

Contact

P.O. Box 610, Lee's Summit, MO 64063

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The President's Letter

In my file is a bulging folder of letters I have received over the years expressing positive comments regarding my ministry. Each time I receive such letters, I add them to the file. My motive for saving these notes of praise is to bolster my confidence when needed, which is frequent. I have never reread these letters. The obvious presence of the file itself is reminder enough, during my "down moments," that my style of ministry is worthy of appreciation.

During my career I have also received some negative mail. I don't save these letters. If I had, I might have two bulging files. I read them once, then set them aside. After the initial hurt, anger and self-pity have subsided, I read them again. I am then better able to see the reason, if any, for the criticism. I frequently derive benefit from these letters inasmuch as they usually make a valid point, although almost always overstated. I have come to quietly accept them as a necessary means of quality control in my life and ministry. After I make peace with these letters, I then discard them. No point in collecting critical mail. There seems to be enough of that coming my way to keep me humble enough to address my growth needs.

My close association with the field during my term as president has revealed that criticism, as a means of quality control, is an area in which we, as ministers, are slow to appreciate. No one likes criticism, yet we all get it from time to time. To resist it and claim it as unjust is a naive appraisal of our effectiveness. To allow criticism to overwhelm us and render us powerless is also naive. That is why the bulge continues to grow in my "positive letter" file.

I have come to believe that fulfillment in life is the result of our ability to find balance between criticism and praise. We should never yield totally to flowery words and compliments. Neither should we resign from criticism and situations wherein our efforts are not overly appreciated. No one comes from the factory perfect, nor does anyone come with hopeless defects.

Somewhere in between we all find ourselves in the process of growing, which, after all, is the reason we are where we are, doing what we are doing, experiencing what we are experiencing. Positive strokes, balanced by the stings of critique, help us find our way in fulfilling our spiritual potential. In this light may we look forward to the New Year, with eager anticipation of personal and collective growth.

HAPPY NEW YEAR!

A stylized, handwritten signature of Jay W. Dishman, D.D. in blue ink.

Jay W. Dishman, D.D.



Unity School Mailings

Unity School will entertain a request to make a mailing notifying people that have requested prayers from Silent Unity and are in zip code range of your Center, of certain special events that you might wish to advertise. This is not the DAILY WORD list. The names of the persons receiving the mailing will be held in absolute confidence as is Unity School's policy. Your Center may receive one mailing every three years for the following reasons: new ministry being established, an anniversary of twenty or more years, the dedication of a new building, and/or a change in location.

There may also be infrequent mailings done for Centers to promote a particular Unity School speaker. Requests of this nature will be considered individually by the Board of Trustees of Unity School.



Ministry Services

Greetings to the field from the office of the DMS.

January is always considered that time of year when New Year's Resolutions are made. A resolution or a commitment to a specific goal or action to be carried out in the coming months of the new year. A commitment, according to Webster's Dictionary, is "a pledge or promise to do something." Dr. Robert Schuller expounded on this by saying that "a commitment should come from an idealism so deep down that it needs to be lived out." A desire that creates a burning energy within an individual to propel them forward to heights of excellence which they have not yet achieved.

I was impressed recently while listening to a tape of an executive addressing the 1984 National Association of Life Insurance Underwriters. He stated, "The self is not waiting to be discovered through introspection, or inner probing. On the contrary, the self is waiting to be created. There is only one way to create a self, or an identity, or a purpose in life, and that is through commitment! Commitment is what creates identity."

He went on to say, "I have yet even in my confused state of awareness, to find somebody who has committed his life to God who didn't know who he was, and what his life was all about. Commitments are the essence of our human experience, and without commitments we are the hollow man; the straw man blown to and fro by the wind. Commitment! Every hu-

man being must decide what it is that is of ultimate significance for him now and forever, because who we are in the present is determined by what we expect to be in the future."

Commitment comes after the "only if's" and "but also's" are exhausted. It is making the mental commitment before you have solved the problem. A committing to action of "I'll do it now!"

It is my fervent desire to see all Unity ministries grow, prosper, and become the very best that they can possibly be. My commitment yesterday, today and tomorrow has been and will be, to be the very best I can possibly be. Combine these two elements with the commitment, aid and support of the AUC to deliver the finest educational support, placement and liaison, expansion, benefits, materials and other services; the field ministries cannot help but be successful.

I invite each and every minister, board member and congregation to join with me in making 1985 a year to remember in the Unity movement. It can be done, and by each and every one of us making that same commitment: "To Be The Very Best We Can Possibly Be In All That We Do."

My prayers are for every individual, ministry and study group, knowing and affirming that your continued growth, spiritual unfoldment, and abundant prosperity will be manifested in a ten-fold return for your commitment to excellence.

In the Spirit of Unity,

Paul E. Cook
Director of Ministry Services

Memorials

Dan Saunders, minister at Unity Church in Omaha, Nebraska, made his transition December 3rd. We bless Dan in his ongoing and know that he continues on the everlasting pathway of life.

Glade H. Powell, retired Unity minister, made her transition in Chattanooga, Tennessee on November 15th. We bless Glade in her ongoing and know she continues to be about the Father's business.



Focus On Placement

Pictures of ministers have in the past always accompanied a resume or a minister's application for a new ministry. Just recently this process has been discontinued. Now, resumes only are sent to make application.

The reason for discontinuing this practice is because we have received the following written legal opinion from our AUC attorney: "Since the submission of a minister's picture with the resume for placement could result in discriminatory hiring practices, we recommend that pictures not be submitted with resumes for placement with Unity centers."

We are also currently evaluating and investigating different styles of resumes. We are seeking that style of resume in which Board members will be easily able to gain the information about the minister's professional history, and also one in which the minister can capitalize on his or her own strengths and skills.

We will keep you informed on information that will be helpful to you regarding the placement process.

Blessings,

Joann Landreth
Director of Placement and Liaison



SPARKPLUGS

Talk Topics and Sermon Starters
From Unity Publications

This month: ONENESS OF ALL LIFE
by Marjorie H. Russell.

Some books are specifically written to dispense information, others theorize, teach, or entertain, and so on it goes in the world of books. But now and then a book is written for sheer reading pleasure. This is our thought about *ONENESS OF ALL LIFE* by Marjorie H. Russell.

Pleasure is certainly guaranteed, but you will also find yourself enriched, for the book is chock-full of information that will make excellent sermon material or illustrations. Nature is explored and expounded upon in a loving, expressive way as Ms. Russell, an ordained Unity minister, enthusiastically and unforgettably brings the outdoors to the arm-chair.

Stories about animals warm the heart, and one complete chapter is dedicated to man's best friend, the dog. Chapters about trees, flowers, and the earth will especially appeal to plant lovers. Ms. Russell takes the reader from the depths of the sea to the heights of the heavens, revealing treasures in both places. Rocks and minerals, birds and ants, even snow are portrayed as harmonious and necessary in the universe, for Ms. Russell believes, "Life does not evolve because of competition, but because of cooperation."

We are reminded of Jonathan Livingston Seagull's thought, "There's a reason to life," as Ms. Russell paints beautiful word pictures of those reasons and of the oneness of all life.

This latest Unity book will brighten your life, brighten your bookshelves, and brighten the face of anyone it is shared with. The colorful, hardbound cover and inside art by the author greatly enhance this 203-page, age-spanning book. It is sure to be a popular gift item.

ONENESS OF ALL LIFE, \$4.95, can be obtained from the Sales department of Unity School.



Issues In Management

Louise R. Iennaccaro
Executive Director
Center for Management Assistance

Staffing An Organization

One of the essential components of an organization is its staff. Possessing a healthy budget, a well-defined program service structure, a committed board, and an experienced administrator are only part of the "progressive picture" of an effective organization. This picture is only complete with the inclusion of a qualified and motivated staff.

Personnel issues for an effective organization include determining staffing needs, developing job descriptions, recruiting the staff, and developing personnel policies.

A starting place for the organization is to make the commitment to take the time to consider carefully and thoughtfully the staffing needs of the organization. A practical guideline for identifying staffing needs is to work from tasks to people in outlining staff, rather than arbitrarily naming positions and then assigning tasks.

Concurrent with the identification of staffing needs the organization needs to implement a planning activity that insures that qualifiable and quantifiable program goals and objectives are being developed and written. This program plan needs to include the tasks necessary to reach the identified goals and objectives.

Once a program plan with clearly focused tasks has been written, then those tasks can be used to determine the staffing pattern required to carry out the program plan.

A structure for relating staffing needs to identified tasks should include:

1. Determining the skills demanded for each task.
2. Establishing the length of time to complete each task.

3. Developing a list of staff positions based on skills demanded and time estimates.
4. Evaluating the possible alternatives in staffing patterns available to the organization (i.e.: contract labor, part-time staff, volunteers, temporary staff).
5. Establishing the salary ranges for each paid position.
6. Reviewing the list of positions and determining if the list is comprehensive enough for completing the identified tasks in the program plan. Also at this juncture reviewing the positions in terms of projected budget.
7. Finally, developing an organizational chart that will clarify the chain of command and the decision-making process within the organization.

Our staff resource will only be as successful as our ability to thoughtfully plan for what we need and prepare concretely to utilize this wonderful resource once we have it in place.

Credit is given to Joan Hummel, **Starting and Running a Nonprofit Organization**, for her original concepts used in this article.



"AND FOR YOU WHO WANT TO GET IT OVER WITH, OUR CHURCH OFFERS A UNIQUE NINETY-SECOND SERVICE EACH SUNDAY AT ELEVEN."

SKILL DEMONSTRATION SEMINAR



SKILL DEMONSTRATION SEMINAR – NOVEMBER 12-16, 1984

1st row, l to r: Ann Marie Acacio; Mary Lou Ghyst; Nancy Little; Peggy Talbert; Ann Smart; Anne Ainsworth; Berneda Hamilton.

2nd row, l to r: Joann Landreth, Associate Director—AUC; Phyllis R. Johnson; Patricia Burgen; Alyssa Van Til; Constance Wasner; Nelda Edwards; Martha Giudici, Faculty Member.

3rd row, l to r: Johnnie M. Connor; Velma Davis; Richard Rieger, Faculty Member; Frederick "Fearless" Brown; David Hanson; Dean Davis; Thora Hess, Faculty Member; Paul Cook, Director of Ministry Services—AUC.

CLEARINGHOUSE

Christ Church, Unity in Las Cruces, New Mexico, has 66 green Unity hymnals for sale on a love offering basis. If interested, please contact Rev. Pierre Gallardo, 1465 Andrews, Las Cruces, NM (Ph. 522-5083); or Bev Potter, 1848 Regal Ridge Drive, Las Cruces, NM (Ph. 522-0176); or Dallas Johnson, 2325 San Andres Drive, Las Cruces, NM (Ph. 526-8612).

Because many Unity churches and centers are now using **WINGS OF SONG** for their songbook, the AUC has a list of the churches and centers that have **UNITY SONG SELECTION** songbooks available to give away. If your church or center has a need for these songbooks or has songbooks available to give away, contact Susan Eng, AUC, P.O. Box 610, Lee's Summit, MO 64063, or call (816) 524-7414.



Education News & Views

Happy New Year! How filled with promise and excitement these words of greeting. Say them again, slowly, thoughtfully. Happy... New... Year... An anonymous observer of the human scene once wrote: "An optimist sees an opportunity in every calamity; a pessimist sees a calamity in every opportunity." Happy are we optimists who look up and not down; forward and not back!

In a real sense the marking of a new year is an opportunity to pledge anew, to re-commit ourselves to, among other things, the educational ministry of Unity. And what an adventure this is: to stimulate the connection of Mind with Mind; to nurture the Christ Consciousness. What a gift we teachers bring to the children.

But there is more. Unity is a process, a spiritual adventure without end. This implies that there is no final graduation. Who, having tasted from the vineyard of the Inner Kingdom, can turn away satisfied? The new year provides us an opportunity to consciously dedicate ourselves

to the spiritual discipline necessary to allow mind, soul, and spirit to become harmonious with God and His good for us.

And what can you expect from the new Director of Education in this endeavor?

1. You can expect an open door, an open mind, an open heart to your educational needs.
2. You can expect warm cooperation from me, because I believe in what you are doing, and I, too, have dedicated my life to ministry.
3. You can expect me to be an experienced resource person who is willing to work with you to facilitate your ministry.
4. You can expect from me the development of plans, and programs that will be thoughtfully organized, carefully coordinated, properly budgeted and personally supervised.
5. You can expect to hear from me—often—so you can know what is going on and can offer me feedback.

To every Prince and Princess of the Kingdom, I bid adieu for now.

James C. Robinson

James C. Robinson, Ph.D.
Director of Education

Thank you for your love offerings!

November, 1984 — \$57,592.85

We love you! We bless you! We appreciate you!

NOTICE!

PRICE CHANGE

Special Service manuals are now printed on waterproof paper.

	New Price
White cover	\$17.00
Black cover	15.50

ASSOCIATION OF UNITY CHURCHES Statement of General Funds Operations Seven Months Ended October 31, 1984

	Month	Year to Date
INCOME — OPERATIONS:		
Love Offering	\$ 43,172.28	\$ 327,883.44
Other Income	763.07	20,503.03
	43,935.35	348,386.47
Less: Tithe Transfer	4,317.23	32,788.35
	39,618.12	315,598.12
Gross Profit Material	4,631.45	33,548.18
Total Income	\$ 44,249.57	\$ 349,146.30
EXPENSES — OPERATIONS:		
TOTAL Expenses	\$ 55,640.11	\$ 377,529.43
INCOME OVER (UNDER) EXPENSES:	\$ (11,390.54)	\$ (28,383.13)

Unity School Contribution To The AUC Through Services Provided
May 1, 1984 — July 31, 1984: \$59,081.91

(Note: This contribution is a non-ledger item and does not appear on the AUC financial statement)

Field Features

January's Article By
Rev. Wallace Tooke
First Church, Unity, Toledo, Ohio

On several occasions people have said: "We are fortunate to have you with us these forty years." "Doesn't your headquarters transfer you to other locations?" This posed a question in my mind as to why my wife, Josie, and I have been here for this period of time. The answer goes something like this: Why did the chicken cross the road? Undoubtedly to get to the other side. We may pose a second question of "why" the other side? Like human species, the chicken probably thought the pastures were greener. There is also the possibility that the chicken may have been frightened.

Like the average person, Unity Ministers and Teachers are desirous of greener pastures. Do we not teach the Christ power within and of our ability to tap those inner resources in order to meet our good? The natural function of the roots of trees, plants and other vegetation is to reach deep into the earth for necessary moisture and food minerals. The stem or trunk reaches upward toward the sun for light radiations.

Like all other living beings, I, too, am desirous of receiving my good. The difference in direction is determined by what I call my good. Before I entered the Unity Ministry, I was looking for greener pastures, believing they existed somewhere outside my own being or at the end of the proverbial rainbow. My experience, sitting in classes taught by Charles Fillmore, Sr., brought to light an entirely different viewpoint. For the first time in my young life it was revealed to me that "... the kingdom of God is within you." Before that time, not only the "kingdom of God" but the kingdom of earthly good resided someplace outside my own being. It wasn't until some time later that this revelation would prove so meaningful. A statement made many times by Mr. Fillmore increased my desire to look inward: "There is a Spirit in man, and the breath of the Almighty giveth him understanding."

Time passed and I enrolled in the Correspondence Department at Unity School, which led me to seek employment and further training by working in Silent Unity for four years. Through the assistance and aid of May Rowland, Katherine Freeman and Celia Ayers, I gleaned much spiritual wisdom that deepened my search for enlightenment. Several years passed, and through the recommendation of Francis Gable and Elsie Shaw I was recommended to the Unity Center of Toledo, Ohio, which at that time was seeking leadership. I accepted the invitation on a trial period of three months. I arrived in Toledo on October 30th, 1944. The Center was located in the old Commerce Guardian Building. My three month period moved swiftly, and I cannot remember ever being officially accepted. After one year of service, my wife, Josie, and I took a month's vacation to California. On our return, we discovered the Board of Directors had moved us out of that quarters... lock, stock and barrel, without our knowledge, into residency in the "Viking Temple." Explanations were given us that the move was decided upon because our rent had been increased \$100 per month. Through my association with Francis Gable, he informed me that we had made a grave mistake. We should have stayed where we were and met the demand. My wife and I were disturbed, because our new location was not desirable and was poorly located. Sunday mornings, while we were having our services, custodians were rolling out beer barrels from Saturday night parties, and the lingering smoke created a very unpleasant atmosphere.

