many, it is a week of deep spiritual awakening--akin to a "conversion" experience in other faiths.

Here is an excerpt from a letter recently received in this office. The writer, Mike Moore, from Baltimore, Maryland, expresses a little of what this experience meant to him:

"I don't know what kind of state I would have been in if I had not received the growth from my first Conference when I did. It set me straight and got me started on a path of unfoldment so richly rewarding that previously I had never even dreamed it possible.

I felt a great peace, a rest, since I knew I had gained from the Conference all that needed to be gained and done all that needed to be done. I had given what I was to give.

I no longer need to go back to Conference, especially since everything I had there I now have in a state of consciousness.

I feel that, like myself, there are many others who are going through similar needs.

I know I would not want anyone to have to go through what I did before the light dawned. This is why the study of Truth does and always will have such an importance in my life.

I realize that these people who are now searching will and must find their place. The real answer, to me, lies in always seeking the growth that one can find at Conference and truly anywhere! This growth in some ways takes place in every YOU and every Unity church."

reSPONSE is Out

The newest issue of reSPONSE, the YOU sponsor's newsletter, should be in your hands by now. In the back is a page soliciting comments and suggestions. Please communicate with us. We'd love to hear from you!

By the way. . . enough has already been received from the sponsors to fill another issue! It will be out soon.

YOUNG ADULTS OF UNITY REPORT

Check The Centerfold!

You have probably noticed a poster in this issue of CONTACT. This is the poster for our YAU Retreat, August 20-24, "Open Your Heart."

Please do us a favor: post this on the bulletin board or somewhere where it will catch the eye of young adults in your church or center. With your help, we do expect a large and enthusiastic attendance this year.

Great Lakes Regional YAU Retreat

On June 1-3, Kalamazoo, Michigan, YAU will host a YAU Retreat on Lake Michigan, north of Benton Harbor. The cost will be nominal, the facilities will be excellent, the location is gorgeous and the program sounds fascinating. (There will be some biofeedback training with Bill Kozy of Kalamazoo.) Have your young adults contact: **Alden Studebaker, YAU Retreat, Unity of Kalamazoo, 202 Fairfax, Kalamazoo, MI 49001**, for further information.

Pathway

The first issue of Pathway, the YAU newsletter, will be out in a month or so. We hope it sparks interest and activity among your young adults.

PLACEMENT

Placement occurs through the activity of Spirit. Your Director of Ministry Services notifies all active Unity ministers of churches seeking leadership through his placement report published separately. Ministers interested in placement report to the Director of Ministry Services who forwards their resumes to churches requesting leadership. Your Director of Ministry Services is directly responsible to the Board of Trustees of the Association of Unity Churches and utilizes the resources of the Placement Committee, Regional Representatives, and the Executive Committee in facilitating placements. Since the last issue of **CONTACT**, the following activity of Spirit has been accomplished in placement:

CORPUS CHRISTI, TEXAS—Unity of Corpus Christi announced the selection of **Donald C. Gates** as new minister. Ordained in 1964, Don has served as minister in El Paso, Texas; Milwaukee, Wisconsin; Minneapolis, Minnesota, and most recently in San Leandro, California. Prior to his entry into ministerial training at Unity, he was an ordained minister of the Methodist church. He has been active on various committees of the Association of Unity Churches, and recently completed service as Regional Representative for the Northern California Region. Don's wife, **Louise**, shares his commitment to Unity principles, frequently acting as his platform chairman and leading meditations. Don holds a Bachelor of Arts degree from Chico State University at Chico, California, and he has done graduate work at Kearney State, Kearney, Nebraska.

OVERLAND PARK, KANSAS — **Peter Rhea** has been selected as the new minister of the Unity Church of Living Truth. Pete grew up at Unity Village. During his ministerial training, he worked in Silent Unity as a letter writer and in the Silent Unity Telephone Room. Upon ordination in 1967, he went

to Royal Oak Temple, Royal Oak, Michigan, and then to the Unity Church of Fresno, California. In June, 1970, he returned to Unity School to develop and act as head of the Unity Cassette Department. In 1971, Pete was given the responsibility for Unity's Multimedia Department. During the past few years he has been much in demand as a speaker at various Unity centers, and has taught Speech in the Unity Institute for Continuing Education. Pete's wife of sixteen years, **Theresea**, has collaborated with him in writing for UNITY Magazine and for Daily Word. Pete and Theresea have one son, **Michael**, who is a freshman in high school.

RICHMOND, CALIFORNIA—**Emily Sanford** is the new minister at Unity Church of Richmond. Ordained in 1969, Emily served Unity congregations in Yakima, Washington, and San Bernardino, California, before taking a leave of absence from 1975 to 1978. She is well known for her "Colour Workshops" and "Colour Meditations," and has worked extensively with special children in color and music therapy. During her leave, she traveled to Europe, studying the work of Rudolph Steiner in Dornach, Switzerland, and attended seminars and workshops both in London and at the Findhorn Community in Northern Scotland. She studied alternative methods of healing, including acupuncture and acupressure, the use of sound, movement and color, and special massage techniques with Theo Gimbel at Hygeia Studios in the Cotswolds, England. Prior to her entry into the ministry, Emily was an art teacher, worked in Public Relations and in Interior and Fashion Design.

WACO/TEMPLE, TEXAS—**Betty White** comes to this ministry from Great Falls, Montana, where she has served since 1976. Following her ordination in 1974, she served as associate minister of Unity Christ Church in St. Louis, moving from there to Great Falls. Betty was a classroom teacher and a school administrator before entering ministerial training. She will be accompanied in her move to Texas by her husband, **Bill**, who assists her in various capacities in her ministry.



IN MEMORIAM

The Reverend **Harvey Seth Jacobs**, retired Unity minister, made his transition on February 24, 1979. Harvey served for thirteen years as minister of the Unity Church in Richmond, California, before his retirement in November, 1973. Before entering the ministry, he published a number of newspapers in Michigan, where he was assisted by his wife, **Lillian**, who wrote for the newspapers as well as for a number of book publishers and advertising agencies.

Harvey served as Vice-President of the Northern California Ministers Association for two terms, 1963-1964, and was the Regional Representative for Northern California on the Board of Directors for the Association of Unity Churches for a number of years.

We wish Harvey Godspeed on his new adventure in eternity, and bless his soul in this process of unfoldment.

WHAT "Prosperity Wallet"???

In Scott Sherman's article, "Inward, Onward, Upward!" (**CONTACT**, March 1979), mention was made of the inclusion of a "prosperity wallet" which is the brain-child of **Unity Church of Chicago's** beautiful **Polly Dozier**. We neglected to say (and this is the fault of the Managing Editor--NOT Scott) that, because of the cost, wallets would be enclosed only with the magazines being sent to the senior ministers. The 500 that Polly sent were her own love gift to her fellow-ministers and we know that they are grateful. For the rest of our dear, good friends whose anguished howls reached us ("...how come I didn't get a prosperity wallet?"), please write for additional information to Polly. She'll tell you about them and how to get a sample of your very own. Meanwhile, it's nice to know that so many of you, our readers, are so prosperity-minded!

PULL
UP
A
CHAIR...



and allow me to congratulate you! The very fact that you are now reading these words indicates that you, too, are a survivor of the month of February. And for the benefit of all of us who Survived, I pass along the following gem culled from the pages of the Kansas City STAR: "Thirty days hath September, April, June, and November; all the rest have thirty-one except February, which has fifty six!" Yes.

March was better. In the words of one who--obviously--feels the same way about all that white-stuff as I do: "You cansay what you want to about rain....you don't have to SHOVEL it!" So let's hear if for April, now...AND NO MORE SNOW! All right?

Just when we thought our "resident gremlin" had been laid rest, up he popped to scramble some type in the Gary Jones biographical sketch in the March issue of CONTACT. You may have noted that it was indicated therein that Gary's leisure-time pleasures included reading 'John Doone'. . .and you may have wondered--who's 'John Doone'? It should, of course, have read 'John Donne'. (We told Gary that, while we don't know 'John Doone', we're crazy about his cousin 'Lorna'.)

