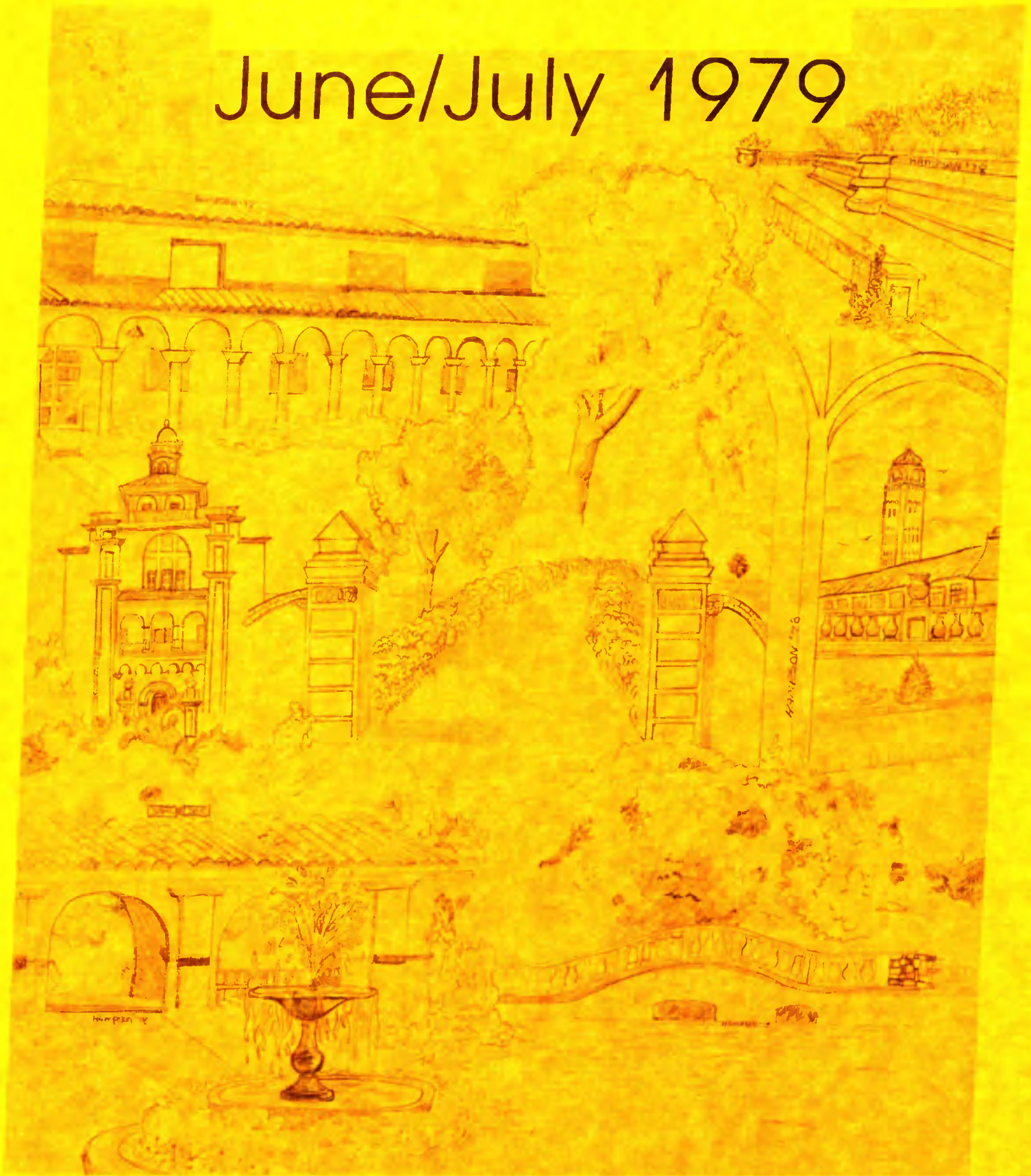


CONTACT

June/July 1979



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JUNE/JULY 1979

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AUC President's Letter



(Photo by John Dozier)

Dear Friend,

For the past few months I have been 'zeroing in' on the specific areas of minister's remunerations and I feel that we have broken ground in a place that has long needed aeration. While I feel that the prosperity of the minister, and his or her church, is a key factor in the stability and growth of our movement, I don't want to convey the impression that this is my 'pet' project and the only area of concern for me.

As a 'finale,' I would like to share my thoughts about the general direction of the future of our association.

First, I would like to comment on what Frank Giudici told us about the financial condition of the AUC in his letter of March 21, 1979. And, I would like to state even more strongly than Frank did that we **MUST** generate significantly more income! While Frank pointed out that our AUC income increases at an average rate of 10.67% each year, we must face the fact that inflation is galloping along at almost exactly the same rate. So, 10.7% 'increase' is NOT an increase at all--it is simply allowing us to stay in the same financial position (relative to the national economy) year after year. We are not gaining. We are simply 'treading water' or holding our own.

What can we do? Frank stated the case for contributing churches to give more to the AUC and for non-supporting churches to start giving something. Fine. But, several months ago I wrote that it is unwise for us to keep on and on depending almost entirely upon love offerings from member churches. The question of how we can broaden our financial base (not taking all our financial eggs from one basket) is one that I have been pondering all year. Frankly, the AUC is caught in a bind between Unity School and the local churches when it comes to Unity students donating, or bequeathing, large sums of money and/or property. If a Unity student has a sizeable amount to give, he will much more likely give it to his local church, or to Unity School, than to the AUC. In my opinion, the AUC needs to work out a way of making it more attractive for donors to give large sums to the Association. As I think about it, I don't know that the AUC has ever come right out and said "You can donate large sums of cash, stocks, bonds, and property directly to us." We haven't said it because we haven't wanted to impair relations with Unity School or local churches. But, I think the time has come when we need to say it--not to be competitive--but to stimulate the awareness in Unity people that they can give locally (to their church) and nationally (to the AUC and Unity School). In doing so, all

three entities would prosper more.

Furthermore, I am told that certain philanthropies could be a source of grants to our movement. Several years ago the Charles and Myrtle Fillmore Foundation was established jointly between Unity School and AUC. Perhaps it is time to rejuvenate this Foundation, or to establish a new one, for the purpose of receiving funding. We know that many educational and religious organizations are healthy today because of endowments. This is another area that we might well explore and encourage. It's almost for sure that the money we need will not appear until we have worked out the mechanics of receiving and handling the money. When we are ready to receive responsibly I am convinced the money will appear in amounts that will make our heads swim. This is a prime priority--setting up the mechanics, promoting our receptivity to money, stocks, bonds, certificates, property, grants, estates, etc., and channeling it in productive ways.

We need, as an Association, to exercise responsibility for our movement. Part of that responsibility is planning--setting and realizing goals. No individual, no organization can long endure without goals. Intuitively we know that it is unhealthy to flounder, to simply 'grow, like Topsy.' Daily, we are moving into the future. We may feel uncomfortable or inadequate in trying to get a grip on the "X-factor," the unknown quality of the future. But we should realize that we don't have to know all about the future; we just ought to know what we want. It is much better to move into the future with some thought (even if it has to be revised twenty times) than with little or no thought.

This year I appointed a Planning and Goals Committee for the purpose of providing foresight for our Association. The searching thought, the vision, the imagination of this committee should be, for the AUC, what the headlight is for our automobile--illumination, that which reveals, shows, and points the way for us into the future.