It was then I was ready to "throw in the sponge," but my wife encouraged me to prove myself. The remark by Mr. Gable came to mind. . . "prove yourself, right where you are." Along with this was the reminder that: ". . . the kingdom of God is within you." These were trying times for us, but I am happy now that we remained. This unforgettable incident, as I thought it to be, along with a meager salary of around \$150 a month only proved to be a stepping stone in times to come. How to get out of this situation took on top priority. There was only one solution. A building fund campaign was initiated. After a year or so we purchased a small lot and built a rather modest, but to us then, a marvelous little church. We outgrew this structure and built an addition. After a time, this, too, became cramped. Pursuing the Truth: ". . . the kingdom of God is within you," we were directed to purchase acreage on the outskirts of Toledo, where our closest neighbor in Westgate Village was a newly built Sears Roebuck Company. On the acreage we purchased existed an old farm house with a huge barn and a sheep shed. We renovated the sheep shed and held services there with the farm house as our office. Our new Temple was completed in December of 1963, and Marcus Bach was our very first speaker. Today, we are located in the very heart of the new Toledo, surrounded by a mortuary, cinemas, banks, department stores, restaurants and condominiums.

Many times during this period, I had the urge to leave and seek out "greener pastures," because of internal difficulties, finances and just plain restlessness. No sooner had I such urges to leave when came the old truth saying: "Demonstrate right where you are." To this I added: "Bloom where you are."

Looking back, I can account for the activity of Christ in my consciousness urging me to continue looking to ". . . the kingdom of God is within you." It took years for the full realization of this Truth to become such a vital part of my consciousness. Herein was the driving power of Spirit to seek the kingdom of God within rather than searching around out there in the world.

Like the chicken, I wanted to cross the road either for greener pastures, or because of some internal restlessness or conflict which I thought was coming to me from some one or some thing out in the world. Only the realized Christ can unfold the Truth and remove any barriers. I used to believe that the problem was with certain Board Members who were complaining or was due to a lack of attendance or finances. Josie helped me to realize that the problem was not "out there" but "within myself."

Every person has the right of choice as to the direction they feel led to pursue. I would just like to say: "Bloom right where you are." There are "Acres of Diamonds" in your own back yard. The world is seeking peace, success and wholeness, but the real solution is to seek only that which will produce peace, success and wholeness. The kingdom of All Good is within. It is from within this "imprisoned splendor" that worlds are formed.

We, in Truth, say that so-called problems are only opportunities and challenges. I, too, have evidenced the decline in enthusiasm and have been overcome with boredom and disinterest. Herein is one of those so-called problem areas that can prove an opportunity to rise up and make some changes. The change we have made is not in location but in attitude toward our vocation. The challenge is always within the individual to be able to see other ways, practical ways, inspirational ways of explaining the One Principle.

In conclusion, I wish to say that the Soul of Unity in Its primordial state whispered Its birth in the minds of Charles and Myrtle Fillmore. From the incorporeal sprang forth a mighty Being that has encompassed the earth. The corporeal structures we see as Unity Temples, Churches and Centers look to and trust each Unity Minister and Teacher to guard, maintain and protect It. I have found my piece of earth in which to present Its message, and you have found yours. We have been chosen to stand portal at the door and not seek other pastures in which to promote ourselves or our aims and desires unless so directed by the "kingdom." It is perfectly all right for us to "make our living," but let us not forget to "live our making."

First God In Me Emblems Presented In Canada and the United States



Ron Tyson
Youth Education Coordinator

Robin Westie and Lyanne Westie, of Unity Church of Victoria, British Columbia, are the first two young people to receive Unity's newly developed youth emblem, "God In Me."



Pictured left to right: Elizabeth Margerison, grandmother; Robin Westie, "God In Me" recipient; Ethel A. Bevan, great grandmother; Rev. David Durksen; Lyanne Westie, "God In Me" recipient; and Roslynne Morphy, mother.

Scouting and Unity have played an important part in the lives of Robin's and Lyanne's family. Roslynne Morphy, mother of the children, was a Brownie as a child; Elizabeth Margerison, their grandmother, was a Brownie, Guide, and Guide Captain; Ethel A. Bevan, the great-grandmother, was a Guide Association member and Guide Commissioner. All four generations have been active in Guides and Scouting, and all are active in Unity. Wow!

Our heartiest congratulations to Robin and Lyanne, their proud families and their ministers, David and Alice Durksen, of Victoria, British Columbia, Canada.

Sunday, October 21, was a proud day for Unity Church of Tacoma, Washington, for on this day Aaron and James Wilkins received the first "God In Me" emblems to be presented in the United States. They are both Cub Scouts, and their leaders are from Cub Pack 137,

sponsored by the Boze Elementary School, Tacoma, Washington.

Unity has recently joined some twenty-seven other denominations to acknowledge our youth who are members of the Boy Scouts, Girl Scouts, Girl Guides, Campfire, 4-H, FFA and FHA.

This ceremony is only the beginning of many that will follow in the recognition of our youth in their spiritual unfoldment.

The "God In Me" emblem may be earned by any youth in Unity between the ages of 6 - 10 years of age. It takes approximately six months to complete the 7-step program, as each participant works closely with a parent or guardian.

It was not by chance that Bob Thomas, Minister, was on hand to lead the ceremony. Bob had served as Chaplain to a Boy Scout Troop while completing the ministerial program last year at Unity Village. His wife, Ann, is also well acquainted with Scouting, as her father was an executive leader in this worldwide program before retirement.



-Fisher's House of Photography

Pictured left to right: Jo Ann Fuller, Counselor; Gary Bell, Webelos Leader; Aaron Wilkins, "God In Me" recipient; Rev. Bob Thomas; Frank Erickson, District Executive of the Mount Rainier Council, BSA; Ann Thomas; James Wilkins, "God In Me" recipient; Gil Martinez, Cub Master; Susan Wilkins, mother.



Timothy Pettet
International YOU/YAU Coordinator

Young Adults of Unity— Who and What Are You?

A dialogue has begun regarding the current effectiveness and future role of the YAU (Young Adults of Unity) in our movement. The original intent of the organization was to serve and support young adults (approximately 19-23) as they emerged from their YOU experience and entered the next pivotal phase of human development.

The intervening years have seen a series of events and organizational efforts that have resulted in a current situation that is roughly described as follows: the International YAU organizes and hosts an international YAU conference every summer and publishes an annual international newsletter that carries news of the conference and some news about individuals and groups that are a part of the YAU network; on a local basis there are a broad variety of organizations that range from a sub-regional fellowship alliance in southern California to the rather well organized 50 or so individuals that refer to themselves as YAU in Portland, Oregon, to the one or two individuals in many centers that are simply looking for a way to bring their idea of YAU into manifestation.

In many of the above instances the age of the people involved goes well beyond the 23 to 25 year old original upper limit. For example, the age range at the international conference runs from approximately 19 to 50 with the vast majority being 25-40 years old. This broad age range necessitates an organizational style and program design that doesn't allow the age-specific issues of the young adult (career, mate and life-style choices) to be effectively addressed. Many have pointed out this dilemma, and the concerns of one observer prompted the Executive Committee of AUC to ask for a study to be done in regard to YAU.

Other voices in the dialogue are saying that the current situation is successfully serving the fellowship needs of a significant portion of the Unity population that are seeking a more

participatory, creative, active and openly celebrative form of spiritual study and worship than is found in the more traditional Unity forms. Some also add that the potential community that this approach could serve is much larger than the numbers currently involved.

As a first step in an information gathering process designed to further the dialogue and study of this issue, AUC recently published a "needs analysis survey" in **The Minister's Letter**. It asked ministers to provide information about current organizations in their centers that fit either YAU definition, names and addresses of leaders and what services AUC could provide on a regional and/or international basis to meet the needs of either group. After this information has been gathered and assimilated, two other surveys will be conducted. One will be sent to recent ex-YOUs who are in that college age bracket, and the other will be sent to individuals involved in the current YAU network. After all of this information has been gathered and analyzed, a report and recommendations will be prepared for the AUC Executive Committee and Board.

As a reader of **Contact** magazine, your opinion and input is also of value to AUC. When you respond, please indicate whether you are doing so out of concern for an organizational structure that could meet your individual needs or whether you are responding out of your involvement as a leader in your Unity center. This information will help us determine how to include you in the future surveys.

Make your comments as specific as possible and send them to: Timothy Pettet, YAU Coordinator, AUC, P.O. Box 610, Lee's Summit, MO 64063.





Growing A Church

Robert R. Barth, Chairman
Department of Ministry Studies and Skills

Several months ago the importance of developing a purpose statement was discussed in **CONTACT**. Even though the development of a purpose statement is of high priority, it is just the beginning of a process. The purpose statement provides the walls or the parameters which govern the functioning of the organization, but next we need to actualize the purpose.

After the completion of the purpose statement, the next step is to identify the goals of the ministry. It is important to realize that not all goals are healthy goals. Basically, goals can be broken into two types - **SURVIVAL GOALS** and **MISSION (or PURPOSE) GOALS**.

SURVIVING GOALS are also called problem based goals. They center around the many problems in the organization and have little to do with the purpose or mission of the church. Usually these goals require a low level of risk and the priority is just to survive. Survival goals

tend to perpetuate the status quo and the primary focus of attention is the needs of the institution. People are used as a means to an end, rather than an end in themselves. "If each person would only give x number of dollars each week, we would meet our budget," is an example of a survival goal.

MISSION GOALS, on the other hand, are based on the purpose and dream for the organization. These goals are more concerned with the needs of the congregation, and the organization is seen as a means to an end rather than an end in and of itself. The priority, rather than being survival and problem based, centers around health and growth. Mission goals encourage expanded ministry, require a dream, demand a higher level of risk and faith (Isn't it ironic that many businesses show more faith than churches).

When setting your goals you may want to use the five characteristics of a good goal:

1. The goal must be specific and measurable to answer the question, "Was it accomplished?", with a yes or no, not a maybe.
2. The goal must be consistent with the churches stated purpose.
3. The goal must be attainable and feasible.
4. The goal should have a deadline.
5. The goal should be controllable. You cannot control the spiritual growth of an individual, but you can control teaching a workshop.

Establishing a purpose and then setting goals are two important steps in growing a church.

NEWS-AT-A-GLANCE

Dana J. Voght, minister of Unity Center in Huntsville, Alabama, made a presentation entitled, "Eidetics and the Christian Religion" on November 9th at the Eight Annual American Imagery Conference in New York, New York. Eidetics is a self analytical therapy that involves the individual in spontaneous imaging of life experiences in such a way as to heal unpleasant memories and lead the individual into his/her life fulfillment. This is accomplished through the participant's synthesis with the Life Essence or Christ consciousness within.

Cisley Malmi had the privilege of taking Unity out to the Nation on November 11th, at the National Association of Women Business Owners Greater Syracuse Chapter—First Trade Show, the first such Trade Show in New York State and the first outside a major metropolitan area. Her participation included "Inspirational Message and Invocation" to kick off the proceedings, and Lunch meditation.

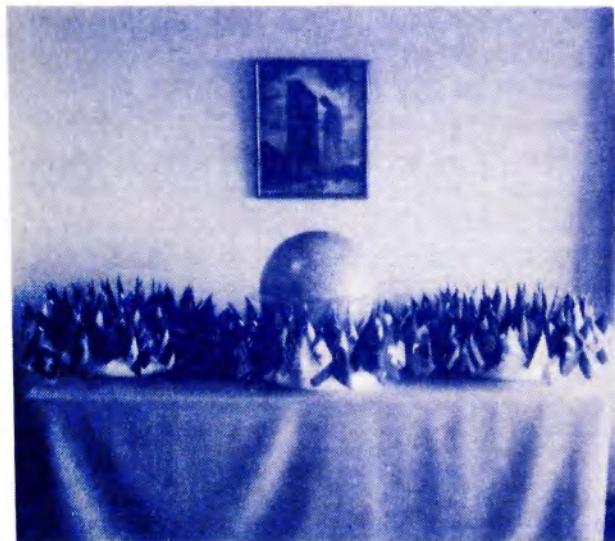
Participants, seated on the dais, included the New York State recipient of the '82 Woman in Business Award, Harriette McDowell of Unity-Syracuse; '83 recipient Billie Howard (her business—paying); United States Senator George Wortley; President Reagan's Representative from the Small Business Administration of Dallas,
Continued on Page 13



On Sunday, October 28th, in conjunction with United Nations Disarmament Week, we at Unity of Independence centered our energies on World Peace, beginning with a Peace Awareness Service at 11:00 a.m.

At 7:00 p.m. we began a 24-hour World Peace Prayer Vigil at the center and concluded with a Peace Celebration on Monday evening. We showed two inspiring and thought-provoking films entitled "No Frames, No Boundaries" and "Beyond War" (obtained for a love offering from Creative Initiative, 222 High Street, Palo Alto, CA 94301).

We are planning an annual Peace Prayer Vigil and Celebration each October until our world achieves a true and lasting peace! On the intervening months we are scheduling a 24-hour prayer chain on the third Sunday-Monday and are inviting members and friends to make a commitment of one hour on that weekend each month. Each person is given a **WORLD PEACE LIGHTBEARERS - 24-HOUR POWER** button, which a member of our congregation designed.



As an outgrowth of this event, we now have in our sanctuary a permanent World Peace display which Lois Straub, chairperson of our Prayer Vigil, had prepared. The display includes a lighted globe surrounded by flags of 168 nations, with the picture "Prince of Peace" on the wall above. (Photographs of this display appeared in the local Independence paper, *THE EXAMINER*, and in the Kansas City *STAR/TIMES*.)

We are continuing to encourage members and friends to "adopt" a country and its flag and pray for its part in World Peace, as well as to be alert to any stories or articles about that country in the news.

We will be happy to send anyone a packet of materials—which includes a Blue Ribbon for Peace (idea from Don & Dorothy Curtis in Dallas), a World Peace Lightbearers 24-Hour Power button, and Prayer Vigil booklets and handouts—for a love offering. If you would like to "adopt" a country, we still have some available.

In Peace & Love,

Marilyn E. Rieger, Co-minister
Unity of Independence Unlimited

Continued from Page 12

Texas, Gloria Anderson, who was the key-note speaker; Governor Mario Cuomo's representative, Stephanie Brown; Sydney Scott Tyler, Co-Chairperson of Conference of Systems, Strategies and Tactics (also of Unity-Syracuse); the Mayor's representative; and the head of the Chamber of Commerce. Cisley reports it was a great experience!

Unity in the Olympics, Port Angeles, Washington, celebrated the completion of their new sanctuary addition at a Dedication Service on Sunday, November 18th. For this one Sunday only, one service rather than two services was held, in order that the entire congregation could join together in consecration of the new facility. As in many other Unity centers, the project was successfully completed because of the unceasing efforts of volunteers, not only financially, but in untold hours of physical effort.



Outreach Outlook for 1985

Susan Eng

Expansion/Conference Specialist

It is the privilege of the Expansion office to provide assistance and consultation to all outreach ministries and expanding study groups. The value of the new ministries cannot be measured. Their contribution, effectiveness and commitment are profound. This same complete expression has been the foundation, the strength and the power of the Unity movement.

The goal for the creation and establishment of a new group is to bring the message of Truth to more and more people. Each group is vitally important as they bless all with whom they come in contact. A new group is comprised of people gathering together to study Unity teachings. Dynamic churches and centers have had their beginnings with only five to ten members. When a ministry begins without the sponsorship of a minister, we encourage our friends to contact the nearest ministry or Unity representative in their area. By doing this, the group receives information about the area and helpful guidance.

Last September Scott Sherman and Jim Rosemergy spoke to the Unity ministerial students about pioneering new ministries. There was high interest in pioneering a new ministry, even with the awareness of the challenges that arise in doing so. A pioneering mastermind group for ministerial students was created. This spring, an elective course will be offered to the Ministerial Education Program to educate students who are interested in pioneering a new church or center. On February 27th during the Licensed Teacher Post-Graduate Week, there will be a presentation on Expansion Study Groups.

There are currently 152 Unity outreach and study groups. It is the commitment of the Expansion office to have 25 new groups started in the year 1985. This is only possible with your continued commitment to the growth of this movement. As new groups are started, hundreds of lives are deeply impacted by the results of your strength, your courage and your stamina.