We have **Charles Roth**, minister of Unity Truth Center, Indianapolis, to thank for the following day-brightener. Charles sent us a copy of a letter written

by the minister of the First Christian Church of Kokomo, Indiana, the text of which follows: "Dearly Beloved: Vera Schlemmer told me that when she was in the hospital she made it through the drugs okay, but she got hooked on a soap opera. Not so with me. I was fascinated by the commercials. You can't imagine how exciting it was to see troubled marriages repaired by simply changing brands of coffee. I had spent many moons in training for pastoral counseling, yet--in minutes--I saw difficult human relationships ironed out by adopting a new mouth wash.

'Although I was in pain, can you imagine what a healing effect it had on a minister to see neighbors becoming less critical of someone because she started using a new room-deodorant? Unpopular personalities started making dates by buying a different toothpaste.

"For decades, I've poured over books and articles on how to help families appreciate the lady of the house, and now I learn the secret is in the fabric softener she uses in their clothes! Tears came to my eyes-- tears of joy--as I saw relationships healed in homes by tricking a husband into eating a bran cereal or using a new toilet tissue. Lonely women were redeemed by a simple change in their brand of panty hose.

"I threw away all my anxiety about needing new skill in building our C.W.F. when it can be done so easily by installing a rack where all the women can come and squeeze the Charmin!

"In the whole week there was no one to feel sorry for except Mr. Cholesterol and the lonely Maytag repairman. I'm cancelling that expensive conference I was going to in '79 and I'm buying a TV set for the office. Some say it isn't very educational, yet for five days in the hospital I've watched the whole country learn how to spell relief!
(signed) Dan Ketchel."

To all of you who said nice things about the original and oh, so attractive

graphic cover on the February CONTACT, it is my pleasure to announce that it was the product of our exceptionally talented graphic artist, Cheryl Vestal. All the kudos belong to her, and I cheerfully--and proudly--pass them along to her as they come in. She's special!

From "Unity Perspective" for December, 1978, the publication of Christ Church Unity, El Cajon, California, came this chuckle: over the signature of one Cliff Kelly was a report headed "Splinters From the Board." (And how long have you have been sitting on this Board, Mr. Kelly?)

Elsewhere in this issue you'll find the priceless picture of **Bob Wasner**, minister of Unity Church of the North Shore, Evanston, Illinois, deep in consultation with his Board Secretary, Bill Wingert. The delightful caption beneath the picture was written by Board President, Bob McClellan, who was also the photographer. Bob's comment, when--at our request--he sent the photo for our use, was "...can you see how big our lawn is? And that's the short side!" (*Memo to all Ministers-in-Training: let this be a lesson to you all, here and now. Never forget to read the fine print!*)

Since ours is the business of communication--and since that is the entire raison d'être for the magazine you're presently reading--it seems appropriate for me to bow out this month with a pertinent quip from the Wall Street Journal: "Half of our conflicts originate...Because we do not communicate;...the other half, it's unhappily true...may come about because we do!"

Love & blessings,

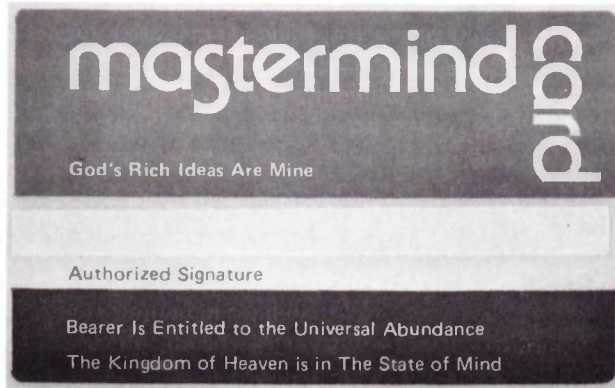
A long-distance operator broke into a conversation being held by two Unity ministers to inquire, "Is this call station-to-station?" "No," came the reply, "It's parson-to-parson."

Idea Exchange

MASTER-MIND CARDS

David Williamson, minister of Detroit Unity Temple, came up with what we judge to be one of the cleverest ideas of all time. Duplicated here is the MASTER-MIND card he gave to each member of his congregation as a Christmas gift. (We

call this "...giving CREDIT where CREDIT is due..." and we trust David will forgive us. If you'd like prices and more information about the cards, write David at **17505 2nd, Detroit, Michigan 48203.**



Know for yourself:

I have daily access to God's rich and creative ideas. Powerful, helpful, inspiring, wealth-producing ideas come to my open and receptive mind.

I quietly "wait on the Lord" in meditation each day, turning to Infinite Intelligence. I receive good ideas which tell me what I need to know, say, do, work on, receive and give. I acknowledge God as my Partner, and He fills every need of mine from His unlimited abundance. I am thankful!

Available from Detroit Unity Temple
17505 2nd, Detroit, Michigan 48203
(313) 345-4848

UNITY STUDENT MINISTERS GIFT STORE

Looking for a gift idea? The Unity Student Ministers Gift Store has come up with a novel idea for making sure that your recipient gets something he/she will love. Enclosed with this issue of CONTACT you will find a flyer showing a partial list of some of the nice things in stock in this charming shop. If you'd like to order one of these items, you'll find directions on the sheet. But if you'd prefer to let your friend make the gift selection, you may write the Gift Shop for one of the Gift Certificates shown below. It will come to you by return mail. (Be sure to indicate the amount on your request, with the donee's name and your own. Checks may be made payable to the AUC-MIT Gift Shop.)

(Smaller than actual size)

<p align="center">BLESSING CERTIFICATE</p> <p>This little slip of paper entitles:</p> <p>_____</p> <p>TO A GIFT OF LOVE FROM:</p> <p>_____</p> <p>redeemable from the AUC-MIT GIFT SHOP in the amount of \$ _____.</p> <p align="right">_____ Manager</p>

CHURCH BULLETIN MESSAGE

Sometimes a church bulletin carries a message so meaningful that we feel the urge to share it. Such an item appeared in the Newsletter from Unity of New Zealand, and we thank our overseas friends for it.

*"Slow me down, Lord! Ease the pounding of my heart
by the quieting of my mind.*

*Steady my hurried pace with a vision of the eternal reach
of time.*

*Give me, amid the confusion of the day, the calmness of
the everlasting hills.*

*Break the tensions of my nerves and muscles with the
soothing music of the singing streams that live in my
memory.*

Help me to know the magical power of sleep.

*Teach me the art of taking minute vacations, of slowing
down to look at a flower, to chat with a friend, to pat
a dog, to read a few lines from a good book.*

*Remind me each day of the fable of the 'hare and the
tortoise', that I may know that the race is not always
to the swift, that there is more to life than increasing
its speed.*

*Let me look upward into the branches of the towering
oak and know that it grew great and strong because it
grew slowly and well.*

*Slow me down, Lord, and inspire me to send my roots
into the soil of life's enduring values that I may grow
toward the stars of my greater destiny."*

(From "What's A Nice Person Like You Doing Sick?" by Paul E. Parker.

THE MINISTER'S COMPENSATION

In conjunction with the survey report by our Association President, we present for your consideration this salary checklist. As you can see from Bernard's survey, remuneration has many forms. Ministers and churches have often requested assistance in completing salary arrangements.

Over the past 3 years your AUC office has been collecting compensation agreements between ministers and ministries. Out of them has evolved this list of ingredients to be discussed and considered when a minister is initially employed or at the regular review.

SALARY AGREEMENT CHECKLIST

1. Salary:

Base pay amount _____

Proportion to be manse allowance _____

Incentive percentage _____ % of:

A. Break-even point _____ B. Budget _____ C. Previous year _____
% computed and paid monthly _____ or quarterly _____

2. Housing details:

_____ Manse allowance. This is portion of minister's salary going to all household expenses. It should be written in minutes and established a little high as taxes can easily be paid on unsupportable portion. If actual expenses exceed amount claimed, it's too late then to do you any good.

_____ Manse provided. Establish details of payment on mortgage, utilities, telephone, repair, re-decorating, insurance, yard care.