Here are some of the broad questions we need to be asking and seeking answers to as we move toward the year 2000:

- Where are we now in size and influence?
- How many people are we reaching through our churches on Sunday mornings?
- How many Unity church members do we have in our movement?
- How many of our Unity churches serve fewer than 25? Fewer than 50? Fewer than 75? Fewer than 100, etc?
- What kind of job are we doing at spreading the Word?
- How many of our churches have radio, TV, Dial-A-Prayer, or other forms of community outreach?
- What are the skills and talents of our ministers that can be put to use for the building of our movement?
- How effective are we as ministers?
- How can we become more effective as churches...as ministers?
- How big will the AUC be in the year 2000?
- How many churches might we have in the United States? Canada? The Caribbean? In Europe? In Africa? In Australia? In the Far East? How can we expand globally?
- How many of our study groups will become churches in the next five years?
- How many study groups can we anticipate in the next five years? Ten years?

(Continued on page 3)

PRESIDENT'S LETTER

(Continued from page 2)

What foreign countries seem ripe for development of Unity churches?

What parts of the world, the hemisphere, the Nation offer the greatest potential for Unity churches?

When the AUC doubles and triples in size, how will our organizational structure need to change? How will it affect communication?

Twenty years from now, how many Unity ministers will we have in the AUC?

How many licensed teachers?

How many ministers will we be needing to produce each year?

How large will our UMS faculty and student body be?

Will one UMS be sufficient, or will we need a number of campuses in different parts of the nation, in different parts of the world?

How can the AUC grow organizationally, without becoming bureaucratic, rigid, and institutionalized?

When we have 1,000 or 2,000 or 5,000 churches, how will they be governed or coordinated? Will we need to move toward some kind of regional and district management? If so, how large, or how small, should the regions/districts be? Will our churches still be autonomous, or might it be necessary to give the AUC the right to intervene when the harmony, integrity and property of affiliated churches are in jeopardy?

Will we need to expand our educational program to include professional training for ministers of music, ministers of adult and of youth education? If so, when?

Do we need to think about buying or building our own headquarters? In other words, at what point does Unity School's growth and AUC growth mean that we would need to seek other, or additional, facilities?

What will the AUC budget need to be in 5-10-15-20 years?

What will land cost, building costs be like over the next twenty years?

How will inflation affect both the AUC's and local churches ability to buy and build?

Will traditional Christianity have about the same, or more or less, appeal and influence? Will Unity still be a movement, or will it inevitably become a denomination? Will Unity continue to be the most dynamic New Thought religion? What will our relationship be with Religious Science, Science of Mind, and Divine Science? What will be the relative strength of these New Thought movements? What kind of outreach programs would we develop nationally for radio, television, lectures, etc.?

What will be the population of the world, the nation, twenty years from now?

How will the population in this country be distributed--north, south, east, west, urban, rural?

What percentage of the population will be under/over 40? What will this mean for churches meeting the needs of younger/older members? Will individuals and families still be able to travel conveniently by automobile, or will the energy problem dictate a turn to mass transit system--and how will this affect church attendance, church location, etc.?

How can we make use of computer science? What steps can we take to build a cash reserve and investments to sustain future growth needs?

What should our priorities be during the next four 5-year periods?

Being your president this year has been more than an honor; it has been a pleasure. It has been a deepening experience for me personally and spiritually. It has been good for me, and I trust it has been good for our AUC. I feel good about the progress we have made, and are making. There is so much to do, so much to be done. But, we have come of age...and the future beckon.

Blessings,



YOUTH EDUCATION FACILITATORS (an updated list):

Great Lakes Region:

Betty Fleming
14125 Shadywood Drive, Apt. 14
Plymouth, MI 48170

Lani Hickman
2119-A Shelburne Drive
Indianapolis, IN 46260
(317-299-9512)

Eastern Region:

Kathy Shelton
6200 Antioch Way
Virginia Beach, VA 23462 (804-420-1490)

Southeastern Region:

Joan Goodman
3913 San Rafael
Tampa, FL 33609 (813-251-4002)

Northern California Region:

Lei Lanni Burt
10084 Adriana Avenue
Cupertino, CA 95014 (408-255-7912)

South Central Region:

Joy Powell
1750 S. Ironton
Aurora, CO 80012

Maggie Finefrock
Unity Village, MO 64065
(816-524-7414)

Northwest Region:

Margaret Skidmore
Rt. 4, Box 124
Spokane, WA 99204 (509-747-8406)

Your Youth Education Facilitators are available for help in your educational programming and to conduct workshops in your region. They're ready, willing and able to help you. "Ask, and it shall be given..."

A NEW ELITISM

by Stan Hampson



Recently I read in a San Francisco newspaper of "the social catastrophe of the season." Apparently the planned wedding of jet-setters Lee Radziwill and Newton Cope was aborted less than one hour before the planned ceremony. A number of sophisticated, wealthy individuals were gathered to celebrate the wedding. The newspaper reported that the host of the wedding reception was angry over the inconvenience. "The most ridiculous thing I ever saw," he fumed. "That woman is just plain *common*."

We could, with tongue and cheek, refer to him as the "snob of Nob Hill" to get so bent out of shape over a woman's changing her mind! (If that is indeed what happened.) Interestingly, his sense of elitism prohibits such irresponsible appearing behavior. The cream of society is expected to have the bigger view, which transcends personal whim. That's not a bad perspective. In fact, I'm excited to see some of that elitism emerging increasingly in our Unity expression.

From the beginning of time, the royal and the wealthy (frequently one and the same) have been the elite. As in the phrase "noblesse oblige," there are definite expectations and responsibilities of the very wealthy and the titled. The impeccable taste of the upper crust demands high standards of behavior.

For a long time we students of Truth have felt a certain kind of elitism. We feel that we are beyond the common experience of irresponsible living. After all, we know that all experience comes from the inside out. If we would change life, we must change consciousness, and that requires definite responsibilities. As nobility expects more of its own, so do we expect more from Unity people. By being in Unity we are committed to a way of life that invites more joy, more faith, more health, more abundance and invites a certain activity of love, kindness, and honesty to emerge in our dealings with others.

You, as a reader of CONTACT, are in a particularly elite group even among the people of Unity. (After all, less than 3,000 copies of this issue of CONTACT were printed and you are in possession of one of them. If you weren't already aware of how elite you are, congratulations at this discovery!) However, the new elitism that I'm excited about is one of an emerging integrity in our Unity movement that sets a new standard for each one of us.

Sometimes we go so far in this thing of being elite in Truth that we expect ourselves and one another to have no problems. I sometimes encounter individuals who are upset

and angry at themselves for getting into difficulty. Certainly our involvement in Truth prevents many kinds of problems and can put us into an activity of harmony that makes life flow more beautifully. However we still encounter the events of the world--tires filled with air still go flat, water still runs over, and breakable things still break. We were instructed, on good Authority, that in the world we will have tribulation. However, we also have been instructed at such times we don't need to "tribulate." We have the ability to solve problems without being "common" and simply blaming someone else or getting stuck in our misery.

The new elitism includes a recognition that it is perfectly normal to have conflict and challenge as a part of growing. The best way to grow is to handle any situation in a way that is best for the integrity of the largest number of individuals involved. This means to put the integrity of the church above personal ambition or whim. Even if one feels that his or her way would be more fulfilling and may even be the right way, he or she is prepared to step aside or to move away for the good of the Unity movement.

In the past, perhaps because our teaching emphasizes following that guidance from within, all too often we have seen individuals following their own guidance, regardless of how this affects others. A new integrity is emerging. More and more of us in Unity are putting the good of a ministry ahead of personal desire. That's the "elitism of integrity." Rejoice with me, and join me in amplifying this activity in your life.