We invite you to participate with us in bringing forth more study groups to those who are hungering and thirsting for Truth. Call, write or stop by the AUC office during your next visit for information and materials on how to start a study group. Once you have taken that first step and are committed to starting a study group, Spirit makes the way easy. All kinds of things occur to provide assistance.



Y.O.U. Letter

Dear Ministers,

I am very honored to be an officer for the International Youth of Unity. As International First Vice President, my duties include the international prayer panel and holiday letters. Both of these are designed to bring the Youth of Unity closer together through united work in prayer and meditation.

The prayer panel, which is titled "Living in the Spirit of Christ" and published quarterly, is especially designed to pass along thoughts and prayers for daily life. The associate representatives of each region are contributing their prayers and helping to make this a unified prayer panel.

The holiday letters consist of a Thanksgiving letter, Christmas letter and an Easter letter. The regional representatives have contributed to the Thanksgiving and Christmas letters, and the Associate Regional representatives have contributed to the Easter letter.

Our prayer consciousness is strengthened as we read and participate in these publications. The support from the regional officers really helps in the development of this prayer project.

The Youth of Unity grows and prospers through a united prayer consciousness. We appreciate the support from the ministers and invite you to be a continuing part of our growth and learning.

In His Light,

Cathy Cooper

First International Vice President

We invite you to join us in putting

GOD FIRST

in all things and in using this prayer for the month of

JANUARY 1985

My thoughts are enriched by
Christ within me. I am filled
with enthusiasm, and my affairs
are prospered.

Unity School Prayer Group

Calendar of Events

1985

JANUARY

- 2-4 West Central Region Minister-Teacher
Retreat, Santa Cruz, CA
22-25 AUC Mid-Year Committee Meetings,
Unity Village, MO
28-29 Southwest Regional Conference, Sierra
Retreat Center, Malibu, CA

FEBRUARY

- 9-15 Celebration of Love Retreat, Unity
Village, MO
15-17 Dealing with Change Retreat, Clogateti
Lodge, Katikati, New Zealand
23- Licensed Teacher Postgraduate Week,
Mar. 1 Unity Village, MO

MARCH

- 8-9 West Central Region Minister-Board
Workshop, Palo Alto, CA

- 9-15 Festival of Spring Retreat, Unity
Village, MO
30- CEP Spring Session A, Unity Village,
Apr. 12 MO

APRIL

- 13-26 CEP Spring Session B, Unity Village,
MO
22-25 AUC Executive Committee Meetings,
Unity Village, MO
27- Congreso Metafisico Latinoamericano,
May 4 Bogota, Colombia

MAY

- 1-3 West Central Region Conference, San
Rafael, CA
4-10 Apple Blossom Time Retreat, Unity
Village, MO
18-24 Maytime Retreat, Unity Village, MO

JUNE

- 1-7 Rose Festival Retreat, Unity Village,
MO
10-14 AUC Pre-Conference, Unity Village, MO
17-21 AUC Conference, Unity Village, MO
22-28 Sunshine Festival Retreat, Unity
Village, MO

contact

ASSOCIATION OF UNITY CHURCHES

Unity Village, MO 64065

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February 1985





The President's Letter

I have been thinking a lot about responsibility lately, especially the AUC's responsibility to itself. Noticeably many Board of Directors of member churches, and ministers in the field, think of the AUC as an entity apart from themselves. Such conclusions reveal a lack of awareness of who, and what, the AUC is, and as such denies responsibility for its dynamics. It is also noticeable that during the AUC history, its Board of Directors, made up of experienced field ministers, has viewed some of its member churches and field ministers, as uncommitted and apart. Such impressions reveal incomplete communication with the field, therefore denying the Board and staff of AUC the ability to respond to the field effectively. What is less noticed is the primary purpose of our being an association.

I was ordained the year the AUC was spanked to life. Its first breath was a gasp for survival. Like a child unwanted by members of its own family, it has received criticism, predictions of failure, and conflicting signals. Even some of its founders have abandoned it. In spite of this, it has grown and matured and revealed its desire to respond to its design. I believe this is because of the spirit that shaped the vision of all who championed the purpose of the AUC; the same spirit that breathed through the stout hearts of all who have captured the vision since and are committed to preserving that purpose. The purpose of the AUC is to accomplish things as a group that cannot be accomplished individually. This is a family venture. It benefits all. The quality of the collective benefits depends upon individual commitment. Church boards, field ministers, the AUC Board and staff must be spirited by a duty of purpose and recommitted to the initial vision.

I have always felt a commitment to the AUC. Today that commitment is stronger than ever. I look to the future with great excitement and confidence. In the beginning we were an association of uncommissioned clergy. We then

became an association of Unity churches. Today we are at the point of becoming an association of Unity consciousness. That is the original vision. May the spirit of that vision touch every member of our family in the new year.

Rich and abundant blessings,

Jay W. Dishman, D.D.



NEWS-AT-A-GLANCE

The prayer chapel of Unity Christ Church in St. Petersburg, Florida has been completely redecorated with a stained glass window, new carpeting, drapes, chandelier, and new chairs.

On the first Sunday of November, the Board of Directors, members, and **Rev. Edward Hoge**, minister of Unity Christ Church, honored the **Rev. Elsie Eckert** for her many years of devotion to the Unity Way of Life and service to Unity for more than 50 years by naming the chapel in her name. Henceforth, the chapel shall be known as the **Elsie M. Eckert Prayer Chapel**.

Unity Church of St. Joseph, Missouri has purchased an eight room house adjacent to their present building. Four rooms and a yard will be devoted to Youth Education. The other four rooms will become the administrative area. The building has been purchased outright with anonymous gifts to the ministry.

An infra-red sound system for the hearing impaired and a cordless microphone have also been recently installed. They will be pleased to share their experience in this technology with anyone who is considering such an installation.

Unity Church hosted the annual Ecumenical Thanksgiving Service for the first time in St. Joseph's history. Nine area priests, ministers and rabbis officiated. The feeling was warm and connected. The service was covered on the 6:00 p.m. and 10:00 p.m. television news by the local ABC Network station.



Ministry Services

Happy Valentine's Day and warm greetings during this month of love.

Whenever we are involved in accomplishing a goal or task in groups of two or more, we are involved in a team effort. It depends on how well we use that team effort as to how well we accomplish the goals or objectives of that team. Every team needs a team captain or leader to help coordinate and keep the group on target. The team, however, functions similarly to parts of a machine; all work together to accomplish a common goal or task. If one or more of the parts of that machine become overworked or over stressed, it can prevent the smooth operation of that machine and decrease its productivity. If one of those parts is used in the wrong way, it can, in the long run, affect its normally smooth operation.

So it is with team work and team development. Each member of the group in a team needs to share in the goal and objectives of that team. Each member then needs to have specific direction and knowledge as to what their individual part in the achievement of that goal is, and finally to have open, free communication so that the interrelated tasks move smoothly and efficiently.

The primary emphasis placed on a team should be skills-need assessments. To achieve a good skills-needs assessment, specific job descriptions should be developed for each team member. The job description should include each job function listed in order of priority and notations as to the functions that interface with other departments and/or team members. If it is determined that a team member does not have sufficient skills to perform the job functions defined, emphasis should then be placed on the development of those skills by on-job training, or formal education. Too many times a team member is given a specific assignment or job function just because he or she is there, rather than taking the time to make a proper selection and/or needs analysis so that training and development may be arranged prior to the assumption of a position on the team.

Once the team is selected, the goals or objectives of the team need to be articulated to, and discussed by the team. Team work has a direct impact on the flow and application of information (valid, useful information) about the work and the way it is handled. Team work means that there is good coordination and integration of energy expenditures. Sometimes machines need to be teamed because of the way they are linked together, i.e. the printing press, paper cutting machine and paper folding machine. This is the physical linkage. More often than not, people need to be teamed because of the way their work links them together. Administrators and operating supervisors or superintendents are an example. This is an informational linkage that borders on physical linkage, and helps generate team work that uses combined inputs to produce outputs in the most effective way. These inputs have to be coordinated and integrated within a group to create a more effective use of the group's combined inputs rather than utilization of the contributions of individual group members. The group is then allowed to do more than just hear an idea directly and immediately; they also react, advance other ideas, combine ideas, refine ideas, and on and on. With teamwork like this, the group's output is more productive because the final output comes out better, or cheaper, or faster. Ultimately, the organization's financial performance is affected in a positive way.

When was the last time you reviewed your goals and objectives? Does each member of your team know what their specific part is? Do they have the skill level necessary to perform the job? Is there training available to help them improve their performance? If the answer to any of these is "No," I would urge you to contact me at the AUC office, and perhaps we can arrange training for your team at your church by the Center for Management Assistance (AUC's management consultants).

I offer my blessings to you for a tremendous and abundant month.

In the Spirit of Unity,

A handwritten signature in dark ink, appearing to read "Paul E. Cook". The signature is stylized with a large, sweeping "P" and a long, horizontal stroke at the end.

Paul E. Cook
Director of Ministry Services



Issues In Management

Louise R. Iennaccaro
Executive Director
Center for Management Assistance

TIME MANAGEMENT

Do you have time to do everything you would like to do? Few of us do, yet we have all the time there is. There is always enough time to do what is important to us; the difficult part is defining what is important.

What do you wish was happening in your life? What do you wish you had time for? Thinking about the best way to spend your time means asking yourself what kind of life you want to lead, what kind of person you want to be. Determining the way you use your time requires that you set some goals—goals about what you want to be and do.

Goals should not only be specific and concrete; they should be realistic. Goals should make you stretch, but they should be attainable. They should also be measurable, and, above all, they should be in writing with a time schedule for their completion. The result is a goal that stimulates you, a goal that motivates you to pursue it right away.

When you examine your goals, do not think exclusively of career goals or financial goals. Other aspects of your life are important as well—family, social activities, health, personal development, spiritual development and leisure. If you want to be truly effective and satisfied with yourself, you must determine how to balance the various parts of your life. You must discover how to allocate your time to cover all those areas that are important to you.

Try the following exercise to sharpen your goal-setting skills.

Lifetime Goals Exercise

- A. Use 3 sheets of paper — each headed as follows:
 1. What are my lifetime goals?
 2. How would I like to spend the next five years?
 3. If I knew I would be struck by lightning six months from now, how would I live until then?
- B. Use the following directions for each topic:
 1. Take exactly two minutes, write as many answers as you can think of to the question.
 2. Take two more minutes to make any changes necessary to feel satisfied with the list.
 3. Do this for all three copies.
 4. Then spend a minimum of two more minutes—longer if you like—reviewing and improving all your statements.
 5. Spend one minute on each list selecting your three top goals. Label them A-1, A-2, A-3.
 6. You now have nine goals.
- C. Use another sheet of paper.
 1. Title it: "My three most important long term goals are. . ."
 2. Using your nine goals from B-6, answer the question.
 3. List them A-1, A-2, A-3.

Activities Exercise

- A. Use three sheets of paper.
 1. Write your A-1 goal at top of 1st sheet, A-2 on second, A-3 on third.
 2. Take three minutes, make as long a list as possible of activities that could contribute toward each goal.
 3. Take three more minutes — add, delete, consolidate, refine list. Identify as many activities as you can.
- B. Rules to use in listing activities:
 1. Write quickly, list everything you think of.
 2. Be as imaginative as possible.
 3. Make no attempt to evaluate or censor your ideas.
 4. Don't limit yourself by thinking you cannot do a particular activity.
 5. Don't be afraid that because you list an activity you are committed to do it.
- C. Now set your priorities.
 1. Ask yourself — will I spend 15 minutes on this activity in the next week? If you answer "no," cross it off the list.

2. Eliminate low value items—you don't have to give a particular reason. You may not feel like it, it may be too hard; maybe you're too busy.
3. Come up with four items you consider meaningful for each list.
4. You now have twelve activities.
5. List the twelve by priority, A-1 thru A-12.
6. Set deadlines for the activities.
7. Schedule the activities into the next seven days.
8. Do them as scheduled.

You can control your time and your life. In doing so, you will accomplish more, gain more satisfaction from the things you do, and feel more fulfilled. As your feelings of achievement, satisfaction and fulfillment increase, the quality of your life increases. Your time is your life. As you become more effective in managing your time, you create a better life.

Tips for Successful Time Management

1. Clarify your objectives. Put them in writing. Then set your priorities. Make sure you're getting what you really want out of life.
2. Plan your time. Write out a plan for each week. Ask yourself what you hope to accomplish by the end of the week and what you will need to do to achieve those results.

3. Make a to-do list every day. Be sure it includes your daily objectives, priorities, and time estimates, not just random activities.
4. Schedule your time every day to make sure you accomplish the most important things first. Be sure to leave room for the unexpected and for interruptions, but remember that things that are scheduled have a better chance of working out than things that are unscheduled.
5. Take the time to do it right the first time. You won't have to waste time doing it over.
6. Develop the habit of finishing what you start. Don't jump from one thing to another, leaving a string of unfinished tasks behind you.
7. Conquer procrastination. Learn to do it now!
8. Never spend time on less important things when you could be spending it on more important things.
9. Take time for yourself—time to dream, time to relax, time to live.
10. Develop a personal philosophy of time—what time means to you and how time relates to your life.

Reading References:

- Douglass, Merrill E. and Douglass, Donna N., **Manage Your Time, Manage Your Work, Manage Yourself**, AMACOM, 1980.
- Lakein, Alan, **How To Get Control of Your Time and Your Life**, Signet Book, 1974.



TO: Jesus, Son of Joseph
Woodcrafter's Carpenter Shop
Nazareth

FROM: Jordan Management Consultants
Jerusalem

Dear Sir:

Thank you for submitting the resumes of the 12 men you have chosen for managerial positions in your new organization. All of them have now taken our battery of tests, and we have not only run the results through our computer, but also arranged personal interviews for each of them with our psychologist and vocational aptitude consultant.

(Continued on page 6)



Focus On Liaison

Often I hear the comment from board members who have just gone through a challenging experience that they were totally unaware that the AUC does offer liaison assistance for ministries with problems.

Liaison assistance is indeed a service provided by the Association of Unity Churches. Trained liaison representatives are available in each region. However, since each one of our member ministries is autonomous and functions under its own bylaws and articles of incorporation, we are unable to legally interfere **unless the minister and/or the majority of the board requests our assistance.**

What is the procedure to follow in seeking liaison assistance? If a minister or a board is experiencing difficulties, the minister should contact the Director of Placement and Liaison in the AUC office. Or, if the board would like to request liaison assistance, the matter should be discussed at a board meeting with the majority of the board voting to request such assistance. Then, the board president should make contact with the Director of Placement and Liaison in the AUC office. The Director of Placement and Liaison will contact the Regional Representative to arrange for a liaison representative in the area to visit the troubled ministry.

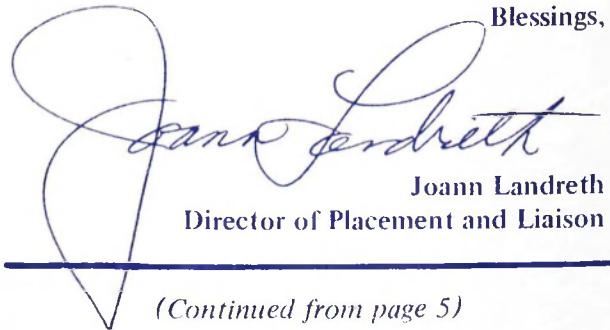
What happens during a liaison visit? First of all, I'd like to point out that a liaison representative can be extremely helpful because that person is not directly involved with the problem and thereby can more easily see and define the source or cause for the problem. The liaison representative will meet with any individual who requests a meeting with the representative for a private consultation. The liaison representative also meets with each board member and the minister and then with the board and minister as a body. If a membership meeting is needed, that of course would follow.

The liaison representative, taking all the information gained during interviews, will make recommendations for the minister and the board to implement which will help to facilitate a harmonious and orderly solution. A written report from the liaison representative will follow.

The ministry requesting liaison assistance is, of course, responsible for any expenses involved. However, we would encourage any ministry having difficulties to request liaison assistance even if financial challenges could be part of the problem. There are always ways to work out the financial arrangements. In certain circumstances, payment plans are possible; at times the region assists in the financing of liaison assistance, and at time the AUC absorbs the cost involved.

If you have any further questions regarding liaison, or if we can assist you in any way, please feel free to contact me.

Blessings,



Joann Landreth
Director of Placement and Liaison

(Continued from page 5)

It is the staff opinion that most of your nominees are lacking in background, education and vocational aptitude for the type of enterprise you are undertaking. They do not have the team concept. We would recommend that you continue your search for persons of experience in managerial ability and proven capacity.