3. Determination of additional love offerings between church and minister:

Counseling during hours _____ Counseling after hours _____

Wedding fees to church _____ Wedding love offering to minister _____

Funerals _____ Weekly classes _____

4. Automobile Expenses (or portion of income non-taxable):

_____ Minister claims church usage on own tax schedule for auto.

_____ Auto allowance provided of \$ _____

_____ Auto provided by church

_____ Auto provided by church with all expenses of car handled.

5. Time and Study Benefits:

1. Regular days off _____ (1 or 2 normal)

2. Paid vacation time _____ (3 week minimum)

3. National Conference expense _____ (Usual)

4. Regional Conference expense _____ (Usual)

5. Continuing Education (seminars and workshops to improve professional skills)

Time for _____

Funds for _____

6. Sabbatical after _____ years service in this church. Time away _____ at salary _____.

6. Employment Benefits:

Health Insurance _____ Bankers Life Retirement _____

MPPP Retirement Plan _____ Professional Memberships _____

Minister's Discretionary Fund _____ Other _____
(special fund for minister's use in generosity on behalf of church)

7. Other Benefits: _____

8. Church and minister determinations

A. To be self-employed vs. church employed: _____

B. Date of regular review of performance and salary _____.

UMS FACULTY MEMBER

Introducing. . . Paul C. Barrett

In July, 1978, Paul C. Barrett assumed the administrative duties of Director of Ministerial Education for the Association of Unity Churches, and he is probably best known in the field for this position. What may not be so widely known is that, in addition to these multi-faceted, time consuming duties, he also devotes a good share of his time to classroom teaching. He has presented his prosperity seminar to the first year class, and he regularly conducts classes in communications skills (speech) for the second year ministers-in-training. From time to time he presents special classes in Center Operations, special services such as weddings and funerals, and other classes in metaphysical Bible interpretation.

Before coming to AUC to take over the directorship of the Ministerial School, Paul served full-time ministries in Philadelphia, Pennsylvania, in St. Petersburg, Florida, and in Kansas City, Missouri. He is the founding minister of Unity Christ



Church in St. Petersburg. Immediately prior to assuming his present position, he was senior minister at Unity Temple on the Plaza in Kansas City, the Founders' Church of Unity.

A graduate of Kansas State University, Paul completed his graduate work at the University of Maryland, College Park, Maryland. He is past president of the Association of Unity Churches and served on its Board of Trustees for eight years, on its Executive Committee for five years.

As a longtime teacher of Truth, Paul has served as guest speaker and interim minister, and has conducted extensive seminars on the Bible, spiritual healing, prosperity and success, and meditation in more than eighty Unity centers and churches. Before entering the ministry, he was a very successful business man. He has two college-age daughters, Harriet and Laura.

Unity's staff, faculty members and students are grateful for the dedication and expertise which Paul has brought to the Unity Ministerial School.

A TRIBUTE TO

ALICE LEE FILLMORE



Alice Lee Fillmore, Unity Village, made her transition on March 6, 1979. She was the wife of Lowell Fillmore, eldest son of the founders of the Unity School of Christianity and president of the organization for 24 years before his death in 1975. Mrs. Fillmore was born in Springfield, Missouri, but had lived in the Kansas City area since early childhood. She was 84.

Mrs. Fillmore had traveled extensively throughout the world, accompanying her late husband and serving as an ambassador for Unity. She served on the building committee that planned and erected Unity Temple on the Plaza, working closely with the designer to coordinate the building's interior. She was a member of the Travelers' Aid Society, served in the USO, was a patron of Mu Phi Society, an organization for the promotion of good music in America and one which provides financial assistance to exceptional musicians. An avid golfer during her early years, Mrs. Fillmore was a member of the Kansas City Women's Golf Association where she helped organize and promote golf tournaments for women. She was a member of the Women's City Club of Kansas City, and was active in the Women's Auxiliary of Unity Temple on the Plaza and the Wonderful Women of Unity, Unity Village Chapel.

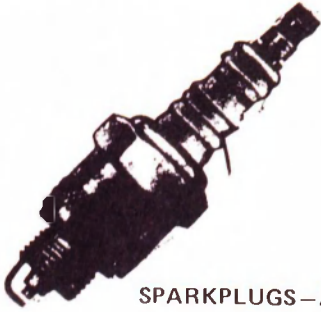
Although the Fillmores had no children, they reared a niece, Frances Fillmore Lakin, the daughter of Lowell's brother, (Continued on page 13)



It says right here in the contract. . . "The Minister cuts the lawn."

Left to right: Bill Wingert, Board secretary of Unity Church of the North Shore, Evanston, Illinois; Robert Wasner, minister.

NEWS FROM THE
EDITORIAL & PROMOTION DEPARTMENTS
OF UNITY SCHOOL



The Promotion and Editorial Departments are working together to bring a service to you--an overview of literature that may be helpful to your center ministry. We will use this space to point out material in our periodicals and books that we feel may be of particular interest to you.

SPARKPLUGS—A Summary of Effectual Prayer
by Frances Foulks

The book, Effectual Prayer, by Frances Foulks, was for many years a sound guide to acquiring skills to pray effectively and to a general understanding of the value of prayer. Miss Foulks was a particularly fine teacher and author and although we no longer enjoy her personal company we are enriched by the legacy she left behind--the enduring, life-giving power of her words.

We want to call your attention to a new edition of Effectual Prayer recently published by Unity Books and point out a way to use this revision in local centers. Effectual Prayer has become a Unity classic on the subject of prayer and as such can find a secure place in a center's basic teaching curriculum.

This practical book is well-organized and clearly written in a way that will lend itself to spiritual instruction. Its eight

chapters deal entirely with making prayer truly effective and each chapter can encompass a complete lesson. The teaching chapters are: "Effectual Prayer," "Preparation," "Relaxation," "Concentration," "Meditation," "The Silence," "The Message," and "Living the Life." They discuss prayer attitudes, the content of prayer, the need for persistence, the psychological benefits of prayer, effective personal prayer, and helpful guidelines to spiritual enrichment.

The final chapter "Meditations for the High Watch," completes this edition. This chapter contains actual meditations designed to lift consciousness. (Spiritual Remedies for Particular Lacks," the final chapter of the former editions, is not included in this newest revision.)

The price for the new hardbound edition of Effectual Prayer is \$3.95. The book will be offered in the May/June 1979 Unity Book Club Newsletter.



A TRIBUTE TO ALICE LEE FILLMORE

(Continued from page 12)

Royal Fillmore. Fran resides in Wellesley, Massachusetts. Alice is survived by two other nieces, **Rosemary Fillmore Rhea**, Unity Village, and **Arlene M. Noll**, Shawnee Mission, Kansas; and by two nephews, **Charles R. Fillmore**, president of Unity School of Christianity, and **Lee W. McCutchen**, Tucson, Arizona.

All of us in the Association of Unity Churches join with family and friends in blessings of love for Alice as her soul moves forward into its next dimension of living.



WEDDING BELLS—THE SECOND TIME AROUND

On January 20, 1979, **Jean B. Grover**, Unity minister of the Unity Truth Centre, Montreal, Canada, and **Ralph G. Grover** were reunited in marriage at the home of **Bert and Eva Coffey**, Vista, California. Bert officiated at the ceremony. The witnesses were Jean and Ralph's daughter, **Diana Grover Barris**, and **Daphne Grover**. In attendance were the Grovers' son-in-law, **Richard L. Barris**, and their two grandchildren, **Robert**, age 10, and **Christine**, age 6½. Jean tells us that, after thirty years of marriage and eight and a half years apart, this reunion came as the unexpected answer to her prayer for God's place for her in His divine plan for her life and for her spiritual unfoldment.

Jean assures us that, while she will not have an active ministry, there is nothing farther from her mind than the idea of retirement. Jean will continue to serve the ministry in Montreal until April 30. After such time she and Ralph, an electronic engineering consultant, will make their home in Belmont, California, and she will devote her time to lecturing, conducting seminars, and writing books.