Recently the Placement Committee was interviewing a Unity minister who had been inactive for some time and was seeking reinstatement. During our time of interview, the minister decided for himself that he did not want to be reinstated or placed in charge of a Unity ministry because he wasn't ready to make that kind of commitment--to put the good of a congregation ahead of his own personal desires. Sometime ago, while still serving a ministry, he had remarried immediately following a divorce. The timing, along with other events, created inharmony. He told the Placement Committee in the context of his interview that he would like to say that such an event would never happen again in his life, but he couldn't make that kind of commitment. Each of us in the room was emotionally moved by his honesty and his elitest conception of the Unity ministry--that excluded himself...

Recently a Board President took a position that was most unpopular with her minister and with the majority of the congregation. She was convinced she was right, but realizing she was in the minority, rather than prolonging the dissension, she simply resigned from the Board. She did not leave the church. She said in a letter to me "I intend to stay here and love and support every person who is a part of this ministry. Because I am in such a minority position I will keep quiet, but I will not go away because my love is bigger than any inharmony with any personality, and when you come back to this church at some date in the future for whatever occasion, you will find me sitting here in the second row where I always sit." A marvelous consciousness is emerging there. . .

In another church the group dynamics split that church right in two. There were those who joyously received the minister's resignation and others who were determined that,

(Continued on page 5)

A NEW ELITISM

(Continued from page 4)

since he had been pressured into that position, they would go with him to start another ministry in the same town. The pressures were great, the challenge was fearsome. The minister talked to us here in the office several times. Finally he informed those who were in support of him that he loved them and appreciated their support, but he was determined to do nothing that would "impinge upon the integrity of Unity in this city. I respect my own past accomplishments too much to jeopardize them by doing something irresponsible now." After much soul-searching he has moved into another occupation for the time being while certain events heal within himself. Eventually he will be ready for placement; judging by how he has grown through just this challenge he will be a marvelous addition to our active service...

On the heels of that activity, the new elitism emerged through a licensed teacher. The minister went through a series of illnesses that crippled his effectiveness. The licensed teacher was called on in more and more ways to serve the ministry until she had quite a significant support group within the church. When the minister resigned there was quite a push

for the licensed teacher to take over. After all, she was so capable. It was tempting, by her own admission. But she acknowledged that she was a licensed teacher and, as important a responsibility as that is, her integrity did not allow her to usurp the power of being a minister and compromise that ministry in any way. She held to her conviction and was instrumental in healing the church of some past challenges as it moved into a new position of strength and invited its own appropriate new minister. Her consciousness set the tone...

Oh yes, there are still some good "bad" examples--stories like these, where the results are very different and individuals put their own personal wishes and interpretation of events above the good of the ministry in question or even of Unity in general. Those stories would be more tantalizing than these I have shared with you, yet I'm sure that you are excited as I with this kind of uncommon elitism emerging. Also, I am convinced there are many unheralded examples in Unity today of the new elitism. It's a sacred snobbery to seek to implement the ethics of the teaching of Jesus Christ in ever increasing expansion throughout our Unity movement. A new standard has been set; a new elitism has emerged. Let's band together in this integrity and create a commonness of the uncommon.+

THE FIELD SPEAKS

I have just finished reading **David Williamson's** article in the April issue of **CONTACT**, "Commitment to Our Cities," and **Stan Hampson's** article on "Seeking the Padded Pulpit." I say, Amen!

My husband and I were directed to Las Vegas 19 years ago because we felt that there was a need here for a Unity church. We have been proven correct. Although we are not one of the biggest churches in the Unity movement--our average Sunday attendance is usually less than 100--our sanctuary will seat 150 and, on holidays, we are filled to capacity. We are located in the downtown area, in a shopping center.

I feel sure that you are aware that the "crime wave" which appears to be sweeping the country has reached epic proportions here. A large percentage of the people here are transients. We receive many calls during a 24-hour period from people who are out of money, or who have been taken ill and do not know anyone in the city...and who just don't know what to do. Some are acquainted with the Unity teachings, others are not. We are called after they have exhausted all other means, including other churches. We visit these people in hospitals, jails, bars, park benches...wherever the cry for help comes from. We also talk with potential suicides (there is a very high suicide rate here in Las Vegas.) There are, of course, many agencies who work with these distressed people, but often they are too busy to take care of all the calls. Our Dial-A-Prayer has been a great help to many. It reaches hundreds of people each week.

In the past, as I have read in **CONTACT** about the big churches going up, I've been tempted to feel discouraged. I even felt that perhaps there might be something wrong with me...with my ministry. But the work here never ceases to be challenging. I could say, I guess, that I came to Las Vegas because the people here have such a great need for a minister

who is willing to sit down and listen! A minister who is too busy administering the church building fund and so forth does not have time to listen to the cry of the soul who needs help NOW...not next week or next month when it is convenient for the minister to set up an appointment...but NOW! You just can't keep a person dangling on the end of a telephone line when he has a gun pointed at himself and is prepared to end it all...while the minister jiggles his appointment book trying to find time to squeeze him in. (This actually happened in one of the churches here in Las Vegas.) We know, of course, that no Unity minister would ever be guilty of this sort of thing.

I believe, with David Williamson, that we in Unity have the greatest possible contribution to make in our cities today. This is not always the most comfortable place to be. Jesus took His message wherever it was needed, and this--I feel--is what serving God is all about. I have counseled in casinos, bars, jails...wherever the calls have come from. What I'm trying to say is that it isn't always the big churches that are reaching the most people...perhaps on Sunday morning...but what about the rest of the week?

I know of a good many small churches that are doing great work with people, and I think we should hear more from them. I do not accept the idea that, because of the state of the world at this time, it is only the big churches that will survive. This is not the Unity way of thinking!

Jesus said, "...we are here for the great purpose, to bear witness to the Truth," and each of us has a special gift with which to do this. This gift is the "I" that is within you, within me, within each one of us. It is the God-self. We bear witness to it by letting it flow freely out from us...through our lives wherever we find ourselves.

Marie Kapp, Minister; Las Vegas, Nevada

NEWS & VIEWS ON UMS...

by Paul C. Barrett

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

Sometime during the 40's a young man was presenting a lesson, he quoted something from Charles Fillmore--with the attitude that this was the final word on the subject.

Quick as a flash Charles Fillmore jumped up and challenged the young man with the question, "Is it true?"

"Well. . .you said it!"

"No matter what I said! Is it true for *you*?"

This episode was related to me by one of our long-time members of Unity of Independence, who has fond memories of Mr. Fillmore.

It is this same attitude of Charles Fillmore's that we are



encouraging our ministers-in-training to adopt. They read and study the writings of the Fillmores and other Truth teachers, but always the question must be, "Is this true for me? . . .What do I believe?" And so, in class, we give ample opportunities for them to share their ideas and understandings.

Charles Fillmore wanted his people to do their own thinking, and to base their believing upon their own experience. It is so easy to quote others, but there is nothing so empty as an empty quote. Unless we have put the Truth that we teach and preach to the test, our words will be little more than "tinkling brass or clanging cymbals."

Dr. Cady in her superb little book, How I Used Truth shares exactly this idea. She knew that if our awareness of Truth is intellectual only, it will not serve us. It must move from the realm of the intellect to that of feeling, believing, and using, before Truth will sustain us.

Since each of us has his own Inner Teacher, no wisdom shall be hidden from us when we honestly seek. It truly delights me when I hear a minister-in-training say that he or she was uncertain about a course of action; but, after becoming still and seeking the Inner Light, guidance was clearly revealed, and action could be taken.