Simon Peter is emotionally unstable and given to fits of temper. Andrew has absolutely no qualities of leadership. The two brothers, James and John, the sons of Zebedee, place personal interest above company loyalty. Thomas demonstrates a questioning attitude that would tend to undermine morale. We feel that it is our duty to tell you that Matthew has been black-listed by the Greater Jerusalem Better Business Bureau. James, the son of Alphaeus, and Thaddaeus definitely have radical leanings, and they both registered a high score on the manic-depressive scale.

One of the candidates, however, shows great potential. He is a man of ability and resourcefulness, meets people well, has a keen business mind and has contacts in high places. He is highly motivated, ambitious and responsible. We recommend Judas Iscariot as your comptroller and right-hand man. All of the other profiles are self-explanatory.

We wish you every success in your new venture.

Sincerely yours,



Conference Calendar

Susan Eng
Expansion/Conference Specialist

1985 AUC CONFERENCE

Spirit – The Fountain of Youth is the theme for the 1985 AUC Conference. This theme will coordinate with the United Nation's declaration of 1985 as International Year of Youth. The Conference dates are June 10-14 (Pre-Conference) and June 17-21, 1985 (Conference).

Our keynote speaker will be Alan Cohen, author of **The Dragon Doesn't Live Here Any-more**. A book about encouragement and joyful self-discovery, "Dragon" sheds light on the power of the heart and mind through self-acceptance, healing and practical spiritual living in the new age.

Alan spoke at Unity's annual Northwest Retreat. He captivated his audience with his wit and gentle nature and offered important insights on how to obtain peace. His basic theme is world peace begins with the individual. Alan is also the author of **Rising in Love** and numerous other books and tapes.

Alan is a consultant to schools, individuals, and social service agencies in human relations and stress management. He is a guide to many as a teacher of the wholeness of body, mind, and soul. He stimulates, clarifies and demonstrates the human purpose of participation in joyful relationships. The AUC looks forward to having Alan here to share his light and love with us in June.

1986 AUC CONFERENCE

Annual Conference locations will be rotated with the Conference held at Unity Village in odd numbered years and held in regional areas in even numbered years. The rotation will be in San Diego (Southwest Region) in 1986, Eastern Region in 1988, South Central Region in 1990, Northwest Region in 1992, Southwest Region in 1994, Great Lakes Region in 1996 and West Central Region in 1998.

Alternating dates will give us the opportunity to see other ministries that may not be available to us otherwise. This change will give us the opportunity to expand our awareness and understanding of social and cultural differences. We will have less space limitations and greater logistical efficiency, and Unity people in each region will have the opportunity to participate in the Association.

Because the 1986 AUC Conference will be in San Diego, the members of the AUC Program Committee met in San Diego on January 21-23, 1985, for their mid-year committee meetings. Attending these meetings were chairperson, René Paré, Shay St. John, Charles Murphy, Vi Davis, Marlin White, Nan Hubbard, Mary Katherine MacDougall, Stan Smith, Richard Andrews, Richard Barnes and Edie Skalitzy.

Imagine yourself lounging around one of four swimming pools set in the shimmering California sun at California's largest convention hotel complex, The Town and Country. This 32-acre hotel is located in the heart of San Diego, minutes away from the San Diego zoo, Sea World, and shopping in Tijuana, Mexico.

Start making plans now to be in San Diego in 1986, and we look forward to seeing you at the annual AUC Conference on Unity Village grounds in June.

Loving Blessings,

Susan

Thank you for your love offerings!

December, 1984 – \$43,757.07

We love you! We bless you! We appreciate you!

New Arrival

A very special welcome into the Unity family goes forth to Jennie Kale, newborn daughter of Howard and Sandra Kale. Jennie arrived on January 3, 1985, weighing 8 lb. 2½ oz. Our congratulations to the Kale family.

Field Features

February's Article By
 Rev. Hal Rosencrans
 Unity of the Palm Beaches, West Palm Beach, Florida

I handed the president of our Unity Board of Directors a letter that I had written to the manager of a condominium next door requesting that he, the president, sign the letter if he approved what I had written. The president took the letter and signed it without reading it, and I said to him, "Hey, I don't want to put words in your mouth." He replied, "You've been putting words in my mouth since I was eight years old." This caused me to marvel again at the blessing of being many years in the same ministry. Here was Stan, President of the Board, a fine, responsible man with a family of his own, teaching adult Bible classes, operating lights and sound for our Sunday Services, active in a number of capacities in this church.

Stan started in Unity Sunday School when he was eight years old. He was active in the Y.O.U. during his teens. As a maturing adult, he continued to serve. He married a lovely young woman, Diana, and they have two children now ages 13 and 17. Stan and Diana were dynamic sponsors for the Youth of Unity for five years. Their children currently are active participants in Sunday School and the Youth Ministry.

In sharing with you our thoughts about our 32 years in the Unity Ministry in West Palm Beach, Florida, Stan and his family stand as symbols of many long and well-established relationships that enrich our lives and this work. It is not unusual for us to have close relationships with four generation families of Truth students. What a deep sense of joy and satisfaction in observing the evolution of consciousness and experience in the lives of others over an extended time!

The personal rewards shared by my wife, Lassic, (also a Unity minister) and me because of our long term as ministers in this community are many. Our united lives and efforts have allowed us to accomplish:

1. Unity has an acceptance in the community that can come only from stability and continuity. Although only a few community leaders attend Unity regularly, most of them know and respect what we do.
2. We are able to present a broad base of services that cut across religious, social and racial lines.
3. Through the years Unity has presented leaders in various professional fields that have augmented "unifying ideas" to community members as well as Unity members.
4. During the past 24 years a school for approximately 300 children has developed serving children from 3 years through the 8th grade. Though the school has a positive spiritual base and atmosphere, no religious dogma is taught.

The school's environment is established by speaking positively and respectfully to every student; listening carefully to students; being highly responsive to individual differences; encouraging high standards and goal-setting; building confidence through successful learning experiences; facilitating problem-solving as opposed to mandates on power; encouraging self-awareness and personal responsibility; inner discipline that regulates higher choices and behavior from an inner commitment to learn, grow, achieve and relate to others; discipline as natural consequences as opposed to punishments; emphasizing cooperation as opposed to competition among students.

The youngest citizens, 2½ to 3 years, enjoy an intimate setting with a teaching ratio of 5 to 1. This class serves as a bridge between home and school.

By the time a child is in Kindergarten, the teaching ratio is 8 to 1. These students are typically highly independent and capable in their work habits. Of course, their expanding minds require lots of lessons.

Teachers facilitate problem-solving when conflicts arise throughout the elementary program. Junior High students role play and tackle the skills of Conflict Resolution within their social studies curriculum.

The first through 8th grade program averages a 10 to 1 teaching ratio. The program is departmentalized so each child is served by eight different teachers.

The school looks for teachers who love children, teaching, life—and celebrate the opportunity to teach within a philosophy and a teaching ratio which affords success and affirms the student as a unique and special person.

5. Another area of service that has grown out of our stability and consistency in the community is our Biofeedback Self-Regulation Center now known as Unity Center for Health, Education and Research, which is dedicated to holistic health and healing from a spiritual base. Under the direction of Chief of Staff Dr. John Upledger, who has headed the center since January 1983, the center has shown phenomenal growth and activity.

Its approach, which encompasses and is at times indistinguishable from humanistic, behavioral and integral medicine, includes an appreciation of persons as mental and emotional, social and spiritual, as well as physical beings. It respects their capacity for healing themselves and regards them as active partners in, rather than passive recipients of health care.

Unity Center's programs draw from allopathic and osteopathic medicine, as well as from acupuncture, megavitamin, nutritional therapy and biofeedback. Also, meditation/relaxation techniques, psychological and spiritual counseling, psychosomatic and somato-emotional medicine, and a wide variety of "Hands On" therapeutic approaches are used. Each client receives a comprehensive assessment and diagnosis of states of balance and imbalance, a goal-oriented plan and evaluation of results in terms of effectiveness.

Prior to coming to West Palm Beach, Dr. Upledger spent more than seven years at Michigan State University College of Osteopathic Medicine where he became a professor of Biomechanics. He is an internationally acknowledged expert in Craniosacral therapy, and continues workshops through the year for physicians from all over the world.

The base of all this activity has been and is a sound dedication to a Unity ministry. Services, classes, workshops, prayer groups, and counseling in the Unity tradition happen daily. Built into the fabric of consciousness/experience through this 32-year span of time is the very essence of Charles and Myrtle Fillmore's Dedication and Covenant:

"We . . . dedicate ourselves, our time, our money, all that we have and all we expect to have, to the Spirit of Truth, and through it, to (this Unity ministry). It being understood and agreed that the said Spirit of Truth shall render unto us an equivalent for this dedication, in peace of mind, health of body, wisdom, understanding, love, life, and an abundant supply of all things necessary to meet every want without our making any of these things the object of our existence . . ."

On the cornerstone of the church building overlooking the Intracoastal Waterway, one of the most beautiful views in the Palm Beaches, we placed these familiar and inspiring words:

"Dedicated to teaching the Truth of Jesus Christ interpreted in the light of modern day experience."

This we do! It is a glorious adventure!

We invite you to join us in putting

GOD FIRST

in all things and in using this prayer for the month of

FEBRUARY 1985

I abide in the Father's love
where all my needs are met, and
my life is rich and satisfying.

Unity School Prayer Group



Education News & Views

As you can tell from the reports by Ron Tyson and Tim Pettit, the education department has continued the zeal of the old year into the new. In addition to this on-going field work, we are evaluating ourselves as an in-house project. What is our mission? Long term goals? Short term goals? How well are we doing what we are doing?

I want very much that this new year will see an increase in our value to your educational ministry. As we evaluate our work, I ask that you evaluate your educational ministry too. Of what use have you made of us? Were you happy? Disappointed? Did you not use us because your rate education pretty low in priority? A new year is

a good time to clarify your values as we clarify ours.

As you ministers give thought to your education program, I hope you will consider a thought or two about how you support and make use of your teachers, especially the licensed ones. How effective are they? Do they need opportunity, supervision, education, motivation or what? Would you just as soon not have them around, or are they indispensable adjuncts to the total ministry of your center.

February 23 - March 1 we will celebrate Licensed Teacher Postgraduate Week here at Unity Village. I hope your teachers will be here, and with your enthusiastic support. We are providing some time for idea sharing. Send your ideas with them, and we will all be richer for it. There is a time not to be silent!

Yours in Unity,

James C. Robinson

James C. Robinson, Ph.D.
Director of Education

SPARKPLUGS

Talk Topics and Sermon Starters
From Unity Publications

This month: UNITY Magazine.

Now that the New Year is one month old, how many people have already forgotten their New Year's resolutions? Perhaps it was just a small piece of candy or a too-pressured day that detracted from good intentions and sincere determination. Whatever the change, now that we are going into February, the month of love, what better time to reemphasize change, and this time, to **make the change with love!** Speaking of change, UNITY Magazine has made some bold changes.

Many letters come to UNITY Magazine with compliments, requests, or suggestions. These recent changes reflect the staff's loving attention to the comments about the magazine. They respond to requests to know more about authors, where the photographs are from, and who does the artwork. The content fulfills what readers want: Charles Fillmore lessons, readers' experiences in Truth in Practice, and articles about

real-life personalities. Looking at past performance and blessing it, the UNITY Magazine staff is taking steps to retain the best and to change. Is this not what we do, or should do, with our lives--take a loving look at past performance, bless it for the growth and knowledge it has given, and then take bold steps to change? We do this not because what was before was not good, but because there is fulfilling spiritual growth in change. No matter where we are now, there is always more unfoldment for us, physically, mentally, emotionally, and spiritually, and it comes through courage and love!

The February issue of UNITY Magazine can help you guide those who are making changes. Specific topics addressed are freedom from worry or anxiety, neighborliness, peace, true worship, expressing more love, clearness of mind, and work power. All of the articles have ideas that get to the heart of change-making--the **Truth that change begins within and with love.**

Share UNITY Magazine ideas in your sermons and talks, and share UNITY Magazine with those who are making changes--and that should include just about everyone you know! Order UNITY Magazine from the Sales Department of Unity School.



RELIGIOUS EMBLEM UPDATE

Youth Education Report

Ron Tyson

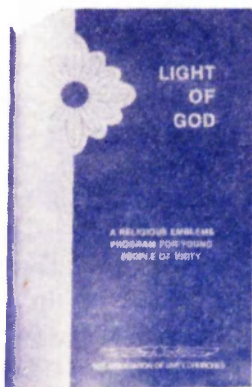
THE PURPOSE OF THE PROGRAM

The purpose of the Light of God Religious Emblems Program is to give young people in Unity a practical method to achieve a basic spiritual understanding of the truths taught by Unity, to support and recognize youth for their achievements in the presence of the church body, and to provide recognition by all participating youth agencies. (Boy Scouts of America, Girl Scouts of the U.S.A., Camp Fire, 4-H, FFA, FHA.) Wearing a Light of God emblem on clothing or uniforms will give a feeling of accomplishment and achievement to the individual, as well as support our unity of purpose for our young people.

WHO MAY PARTICIPATE?

Any young person who attends Unity between the ages of 11 and 13 may participate in this program. A young person may work on a one-to-one basis with a counselor; or a Uniteen class may work on the emblem together with their teacher as counselor.

The approximate length of time for the completion of this program is 6 to 10 months. Each participant will need a Light of God booklet No. 1620.



"LIGHT OF GOD" BOOKLET

"LIGHT OF GOD" BOOKLET

The "Light of God" booklet has 40 pages that give the purpose, eligibility, how to get started, the outline of requirements, and the application and instructions on ordering the emblem.
No. 1620



BOY SCOUTS OF AMERICA

This emblem consists of purple Unity wings $1\frac{1}{2}$ " x $\frac{5}{16}$ ", UNITY in gold with a 1" sunburst in gold and purple, suspended from a $1\frac{1}{4}$ " gold and purple ribbon.

The Boy Scouts of America has authorized this emblem to be worn on the Boy Scout uniform, centered on the left breast, suspended over the pocket.





**"LIGHT OF GOD"
GIRL SCOUTS OF THE U.S.A.**

This emblem is for girls in the Girl Scout Cadet program. The emblem consists of purple Unity wings 1" x 3/16", with UNITY in gold; a pin back and a 3/4" sunburst in gold and purple.

The Girl Scouts of the U.S.A. has authorized this emblem to be worn on the right side of the uniform, level with the Girl Scout membership pin, or on the insignia sash in the area below the membership stars or troop numerals and above the next official insignia already on the sash.



**"LIGHT OF GOD"
UNITY, 4-H, FFA, FHA**

This emblem is also available to any youth in Unity between the ages of 11 and 13, who is active in any church, center, or study group. It is also for boys and girls in the 4-H, FFA, and FHA. The emblem consists of purple Unity wings, 1" x 3/16", with UNITY in gold, a pin back and a 3/4" sunburst in gold and purple. This emblem may be worn on any uniform or civilian clothing.



**"LIGHT OF GOD"
CAMP FIRE**

This emblem is for girls and boys in the Camp Fire Discovery program. The embroidered emblem consists of a purple background with a white border. The name UNITY is also in white with the Unity wings and sunburst in gold bullion thread. The size is 1 1/2" x 2".

They may wear this emblem on their Camp Fire ceremonial clothing.



MINIATURE PIN

For parents and young people receiving the Light of God emblem, this consists of a 1/2" sunburst pin with a pin back to be worn on civilian clothing.





Fulfilling the Service Cycle

Timothy Pettet

International Y.O.U./Y.A.U. Coordinator

One of the greatest services we can provide in our ministry is in creating opportunities for others to serve. This is a conclusion I came to in observing the minister team at my home center. I experienced that learning for myself as well, in my activities as Youth Director and board member at our center. I found the opportunity to be of service an exhilarating and rewarding experience. As my leadership skills grew to the point that I was creating and facilitating that experience for others, I experienced a wonderful sense of completeness and fulfillment.

"The great end of life is not knowledge but action."

—Thomas Henry Huxley

It is fascinating to me how many times this cycle can be completed within the center. Maybe this series of hypothetical events will help illustrate.

Jim Adams comes to the center for a time, attending Sunday services and taking some classes. (He has been served.) His life begins to change for the better because he has applied some of what he has learned. Part of what he has learned motivates him to share his experiences and new learning with others. (He discovers a desire to serve.) It is announced that the center is looking for youth leader volunteers. He inquires about becoming a youth leader and discovers that the time and talents he has to offer fit pretty well with the job description, and he decides to commit himself for a three month stint. (He has been provided with the opportunity to serve.) He finds some fulfillment in the role and in his association with young people.