Unity friends everywhere join together in sending love, blessings, and every good wish for peace, joy, and happiness to the Grovers. ++

THE FIELD SPEAKS

As a result of the recent article in CONTACT by Bernard Dozier, concerning the advisability and possibility of Unity "building as many larger churches as we can in the next twenty years," and the concern that "small churches face a major problem of survival, and in the coming years it will become even tougher for the smaller churches to make it," my interest in the subject of co-ministers, associate ministers and assistant ministers has been revived.

For some time, I have wondered how best to bring up the subject which, as I see it, needs considerable thought. There seems to be so little in the way of guidelines for ministers taking on an associate or an assistant, and for ministers moving into this area of service. What should be the expectations on both sides?

At the L & O Committee meetings in January, one of the ministers-in-training mentioned that she would not mind being a co-minister, intimating that this would leave her with less responsibility and that the senior minister would undertake the "heavy" work. I suggested that she think carefully about what she was saying. Did she want to be a co-minister, an associate minister, or an assistant minister? According to Webster, there are distinct differences among the three titles. "Co-" means "together with, in cooperation, joint, as in co-owner." "Associate" means "united by the same interests, purposes, etc.; having secondary status or privileges." "Assistant" means "assisting, helping; a person who assists or serves in a subordinate position." There are other meanings, but these are sufficient to show that there are differences.

Although I have done no research on this subject, in the course of general conversation I have found some confusion on the part of those who are taking on associates, as well as on the part of those accepting such positions. There seems to be no clear-cut idea of reasonable expectations on the part of either party--or, if expectations exist they are likely to differ widely between the two parties!

I fully realize that decisions reached should be among the senior minister, the Board and the associate. But what material do they have to which they can refer? We all need guidelines--and, as much as we should all like to operate just on the "handshake of faith," sometimes it is easier all around if we can have something in writing before embarking on this sort of relationship. I believe that such a relationship is always entered into in good faith, but strain and misunderstanding might be avoided if we could share some ideas on this subject.

It is true that there are always two sides to every point under discussion. How can we help each other? If there have been disappointments, what caused them? If there were expectations which were not met, where did we fall short? How could they be more fully met? What do we need to know before taking on an associate, or before becoming one?

No one person can answer the needs of a whole congregation although, at the moment, many of us are trying to do this. Ideally, it would seem that we should be working in fellowship with one another whenever possible, sharing our strengths and thereby meeting the needs of as many as we are able. So, as a start, shall we share our ideas so that we may be helped ourselves and be a help to others who are faced with making this decision: shall I take an associate? Shall I be an associate?

Mary Rowe, Christ Church Unity
Asbury Park, New Jersey

CLAIMS INITIATION PROCEDURE FOR BLUE CROSS/BLUE SHIELD

Pursuant to the directive issued by the Board of Trustees of the Association of Unity Churches in the meeting held in January, 1979, we repeat for the third consecutive month the article which originally appeared in our February issue of CONTACT.

In the meetings held with the Group Services Committee, Don Jennings, Chairman, and the representatives of Blue Cross/Blue Shield, the following procedure was outlined for the most expeditious handling of claims for services which have not received proper attention, including any claim which may have been rejected but which, in your estimation, should have been paid. If your claim has been turned down, or if you want a fuller explanation of your coverage, please follow the outline given below. (At the meetings a test revealed that Blue Cross had mistakenly disallowed a recent claim; a check for payment was forthcoming the following day.)

1. **Call Blue Cross/Blue Shield Customer Service (816/756-1960--collect)**
2. **Tell them your situation, your certificate number (from your card), the date of the service you received, and anything else they ask for.**
3. **ASK FOR:**
 - a)--The name of the person you are talking to.
 - b)--How long it will take for them to respond to your request.
 - c)--How they will respond to your request. (letter, phone call, etc.)**Tell them you will be calling back collect at the end of the designated period if you don't hear from them.**

Now--wait for their response--but no longer than the time you agree upon on the phone. (It might be helpful to make a written note of your follow-up date.)

If, after using the above procedure, you are still dissatisfied, we--your committee--are dissatisfied, too.

This is your next step:

1. **Call Aileene Peery at the AUC office. Tell her your problem. Give her the same information listed above. (Certificate number, dates, etc.)**
2. **Aileene will contact Blue Cross/Blue Shield for you. She will, at the same time, contact our Blue Cross/Blue Shield Account Executive, and the Group Services Committee Chairman, for additional follow-through.**
3. **Please--Do not contact Aileene until you have used the other channels available. This system was put together with you in mind--it cannot work unless we all cooperate.**

UMS REPORTS

WHAT'S MY LINE...

by Dale Soppe, UMS Reporter

For variety in the various professions, the Class of 1980 will be hard to beat. Three common threads seem to run through this widely divergent group. . .they come from every part of the world, they have had varied careers, they have each met with a considerable measure of success.

The Class of 1980 comes from three continents, half a dozen different countries.

The widest differences in background sometimes appear in a comparison of two students from the same geographic location; for example, take Gary Simmons and Al Abdulky, both Californians.

Gary was a communications technician for the telephone company for more than eight years, an instructor of Tai Chi, and the holder of many responsible positions in his local Unity center, Christ Church Unity in San Francisco, California.



Sara Watson spent ten years as a hairdresser in Des Moines, Iowa, followed by two years in Silent Unity and another two years as the receptionist for the Association of Unity Churches.



Al has had various occupations. Some of these are land title researcher, private and estate investigator, and accountant. While attending ministerial school, Al is a Silent Unity prayer room worker.

Fran Martyns, who hails from Syracuse, New York, spent most of her professional life as a registered nurse, although she has done brief stints as a secretary and as an interior decorator.



From the beautiful state of Virginia comes the equally beautiful Sidney Ryman. Although Sidney sold real estate for a short time and worked as her husband's secretary, most of her career commitment was to teaching. She taught all grades on the elementary school level and one year in Junior High School.



Bob Brumet applied his Master's Degree in mathematics to teaching, two years in high school and five years at the college level. During the decade prior to his enrollment as a Minister-in-Training, he worked in data processing, reaching the highest position in that field in the Grand Rapids, Michigan area.

Despite their diverse backgrounds, most of the members of the Class of 1980 appear to share two mutual experiences: 1) a sincere search for Truth; and, 2) real, true-to-life, hair-raising experiences in driving U-Haul trucks.

We've given you brief accounts of the careers of six of the class members. In subsequent issues of CONTACT, we will continue to give you background sketches of the remaining thirty fellow-classmen.

Unity School has designated the month of June to officially celebrate the 90th anniversary of the Unity movement. In recognition of this occasion, the School is preparing a press packet to send to each AUC ministry. This will provide an opportunity for Unity ministries to tie-in to the 90th anniversary publicity from a local standpoint.

The press packet will contain photographs and a sample press release which the ministry can complete and distribute to area newspapers. The packets should arrive at the ministries by May 1.

ATTENTION ALL UNITY MINISTERS AND MINISTRIES!

The ministers-in-training of UMS (Unity Ministerial School) invite your Unity ministry to contribute a desk-chair to our new classroom facilities. We are proud of the new facilities that have been provided by Unity School in the education wing of the Administration Building. We now desire to see these facilities furnished with desk-chairs that are sturdy, large, comfortable, and beautiful in keeping with the decor of our new classrooms. Most importantly, we want a chair that will accommodate us up to four hours a day, five days a week for two years of training without leaving us aching in the most



improbable places when we leave the school each noon; chairs sufficient in desk size to not force us to work with notebooks in the lap or on the floor instead of on the desk. We believe we have found such a chair. It is shown in the pictures below.

We are inviting ministries (or individuals) to contribute one chair to the Unity Ministerial School--or two or more if you so desire--since there are no AUC funds budgeted for such a purpose. We ask that your gift be given over and above the normal monthly contribution in support of AUC. It is not our desire to attract new desk-chairs at the expense of our operational needs in AUC.

The price of each desk-chair is \$82. Should your ministry desire to contribute one or more, **please make your check payable to the AUC-UMS Chair Fund**. It will take a total of 200 chairs to equip the four brand new classrooms we have.