We are not to follow blindly, but are to seek and find the Truth for ourselves. We can only teach that which we know. *"And ye shall know the truth, and the truth shall make you free!"* (John 8:32)

ASSOCIATION OF UNITY CHURCHES

Statement of General Funds Operations

Twelve Months Ended 3/31/79

	March 1979	Year to Date
INCOME—OPERATIONS:		
Love Offering	\$36,238.29	\$412,729.16
Other Income	2,673.56	43,554.43
	38,911.85	456,283.59
Less: Tithe Transfer	3,623.83	43,745.07
	35,288.02	412,538.52
Gross Profit Materials	16,583.60	41,498.36
Total Income	51,871.62	454,036.88
EXPENSES—OPERATIONS:		
Ministry Services	17,827.32	266,314.28
Ministerial Education	10,472.19	128,077.36
Total Expenses	28,299.51	394,391.64
INCOME OVER (UNDER) EXPENSES:	<u>\$23,572.11</u>	<u>\$ 59,645.24</u>

WEDDING BELLS...

On April 27, 1979, **Paul C. Barrett**, Director of the Unity Ministerial School, and **Naujean M. Robertson**, of Central Point, Oregon, were united in marriage. Their ceremony took place at the Unity Center of Medford, Oregon. **Katherine G. Bosworth**, minister, officiated. All of us in Unity join in wishing all things good and beautiful for Paul and Naujean.

AND THE NEXT GENERATION...

We welcome the arrival of **Austin Hammons**, brand new son of the G. **Arthur** and **Robin Hammons**, who weighed in at 7 lbs., 14 oz. (Arthur points out that, because of this incipient Blessed Event, he did not come to the most recent AUC Committee meetings and thereby saved even more money than he did on his now-famous "K-flight" accommodations. Thank you, Arthur... or, more properly, than you AUSTIN!)

POST-GRADUATE PROGRAM

Here is advance information for you on the POST-GRADUATE PROGRAM to be presented at the AUC Conference in June. Please look it over. It is obvious that you won't be able to take all the courses, so you will want to choose the ones you are most interested in.

You will receive 5 credits for each three-hour course attended, and 2½ credits for each one-and-one-half-hour course attended. It will be possible for you to earn 10 credits at the Conference.

The location where each course will be given is listed on the insert entitled "Meeting Schedules."

You may register for the courses you wish to attend when you arrive on Sunday, June 17.

TUESDAY, JUNE 19— A selection of courses from which to choose (you may choose one 3-hour course, or two 1½-hour courses).

Three-Hour Courses--9:00 a.m. to 12:00 Noon

TECHNIQUES FOR METAPHYSICAL BIBLE INTERPRETATION by John Rankin, Director of Shekinah House and former minister of Unity Church of Houston.

The craft of Bible interpretation is basic equipment for the Unity minister, for enriching his own inner life, as well as that of his students. Specific proven techniques for going deeper into this gold mine and coming up with fresh inspiration and new treasure will be shared in this seminar.

5 Credits--\$15.00 Registration Fee.



EFFECTIVE COUNSELING by Jerry Fankhauser, Psychotherapist, Author, Unity student.

Seminar on spiritual psychotherapy, including the process of healing... forgiveness...the unhealed healer... everybody is your teacher...use of affirmations...the perception of the body in the healing process.

5 Credits--\$15.00 Registration Fee.



One-and-One-Half-Hour Courses-- 9:00 a.m. to 12:00 Noon

9:00 a.m. to 10:25 a.m.

SPECIAL UNITY SERVICES by David McClure, minister of Unity Church of Truth, Spokane, Washington.

A workshop to share ideas and bring you fresh material for your wedding ceremonies... Christmas candlelighting service... Easter service... christenings... funerals... Good Friday service...special services. Bring material to share. This could be the beginning of a new Unity Special Services Manual!

2½ Credits--\$7.50 Registration Fee.



CREATIVE TEACHING OF UNITY IDEAS by Gary Jones, UMS Faculty Member.

A workshop of ideas and techniques for teaching Truth to adults. Includes 40 ways to teach...incentives for adult learning. Learn what motivates people to attend your classes, and how you can best give them what they seek.

2½ Credits--\$7.50 Registration Fee.



10:35 a.m. to 12:00 Noon

MANUSCRIPT PREPARATION AND JOURNALISM by Tom Wither- spoon, Unity editor.

A workshop on how to write for Unity publications...articles editors are looking for...developing new ideas...research techniques...manuscript preparation...copyrights. Learn how to get your articles published.

2½ Credits. \$7.50 Registration Fee.



HOW TO USE RADIO/TV EFFECTIVELY by Jack Fries, Radio-TV personality and minister of Unity Church in St. Joseph, Missouri.

Workshop on media public relations...program formats...finding if radio or TV is for you...voice and microphone techniques...script ideas...interviews...how to get on the air... how to find time to do radio or TV.

2½ Credits--\$7.50 Registration Fee.



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POST-GRADUATE COURSES

(Continued from page 7)

WEDNESDAY, JUNE 20—9:00 a.m. to 12:00 Noon

90 DAYS TO SELF-HEALTH by
Dr. C. Norman Shealy.

Dr. Shealy is founder of The Pain and Health Rehabilitation Center in LaCrosse, Wisconsin, and is a recognized leader in the field of holistic medicine. He is president of the American Holistic Medical Association. His books include: 90 Days to Self-Health, The Pain Game, and Occult Medicine Can Save Your Life.



At least 85% of all illnesses are directly the result of unresolved stress or are at least aggravated by such stress. It has been stated by very competent medical authorities that not more than 10% of patients visiting physicians need, and of course respond well to, traditional medical treatment. Other authorities have emphasized that the next great advance in the health of the American people will come from what they learn to do for themselves rather than from laboratories and hospitals. The Biogenic program presented in this seminar teaches things that can be done by each individual.

5 Credits--\$15.00 Registration Fee.

PRAYER CIRCLE RESPONSE

Marianne Bowers
Editor, CONTACT Magazine
AUC
Unity Village, MO 64065

Beloved,

"THE UNITY YEAR OF PRAISING THE KINGDOM OF GOD ON EARTH HAS BEGUN. REJOICE AND BE GLAD. UNITY OF NEW ZEALAND."

This is the cable we received here in Vista at 10:50 a.m. (our time) on May 1st. Praise God!

Charles Fillmore used to say, "There's the Kingdom of God, manifesting on earth! Don't you see it? Don't you see it!" This is the kind of excitement you would feel rippling through and over and around and under this 4-acre hilltop in Vista, were you to visit us just now. Perhaps you feel it anyway!

Confirmations of eager participation in this 90th anniversary celebration are pouring in from all over, by airmail, special delivery, cables, sign-up slips:

"We have already 48 people who are enthusiastically willing to cover one prayer cycle." Edmundo Teixeira, of Sao Paulo, Brazil.

"We're ready, with 48 prayer periods already covered." Dr. Esther Ocloo, Unity Group, Accra, Ghana.

"Just let us know when we begin!" This is the essence of the messages arriving from Ibadan and Umuahia-Ibeku, Nigeria, Madras India, Sydney Australia, Barranquilla Columbia, Caracas Venezuela, Diego Martin and San Fernando Trinidad, Santurce Puerto Rico, and increasing numbers from across the U.S. and Canada.

We're not stopping with members of the A.U.C. Unity people everywhere, and people who are Truth minded; all want to participate, to be ACTIVELY DOING SOMETHING. . . and what is of more value than PRAYER? For prayer is love in action: the love of God and His Word, love of Truth, of Christ, of ourselves and our fellows, of the Fillmores, of UNITY, of Jesus, of Truth leaders of all time, of life itself. People WANT to pray, want to believe that prayer works, and UNITY has been telling them for 90 years that HERE IS THE GREATEST AVENUE OF BLESSINGS AVAILABLE TO PEOPLE EVERYWHERE, REGARDLESS OF WHO OR WHERE THEY ARE, OR HAVE BEEN.

There are many Unity groups still to come, and others too. We're still looking for sign-up sheets from the AUC office, the UMS, Unity School, to mention a few; but the chain is unbroken, and expanding, and SPIRIT IS FLYING THROUGH IT!