To increase his skills and his capacity for service, Jim attends a youth leader training session. (He has been served.) At the training session the trainer asks the group about any specific needs they might have. A fellow youth leader responds with a desire to know how to

deal with a specific space limitation in the area where her group meets. Jim had found a solution for a similar problem, and he shares his idea. (He has been given the opportunity to be of service.)

At the workshop Jim also learns about how important service projects for young people can be. He is told that they can be one of the most effective ways that learning can be put into action. He is told that service projects are most effective when they are designed to integrate Sunday morning learning with the action being taken. (He discovers a desire to create an opportunity for others to serve.) Jim talks with his minister about his desire and about what needs for service the center might have. The minister explains to him that the board of directors has recently been discussing how to increase the center's outreach ministry to institutionalized people in the community.

"Every adult needs a child to teach; it's the way adults learn."

—Frank A. Clark

Jim takes this need to his youth group and talks with them about the need. The group brainstorms ways that they can participate. Since they have been working with prayer and meditation in their lessons, they decide that they want to write prayer letters to young people their age who are in hospitals or are being detained by the local youth authority. Jim checks this out with the minister, and besides approval, he receives some ideas on how to make the program work better and a request to have the young people figure out a way to share the results of the project with the church. (Jim helps create a way for others to be of service.)

This hypothetical chain of events is similar to one that happens in the real life activities of the center. I would encourage you to watch for it and support it as a leader of your center by helping to create opportunities for others to serve.



Y.O.U. Letter

Dear Friends,

As the International Second Vice-President of the Youth of Unity, communications is a big part of my job. Last year, as a regional officer, I found that there was very little communication between regions. Aside from a few personal letters, there was little passed between regional officers except for the formal prayer panels and regional newspapers.

By continuing work on the "Sister Chapter" project and the institution of a new Regional Officer Newsletter, we will hopefully expand our communication range from international

officer to regional officer to chapter and back out to the region and other chapters.

I have received many requests from chapters to have a sister chapter assigned to them. This is very exciting, and I am hoping that more chapters will become involved. The Regional Officer Newsletter that I mentioned is designed to give regional officers an opportunity to share ideas and projects with all the other regional officers at one time. It has been given to them as "their media". I feel the response to both this project and the Sister Chapter project are very positive, and I am excited about the possibility of increased communication in Y.O.U.

Blessings, my friends.

Lisa Lafser

Lisa is 17 years old and a senior in high school. Her interests outside of Y.O.U. include her family, drama, photography, and singing in the choir. She lives in Bellevue, Washington.

ASSOCIATION OF UNITY CHURCHES Statement of General Funds Operations Eight Months Ended November 30, 1984

INCOME – OPERATIONS:	<u>Month</u>	<u>Year to Date</u>
Love Offering	\$ 58,914.04	\$ 386,797.48
Other Income	<u>653.93</u>	<u>21,156.96</u>
	<u>59,567.97</u>	<u>407,954.44</u>
Less: Tithe Transfer	<u>5,891.40</u>	<u>38,679.75</u>
	<u>53,676.57</u>	<u>369,274.69</u>
Gross Profit Material	<u>2,542.16</u>	<u>36,090.34</u>
Total Income	<u>\$ 56,218.73</u>	<u>\$405,365.03</u>
EXPENSES – OPERATIONS:		
Total Expenses	<u>\$ 56,920.28</u>	<u>\$ 434,449.71</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$ (701.55)</u>	<u>\$ (29,084.68)</u>

Unity School Contribution To The AUC Through Services Provided
May 1, 1984 — October 31, 1984: \$ 59,081.91

(Note: This contribution is a non-ledger item and does not appear on the AUC financial statement)

Memorials

Bud Mosier made his transition November 30th. He was actively teaching Truth principles weekly in Dallas and will be remembered by scores of people whose lives were uplifted and transformed by his communication of enlightened ideas. A Baptist minister for 26 years, he found Unity and changed his messages 180 degrees his understanding of diverse viewpoints was tremendously helpful to many. We give him the same blessing that he always ended his meetings with: "Bless you on your way!"

William Grenson made his transition in Jacksonville, Florida on December 16th. He served as minister in Jacksonville prior to his retirement in 1978.

Don Nedd, ordained Unity minister, made his transition recently.

Gladys Spaulding, retired Unity minister, passed from this plane of existence on December 23rd. A

memorial service was held at the Oak Park, Illinois Unity church, **Richard Billings** officiating.

Duane Hardy made his transition on December 28th. He was minister at Madison, Wisconsin prior to his retirement last year. **Jack Boland** officiated at the funeral service held on New Year's Day.

Donald Clark, minister at Golden Valley, Minnesota, passed from this plane of existence on January 6th. He was ordained in 1976.

Whipple Bishop, ordained Unity minister, made his transition recently in Seal Beach, California.

Harold Whaley, ordained Unity minister, made his transition January 13th. He had served as librarian at the Unity School library prior to his retirement.

Unity friends and fellow ministers everywhere join together in blessing these dear ones as they go on to a new life experience, lovingly enfolding them in the light as they continue on the pathway of soul unfoldment.

ASSOCIATION OF UNITY CHURCHES
P.O. Box 610 Lee's Summit, MO 64063

Contact!

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NOTICE!

To save double handling of invoices and General Ledger entries, effective immediately no back orders will be issued or maintained on orders. Included with each order shipped will be a florescent-colored 3x5 card or paper stating: "Your order dated _____ is considered shipped complete by the AUC. Any items originally ordered and not received must be reordered."



contact

P.O. Box 610, Lee's Summit, MO 64063

Volume 18, Issue 3

PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES

April 1985



*SHARING
THE
VISION*



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AGAPE p. 24



The President's Letter

A productive week of mid-year committee meetings adjourned with excitement and a unified feeling of confidence in the mission of AUC. For conservation of space, I will share two items on the agenda of those meetings. In future articles I will be sharing other agenda items in greater detail.

MINISTER'S MINISTER

The greatest positive response from the field of late has been support of the Task Force Committee's recommendation that a plan be initiated for the training and implementation of a "Minister's Minister" in each region. The Executive Committee has seriously taken this recommendation under advisement. At an August meeting of 1984, three members of the Executive Committee, in the company of the President, drafted a model plan which was presented to the full committee at its regularly scheduled meeting in September, 1984. After much debate, a conclusion was drawn to postpone the implementation of the model for one year. During the interim, it was decided that the Center for Management Assistance, a Kansas City consulting firm, would be engaged to provide assistance to the field in the form of: 1) management training for boards and ministers; 2) teaching stress management for boards and ministers; 3) demonstrating techniques of interviewing, negotiating, and problem solving; 4) encouragement of a support system between boards and ministers. This decision carried with it the commitment of the AUC to underwrite this program when funds from regions, churches and individuals were unavailable. This decision was immediately put into effect. During the final months of 1984, CMA provided assistance to three churches in the field. The appointment book is rapidly filling for 1985. The response from ministers and churches helped by CMA has been very positive and appreciative.

During the annual mid-year committee meeting held this year during the week of January 21 through 25, the Task Force Committee again presented a recommendation to the Executive

Committee. It was the feeling of the Task Force Committee that, as CMA presents training sessions throughout the field during the year, it is imperative to begin training the first "Minister's Minister" soon, so that service to the field will not be interrupted when CMA's contract expires October 17, 1985. This recommendation was approved. During the spring Executive Committee meeting, the mechanics of this position will be finalized.

EDUCATIONAL OUTREACH

Our Education Department is now at full strength. The new director of this department, Dr. Jim Robinson, is already busy identifying field needs and studying ways in which these needs can best be satisfied. Youth Education is a priority. More of our annual budget is now being directed to youth education needs. Curriculum is being reviewed, updated and even rewritten entirely in some cases. The Youth Awards Program is now a reality. Ron Tyson's creative and enthusiastic efforts have produced outstanding results in this area. A handsome display of youth awards from churches around the world is now a part of Unity School's Library. A special Dedication Service, whereby this display was presented to Connie Fillmore, took place in January during mid-year meetings. This service was attended by dignitaries of some of the major religious denominations of the world, as well as representatives of the Boy Scouts of America, Girl Scouts and Camp Fire. Tim Pettet has settled in rapidly as YOU facilitator. His commitment to providing enrichment to this age group and his ability to communicate with, and receive support from regional sponsors and youth facilitators is inspiring. The Youth Education Committee adjourned their January meeting with great confidence in the direction of the Youth Department.

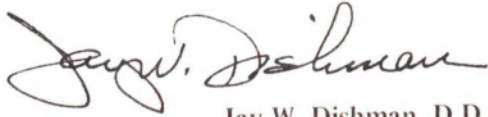
On a broader view of field education, Jim Robinson is reviewing the following:

- 1) Upgrading licensed teacher skills.
The regional licensed teacher representative will now be working closely with Jim to effect this upgrading. Energy will be focused on career preparation for licensed teachers in the areas of: professional training in youth education, assistance in chaplaincy and counseling.
- 2) The possibility of presenting more CEP courses in the field.
The AUC is jointly working with Unity School in studying this possibility.
- 3) Preparing and presenting post graduate courses filling real field needs.

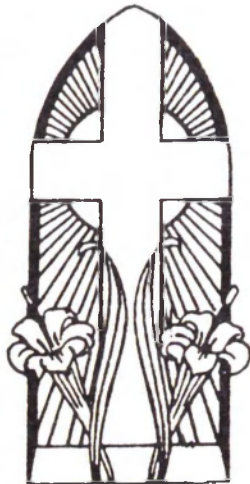
- 4) Establishing communication support with the Unity Chaplains.

Great effort is being made to serve the field more efficiently with products and services the field really needs and wants. Let us hear from you. We are listening! I will share more in future issues.

Rich and abundant blessings,



Jay W. Dishman, D.D.



New Policies Adopted

At a regular meeting of the Executive Committee on January 21, 1985, two policies were adopted to be included in the Policy Manual:

Charitable Contributions

Regional Representative Policy

Charitable Contributions

In conjunction with the policy of Unity School of Christianity, it shall be the policy of the AUC not to contribute to charitable institutions because of the volume of requests received. If, on rare occasions, it should be determined a cause is exceptional, then it is a Board of Trustee's decision.

Regional Representative Policy

All regions will elect or re-elect their Regional Representative at Annual Regional Conference between July and June. The Regional Representative elect will assume office on the last day of the regularly scheduled AUC Board of Trustee's meetings during the next annual AUC Conference following those elections.



Ministry Services

Greetings from the office of the DMS.

Change is upon us again, and as you can see, the CONTACT is bigger and better as we strive to bring better services to you, our member churches in the field. Our CONTACT will now have articles from the AUC President, Jay Dishman, concerning the goals and directions of the AUC; our Vice-President, Max Lafser, with articles of what can be; my article of "What's Happening" in the AUC office; an article from Joann Landreth, Director of Placement and Liaison, concerning placement policies, procedures and liaison information; from Louise Iennaccaro, Executive Director of Center for Management Assistance, with her tips on administration. A resurrection of the "Helping Hand" will now be a part of the CONTACT, written and/or produced by Susan Eng, our Expansion/Conference Specialist. Our center article of "Field Features" and a complete section from the Education Department, which now includes AGAPE, News*Notes, Pathways, Response and other helpful, educational information for the field ministries, will now be part of CONTACT. We certainly appreciate and solicit your comments and suggestions here in the office on your impressions of this new format.

To bring you up to date on what's happening in the AUC office or what has happened here since my arrival in September:

- Our payroll has now been contracted out to Automatic Data Processing, and we will realize a savings of approximately \$2,800 per year as a result.

- We have completed an Association of Unity Churches Administrative Manual (Policy Manual), and it is now in the process of being adapted for individual center usage. We hope to have this complete and ready for ordering by the centers by March 31, 1985.

- The Job Function Manuals have been written and are now a part of the job description in the Personnel section of our AUC Administrative Manual.

- The AUC office is now operating with staggered lunch periods in all departments so that any phone calls coming into the departments may be handled by a knowledgeable person in that area.

(Continued on Page 4)

(Continued from Page 3)

- The AUC office is now operating with staggered lunch periods in all departments so that any phone calls coming into the departments may be handled by a knowledgeable person in that area. In addition, all employees check in and out with the receptionist as they leave and return to the area. The receptionist will know whether or not they are able to be contacted during their absence in another part of the building and will also know the time they expect to return.

- A new telephone system was installed on January 17, 1985. This new system offers ease of use and is able to be programmed on location by the receptionist. Our monthly lease payments are \$40.00 less than the rental payments on the old AT&T com-key system. Some of the features this phone system offers are automatic dialing, hands-free intercom, automatic redial, music on hold, music at station, busy-lamp field for the Executive Secretaries, message waiting, ability to put main line into an answering machine at the end of the day, and a transfer of calls into the Unity School system. If you are interested in information on this system, please let us know at the AUC.

- The office layout has been converted to allow passage through the center of the office into the Accounting Department and easier access to the copy machine. This simple move has saved us approximately 40 hours of work time annually which were spent walking the perimeter of the office.

- Other moves included moving Jody Smith and Vernitia Appleton into the old DMS office, where their office equipment allows them separate working areas but affords them the ability to more effectively serve in their respective positions as executive secretaries for Joann Landreth and myself.

- The DMS office was moved into the previous Youth Education area.

- The Expansion/Conference Specialist's office was moved into an office off the hallway to allow easier access and to improve the atmosphere in which prospective study group leaders may confer with her while they are here at the Village. In addition, the Expansion/Conference Specialist's position has been increased to 20 hours per week and is being currently filled by Susan Eng, a minister-in-training.

- In order to increase the safety of the stockroom area due to the forklift operation, the AUC will be receiving a new area assignment for its stockroom. Our new stockroom will be at the far west end of the ground floor of the Administration Building, directly below the AUC office. We will increase our stockroom area by

approximately 300 square feet in this move. It will give us easier access to the stockroom from the office and greater security on our inventory.

- We also have obtained a new locked storage room in the lobby adjoining the AUC office area in exchange for the office space located next to the Employee's Relation Department, which has not been used for some period of time.

- Other cost saving procedures which we have initiated have been a new system of printing, processing and labeling, and shipping of CONTACT. This new system will save us approximately \$8,400 per year in payroll as well as approximately \$2,800 per year in supplies.

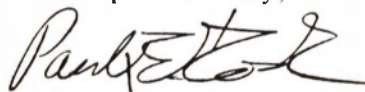
- As you are aware, the 1985 Yearbook is not in your churches at this point. We are **very thoroughly** cross referencing our current system to assure the accuracy of all addresses, locations, names, and phone numbers. Upon its printing, each minister and licensed teacher will receive a copy that is bound with the plastic ribs as it has been in the past. Each church will receive, for their secretary's copy, a three-ring binder, and the pages will be punched for three-ring binders. This will allow us to send out monthly or quarterly updates for our directories in the churches. Additional copies (pages) will be available in the AUC office, as will the additional binders if churches so choose to purchase them. This will create an additional expense in the 1985 year but will realize an approximate \$3,000 savings per year in the annual reproduction process thereafter.

- We apologize for the inordinate delay on the ministers' and licensed teachers' cards but assure you that we have made adequate plans to have the 1986 ID cards in your hands by the first week in January, 1986.

Next month I will discuss other changes and additions we have made in the financial and operations areas of the AUC. I again assure you that we exist for you, **our member ministries**, and we do so by giving you service through benefits, education, and placement. My commitment to you is - and shall continue to be - to be the very best that I can possibly be in all that I do. We exist for service, and we value your input. Call us, write us, talk to us and let us know how we can better serve you.

We gratefully acknowledge and thank you for your abundant and ever-increasing love offerings.

In the Spirit of Unity,



Paul E. Cook
Director of Ministry Services



Focus On Placement

All ministers and member ministries of the AUC will be interested in reading the following Placement Committee Mission and Guidelines which were approved by the AUC Board January 24, 1985.

PLACEMENT COMMITTEE MISSION AND GUIDELINES

MISSION: To prayerfully consider and evaluate pertinent information and render a decision regarding the questionable circumstances surrounding placement of ministers, and/or to conduct a hearing at which a minister shall have adequate notice of his/her unsatisfactory performance, and any charges alleged against him/her, and at which he/she shall have an opportunity to defend his/her ability and performance and to rebut any evidence; after which the committee will render a decision regarding placement.