We have a new name--Unity Ministerial School. We have newly remodeled school building facilities. And now, with you as a perfect channel of God's supply, we are going to have new desk-chairs to meet our needs in the years and decades to come. Thank you for giving! **Blessings from...**
...the Unity Ministers-in-Training.

ASSOCIATION OF UNITY CHURCHES, INC.

Statement of General Fund Operations

Ten Months Ended 1/31/79

	<u>January</u>	<u>Year to Date</u>
INCOME -- OPERATIONS:		
Love Offerings	\$39,210.41	\$337,366.80
Other Income	4,302.75	35,480.74
	<u>43,513.16</u>	<u>372,847.54</u>
Less: Tithe Transfer	3,921.04	36,208.83
	<u>39,592.12</u>	<u>336,638.71</u>
Gross Profit Materials	3,715.15	21,354.48
Total Income	<u>43,307.27</u>	<u>357,993.19</u>
EXPENSES -- OPERATIONS:		
Ministry Services	25,218.88	222,124.81
Ministerial Education	10,569.59	105,725.82
	<u>35,788.47</u>	<u>327,850.63</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$ 7,518.80</u>	<u>\$ 30,142.56</u>

ORDINATION BIBLE PROJECT

Again this year, ministries and individuals are invited to participate in the Ordination Bible project.

This project gives you the opportunity to provide the Dickson Analytical Bibles which are presented to the graduating ordinands each year. There will be twenty-one (21) Bibles presented this year at Ordination. If you would like to participate, **please send a check for \$55.00 to the UMS office. Make the check payable to the AUC, and note that it is for the Ordination Bible Project.**

The inscription in the front of the Bible will note that it is presented by you or by your ministry. If you would like for the Bible to go to a particular student (perhaps one who originally came through your ministry), let us know and we will see that your name or ministry is so inscribed (provided that person has not already been chosen).

If you would like to participate in this project, we would appreciate your response in the near future. Please address your envelope in care of the **UMS office, to the attention of Gladys Branscum, UMS Secretary.**



REGIONAL NEWS

EASTERN REGIONAL NEWS with Alan Rowbotham:

The Board/Minister Seminar held in Charlottesville, Virginia, on March 10, was most successful. Ministers and Board members from seven centers in Virginia met with **Scott Sherman** as seminar coordinator. On the following day, March 11, Scott spoke in the Richmond, Virginia, center for **Chad O'Shea**.

Frank and Martha Giudici, co-ministers of Unity Village Chapel, were guest speakers at the Unity Church of Christianity, Valley Stream, New York, on Sunday, March 25. This was a "home-coming" for Frank who ministered to this group before leaving to accept the ministry in Phoenix, Arizona. On the Saturday preceding their platform appearance, Frank and Martha led a seminar on "Successful Living Through Self-Awareness."

"A Love Project," facilitated by **Arleen Lorrance** (OSO) and **Diane K. Pike**, was held at Unity of Roanoke Valley on Friday and Saturday, March 23-24. The project was billed as "...an opportunity to practice functioning in cosmic consciousness and to practice being more loving of yourself and others."

GREAT LAKES REGIONAL NEWS with Robert Wasner:

Several months ago a new adult group was started at Royal Oak Unity, Royal Oak, Michigan. Their three-fold activities are: Spiritual Unfoldment, Fun and Service and--based on these--they have selected a new name for the group... the ARISE Group, based on the first letters of their description of themselves. "All Radiating in Spiritual Energy!"

Doris Caldwell, minister of South Side Unity, Chicago, has shared with us a meditation which she has been using as a theme for her own prayer time. We offer it to you, with her love and blessing: "The ever-renewing, expanding, producing, enriching, succeeding Spirit of Infinite Good is mightily at work in Unity and the Association of Unity Churches, and in the lives and affairs of all its members, friends, and well-wishers; mighty to maintain, sustain and overflow in and through it's handiwork in exciting, marvelous, fantastic ways--now! We accept this outpouring and trust the competence of the All-wise, Loving Spirit for this pure and perfect expression of manifest Reality--and give thanks for it!" We bless Doris for this sharing.

From Unity Church on the North Shore, Evanston, Illinois, comes word of the third Oktoberfest Retreat. **Amalie Frank** reports that this will involve the ministries of Illinois, Indiana and Michigan, and will be held at the Michigan Educational Association Conference Center in Battle Creek on October 4, 5, and 6, 1979. The following ministers will take part: **Dick Ammons**, Lansing, Michigan; **Richard Billings**, Oak Park, Illinois; **Doris Caldwell**, South Side Unity, Chicago; **Amalie Frank** and **Robert Wasner**, Evanston, Illinois; **Roger Tiffany**, Fort Wayne, Indiana; **Jeri Andersen**, Battle Creek, Michigan; and **Bill Kozy**, Kalamazoo, Michigan.

A Healing Seminar was conducted by **Wayne Manning**, Program Director for U.I.C.E. at Unity Village. It was presented at Unity Church of Peoria, Illinois, on Saturday, March 10. Wayne also gave the Sunday lesson at services on March 11.

NORTHERN CALIFORNIA REGIONAL NEWS with Miki Bowen:

Christ Church Unity, San Jose, California, continues to sponsor Outreach activities. **Carl Bonham**, licensed teacher, conducts services each Sunday morning at 10:00 in Salinas; **Marguerite Meyer**, co-minister of Christ Church Unity, holds a 1:30 p.m. class and a 7:30 p.m. lecture series each Tuesday in Livermore.

NORTHWEST REGIONAL NEWS with David McClure:

From Unity of Anchorage, Alaska, comes word from **Don Jennings**, requesting that a change be made in the Yearbook records to reflect his new home telephone number. It is **243-0310**. (All other phone numbers and addresses remain the same.)

The newsletter from Unity Church of the North Shore, Vancouver, B.C., carried the following announcement: "The following rule of thumb for our 'People Space' is very appropriate and comes from an Impeccable Source: WHEN IN DOUBT--LOVE!"

SOUTHWESTERN REGIONAL NEWS with G. Arthur Hammons:

From **Paul Stewart**, minister of West Valley Unity Church, Reseda, California comes word that he and his associate minister, **Dell Powers** are serving as Chaplains for the Civil Air Patrol. Paul writes, "We are recognized by the United States Air Force and given Commissions in the Air Force Auxiliary. We feel that this is a golden opportunity for other Unity ministers throughout the United States to serve their communities and teach Truth at the same time. They can find the listing of the unit of their area in the telephone directory."

CONTACT solicits additional items of interest from all Regions. If you have something special that you'd like to share with our readers, please send it to your Regional Representative or direct to the attention of the Managing Editor, **CONTACT**, c/o AUC, Unity Village, MO 64065. Our copy deadline is the first of the month.

CALENDAR OF EVENTS



APRIL

- 23-27 Executive Committee Meetings, Unity Village, Missouri
- 24-29 Second Cariblue Retreat, Intercontinental Hotel, Ocho Rios, Jamaica, West Indies, hosted by Unity of Jamaica
- 29-May 3 SCUCA Regional Conference, Denver, Colorado, hosted by Unity Church Denver

MAY

- 2-4 Northern California Regional Conference, Reno, Nevada, hosted by Unity Ministry of Reno
- 4-6 Conference of Wisconsin Ministries, Green Lake, Wisconsin

JUNE

- 11 Finance & Budget Committee meeting, Unity Village, Missouri
- 12 Board of Trustees meeting, Unity Village, Missouri
- 13 All other Committee meetings, Unity Village, Missouri
- 17 AUC Conference, Unity Village, Missouri

JULY

- 1-7 Fourteenth Annual Spiritual Therapy Workshop at Cedar Crest College, Allentown, Pennsylvania, sponsored by the Unity Center of New York City

AUGUST

- 6-10 Southeastern Unity Regional Retreat, Boca Raton Hotel, Boca Raton, Florida
- 12-18 SCUCA Regional Retreat, Snow Mountain, Colorado
- 12-18 YOU Conference, Unity Village, Missouri
- 19-22 Northwest Regional Conference
- 20-24 YAU Retreat, Unity Village, Missouri

SEPTEMBER

- 14-16 Sierra Retreat, Reno, Nevada, hosted by Unity Ministry of Reno
- 16-19 Great Lakes Unity Regional Conference, Indianapolis, Indiana, hosted by Unity Truth Center
- †30-Oct. 1 Eastern Unity Conference Retreat, Williamsburg, Virginia, at the "1776 Resort"

OCTOBER

- 4-6 Oktoberfest Retreat, for the Illinois, Indiana and Michigan ministries. The Michigan Educational Association Conference Center, Battle Creek, Michigan
- 14-16 Southeastern Regional Ministers/Teachers' Conference, (location announced later)

NOVEMBER

- 10 Northwest Ministry/Board Laymen meeting, Seattle, Washington

DECEMBER

- 14-22 TSS Carnivale, sailing from Norfolk to Port Au Prince, Santo Domingo, St. Thomas and Nassau. Jet return to Virginia

Keep

a monthly news
Unit

CASSETTE DEPARTMENT FEATURES

ERIC BUTTERWORTH

THE PRINCIPLES OF SPIRITUAL HEALING
four-cassette series by the well-known
minister Eric Butterworth.