Love and blessings,

C. Berton Coffey
Coordinator
(Minister of Unity Truth Church, Vista, California)

YOUTH SERVICES COORDINATOR REPORT...

by Maggie Finebrock

How Can I Be Supportive of You?

After three years of being on call to make mad rushes across the country to work for the youth in Unity, I am finally here full time. When I say full, I mean FULL! This is an exciting time for youth education--full of divine order, creative ideas, joy, and new projects.



This year is declared the International Year of the Child. It is a time to recommit ourselves to the great opportunity of working with children. The loving work of Lani Jones-Hickman and our many youth education supporters worldwide has provided infinite avenues for expansion to meet the needs of our community.

I need to know, HOW CAN I BE SUPPORTIVE OF YOU? I thank you for your letters of love and support that have been pouring in. Your communication with this office is essential to our continued teamwork.

We have many excellent services taking root. The Youth Education Facilitators team met at Unity Village in March to plan this year's seminar and activities. We brainstormed a super youth education seminar entitled "The Harmony of Youth Ministry" that can be hosted or attended by your center. It covers creative use of the lesson material and the nuts and bolts of operating a youth education program.

This workshop is a wonderful opportunity for teachers, superintendents, parents and ministers to come together, share ideas and expand their creative resources. It is imperative that we periodically re-examine our goals in teaching youth and collectively find creative solutions to our challenges. The youth education seminar is also an excellent opportunity for ministers to pick up invigorating teaching ideas and intergenerational activities.

An idea whose time has come is our new newsletter entitled YOUTH EDUCATION AGAPE (YEA!). It's not just another acronym for you to keep track of. The purpose of the newsletter is to provide communication of creative ideas and resources, provide a support system for YE workers in the field, and present a forum for reflections on our success and direction in youth education. Soon, a letter introducing our services in the Youth Services Office and a pilot copy of the newsletter will be arriving at your center. PLEASE be sure that this gets in the hands of your youth education staff.

The youth education materials center is growing, with teaching ideas, books, resources and filmstrips available.

If you have any suggestions about materials you have found particularly effective and you would like to have available in this office, please let me know.

On May 4, 5, and 6, Greg Barrette and I offered workshops in leadership for YOU sponsors and teachers in Des Moines, sponsored by the Great Lakes, Midwest, and South Central YOU coordinators. What a great unifying event we had with this dedicated group--a blessing of learning, sharing, and spiritual nourishment.

Alert your education staff and UICE students that UICE is offering a **Youth Education Seminar** at Unity Village in **Session IV, July 7-20, 1979**. This course may be taken for 10 elective credits. This seminar was offered for the first time last year and was a tremendous success. Encourage participation from your center or start a fund to send a youth education worker as a sign of your center's support of youth education.

You will also be pleased to know that sample copies of the new YOU curriculum based on the Synoptic Study of Unity will be available for trial use in June. These lessons use a learning activities format that encourages YOU'ers to research, explore and be involved with many Unity concepts.

An interesting idea for a worship experience that would appeal to many age groups came across my desk recently. To reinforce your Sunday talk, as each member enters give him a "write on" slide. After the talk is completed, have the congregation respond to it with words, pictures, etc., on the slide. Then, the slides are collected, placed in a carousel and projected (with music possibly). This presentation could be during the same service or a week afterward. (At the very least, it would be interesting to see who's listening, and to what!)

Marianne has informed me that I am supposed to be writing an article and not a book, so I will close. But the ideas and services of this office could fill several more pages. This is a time of expansion in our youth ministry, focused on nurturing the awareness of God in our children and awakening that child within us. The energy is electrifying and I feel privileged to be a part of this activity of Spirit.

Keep your ideas flowing into the Youth Services office. I expect to see you in this chair beside me during conference, rattling off the abundant ways that I can be supportive of you.

Blessings of light and love,



CONFERENCE '79

June 18-22, 1979

Registration June 17

Come join in the fellowship

GREAT THINGS HAPPEN...

NOW!

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 Truth to Tell
by Glenn Clairmonte**

Truth to Tell, a compilation of articles by Glenn Clairmonte, which appeared in UNITY Magazine in the 1970's, has been published in book form by Unity School. Although not primarily a teaching text, the book has many illustrations of Truth principles that can be used in sermons or lessons.

Mrs. Clairmonte's writing reflects her belief that people are in the process of evolving into more noble human beings through a steady and persistent growth in consciousness. She draws upon the thoughts of famous philosophers and scientists, such as, Marcus Aurelius, William James, Carl Jung, and August Strindberg, to name a few, and cites their mind-growth as indications of Divine Mind expressing through humans, drawing us to higher union with the universe. She waves their re-discoveries of old truths with her understanding of Truth, and refers to this new fabric as evidence of the ever-emerging, upward-growth spiral of human consciousness.

Mrs. Clairmonte believes Truth is drawn from an intuitive plane, available to everyone through various paths. Some of these paths are love, prayer, meditation, forgiveness, and development of the intuitive-perceptive ability. The illustrations in Truth to Tell are about people who connect with Truth in these ways.

In Chapter Two, "The Inner Dialogue," there are several illustrations about people who enter into the silent dialogue by "letting go" and listening to their inner voice. The example of Rennie Riker is one of these. He was a scientist who needed

capital to experiment in his chosen field, and he allowed his intuition to lead him to the person who could best help him.

Another illustration of following the spiritual self as a trusted guide is the example of a housewife who finds a misplaced wristwatch. There is also the story of Nell Graham who, through her ability to concentrate and let go of extraneous thoughts, was led to the person who could give her needed employment.

In Chapter Three, "Shortcut to Perfection," Mrs. Clairmonte writes about the cultivation of love, which she believes is a necessary first ingredient for forgiveness. The story is about a plain girl named Lissette, who, wishing for love, decides to go on a pilgrimage to try to find beauty. She meets a young man who tells her that to be beautiful she must wear the cross of St. Julian, which he gives to her. Returning home jubilantly, but as plain as ever, she is told by her priest that she has been deceived. Undaunted, Lissette sets out again and meets the young man a second time. He now tells her the cross must be renewed every day, or the beauty it brings may vanish; he gives the cross to her again. She vows to stay at his side. He asks her why she has set out to find beauty when it is love she wants; and she answers that she thought only with beauty would it be possible to find love. He tells her, "Love comes first, with all other good things in its train."

Perhaps in one or more of the twenty chapters of Truth to Tell you can find examples to illustrate Truth principles that you wish to emphasize. Hardcover, Truth to Tell is priced at \$3.95; it is featured in the July/August book club newsletter.

IN MEMORIAM

On May 1, 1979, Elizabeth Sand Turner, Unity minister, moved to the next plane of life. Known throughout the world as one of the "greats" of Unity, she had entered this work while still in her teens and was instrumental in the growth of the Unity movement. At one time head of the Unity Training School, she worked at headquarters as minister, teacher, speaker and writer. As head of the Speakers' Bureau, she traveled the country speaking to Unity groups, and

later sent out other speakers to perform this task. She was also in charge of assigning ministers and teachers to new centers. She herself served as minister in Nashville, Tennessee, and in Jacksonville and Ft. Lauderdale, Florida.

Elizabeth wrote Unity's three definitive books on the Bible: Let There Be Light, Your Hope of Glory, and Be Ye Transformed. She was a recognized authority on Bible interpretation, and was an inspiration to countless students of Unity through her writing, teaching, speaking,

and by her example. It has been said of her, "She was a great force for good in the world for many, many years!" This continues to be the truth about her.

Elizabeth Sand Turner has lived in Leisure World, Laguna Hills, California, for the past three years. Memorial Services were held there and in Oakland, California, on May 5th. All of us in Unity who love her and bless her for her inspiration and for all she gave to us wish her Godspeed on her new adventure in life.