GUIDELINES:

A. **Criteria for Evaluation** - Minister who falls under one of six (6) following categories may be required to meet with the Placement Committee.

1. Involuntary discharge from two (2) ministries during any five (5) year period.
2. Voluntarily leaving your first (1st) ministry before serving a two (2) year period.
3. Voluntarily leaving two (2) ministries during any four (4) year period.
4. AUC has documented evidence of a minister significantly violating the Code of Ethics.
5. A minister's inactivity in the movement for a period of one (1) year.
6. When AUC has documented evidence and/or complaints of disturbing activities originating with a minister while employed in a former ministry.

B. Standard Operating Procedures

1. To prayerfully consider and evaluate pertinent information and render a

decision regarding the questionable circumstances surrounding placement of ministers.

Should a hearing be deemed necessary, a minister shall receive written notice at least ten days prior to any hearing, advising him of the time and location of the hearing and fully informing him of his unsatisfactory performance, and any charges alleged against him, together with copies of any evidence supporting such allegations.

2. After meeting notice and/or hearing, the Placement Committee may render any of the following decisions:
 - a. Approve a minister for general placement;
 - b. Approve a minister for conditional placement, such as:
 - (i) Associate/Assistant Minister;
 - (ii) Under the guidance of a Senior Minister in the area; or
 - (iii) Ministries under special dispensation of AUC;
 - c. Disapprove a minister for placement for cause or
 - d. Disapprove a minister for placement with conditions to be satisfied prior to reinstatement, such as:
 - (i) Counseling,
 - (ii) Specialized schooling,
 - (iii) Sabbatical
 - (iv) Other

The Placement Committee may not approve a minister for placement as a Senior Minister until all conditions on a conditional placement under B(2)(b) and B(2)(d) have been completely satisfied.

3. Placement Committee shall advise the Director of Ministry Services and Executive Committee immediately of all significant infractions of the By-Laws and Code of Ethics that may lead to disapproval of placement.
4. The Director for Placement and Liaison or the Placement Committee may request the minister to meet either with the Placement Committee or with an Ad Hoc Placement Committee in the minister's region. **All recommendations of any Ad Hoc Placement Committee shall be referred to the Placement Committee for final decision.** The Placement Committee's final decision shall be made in writing to

(Continued on Page 6)

(Continued from Page 5)

- all parties involved and will state the reasons supporting the Committee's decision.
5. All decisions of Placement Committee are binding.
 6. Ministers shall have the right to appeal a decision of the Placement Committee to the Executive Committee at a regularly scheduled meeting within one (1) year. The Executive Committee is not required to conduct an additional hearing unless it considers additional evidence which the minister has not had the opportunity to rebut.
 7. Executive Committee's decision is final and will be communicated back to the minister and Placement Committee in writing.

C. General Guidelines

1. A permanent, confidential file shall be maintained in the AUC office on all Placement Committee activities. Cross reference to the file shall be made in the minister's record file. This confidential file may be read but no copies made.
2. The Chairman of the Placement Committee may disclose specific facts

regarding the Committee's decision to approve/disapprove a minister for placement on a "need to know" basis. If there is any question regarding such disclosure, the Chairman shall contact the Director of Ministry Services.

3. All persons acting as a leader of a member ministry under special dispensation of the AUC shall be subject to the foregoing guidelines and standard operating procedures.
4. By hiring a minister who had not been approved for placement, membership in the AUC may be jeopardized and/or participation in services offered by AUC may be restricted or curtailed. If a minister not in good standing circumvents the accepted placement procedure of the AUC, the ministry to which they have applied, and are hired, shall be informed of the above.

Blessings,

Joann Landreth
Joann Landreth
Director of Placement and Liaison

Memorials

Fermor Manley, retired Unity minister from Ft. Lauderdale, Florida, made her transition January 14th. We bless Fermor in her ongoing and know she continues to be about the Father's business.

Josephine Wilson, retired Unity minister, passed from this life experience on January 15th. We bless Josephine as she continues on the everlasting pathway of life.

Elizabeth Roth, wife of Unity minister Charles Roth, passed from this life experience on February 17th. We know Elizabeth is with us in thought, and the love we share serves as a bridge between dimensions, uniting us eternally.





Issues In Management

Louise R. Iennaccaro
Executive Director
Center for Management Assistance

SUPERVISORY/LEADERSHIP SKILLS

When one talks about supervisory skills, it is difficult to do so without discussing leadership skills. In practice, supervisory skills and leadership skills are one in the same.

In most businesses today, certain men and women rise from the ranks to positions of leadership in supervision and management. Most of us have had experience with people who have moved into positions of leadership for many reasons: Seniority, Election (Politics), Nepotism (Relatives), Promotion (Technical Proficiency). Unfortunately, many of us have also had experience working with people who were promoted in which there was no relationship to their leadership ability. The achievement of a high position is no assurance of success as a leader. Most of us have to work at developing good supervisory/leadership skills.

People can develop and learn supervisory/leadership skills just as they learn any other complex skill, but the learning process requires intensive effort, study, and continuing application within the work environment.

What does it take to be a successful supervisor/leader? Peter Drucker, one of the best known management experts of our time, says that **real leadership is the management of people**. Leadership has also been defined as "the ability to get things done through other people." Another definition that is more explicit states that, "leadership is the art of influencing and directing people in a manner that wins **their respect, their confidence, and their wholehearted cooperation in achieving a common objective.**" If people are the key to success, then managing people effectively is the factor that separates the successful leaders from the unsuccessful leaders.

It has been found that managers who fail, do so because of their inability to deal with people. It has been documented that 85% of a manager's time is spent managing people—the other 15% is spent managing things.

For most of us, the first job we had was because of some special skill we possessed, but

every successful job we have had thereafter has required more and more people skills or interpersonal skills.

While people or interpersonal skills are very important for most of us in the duties we perform, each of us does not display the same kind of supervisory/leadership styles—there is a continuum. On the continuum, there is a range of possible leadership behaviors available to a manager. Each type of action is related to the degree of authority used by the boss and the amount of freedom available to subordinates. The extreme left of the continuum is characterized by the manager who maintains a high degree of control while on the extreme right is the manager who releases a high degree of control. And, of course, there are a number of in-between positions on the continuum.

What most supervisors and managers fail to recognize is that they can choose different positions at different times and for different types of decisions. The position one chooses should be based on his or her own inclinations, employee capabilities, and the pressures of the situation.

Regardless of the method used, successful supervisors/managers are those who exercise leadership through helping subordinates grow and develop. They are sensitive to the situation, analyze it, and make accurate judgments as to how much authority is necessary—based on their own and their employees' capabilities. An important point to remember is that there is not any one leadership method or style.

If supervisors/managers are to successfully influence and direct people, they need to know what people want from their jobs. The following is a list of what most employees want from their jobs:

1. Full appreciation of work done
2. Feeling of being in on things
3. Help on personal problems
4. Job Security
5. High wages
6. Interesting work
7. Promotion in the company
8. Personal loyalty of supervisor
9. Good working conditions
10. Tactful discipline

There is a correlation between what employees want from their jobs and the techniques for successful leadership.

1. Give personal recognition.
2. Give each person a feeling of pride in their work.
3. Give each person a sense of belonging.
4. Give each person a purpose.

(Continued on Page 8)

(Continued from Page 7)

5. Give each person a real chance to be heard.
6. Be scrupulously just and fair.
7. Keep promises.
8. Supervisors and managers must know their own jobs thoroughly and understand all the jobs they supervise.

Remember that true leadership in a supervisor or manager is the art of influencing and directing people in a manner that wins their respect, their confidence, and their wholehearted cooperation in achieving a common objective.

In closing, I would like to end with a quote from Clarence Francis, Chairman of General Foods, that sums up effective leadership skills in a successful supervisor or manager, "You can buy a person's time, you can buy a person's physical presence at a given place, you can even buy a measured number of skilled muscular motions per day; but you cannot buy enthusiasm. You cannot buy initiative; you cannot buy loyalty; you cannot buy devotion of hearts, minds and souls. You have to earn these!"

Correction

Some of the prices on the Easter supplies flyer were listed incorrectly. They should read as follows:

CODE	DESCRIPTION	UNIT COST	QTY	TOTAL
(SET OF 50 - MINIMUM ORDER)				
1205	Bulletins	2.75		
1221	Letterhead	2.50		
1222	L/O Envelopes	2.25		
1223	Mailing Envelopes	1.50		

All orders will be billed at the correct prices.

SPARKPLUGS

Talk Topics and Sermon Starters
From Unity Publications

This month: WEE WISDOM

Today, Myrtle Fillmore would certainly have no reason for concern about the "wee ones" as WEE WISDOM welcomes a new editor, Verle Bell, formerly associate editor of the magazine. Verle says that there will be no big changes, that the traditional high quality of the magazine is still the main objective. We can continue to look forward, ten issues a year, to stories with a Truth lesson, to activities with a purpose, and to the overall inspirational content of WEE WISDOM, the world's oldest children's magazine. Also stepping up is Judy Gehrlein, formerly staff artist for WEE WISDOM, to the position of associate editor.

As you use WEE WISDOM for Sunday School or Children's Church, you will find many great things waiting for children. But, wait, did

we say children? Let us share one of the best secrets we know. Many WEE WISDOM subscribers and readers are adults!! Adults tell us they take WEE WISDOM to have on hand when grandchildren or friends come to visit, but they love to read the stories and work the puzzlers themselves. We are told that many older teenagers slip WEE WISDOM behind closed doors to read and enjoy. Grown men have been known to work dot-to-dot puzzles in a WEE WISDOM found beside the telephone. They call it 'doodling,' with an embarrassed grin. Mothers put the calendars on the kitchen bulletin board or refrigerator for notes and memos. Also on our mailing lists are addresses of nursing homes, for the older generation loves to read WEE WISDOM and recall the joys of their childhood.

So, please keep our secret; but as you plan your visits, especially to those who are older or shut-in, slip WEE WISDOM into your bag of Truth material to "accidentally" leave with those you visit. They will love it, and the secret will remain between us! Order extra WEE WISDOM's, the truly intergenerational magazine, from the Sales department of Unity School of Christianity.



Expansion Funding

Susan Eng
Expansion/Conference Specialist

The Expansion Committee met in January for the Mid-year Committee meetings at Unity Village. Applications for expansion funding were reviewed. In the final Expansion Committee report, the committee felt the need to clarify funding policies, to have methods for more clearly defining and gathering information needed in making wise funding decisions and to have background information and historical data as to the success/failure rate of previously funded works.

As a result, the criteria for requesting funds was reworked into a definite structure to provide required and uniform information on all funding proposals. A study is currently being conducted by Gene Chambers to survey past fundings and give us historical information on what does or does not work.

Expansion money is designated for:

- 1) Revitalization of older ministries with excellent facilities.
- 2) Study groups ready to assume responsibilities of a full-time ministry (group must have already selected minister).
- 3) Growing needs of urban ministries.
- 4) Interest-free loans up to \$1,500 for moving expenses of new minister. This money must be repaid within 18 months.
- 5) A minister wishing to pioneer.

The newly reworked questions that will be on a standardized **Application for Funds** form for initial funding not to exceed \$5,000, are as follows:

Part I. Application for Funds

(This request is to be compiled jointly by minister and Board of Directors/Steering Committee)

1. Specifically state your request. (amount)
State goals and time frame for utilization of funds.
2. History of group:
 - a) How long has your group been in existence?
 - b) What prior study group activities have there been in the area?

3. Describe the core group.
 - a) Is it dedicated and willing to work? (i.e. size, characteristics, age, attendance records).
 - b) Is the group interested in studying Unity?
4. List names, addresses and phone numbers of Board Members/Steering Committee.
5. Describe the meeting facility currently used by the group. (i.e. seating capacity, office space, bookstore area, Sunday school, fellowship room, parking, location). If pictures are available, please include.
6. List services now offered. (i.e. Sunday service, classes, counseling, special services, visitation, prayer group).
 - a) What type of services do you plan to add?
 - b) In what areas does this work provide services to the community?
7. Identify potential for growth. (i.e. population, industry, educational facilities, recreational facilities, seasonal fluctuations).
8. Have you contacted your Regional Representative and closest ministries? What kind of help did you receive?
9. Include financial statements for the last six to twelve months using attached forms.
 - a) How much is your group willing to provide toward the recommended A.U.C. salary package?
 - b) What percentage does your group tithe, and to whom?
 - c) List any additional funds. (i.e. savings, building funds, specially earmarked funds, money market, other).
 - d) When do you expect to be self supporting and what is the group doing to accomplish this goal?

Part II. Application for Funds

(to be filled out by minister)

1. What is your commitment to the ministry?
2. My past ministerial experience is:
(If student minister, please include two recommendations from the USRS faculty.)
3. Briefly share examples and/or experiences you have had in working with and motivating people. (i.e. group work, individuals, volunteers).
4. Describe briefly, examples of instances where you have displayed unquestionable leadership abilities. (i.e. administrative, negotiating skills, etc.)
5. What is your plan to become a totally self supporting, viable ministry as soon as possible?

(Continued on Page 10)

(Continued from Page 9)

6. Is this a pioneering ministry?
 - a) If so, fill out Part III of this application, **Criteria Form for Pioneering**.
 - b) Is this a revitalization of a former ministry?
7. Please include your resume.

Part III. Application for Funds

Criteria Form for Pioneering

(To be completed by any minister requesting AUC expansion funds for use in pioneering.)

Preamble

Pioneering, by its very nature, feels like the ideal way to enter into a Unity ministry. It is, in fact, comparable to going into business for yourself. The following questions should be answered as completely and as candidly as possible to assist in good stewardship practices by both you and the AUC.

Please consider the following data thoughtfully, as you are making your decision to enter into a pioneering work. We, the Expansion Committee, believe these will give you helpful insight into your potential for successful pioneering.

Income Data

1. What is your source(s) of income?
2. How long will this source(s) continue? (1 year, 2 years, indefinitely)
3. Family status:
Dependents: number and ages:
Spouse's intended activity:
4. Spouse's feelings/involvement in your pioneering efforts:

Business Experience

1. Please attach a copy of your resume prepared for AUC, if now available.
2. If you have ever managed or owned a business, what were your responsibilities and duties?
3. How would you have done this differently with your present insights?
4. Have you prepared annual budgets for business?
Have you managed rental properties?
Have you set up a financial system for a small business?
5. If the above questions are 'yes', what would you have done differently?
6. Describe any other administrative abilities you want us to know about, including organizational ability not brought out above.
7. Do you enjoy or feel comfortable with management functions?

8. Would you describe yourself as a manager; supervisor; technician; salesperson; public relations person; all of these.
9. Have you taken the Performax test?

Education

1. List your educational focus other than ministerial training. (degree focus, specialized training)
2. Teaching background, all areas, secular, as well as church related.
3. Number of years of active involvement in a Unity center.
Name of minister you were associated with.
4. What special skills do you believe you bring to pioneering?

Emotional-Physical Wellbeing

1. Have you, whether single or married, lived alone for any period of time, away from family and friends?
2. If so, how do you handle your needs for community aloneness?
3. What is the status of your health and your family?
4. How would you feel if you had a class and no one came?
5. Do you have a buddy (minister-friend or objective friend) to talk over your church-business challenges? Would you reach out by long distance, even if budget was over-extended?
6. How will you nurture yourself in a new environment for the initial getting established period?

Plan of Action

How would you start a new Unity work, including the following requested input, but not limited to this alone?

- a) Cities of your choice:
- b) Why?
- c) Initial contact will be:
- d) Research includes:
- e) Startup date:
- f) Closest Unity ministry:
- g) AUC tentative approval and/or recommendation:
- h) Amount of funding requested: Broken down into the six month time period:

Commitment

The Committee recommends funds for a period of six months, the amount to be determined on an individual basis with option to reapply for one additional six month period.

How many years are you willing to give toward the founding of this new work, to give it a chance to develop?

Groups are also aided through the gift of a **\$500 Literature Starter Kit**. The guidelines for obtaining the kit for new or revitalized ministries to facilitate the opening of a bookstore are:

1. A Unity minister, licensed teacher or MEP student be the official leader.
2. The kit be available to new or revitalized ministries or outreach activities on a one time basis.
3. The literature display area be a permanent location.
4. A ministry be eligible for a kit within one year of obtaining a permanent display location.
5. The bookstore be open at least five days a week.