Sickness begins and is maintained in cons
ness. Healing comes through an alter
changed consciousness. Healing is based
leasing our own inner power; it is accepti
natural unobstructed flow of life. The tin
study and work on healing is when we are
healthy state. Health is our natural state a
always a present reality. THE PRINCIPLE
SPIRITUAL HEALING cassette series is prio
\$16. Your discount is 40 percent.

ADVERTISED BOOKS

The following books will be advertised in f
coming issues of DAILY WORD and UN
Magazine.

THE STORY OF UNITY (Revised),
by James Dillet Freeman, \$3.95.

LIVE YOUTHFULLY NOW,
by Russell A. Kemp, \$2.95.

A NEW WAY OF THINKING,
by Charles Roth, \$3.95.

Your discount on each of the above books i
percent.

CHARLES FILLMORE—
HERALD OF THE NEW AGE,
by Hugh D'Andrade, \$5.95.

This book is published by Harper & Row,
your discount is 20 percent.

Newsletter from Unity School, Unity Village, Mo.

FEATURES

MOTHER'S DAY (May 13)

Here are some gift suggestions for Mother's Day:

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BREAKTHROUGH, by Rebecca Clark, \$3.95.

MYRTLE FILLMORE: MOTHER OF UNITY, by
Thomas E. Witherspoon, \$5.95.

YOUR GOD-GIVEN POTENTIAL, by Winifred
Wilkinson Hausmann, \$3.95.

WHAT GOD IS LIKE, by James Dillet Freeman
\$3.95.

A NEW WAY OF THINKING, by Charles Roth,
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Your discount on each of these is 40 percent.

SPECIAL MAGAZINE OFFER

...n forth-
...UNITY

Subscribers to DAILY WORD will be notified
by letter that they can subscribe to UNITY
Magazine for eight months for only \$1.

Subscribers to UNITY Magazine will be notified
by letter that they can subscribe to DAILY WORD
for one year for only \$1.

These two special price offers are made only by
mail from Unity School, and all orders should be
returned directly to us for processing.

...is 40

DISCONTINUED ITEM

...and

The following 5¢ card is out of stock and your
orders cannot be filled.

HE'S STANDING BY ME ALL THE WHILE

...pril 1979

THE LATEST IN BOOKS AND CASSETTES

BOOKS	Retail Price	Approx. Pub. Date	Book Club Offer
A New Way of Thinking — Charles Roth	\$ 3.95	Available	Mar/Apr
Effectual Prayer — Frances W. Foulks	\$ 3.95	3-30-79	May/June
CASSETTES	Retail Price	Approx. Release Date	Cassette Club Offer
"Based on <u>Your Erroneous Zones</u> " — Jack Boland	\$16.00	4-1-79	Apr/May
The Greater Than Anything — Me — Mary Kupferle	\$ 5.00	4-1-79	Apr/May
What Unity Teaches — Questions and Answers — Jim Rosemergy	\$ 5.00	4-1-79	Apr/May

It would be appreciated if orders for these books and cassettes not be sent to the Sales Department before release dates.

Keeping Up

a monthly newsletter from Unity School,
Unity Village, Mo.

CASSETTE DEPARTMENT FEATURES

ERIC BUTTERWORTH

THE PRINCIPLES OF SPIRITUAL HEALING is a four-cassette series by the well-known Unity minister Eric Butterworth.

Sickness begins and is maintained in consciousness. Healing comes through an altered or changed consciousness. Healing is based on releasing our own inner power; it is accepting the natural unobstructed flow of life. The time to study and work on healing is when we are in a healthy state. Health is our natural state and is always a present reality. THE PRINCIPLES OF SPIRITUAL HEALING cassette series is priced at \$16. Your discount is 40 percent.

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A NEW WAY OF THINKING, by Charles Roth, \$3.95.

Your discount on each of these is 40 percent.

SPECIAL MAGAZINE OFFER

Subscribers to DAILY WORD will be notified by letter that they can subscribe to UNITY Magazine for eight months for only \$1.

Subscribers to UNITY Magazine will be notified by letter that they can subscribe to DAILY WORD for one year for only \$1.

These two special price offers are made only by mail from Unity School, and all orders should be returned directly to us for processing.

DISCONTINUED ITEM

The following 5¢ card is out of stock and your orders cannot be filled.

HE'S STANDING BY ME ALL THE WHILE

Featuring:

Inspirational Lectures

Question & Answer Panel

Meditations

Joy Singing

Creative Exercises

Yoga Lessons

Workshops

Hay Ride

Talent Show

Horseback Riding

Hiking

Swimming & Golf Nearby

YMCA Supervised Children's
Program

SOUTH CENTRAL UNITY CHURCHES UNITY FAMILY RETREAT

MOUNTAIN TOP II

August 12-18, 1979

Snow Mountain Ranch
YMCA of the Rockies
Granby, Colorado



UNITY RETREAT

YOU WILL SEE, HEAR, AND ENJOY THE FELLOWSHIP OF THESE PARTICIPATING SPEAKERS, WORKSHOP AND MEDITATION LEADERS:

Bill Cameron, Kansas City, MO
Donald Curtis, Dallas, Texas
Dorothy Curtis, Dallas, Texas
Jack Fries, St. Joseph, MO
Jack Groverland, Boulder, CO
Carolyn Hart, Little Rock, Ark.
Hypatia Hasbrouck, Overland Park, Ks.
Floyd Howard, Ft. Worth, Texas
Dan Kellerstrass, Grand Jct., CO
Barry Knowles, Houston, Texas
Jim Lewis, Denver, CO
Andy Lucas, Colorado Springs, CO
Mary Katherine MacDougall, Austin, Texas
Sig Paulson, Houston, Texas
Jane Paulson, Houston, Texas
Wilma Powell, Denver, CO
George Rieger, Independence, MO
Marilyn Rieger, Independence, MO
Dan Saunders, Omaha, Texas
Jerry Taylor, Ft. Collins, CO
Marlyn White, Wichita, KS
Bill Williams, Topeka, KS



TYPICAL DAILY SCHEDULE

7:00 A.M. — MORNING MEDITATION
8:00 — BREAKFAST
9:00 — MORNING TALKS
10:00 — EXERCISE, YOGA
11:00 — EXPRESSION WORKSHOPS
12:00 Noon — LUNCH
CHOICE OF: WORKSHOPS
FREE TIME
SIGHTSEEING
6:00 P.M. — DINNER
7:30 — JOY SINGING
8:00 — EVENING TALKS
9:00 — FELLOWSHIP & FUN

IMPORTANT INFORMATION — PLEASE NOTE

1. No single accommodations available.
2. Indicate roommate — otherwise Spirit will select.
3. Pinewood — 3 people assigned
Aspenbrook — 4 people assigned
Silver Sage — 4 people assigned
Blue Ridge — 4 people assigned
4. Prices are per person in lodges.
5. Detailed Information Sheet will be sent to you upon receipt of your Registration.