**YOUTH OF UNITY
AND
YOUNG ADULTS OF UNITY
REPORTS
by
Greg Barrette**

YOUTH OF UNITY REPORT

IF YOU HAVE NO Y.O.U. — READ THIS:

Nearly two thirds of our Unity centers still have no Youth of Unity groups!

Ten years ago, when I was a Regional Representative of Y.O.U., I wrote to all the ministers in my region offering to help them form Y.O.U. Chapters. Those centers which had a Y.O.U. group are still successful. Most of those which expressed no interest in Y.O.U. appear to be less so.

One minister wrote "we are satisfied catering to retirees." His center is not among Unity's fastest growing groups. Could this be part of the reason?

A strong Y.O.U. won't pay the bills of a center, but it indicates a vibrant consciousness of growth.

It takes little effort on the part of a minister to start a Y.O.U. Chapter. All it takes is a heart that is open to the needs of youth.

Is it that you can find no sponsor? Prayer will find one for you, but first you must earnestly desire to have a Y.O.U. Chapter. The youth in your community needs the Y.O.U. It changes lives! Ask the Father for the right sponsor. You'll get one! That's all you need to do!

It only takes a little prayer, a little love, a little feeling of service to start a Y.O.U. And it takes very little ministerial work.

Remember this: strong Y.O.U.'s attract families! Several ministers have attested that starting a Y.O.U. helped build church attendance.

Unity is a living, breathing movement. It is wonderful to appeal to retirees, but Unity's message speaks to youth!

If you are interested in forming a Y.O.U., follow these steps:

1. Pray.
2. Obtain a sponsor-teacher.
3. Write our office.

We will gladly answer your questions and help in any way we can. Get in touch with us. We will send you a packet of materials to help your new sponsor start a Y.O.U. group. And we will pray with you as you take this important step.

SUPER-RALLY AND SUPER-REGION!

SCUCA has voted to plan a Y.O.U. Super-rally at Snow

Mountain, Colorado, in the summer of 1980. It will be open to all Y.O.U.'ers and will allow those who could not attend Y.O.U. Conference to come to a national celebration of Spirit! God bless you, SCUCA, for this unexpected good!

In addition, SCUCA voted their two coordinators, John Arambula in the south and Rick Vergara in the north, spiritual and financial support for mailings, travel, rallies, sponsors' seminars and publishing.

We encourage the other regions to follow SCUCA's lead. Appoint and support an active coordinator. Y.O.U. continues to grow at a tremendous rate in SCUCA. Is it growing in your region?

SPONSORS' RALLY A SUCCESS:

Y.O.U. sponsors from three regions met in Des Moines in early May for the first Y.O.U. Sponsors' Rally. Three days of intensive workshops were presented under the direction of regional coordinators John Arambula, Joyce and Peter Vanderpool, and rally organizer Rick Vergara.

It was an inspiring, useful weekend. Sponsors who attended came away with tools for effective Y.O.U. teaching and heightened consciousness.

Maggie Finefrock and I attended and taught, but our description of the weekend is surpassed by this letter from Sai Golden, a new Y.O.U. sponsor from Houston, Texas:

"To all who were responsible for the Cup of Consciousness Sponsors/Teachers Workshop in Des Moines, Iowa, this past weekend:

"Shalom, my Brothers and Sisters—

"Thank you for a very moving, creative, spiritual, learning, sharing, fellowship-experience. Each one who participated--leaders and listeners alike (and I feel we all switched roles many times during the workshop!)--was truly inspired by God!

"I know the experience was another giant step up for me and I am taking it home to our young people in Houston.

"We are very blessed to have the young people and they are very blessed to have us. God is moving and speaking in our midst. Thank you, God.

My love to each of you,

Sai Golden

YOUNG ADULTS OF UNITY REPORT

We have mailed the first issue of the Y.A.U. newsletter, Pathway. It consists primarily of reports from Y.A.U. groups on their activities. We hope that Pathway will provide activity ideas for Y.A.U. groups that may be forming.

The response to this first issue will determine whether subsequent issues will be forthcoming.

A TURTLE MAKES PROGRESS ONLY BY STICKING ITS NECK OUT.

PULL
UP
A
CHAIR...



...and accept my love and gratitude for all those kind words! If you like this column...and so many of you say you do, bless you!...then I am eternally grateful. (One correspondent-who-shall-be-nameless wrote, "I think you're a very funny lady but you're pretty flaky!" If she means what I think she means...guilty...as charged!)

*** **

We always rejoice when Ed-in-Chief Stan Hampson comes back from a "road trip" for he brings us many funny things. One we liked specially came from Hawaii. It seems that the owner of a grocery store located across from a Unity church found his parking lot filled with a great many more cars than the number of shoppers could account for and rightly suspected that the owners of many of these were in attendance at the Unity services then in progress. In a fit of pique, he attached to the windshields of all offending vehicles the following terse note: "Please do not park here for church, for store patrons only. Amen." To which we can only echo: Amen.

*** **

Tail-Wags-Dog Dept.: Well, it hasn't

happened yet, but it bids fair to become a reality and a sad state of affairs if we accept for insertion with our CONTACT mailing all the brochures, notices, etc., which you lovely people send to us. So we really do have to put a limitation on the number of items we'll send piggy-back with our magazine henceforth. We will send anything (within reason) FROM ministers TO ministers...but that's gotta be the limit. If we don't set up some sort of restriction in this matter, we'll find ourselves having to send you CONTACT by parcel post or UPS! You do understand, don't you?

*** **

Our good friend, Thomas Witherspoon, editor of UNITY magazine, called to my attention an omission which I should not have permitted to slip through on last month's SOMETHING BORROWED... column. The quote lifted from Unity of Joplin's Light, ("UNITY: Shallow enough for a child to wade in; deep enough for a giant to swim in.") should have been credited to Dr. Marcus Bach since it was taken from his wonderful book, The Unity Way of Life. That being one of my favorite books in all this world, I certainly should have identified the excerpt. (Thanks, Tom, for pointing this out. I'm sure many others among our readers recognized it right off.)

*** **

Our Resident Gremlin is back. To him, and to him alone, I attribute the gaffe which made our new slate of UMS officers appear to have the shortest tenure on record. You DO know, don't

you, that these dear, dedicated people will serve us until spring quarter 1980, NOT 1979? (Gremlin--go home!)

*** **

The delightful cartoon which appears on page 13 in this issue is the work of Bob Manns, that talented young freelance artist who is also an employee of Unity School's maintenance department. Bob has contributed much of the art work you've seen on Greg Barrette's YOU publications, but this is his first appearance in CONTACT. Our thanks to Bob for this zany bit-of-humor.

*** **

We can't identify the source on this quote, but we like it: "Youth is a gift of nature; age is a work of art." Which leads us straight into our thought-for-the-month... "Having let yourself get all wrinkled up with worry, you may find that this is a good time to have your faith lifted."

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See you in June. . .HURRY HOME!

Love and blessings,

CQ Unity

CQ Unity

CQ Unity

CQ Unity

Attention all radio amateurs:

Since setting up amateur radio station WØ PJE here in Billings, Montana, I have contacted stations in all parts of the country and some foreign countries. It occurred to me that perhaps Unity has many "hams" in the movement, and that we could establish an amateur communications network in Unity.

I contacted Wayne Manning, Programs Coordinator, Education Department at Unity Village, who is also a radio amateur (WØFI), and he was enthusiastic about the idea. How many more "hams" can we get together for a "Unity Net"

and/or Radio Club?