To apply for the \$500 Literature Starter Kit, simply send a letter stating how you have met the criteria. Pictures of the book display area would be appreciated.

The following centers were tithed the \$500 Literature Starter Kit most recently: Sunrise Unity Church, Fair Oaks, California, Imogene Benson, minister; Unity Church of Living Truth, Missouri City, Texas, Lois Caldwell, minister; Unity Christ Church, Ventura, California, Beth Ann Suggs/Diane Dean, ministers; Mayfield Unity, Mayfield Heights, Ohio, Joan Gattuso, minister; Unity Truth Center, Tampa, Florida, Roy Fox, minister; Unity Church Universal, Kansas City, Missouri, Greg Neteler, minister; Unity Word of Wisdom, Inkster, Michigan, Mayola Saltpaw, minister; Unity Church of Christianity, Fort Smith, Arkansas, Gary Simmons, minister.

Ministries interested in applying for funding must have the new **Application for Funding form** to the AUC office **no later than May 10, 1985**. To receive this form, please call or write to me at the **AUC Office, P.O. Box 610, Lee's Summit, MO 64063. Phone 816/524-7414.**

Loving Blessings,

Susan

Susan D. Eng
Expansion/Conference Specialist

Members of the A.U.C. Expansion Committee

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Bellevue, WA 98008
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Sydney Ryman
Unity Church of Christianity
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(614) 267-4959

Glory Rifenburg
Unity Church of Christianity
716 N. 9th Avenue
Pensacola, FL 32501
(904) 438-2277



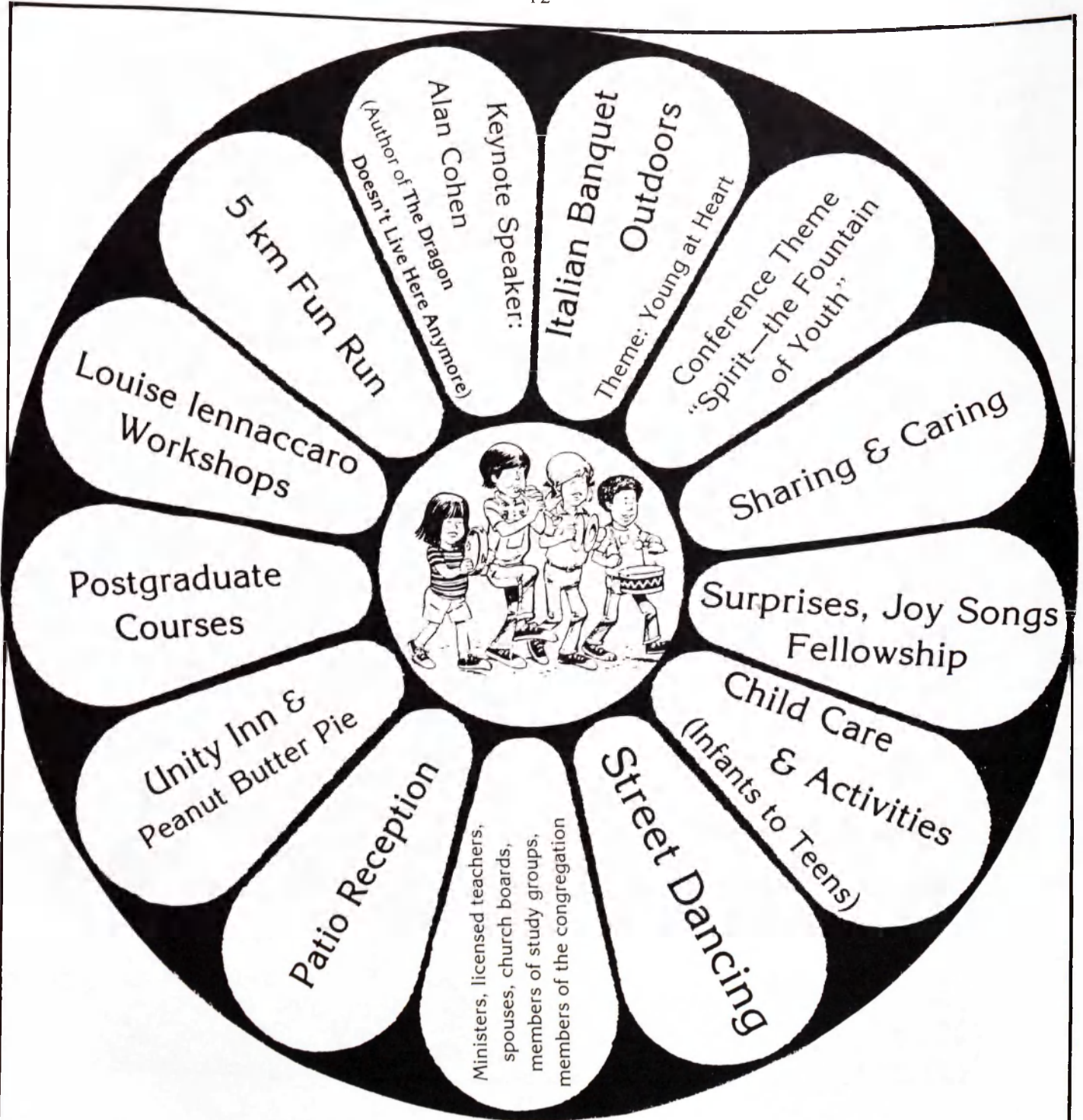
NEWS-AT-A-GLANCE

On Sunday, September 23, 1984, Unity Center of Memphis, Mildred Falls Davis, minister, held a dedication service for their new home. The church is all-new, constructed on five and one-half acres at 3345 McCorkle Road, Memphis, Tennessee.

CLEARINGHOUSE

The Unity Church of Jacksonville, Florida has 135 Green hymnals and 78 Yellow hymnals that they will gladly donate to any church or study group that can use them. Freight charges will be gladly paid by the Jacksonville church.

If interested, please contact Tom or Betty Sikking, ministers, Unity Church of Jacksonville, 634 Lomax Street, Jacksonville, Florida 32204.



AUC Conference 1985
Unity Village, Missouri
June 17-21, 1985

ASSOCIATION OF UNITY CHURCHES
Statement of General Funds Operations
Ten Months Ended January 31, 1985

INCOME – OPERATIONS:	<u>Month</u>	<u>Year to Date</u>
Love Offering	\$ 53,528.54	\$ 484,083.09
Other Income	<u>680.20</u>	<u>22,194.77</u>
	54,208.74	506,277.86
Less: Tithe Transfer	<u>5,352.85</u>	<u>48,408.30</u>
	48,855.89	457,869.56
Gross Profit Material	<u>1,344.97</u>	<u>41,039.61</u>
Total Income	<u>\$ 50,200.86</u>	<u>\$ 498,909.17</u>
 EXPENSES – OPERATIONS:		
Total Expenses	<u>\$ 64,862.76</u>	<u>\$ 560,202.06</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$(14,661.90)</u>	<u>\$ (61,292.89)</u>

Unity School Contribution To The AUC Through Service Provided
May 1, 1984 – December 31, 1984: \$72,265.92

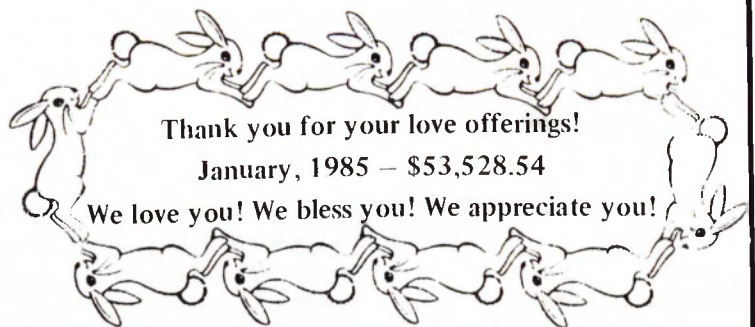
(Note: This contribution is a non-ledger item and does not appear on the AUC financial statement)

An Invitation to Present Graduation Bibles

Ministries and individuals are invited to participate in the Graduation Bible Project, which has proven to be meaningful to the graduates. This project gives you the opportunity to present a deluxe edition of the Oxford Bible.

There will be 29 graduates receiving Bibles this year. If you would like to participate, please send a check for \$50.00 made payable to the **Ministerial Education Program**, and note that it is for a graduation Bible. Address the envelope to the attention of Gladys Branscum, c/o MEP, Unity Village, MO 64065.

The inscription in the front of the Bible will state that it is presented by you or your ministry. If you would like the Bible to go to a particular graduate, please write the information on your check or in a note.



Holiday Work Schedule

AUC offices will operate from 8:00 a.m. to 5:00 p.m., Wednesday, April 3, 1985. They will close at 12:00 noon, Thursday, April 4, 1985, and reopen at 8:00 a.m., Monday, April 8, 1985. Have a wonderful Easter!

Field Features

April's Article By
Rev. Mary L. Kupferle

Your Ministry . . . Long-term or Short?

When Paul Cook asked me to write some thoughts on the above subject, my first reaction was my own gratitude for having had the special blessings that a long-term ministry brings. A few minutes later, a little card slipped out of a file on my desk, reminding me that no one can really tell another what is right for him. So, to quote the unknown author:

"I will not interfere with any creed of yours,
Nor have it to appear that I have all the cures.
There are many things to know, So many things are true:
Where my feet must go may not be best for you.
So I give you a spark of what is light to me.
To guide you in the dark - not tell you what to see."

Wherever you find yourself at this time, and in whatever length of duration in your ministry, it is, no doubt, right for you for your best experience in order to learn and grow and unfold the powers of Spirit that lie within your individual soul.

If it is a time in which you are asking yourself "Shall I stay, or go?" - "Is this my rightful place of service?" - you can be sure that as you are true to yourself, your own God Self, you will be guided perfectly to do that which is most beneficial to all concerned.

Recently we attended a lovely Presbyterian church here in Brevard, where we now live for most of the year. The new minister was giving his first sermon and admitted he was quite nervous. He commented on the selection of his lesson title "Art thou he that should come, or do we look for another?" He said he hoped the Board of Deacons would not take him too seriously and start their long search all over again!

Every minister must have doubts, at times, about his being in the best place of service. Sometimes the doubts are increased by personal differences, or slowness of income to accelerate, or family difficulties, or evidences of adverse reactions from individuals, or even an appearance of the congregation's lack of interest in offering dedicated voluntary service or assistance.

Whatever the reasons may be outwardly, there is really only one who can know the right way for you to go, and that one is yourself. You, in the best deep inner communion you can find within, will come to the right conclusion as to whether to go or stay. Perhaps you will find a strong help and encouragement from a nucleus of your workers, as you pray through your questioning, or perhaps you will not find much evidence at all that you are to remain where you are.

Either way, it is important to remember that there is no condemnation upon your choice by the loving Father. Either way, He will guide and support and bring benefit to you and those around you. As you just keep on trusting His Guidance, accept the helps as they come, the answers will become clear and the inner peace will be felt. I have no doubt you will know what is right for you and for the highest good of all.

Because I have served in three areas, each for a fairly long duration, does not mean that everyone should do so. It was right for me. There were, of course, times I felt "This is long enough. I don't think I can give my best here another year . . . or month or day!" In one instance my choice was to stay on for another two years before moving to the next assignment. At that time I would rather have moved along, than stay, but felt there was still something unfinished. Who could have made such a decision for me?

Naturally there are benefits in staying in a ministry for a longer period of time. Over a number of years there is the opportunity to develop and expand a work to greater proportions of service. Friendships and very special companionships are formed and enjoyed. Feelings of comfort, security can grow, and you can become aware of a rich sense of fulfillment and accomplishment. Yet, this, I am sure, could also happen within a space of a few years, or perhaps even a few months!

Comparisons of yourself and your work and its accomplishment with another's are not fair to you, or to the other. Each center seems to have its own rate of development, its own "consciousness", and this is, at times, very deeply established and has little to do with your coming or going. Some areas are ready to grow fast, and others, slowly. You cannot assume responsibility for it all, only for what you need to know within yourself - that you are in your divinely-appointed place always, as you listen, trust, and follow obediently the guidance of Spirit within you.

It is a great joy when you find yourself in a work you truly feel natural with, where you enjoy the caliber of people, the climate and physical environment, and are free to learn and develop to your highest ideals of yourself and service. I feel blessed to have experienced that kind of satisfying ministry, yet realize that in the times I was less gratified, more pressured, less rewarded outwardly, more tested by demands, the more benefits were also there, and the severest disciplines were some of the greatest promoters of my own best spiritual development.

It seems important to remember that you are where you are, not only to teach and guide and help and love your followers, but also to be your own best friend and supporter of yourself. There are times you want to ask yourself "Is this best for me as well as the people I serve?" Be kind to yourself, appreciate yourself, and give yourself a lot of back-pats along the way whatever your choice may be - to go or to stay. I support you in your choice and have a lot of compassion for ministers of every faith because of my own experience of the past thirty years. I know what it means to keep on keeping on! And so, "I give you a spark of what is light to me . . . not tell you what to see." You will see for yourself, under the clear and loving guidance of the Lord of your being!





SHARING THE VISION



*Unity is a link in the
great educational move-
ment inaugurated by
Jesus Christ . . .*

*Charles Fillmore
Co-Founder of Unity*

AS I SEE IT

James C. Robinson, Ph.D., Director of Education



Greetings from the Education Department and blessings from Unity Village! What follows is a new format, itself a reflection of the many exciting "new happenings" in the department.

Let me begin by finger-pointing to some educational goals and objectives, so what we are doing makes sense. First, we are eager to not only respond to field need, but more important, to anticipate it. With this in mind, we have been brainstorming how we can assist the field ministries with educational and other leadership training, leading to possible AUC certification/recognition of these specialities. I am preparing a letter for the field requesting information, ideas, suggestions, and reactions growing out of your experiences. As you can see, I am not into reinventing the wheel.

Second, we are working hard on building an educational "team" whose members plan their work and work their plans as one, enriched by a pooling of talent and undergirded by a common commitment. Of course, the proof of the pudding is in the tasting (wish I'd said that first). But we continue to grow together and have every expectation that the ideal we hold in our minds will find manifestation in our labor.

Third, we want the field ministries to know that our focus is **not** on our offices at Unity Village, but on your needs. We are willing and eager to minister where you minister, to stand by you and with you in the common cause. Personally, I look forward to our doing future team-teaching at the regional/sub-regional level, thus decentralizing our AUC educational activities and making our services more responsive and effective.

Fourth, I have a real concern about education from "womb to tomb." The thrust of my

spiritual educational thinking is cross-generational and life-centered. It views human personality holistically. Unity speaks to God's children of all ages, personal circumstances, and to the total expression of our personhood: mind, body, feelings, roles and activities.

Transfer of learning from idea to behavior is never an automatic process, taking place in an existential vacuum, without effort. The good teacher is a people-lover, a growth-stroker and an ideal-modeler. God has a right to expect no less of us, if we are truly serious about our spiritual commitment.

There, then, are some of our growth goals. Come, join us over the months to come, as together we "share the vision." And, of course, give your eyes a treat. Read On!

Y.O.U. Resource Manual Being Revised

Work has begun on the process of reorganizing, simplifying and updating the **Youth of Unity Resource Manual**. The resource manual is intended to serve as a Y.O.U. sponsor's "answer book." The revised edition will be available by the end of the summer and will be divided into four sections: (1) The Mechanics of Sponsoring (administrative info.), (2) Teaching Skills, (3) Group Dynamics and (4) Listening/Counseling Skills.

AUC Gives Unity School Youth Emblems Display



Ron Tyson
Youth Education Coordinator

January 23, 1985, was a memorable day at Unity Village as the culmination of over two years of research and development came together in the presentation of the new Youth Emblems Program.

Paul Cook, Director of Ministry Services, served as host at the VIP Reception where leaders of Unity were joined by leaders from 13 religions and national youth organizations who came to celebrate Unity's new Youth Emblems Program.



Jay Dishman presenting display case to Connie Fillmore.

The display case is a work of art in itself. Some fifty years ago a blight came through the midwest, killing all the walnut trees, and Rickert Fillmore had the insight to have all the walnut trees at Unity Village harvested. This wood has since been transformed into many creative works of art such as exterior doors, tables and other pieces of furniture at the Village. Ira Allen, who works in the Unity Maintenance Shop has preserved the remaining wood for many years. Bob Barth, Dean of Unity School, took this beautiful wood and transformed it into an elegant display case through his expertise in woodworking. Max Yost, Superintendent of Grounds and his wife engraved all 30 brass plates that went into the case. On your next visit to the Village, be sure to take time to see this elegant emblems display.