August 12-18, 1979

UNITY RETREAT REGISTRATION FORM

NAME(s) _____ CITY _____ STATE _____
ADDRESS _____ ZIP CODE _____
Send \$30 per person Registration Fee **BALANCE DUE June 12** PHONE # _____

PLEASE CIRCLE THE PRICE IN THE LODGE YOU PREFER

	ASPENBROOK SILVER SAGE	PINEWOOD	BLUE RIDGE	
2 to a Room	\$170.96	\$152.42	\$127.70	
3 to a Room	\$164.78	\$146.24	\$115.34	
4 to a Room	\$158.60	\$146.24	\$115.34	
Children Age 11 & under	\$ 70.04	\$ 70.04	\$ 63.86	
Above prices include meals and room for the full week.				
CAMPsites - Number of People	1	2	3	4
A - Elec., water, sewer hook-up	\$ 79.29	\$114.24	\$149.29	\$184.29
B - Elec. & water hook-up	\$ 73.11	\$108.11	\$143.11	\$178.11
C - Elec. hook-up only	\$ 70.02	\$105.02	\$140.02	\$175.02
D - No hook-ups	\$ 66.93	\$101.93	\$136.93	\$171.93

Dormitories
Bunked
\$97.98 per
person

MAKE CHECK PAYABLE TO: UNITY RETREAT

Mail to:
UNITY CHURCH OF DENVER
3021 S. University Blvd.
Denver, Colorado 80210

From The: **UNITY MINISTERS IN TRAINING STORE**
FOR EDUCATIONAL MATERIALS AND GIFTS
 Unity Village, Mo. 64065

ITEMS TO BE CONSIDERED:

1. Unity Wings Design:
 - Lapel Pin \$3.95
 - Lapel Clutch Pin \$4.95
(gold or pewter finish)
 - Carved Wooden Wings \$9.95
(olivewood or Missouri walnut)
2. Hand Carved Mother of Pearl from the Holy Land:
 - Small Pendant \$8.95
 - Medium \$12.95
 - Large \$16.95
(sterling chains)
3. Key Chain:
 - Unity Tower \$3.95
4. Reading Magnifier & Letter Opener \$3.95
5. Mustard Seed Jewelry:
 - Stick Pin \$4.95
 - Pierced Earrings \$5.95
 - Pendant \$4.95
6. "Faith" Charm Bracelet:
 - 3 Charms - Gold Finish \$5.95
7. Unity Tower Charm Bracelet \$4.95
8. Earrings - Pierced or Wire:
 - Doves, ANKH Cross, Cross \$3.95
(gold or silver finish)
9. Unity Wing Desk Set \$19.95
(made of Missouri walnut)



Let's get started, if you wish to create a **Jewelry & Gift Boutique Case** with lock & key. \$35.00



ITEMS TO BE CONSIDERED:

10. Sterling Charm Bracelet with one charm \$11.95
(charms available: mustard seed, dove, ANKH cross, praying hands, cross, all \$5.95 each)
11. Pendants Available:
 - I AM \$9.95
 - Tree of Life \$14.95
(gold finish or sterling)
 - Dove - sterling \$8.95
 - Mustard Seed \$8.95
 - Praying Hands \$5.95
sterling \$8.95
- 12 Crosses Available:
 - Tear Drop Cross \$9.95
 - Austrian Lead Crystal \$9.95
 - Spinel Cross \$6.95
(gold or silver)
 - Rafael Cross \$9.95
 - ANKH Cross \$6.95
 - Holy Land Solid Silver
 - Filigree small \$6.95
large \$9.95
- Genuine Israel
 - Turquoise \$12.95
 - \$13.95 ANKH \$15.95
 - Pierced Cross \$5.95
 - Mother of Pearl \$8.95
 - Frosted Glass \$6.95

NOTE:

All items are sent Post Paid in U.S. within 3 to 5 weeks unless notified. Make checks payable to the **Unity Student Ministers Gift Store**. All Centers that wish to participate in this Jewelry and Gift Boutique Case may have credit up to \$150.00 and order will be discounted 20%. If you have any gift and jewelry requests let us know.

— LOVE IN CHRIST - THE UNITY STUDENT MINISTERS —

Eddy Edwards, Manager — Tia Price, Assistant Manager

2. *Accept your limits.* Even pastors can never be perfect, so they wind up feeling inadequate—no matter how well they perform. Set only achievable goals for yourself.

3. *Have fun.* This is not blasphemy. Unless you believe Satan invented laughter. Everyone—including ministers—needs to escape job pressures and just relax and enjoy themselves. Look for a pastime that's absorbing and enjoyable to you, no matter what your level of ability.

4. *Be positive about people and life.* Try to avoid criticizing others. Praise them instead. Focus on the traits you like. They'll return the favor.

5. *Practice tolerance and forgiveness.* When we try to really understand the way someone else feels we can be more accepting of them. When we're intolerant, we only feed our own frustration and anger.

6. *Don't compete when you don't have to.* Life is full of unavoidable competitive situations. Don't add to them.

7. *Take regular, sensible exercise.* Even a daily 10-minute walk is a help. Choose only exercise you enjoy—with your doctor's guidance. If it's drudgery, you'll never stick with it long enough to do any good.

8. *Learn to take time for yourself.* It can be helpful to simply stare at the ceiling, watch a bird build its nest, listen to music or take a nap. Many pastors believe this time can prove to be spiritual self-help. Moments to meditate, to pray, to give your mind and soul "space to breathe."

9. *Expose your problems to those who understand.* Expressing all those bottled-up tensions can be incredibly helpful. Talk to your spouse, it'll strengthen your marriage. Talk to other pastors. They've been there. One young woman minister had come to believe her depression was a "female response" until she talked to male pastors and found they suffered the same kinds of problems. So seek out fellow pastors. They can offer solutions, as well as commiseration. And don't forget the value of a professional counselor—or even the understanding of an old friend.

How lay people can help their pastors.

1. *Take the first step.* Ideally, if lay people took more active responsibility in discussing and solving problems in the church, stress wouldn't reach the crisis stage so often. If everyone is

truly open when goals and priorities are being established, the difficulties can be singled out before factions develop.

2. *Encourage your pastor's continuing education.* Urge your pastor to develop his or her skills in resolving stress and role conflicts through classes, seminars on human relations, conflict management, and group organizational techniques—at the church's expense.

3. *Help a fresh, eager young pastor.* Since the first four to five years are the hardest, encourage your young pastor or assistant pastor to attend young pastor's school, seminary follow-up courses or deacon training.

4. *Insist on salary fairness.* Promote an annual salary review for your minister, including expense allowances. Ask that it be conducted as a *negotiation between equal parties*—not a dictum from the Board to the Servant.

5. *See that your pastor has an adequate staff.* Whether the help is full or part-time, your pastor deserves an adequate staff to make sure demands on his or her time are not excessive.

6. *Protect the privacy of your pastor's family.* Do your best to remind your fellow parishioners that your pastor's family is not the property of the church. They're not to be assumed to be "unpaid staff" either. And finally, expectations of the pastor's family must be realistic. Standards for their deportment and behavior should be no greater than standards you set for your own family.

*We gratefully acknowledge the help of John Harris and his book *Stress, Power and the Ministry*, published by The Alban Institute, Mount St. Alban, Washington, D.C. 20016.*

Other sources that may be helpful to you:

Three books by Henri J. M. Nouwen: *Wounded Healer*, *Reaching Out*, published by Doubleday & Co. and *Living Reminder*, Seabury Press publishers.

And for the church counseling service nearest you write: Church Career Development Center, Room 770, 475 Riverside Drive, New York, New York 10027.

A free brochure from Ministers Life on understanding the role of the pastor's wife and organizing wife support groups. And finally, we offer special cassette tapes, at nominal cost, concerning *Conflict Management* and *Local Support Groups for Ministers*.



Ministers Life Building • Minneapolis, Minn. 55416 • (612) 927-7131



"Nobody's Perfect."

(The first rule in surviving stress in the ministry.)

This pamphlet has three important messages.

First: ministers are people. And, like all people, ministers experience stress at certain points in their lives.