The net could be used for fun, fellowship, dissemination of information, and emergency communications. Non-business messages could be relayed throughout the world to all the Unity groups, if we have enough amateurs in net. And aside from the fun of contact with other Unity amateurs, we could be of service.

I would like to ask all the ministers to find out if there are any ham radio operators in their congregations. Let us know. We would like to hear from all the amateurs soon. Perhaps we can get together at the Conference in June. Contact Bill Modes, 101 Lewis Avenue, Billings, Montana 59101. or Wayne Manning at Unity Village.
73, Bill

Something Borrowed...

A VACATION PRAYER: "In the name of Jesus Christ, all the plans for my vacation trip are worked out in divine order and to my perfect satisfaction, including: right places, right prices, right plans, right hotels, right transportation, right companions. The Spirit of the Lord goes before me and all arrangements are made smoothly, harmoniously, always on time. I am constantly uplifted, divinely protected, and joyous. I let the Christ light shine through me to bless all of those with whom I come in contact."

written by May Rowland
quoted from Unity of Reno's Newsnotes

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"No man ever injured his eyesight looking on the bright side of things!"

from the News Bulletin, Pinole Valley Unity Center, CA

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"A coincidence is a small miracle where God chooses to remain anonymous."

Heidi Quade

from the Bulletin, Unity Church of Christ, Teaneck, NJ

*** **

"GOD IS LIKE. . .

Coke. . .He's the real thing.

Pam Am. . .He makes the going great.

General Electric. . .He lights your path.

Bayer aspirin. . .He works wonders.

Hallmark Cards. . .He cared enough to send the Very Best.

Tide. . .He gets the stains out others leave behind.

Sears. . .He has everything.

Scotch tape. . .you can't see Him, but you know He's there.

Allstate. . .with Him, you're in GOOD HANDS!

reprinted from "Adventure in Truth"

quoted from the Newsletter, Unity Center of Cincinnati

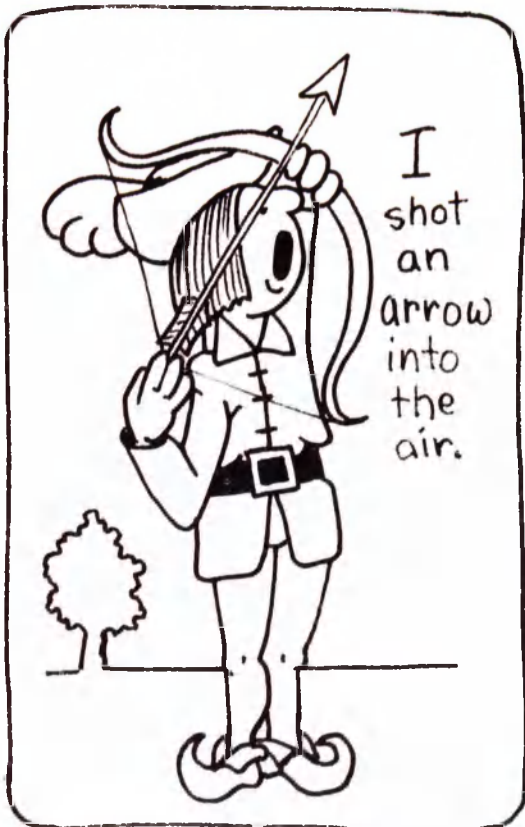
Entitled, "Reciprocity," the following was quoted from the Temple News, Unity Temple, Hamilton, Ohio:

"Look on things with friendly eyes;

Cast out little hates;

Just love life with all your heart —

Life reciprocates."



CALENDAR OF EVENTS

JUNE

- †11 Extended Ordination Committee meeting, Unity Village, Missouri
- 11-12 Finance & Budget Committee meeting, Unity Village, Missouri
- †11-14 L & O Committee meeting, Unity Village, Missouri
- 13-15 Board of Trustees meeting, Unity Village, Missouri
- 13-15 Following committees will meet: Banquet, Group Services, Hymn Book, Ministerial Education Advisory, Outreach, and Planning and Goals, Unity Village, Missouri
- †14 Regional Representatives meeting, Unity Village, Missouri
- †14-15 Post-Graduate Course Development and Program Committee, Unity Village, Missouri
- †15 Foreign Ministries Committee, 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
- †7-20 Youth Education Seminar, UICE Session IV, Unity Village, Missouri

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 returns to Virginia

FINANCE

The financial newsletter for congregations, clergy, and religious leaders.

Vol. 10, No. 9 • JULY 10, 1979

Dear Fellow Clergy:

These next two issues of CHURCH AND CLERGY FINANCE have been written for the benefit of the lay leaders in your congregation who have responsibility for recommending your compensation for next year. I suggest that you share these issues with those decision makers and then talk with them about your pay. It is my hope that the ideas in this and the next issue will be helpful to you and to those leaders. If you need further clarification, support or help, write to me. I will help if I can.

For Your Lay Leaders

HOW MUCH WILL YOU PAY YOUR PASTOR IN 1980? (Part I)

Do you know how much you will pay your pastor next year? Probably not yet, but read on--

The ideas suggested in these next two issues of CHURCH AND CLERGY FINANCE should be helpful to you in making better decisions about what you are going to pay than perhaps you have been able to do in the past. Let me try to give you some new insights into what you can do to improve your pastor's take home pay without necessarily increasing the cost to your congregation.

Has it ever occurred to you that you and your congregation virtually hold the purse strings of your pastor's well being in your own hands? Maybe that thought has never occurred to you before, but pay more or less and you will be deciding the standard of living your pastor can afford. A higher salary means more for the finer things of life; less income and your pastor may only be able to scrape by. Enough money helps to relieve family financial crises; not enough and you may be courting financial disaster for your pastor. It all depends upon what you decide to pay.

You pay more because you want to compensate your pastor for a job done well (or at least better), because you love the pastor, because the pastor is a strength to you or for whatever valid reason. But normally you will pay more. Just don't do it automatically. Do it for a reason, a good reason!

Deciding on the pay you will pay is not an easy decision. It never is. It's a serious business that requires a serious study. It dare not be a casual, flippant or cursory decision, but a carefully considered plan, justifiable, adequate, fair, comprehensive and within suggested denominational guidelines. Just as you hope that your own salary is carefully reviewed where ever you work, so your pastor hopes you will carefully review what compensation the congregation will pay next year. Taken seriously by lay leaders, it is a considerable responsibility to recommend to those who must decide what your pastor's family will get next year.

You may already know the basics. You may already have your own plans in mind. And you may be familiar with what's usually involved in setting your pastor's pay, but in these two summer issues of CHURCH AND CLERGY FINANCE you will have the basics all outlined and explained in one place. You'll have to make your own decisions, of course, but here are at least the ideas--some new, some you already know about. All of which should facilitate your putting together a fair and equitable plan for your pastor's pay next year.

If You Don't Pay Enough

There are risks you take if you don't pay enough. For example:

1. Your pastor's efficiency will be hampered if a shrinking bank account and mounting costs are a constant personal worry. Where there is not enough money to go around to pay the bills, we all worry. And we don't worry only at home either. We fret

about it on the job, at church, at night, anytime. The consequences of low pay are obvious. If your pastor is frustrated with a minimum paycheck twice a month, the work of ministry is bound to be undermined.

2. The public's view (and your own view) of your pastor's stature in the community is lowered when you and others know or assume that the salary you pay is almost at the bottom of anyone's scale. So, the merchants hand out discounts, the congregation makes a generous Christmas gift, the farmers bring meat and eggs, and you invite the pastor's family out for dinner a time or two. Which is all very much appreciated, but why is it done? Because you and others know the pastor isn't paid very much! What does all of that do to the dignity of the person who reminds you Sunday after Sunday about God's love and mercy and compassion and forgiveness?

3. Your pastor's pay is crucial to optimism. If the money is not enough, optimism quickly turns to pessimism. And your pastor's attitude toward the church and you and your official Board may become negative all too quick, either intentionally or unintentionally. That can't be good for the welfare of your church. When there is simply not enough cash to balance out the checkbook, your pastor's usual cheerful optimism about what the church is all about can be quickly dampened.

4. Inflation is no respecter of persons. It affects your pastor's pocketbook as much as it does your own. And it's not going to go away, at least not anytime soon. Another 9+% increase may be in store for us even in 1979. So, you should also consider what inflation is doing to what you expect to pay. If pay is low to start with, inflation is only making a bad situation even worse. Of course, you can't solve the inflation problem alone, but you can certainly see to it that your pastor is not hurt even more by it because you haven't paid enough to help keep ahead of that ever rising cost of living.

5. Don't be surprised if your pastor takes on another job if you pay too little. When there is no other way to pay the bills, some pastors must find other ways to make ends meet. They moonlight just as you would. That may interfere with your pastor's ministry to your church. It will not enhance ministry, it can only detract from it.

6. Retirement may seem a long way away for your pastor, or it may be very close, but one day it will be there, the same as for you. The sooner plans for a retirement pension begin the better. But because retirement plan contributions are often a percentage of salary and the benefits may be determined by total contributions, low paid pastors end up with low pensions, too. That's not what you want for your pastor now is it?

7. Your pastor may not stick around very long if you pay too little (maybe that's your plan!). And your congregation may not attract the best and brightest young men and women if you only pay the minimum required. Ambitious, intelligent, dedicated pastors have a stewardship responsibility of their talents, too, and they may not want to waste them (at least they may think they are wasting them) on congregations which don't pay enough.

What Are The Alternatives?

It's very simple. If you can't afford to pay your pastor a fair and equitable salary (or you won't pay it), don't be surprised at the consequence. You are running all those risks listed above. Worst of all, you're not playing fair with your pastor or the pastor's spouse or the pastor's kids.

Level with your pastor on why things are the way they are!

If you can't afford that pastor, say so, and go out to look for alternative ways in which you can find a minister that you can afford. Maybe you need to merge or use a pastor only part time or cut down on other costs, consolidate or something. But don't frustrate your pastor's ambitions, capacity or efficiency by stringing him or her along on a meager pay.

Consider the other side. Put yourself in your pastor's shoes. Would you go on forever doing all those things you know are done for the pay you pay your pastor now. Sure, pastors have traditionally been paid less than others and they've generally accepted that lot in life. Obviously they are not in the business to get rich quick or ever, by no means. But they'd rather not be poor all the time either or at least feel strained financially in the community where they live or are expected to live.

You'll have your eyes opened, I believe, if you sit down, one on one, to listen, to ask, to learn what makes your pastor do the things that are done around your church. Most pastors are compelled to respond to the call to service and they'll work 50 to 70 hours a week without complaining, spreading the Good News.

Considering the Pay Plan Strategy

You can do things the way you always have, of course--raise salary a few percentage points, keep the same fringes and pay the same car allowance you started out with six years ago. You can also hide your eyes to the state of the parsonage's disrepair and not notice the perceptible growth in church membership or the extra hours needed for counselling the membership or the marked improvement in preaching. In fact, you can keep the status quo, except to make the routine, standard, customary changes, if you want. The results will be predictable.

A pastor's pay package is not so simple. In fact it may become quite complicated by the time you've read through the next few columns of this article and noted the various possibilities. But like most things economic, it's not as simple as it used to be. What's more, those tax rules that give pastors (and other's, too) some good tax breaks cut two ways sometimes, requiring a decision one way or the other.

What you pay your pastor generally falls into three categories--reimbursements for professional expenses, supplemental and fringe benefits, and housing and salary. Not all of these are pay, but everyone of them is a "cost" for having a pastor. To keep the categories separate helps to understand the makeup of the cost and the pay. Here's how:

1. Reimbursements are not in any way part of compensation, yet they are something your congregation pays to your pastor and which is a very real cost to your congregation for having a pastor. The largest reimbursement of professional expenses which you pay is, as you know, the car allowance. And it is just that, though, a reimbursement. It is not more pay. It is reimbursement, the same as for books or dues or subscriptions which you may buy for your pastor. And you should list those costs on your congregational budget down under administration costs or transportation costs or some such, not as

part of salary!

2. Supplemental or fringe benefits are compensation but not salary, and they may add as much as 30% more to the value of the compensation you pay. But you get them where you work, too, don't you? They're usually paid by your employer--things like health benefits, life insurance, dental insurance, vacations, holidays, pensions, Social Security. And they are all in addition to your pay. That's the way they should be considered for your pastor, too, as added benefits, automatically part of compensation. At least it is unrealistic and unfair to add the cost of all those benefits to housing and salary and then compare that total with what you or anyone else gets paid. You don't add the value of your many benefits to your salary to report your total pay. In fact, you may not even know the value of those benefits. You sure know your salary, though!

3. Strictly speaking, only housing and salary are really pay or wages. That's the amount that compares with your own salary level. But if you want to compare your own take-home pay with what the pastor earns, you need to reduce the value of your pastor's housing and salary by the income taxes and self-employed Social Security taxes your pastor has to pay. That makes the comparison more realistic.

Adding up the Costs

It's not cheap paying for a pastor or two pastors. It costs money to provide for ministry. And what's important to keep in mind is, not all of those costs are compensation for the pastor. It may cost your congregation \$25,000 to have a pastor, but don't assume that all goes to your pastor's bank account. It doesn't. Please compare the salary you pay your pastor with your own take-home pay. It's unfair to compare the cost.

That makes budgeting important. Because the way your congregation budgets all those costs can make a difference in how much the members perceive the pastor really gets paid. You certainly don't want to hide anything or bury costs in the budget, but it can be helpful, I believe, to designate various costs for having a pastor to appropriate categories of expenses.

It's easy enough to list all the costs under

the section for the pastor's salary. That's the way most congregations do things. But how much better to place those costs where they really belong. Here's the way I have already suggested that your pastor try to get things arranged (See CHURCH AND CLERGY FINANCE, July 7, 1976).

Benevolences \$ 20,000

Salaries:

Pastor's Salary & Housing*	\$ 15,000	
Secretary	6,000	
Custodian	5,000	26,000

Employee benefits (all employees):

Pension plans	\$ 2,080	
Social Security	1,900	
Health Insurance	1,650	5,630

Administration:

Transportation	\$ 1,200	
Professional books	200	
Education costs	500	
Other costs	1,000	2,900

Programs: 6,000

Property Maintenance*

Church building	\$ 2,000	
Utilities, Ins.	4,000	6,000

Debt Retirement*

Church mortgage		10,000
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TOTAL Budget \$ 76,530

(*If a parsonage is provided, salary would be stated as cash salary paid, and parsonage expenses and mortgage payments would be listed in the proper maintenance and debt retirement classifications.)

So you have to know the facts, of course. You must search out what others are paid in comparable situations, what the income tax regulations permit or encourage or prohibit. You must know what your pastor expects, what the congregation can afford, what fringe benefits are appropriate and how much they cost. You must be familiar with the way in which congregations typically provide housing--and much more, of course.

And that, it seems to me, is a much more realistic way of showing what it costs your church to have a pastor. It also more accurately reflects the compensation paid to the pastor. You won't be tempted to think your pastor is getting \$19,865 compared to your own pay or that of others you know when in reality the pastor's pay by comparison is only \$15,000.

In the next issue of CHURCH AND CLERGY FINANCE I will describe how you can go about deciding on how much you're willing to pay for all those costs.

Sincerely,

Maurice Holub, Jr.

The Editor

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