Second: stress is not necessarily harmful. Have you ever heard the expression, "Unless there is tension in the strings, the violin cannot play?" It's true. Stress, or tension, is a precondition for renewal and growth.

Which brings us to our third point: you cannot escape crises in a clergy career. But you

do *not* have to be a victim. If you learn to recognize the symptoms of stress as positive signs of challenge and growth, you can profit from them.

The danger periods.

The first four or five years after ordination are the hardest for most ministers. Much of the problem stems from the fact that prospective pastors are, by nature, idealists. Consequently, the pastor's first few years can be torturous.

But once you've passed the five-year mark, you're still not out of the woods. Stress is a symptom of growth, and as such, it's a recurring problem. Many pastors find themselves in critical situations again after eight to ten years, and also around the twentieth anniversary of their ordination.

Stress and depression in the ministry are so common that one Lutheran bishop said, "On any given day, maybe 10% of the pastors in my district are caught in a deep stress situation. And probably half of the rest of us are avoiding crisis which means we're fighting the blahs—which can be worse."

The most common complaints.

You are perfectly normal if, as a minister, you've encountered stress in any—or all—of these areas.

1. Problems with parishioners
2. Overwork
3. Feelings of futility
4. Conflicts within the congregation
5. Disagreements with your superiors and/or staff
6. Loneliness, isolation
7. Personal financial woes
8. Conflicts between your church and the community
9. Uncertainty in your calling, concern for your personal faith
10. Family problems
11. Marital conflict.

In fact, if you haven't had problems in any of these areas, our guess is that you've refused to recognize them. Or, you truly are a saint.

Almost all stress springs from two sources.

You expect far too much of yourself, and of your congregation. Your congregation, in turn, makes very unrealistic demands on you.

You became a pastor, partially, because you are idealistic. You wanted to serve. You thought you could make a difference. But it's rough to discover that your idea of "serving" doesn't always jibe with what others expect. And most of the time, if you have made a difference with anybody, it's hard to see the results. As one pastor put it, "originally my life's goal was a huge silver banner with the words 'Win the world for Christ.' Eventually it became, 'Win one or two people.' Now it's 'Try not to lose too many.'"

If you achieve this kind of realistic outlook, you've got the battle half won.

The congregation. A pastor's toughest critics.

All the research we've read leads us to believe that the lion's share of a pastor's problems start with the congregation. Let's examine the reasons for this.

Congregations invariably look to their pastor as some kind of Ideal Parent. All-wise. All-knowing. A Leader. Problem-Solver. Salesperson. Tireless Worker. A Perfect Example. No one can measure up to such standards. The problem with many ministers is—they try to be all the congregation expects. Pastors torture themselves trying to be perfect. And the crazy part is, it would be so much simpler and more effective to help your congregation see you as a human being.

Instead, pastors may let themselves fall into a vicious cycle. They try to be "perfect." Eventually they feel themselves slipping and become afraid. The congregation senses this fear. Disillusioned, they attack. The pastor grows more fearful, which provokes greater attacks.

One way to reverse such a cycle, once it's begun, is to face up to your fears. Most pastors, however, react in the most human manner—they crawl away and lick their wounds. To further protect their vulnerability, they develop a cool and remote manner. Eventually they're isolated, cut off.

The crisis of the new minister.

It's not easy for an experienced pastor to enter a new church. But it's really tough for a beginner, to deal with his or her first real-life parish. The first shock may be to find that your church members can be jealous of one another, gossipy, selfish, unreliable or lax in faith.

Ah, but the idealistic young pastor is invariably determined to turn things around. We'll just get everyone to see and do things *our* way. Then, to compound this naivete, we try to attract people to our value system *by attacking theirs*. Most of us have done this without realizing it. Instead of suggesting a possibly better way to collect pledges, for instance, the pastor criticizes the current method. The pledge committee becomes defensive, of course. And if the pastor goes about the entire church telling everyone what they're doing wrong, the result is guaranteed.

This is not to say the young pastor is wrong in wanting change. There may be a legitimate need for it. But that young pastor may not realize that any kind of change can strike terror in the congregation.

The roots of stress.

Even the tiniest shift in the familiar subconsciously reminds all people that time is passing. Our death is coming closer. But, if we

can keep everything just as it is. If we can avoid change, or simply refuse to see it, we think we have stopped time. We can deny the inevitability of our own death.

So the real enemy is not change. It is fear. We expend tremendous energy repressing our fear, shielding ourselves. At the same time, we invest an outside influence (i.e. wealth, status, the state, our physical vitality, our analyst, family or God) with the power to protect us from pain and death. But the walls that block off that terror also cripple us. They limit our capacity to love, trust, to be open to the wonder and beauty of life.

In other words, if we're truly successful in repressing and denying our fear of death, we wind up deadening ourselves to life.

A pastor can help his or her congregation face their fears. But first, the pastor must face his or her own fear.

The fears that feed stress.

What do we fear? Almost everything. Rejection. Disappointing people. Being vulnerable. Powerless. We fear confrontation. Failure. Being hurt. Growing old. And death. It's natural to worry about these things. But when we let any or all of these fears "take over" we feel stress. For a pastor, this stress can make it extremely difficult to deal effectively with any crisis, at home, or on the job.

Fear and your congregation, a 2-way street.

This example was drawn from John C. Harris' book *Stress, Power and the Ministry*. It illustrates the problem very well.

David was the new pastor of St. Helen's. The church council called David, they said, because he appeared so open. They were tired of being a rubber stamp of the pastor, as in the past. They wanted to be involved in more of the action.

But after a few months things were not going well. No one was confronting the real issues facing the church. David was spending all his time trying to be liked. He didn't want to make anyone nervous, so he sat on his feelings. He tried to appear rational, understanding—and above all, neutral. He was afraid the whole place would blow sky-high if he expressed his opinion on anything.

Eventually, David couldn't stand himself. He hated going to work. Even getting up in the morning. He felt tired all the time. He stopped caring. His home life began to fall apart. Luckily, David's wife stepped in and pushed him to figure out what it was that he wasn't facing. As David says, "It boiled down to which set of bad feelings I was going to live with: self-disgust or being scared."

So David swallowed his fear and began taking a few risks. He began to speak his mind, and to his amazement, St. Helen's did not blow up. In fact, the council began to move forward on problems. All is not perfect, but David doesn't hate himself anymore.

Ironically, after David changed his approach he discovered that his original plan to curry favor had brought just the opposite results. The more he repressed his feelings, the more the council repressed theirs, reverting back to their old style of politics by manipulation. Instead of creating closeness, David's original plan built distances between himself and the council. He thought he would eventually gain permission from the council to lead, but instead, his remoteness diminished his authority.

But once David faced his fears, once he opened up to expose his humanness, the picture changed. The same problems were there, but they were no longer insurmountable. David no longer was giving in to that old cycle of fear breeding on fear. Instead, each time he faced up to a crisis, he became stronger.

Are you truly overworked? Or just afraid?

It is true that parishioners habitually expect their pastor to be Leader, Shepherd, Teacher, P.R. Agent, Chief Executive, Caretaker, Marriage Counselor and who-knows-what-all. But pastors are to blame, too. Some play right into the hands of the congregation by refusing to recognize their own very human limitations.

There are pastors so afraid of criticism, so afraid of not being needed, that they break their necks trying to keep busy. They're even afraid to delegate any responsibility. They think they'll lose their authority. They might even refuse vacation time because the church could discover it can get along beautifully without them.

But work can be shared. It is possible, even desirable, to encourage lay people to perform some of the functions once reserved only for professional clergy. A competent church member can teach home Bible class—without supervision. Lay people can help with hospital visitations, counseling, evangelism. The harvest is doubly sweet. The pastor gains precious time for the family. And the congregation gains a feeling that they are partners—not subordinates—of the pastor.

Common sense ways to cope.

1. *Learn to plan.* Too many projects going on simultaneously lead to confusion, forgetfulness and the nagging feeling of uncompleted tasks. Whenever possible, put your duties in priority order. Then take on just one or two projects at a time and work on them until completed.