Dick Everts, Associate Minister at Unity of Bellevue, Bellevue, Washington, and Chairman of Youth Services Committee, AUC, served as

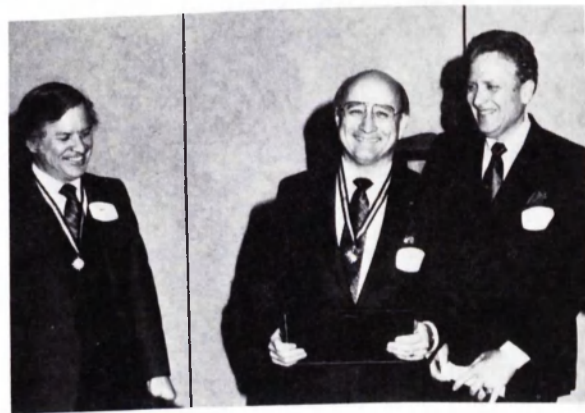
Officiant at the Youth Emblems Dedication Service. Youth representatives from Boy Scouts, Girl Scouts, and Camp Fire served as ushers, and Ron Tyson, Youth Education Coordinator, gave an overview of the youth emblems to those present.

Representatives from three National Youth Agencies complimented Unity School and the AUC on the development and quality of this new program.

Jay Dishman, President of AUC, presented the emblems display case to Connie Fillmore, Executive VicePresident, Unity School of Christianity, on behalf of the AUC family. In the center of the display are samples of all the youth emblems of Unity surrounded by emblems from the following denominations: Armenian, Baptist, Buddhist, Eastern Orthodox, Eastern Rite Catholic, Roman Catholic, Episcopal, General Protestant, Jewish, Lutheran, Moravian, Hindu, Islamic, LDS (Mormon), RLDS, Salvation Army, Unitarian Universalists, and Zoroastrian.

Following the Dedication Service was a luncheon hosted by Dr. James C. Robinson, Director of Education, AUC. Dick Everts was presented the Distinguished Youth Service Award, and religious leaders informed the group how the emblems program had benefited their own churches.

(Continued on Page 18)



Pictured left to right: Ron Tyson, Dick Everts and Max Lafser, Minister of Unity of Bellevue, Bellevue, Washington, and President-elect of the Association of Unity Churches. All pictured are Eagle Scouts.



“THE KEY QUESTION”: A Practical Tool for Improving The Educational Experience

Timothy Pettet

International Y.O.U./Y.A.U. Coordinator

Have you checked in on your attitude as a teacher lately? I have had occasion recently to experience the tremendous difference that the teacher's attitude can make in the educational experience of the whole group.

The difference in attitude I am referring to builds on two fundamental assumptions or decisions that a teacher must make. In **Lessons In Truth**, Emilie Cady refers to education as a process of “drawing forth” the learning experience from the student rather than “ramming it in and cramming it in” (to borrow a phrase from Eric Butterworth). I also believe that a teacher is most effective in stimulating learning when he or she seeks to draw it forth from the student.

The teacher has another choice once the decision has been made to follow the advice of Emilie Cady. Does the teacher approach the group with the attitude that “I am going to draw forth from the student the message that I want them to get,” or with the alternative attitude,

“There is that about this concept that I think I understand, and there is that which I would like to learn”?

A teacher that approaches the group as a learning partner, as a fellow student who is as much interested in discovery and insight for him or herself as for the student, has a handle on an extremely important teaching tool. The teacher's receptivity to learn from the group does as much to draw forth the Truth from within the student as any number of sophisticated educative techniques.

Let me share an idea that I am going to use at the next possible opportunity. As I develop my lesson plan and move from the concept to the key statement (my main learning goal for the group), I am going to take an additional step before I write my lesson objectives. I am going to write a “key question.” My “key question” will be directly related to the key statement, and it will reflect what I don't know about the concept. It will reflect what I want to learn in the lesson, what I want the group to teach me.

(Continued from Page 17)

The Distinguished Youth Service Award includes a gold plated pendant hung from a purple and gold ribbon, a diamond lapel pin and a wall certificate. Dick has devoted much time and energy to the love of youth, serving on both regional and national Y.O.U. programs. He will join the Chaplain Generals' Staff at the National Boy Scout Jamboree which will be held at Fort A P Hill, Virginia, July 24-30 this summer. Dick is the first Unity minister to ever serve in this position.

The luncheon was followed by a tour of the Village during which Joann Landreth, Director of Placement and Liaison, told the AUC story; Bill Fischer, Director of Retreats, answered questions about Unity; and John Strickland, Director of Silent Unity, gave a tour of Silent Unity.

It was a special day here at Unity Village, the spirit of which will live in our hearts for many years to come.

Representatives from the different faiths in attendance were: Father Frances McGlynn, Eastern Rite Catholic; Sister “Sandy” Schwartz, O.S.F. Roman Catholic; Father Milton Gianulis, Eastern Orthodox; Father Neal H. Dow, Episcopal; Stanford Saper, Jewish; Ralph E. Hendrickson, Lutheran; Robert P. Foster, Ed.D., United Methodist; Elder Albert Kimp, LDS “Mormon”; Bert Dempsey, RLDS; Capt. Tim Hammerly, Salvation Army; Robert E. Burk, Director of Religious Relationships, Boy Scouts of America; Kathryn Manda, Vice Chairman of Program, Girl Scouts of the USA; and Karen W. Barts, Ed.D., Director of Program, Camp Fire, Inc.

THE WORK AT HAND

by Linda Marsden

Linda Marsden is a new thought youth minister in Dallas, Texas.

In my work with teenagers I have gone through many phases. I have counselled with them, led motivational seminars, taught classes and facilitated just plain fun events. During the past year I have begun acting out an idea I have had in the back of my mind for some time. I have always had the desire to support teenagers in going out into the world and truly making a difference. I have wanted to offer them a strong practical foundation of faith in themselves and God.

For a long time I worked with camp programs and Sunday morning groups where all the theory and philosophies of spiritual growth were talked about. When I would stop and look at the kids and how their lives were working, I had to admit to myself, "These kids have the spiritual lingo down pat, but their lives don't show it." I know we see that among the adults too, the image the kids make themselves after, whether it be conscious or unconscious.



What I have started doing this year that has begun a dramatic turnabout for the youth work, is to incorporate a physical work project in every workshop or major event. Wherever we go for a program, when the arrangements are being made, I always ask what there is on the property that we can improve or to which we can add value. No matter what the overall theme of the event is, the underlying message "You are a valuable and powerful person, and you can make a difference wherever you go," is always there. When they work in a garden, move bricks for a walkway, landscape a yard, sweat and see with their own eyes what can be accomplished, the seed begins to grow. They get to see what they can do. They experience their own personal power. Words alone are not as powerful as words with physical work to integrate lessons. Often the lesson plan can creatively include an idea to aid the work at hand.

Most of the time when they first begin, they grumble and act like they don't want to do the work. Behind that grumbling is often the fear they can't do it because they never tried before, that they might do it wrong, or they could get hurt. Afterwards, the light in their eyes really shines. They have a strong belief in themselves and begin to see they are pretty capable people. They do have a gift to offer others. They get to experience for themselves that they make a difference in the world.

Hearing all the reports about nukes, starvation, planetary destruction and violence on the news scares kids. It takes away their power before they even get started being adults in the world. It can take away the desire to think big and make glorious plans for the future. For some, it takes away the future and makes it easy to play with dangerous drugs and life risking games because they don't visualize themselves or this planet lasting very long anyway. It doesn't seem to matter.

One of our jobs as youth ministers is to show them that that is just one angle from which to look at the world. By empowering the youth we work with today, we can be supporting the very people who can find a solution to these world problems as adults (or maybe even as kids). There are answers.

Working with youth is so valuable. With love and dedication we can guide and support the future of the world through the next adult generation. This is one of the many ways we as adults can make a difference in the world. Peaceful people make a peaceful planet.

God bless us all in the work at hand.

“LIGHT ON THE PATH”

The Licensed Teacher: A Minister's Uranium Mine

by Licensed Teacher Regional Representatives
Maxine Ference and Alice Miller

The exact role of any particular licensed Unity teacher varies within each ministry and is determined by many factors, not the least of which are the teacher's specific qualifications, availability and interests as they relate to the identified needs and desires of the minister.

Recent conversations with a number of ministers who have been able to expand their ministries as a result of creative utilization of licensed teachers, reveal a great potential for licensed teachers as resources beyond the teaching of weekly Unity classes.

OUTREACH was the area mentioned by all the interviewed ministers as a key to nearly unlimited challenge for a licensed teacher's talents. **John Salunek's** goal is to have 20 licensed teachers by the year 1990, the majority of whom will be involved in expanding Philadelphia's outreach. **Alan Stanley** (Miami), and **Sidney and Mel Ryman** (Columbus, Ohio) are currently working very closely with their licensed teachers who have been trained by them to assume nearly full responsibility for specific outreach groups. The Ryman's speak of their licensed teacher as "a jewel," emphasizing "communication that is always open" as their secret of success. The licensed teacher's responsibilities include Sunday services, teaching, counseling, hospital visitation and even weddings. "We feel very confident that she can handle whatever comes up."

Alan Stanley envisions his ideal ministry having seven licensed teachers, each of whom would develop a "pocket" study group which would

eventually lead to a new ministry. He sees the licensed teacher as the key person in maximizing the effectiveness of a large city ministry through decentralization. Currently, Alan's licensed teacher and licensed teacher candidates serve as teachers, lay leaders of the multi-faceted prayer and healing ministry, platform assistants, as well as outreach pioneers. "We (ministers) need to give them (licensed teachers) more responsibility because they are capable of handling it," states Alan. He speaks of the "kaleidoscopic effect" that occurs when licensed teachers are permitted to bring their perspectives into a ministry.

John Salunek encourages the licensed teachers in his church to determine their own levels of participation with the one requirement that each teacher teach both in the downtown church and in at least one outside study group. He is working toward the day when licensed teachers will head a chaplaincy program as well as the prayer and telephone ministries. John describes licensed teachers as "vital."

Dorothy and Phil Pierson (Sacramento, California) strive to maintain a balance with their licensed teachers by having them specialize in such areas of the ministry as fundamentals classes, prayer ministry, counseling, bookroom and outreach. Of licensed teachers Phil says "They are an asset; they strengthen Center work." Dorothy believes that "the more licensed teachers we get in the field, the stronger we get as a movement because we are essentially a teaching movement."

Y.O.U. Curriculum Being Produced

The SUNLIGHT series of curriculum packets that have been slowly emerging over the past few years show signs of more rapid development. There are four free-lance curriculum writers at work on new packets at the present time.

After each curriculum writer produces a packet of 4-8 lessons, the material is produced in manuscript form for field testing. The suggested changes that come out of the field testing process are then written into the curriculum. The

packets are then edited for final production, printed and marketed.

As the production pace picks up, so does the need for field testers. If you are a Y.O.U. sponsor or teacher and would like to test this new material in your group, please let us know. We will provide evaluation forms to simplify the process for you, and your Y.O.U.ers will be making a valuable contribution to the process of spiritual education in Unity youth ministry.

Simply call or write the education department at the AUC offices and tell us of your willingness.

Youth Ministry Comes of Age

Y.O.U. Coordinator Team Met For Annual Conference

Members of the team of Youth of Unity coordinators met at Unity Village during January to engage in training workshops, planning sessions and fellowship activities. The three-day conference provided an opportunity for many of the regional coordinators to meet Tim Pettet, the new international coordinator for the first time. As might be expected, this gathering of committed youth ministers was a high energy affair and moved from times of intense dialogue and focused work activity, to moments of deep fellowship and quiet devotion, to experiences that were surrounded with laughter and joyous celebration.

The coordinators feel these conferences are a valuable tool for renewing their energies so they can continue the work of ministering to sponsors in their regions and in upgrading their skills as professionals in Unity youth ministry.



Members of the Y.O.U. coordinator team gather around to watch a demonstration of paste-up skills that can be used in flyer and newsletter production. Standing from left to right: Timothy Pettet, International Coordinator; Mary and Bob Ornelas, Great Lakes Regional Coordinators; Bonnie Lee Barron, Southeast Region; Barbara Humble, South Central Region; Rev. Blair Tabor, West Central Region. Seated from left to right: Roberta Yackel, Ministerial Student and Graphics Workshop Leader; Rick Rogers, Southwest Regional Coordinator; and Jackie Green, Northwest Regional Coordinator.

Rev. Judy Sherman of Seattle, a long time advocate of youth ministry in Unity and currently a working member of the AUC Youth Services Committee, probably summed up the general feeling of the Youth Services Committee members during the January committee meetings at Unity Village when she said, "It feels like youth ministry has finally come of age in Unity."

The committee agreed that for a number of reasons it was time to let go of the image of youth work in Unity as an uphill, unappreciated struggle and begin regarding ourselves, our children and our work as a recognized and valuable aspect of the whole Unity ministry. This attitude was reflected in the work the committee accomplished, the vision it set for itself in regard to future work and the maximum support the committee received in funding and philosophical agreement from the AUC Board of Trustees.

The committee set up a method of identifying each area in which the Youth Services Department at AUC can be of service to the Youth Department in a field ministry. These were established as our working objectives. Under each objective a list of current, inactive, and suggested projects and program ideas was compiled. The criteria for prioritizing those projects were then defined. The next meeting in June will see the committee applying those criteria to the listed projects and moving on to evaluating the current effectiveness of the overall program and establishing programs for future service activities. The committee essentially provided itself with a concrete tool for measuring and enabling the effectiveness of AUC's service program to the field ministries.

In regard to programs and projects that the committee submitted to the board for funding or approval, they were all approved and funded. A look at some of these ideas and activities provides a glimpse of what the future holds for Youth Services. Some of them are: a study which will be the first step in revising and/or producing new AUC youth education curriculum materials; continued support for the development and field testing of the AUC Unity Day Camp materials; the first steps will be taken to produce a sponsor training curriculum that will lead to certified trained sponsors; and the production of an AUC Youth Services Catalogue.

Suicide: An Epidemic in Teenage Consciousness

by Linda Marsden

September 7. Monica took her life.

September 8. The word had spread among her friends.

September 9. I had traveled 200 miles to be with the people who knew and cared for her. We came together to share our grief and to support each other.

September 10. We attended 2 funeral services (her parents each had their own service for her as they could not agree how to have one).

September 11. I called the local Suicide and Crisis Center to find out how to prevent further teenage suicide among the teenagers I meet.

In my five years of working with teenagers, Monica was the first one I knew personally to take her life. Until then teenage suicide was very distant, something on TV and in magazines. I didn't have any feeling for it. Since returning from her funeral, I have had an insatiable thirst to find out how to cure this very real epidemic in teenage consciousness.

A short course from the Suicide and Crisis Center taught me that there are warning signals and methods of response that stimulate the healing process immediately and prevent suicide. A key phrase I heard over and over again is "Suicide is a permanent solution for a temporary problem."

How Are You Feeling?

When dealing with crisis, there is a feeling of being out of control and/or into survival. Whatever the crisis, the most important aspect is how one FEELS about it, not so much the event. People put out warning signals when they are in a crisis situation. It is important to notice and respond to: feelings of pain; feelings of being trapped; feelings of confusion; conflicting feelings (e.g. love/resentment); any sense of hopelessness or helplessness, or a lack of energy (a symptom of depression). As these feelings are building, what is referred to as a "precipitating event" can trigger a breaking point that makes suicide appear to be a reasonable option. It is the 501st pound that seems too great to handle on top of everything else. The event can be major or minor. The FEELINGS are what make the difference.

Warning Signals

Once the precipitating event has occurred, there are distinct warning signals that a person puts out before attempting suicide.

VERBAL — People talk about it and do it, so LISTEN!

Indirect: "I'm not OK."

"I want to go to sleep and never wake up."

"They'll be sorry."

Direct: "I'm going to kill myself."

"I want to die."

BEHAVIORAL — Actions often speak louder than words: careless, frequent accidents and injuries; seclusion, withdrawal, isolation; dangerous drugs - testing life; alcoholism (more common than is usually believed); frequent crying spells; self condemnation; change in habits (sleep, sex, food, hygiene); suddenly making a will; giving away prized possessions; and/or depression (highest risk group) - help is needed to get out of it.

SITUATIONAL — Environments and conditions to watch: extreme day-to-day pressures; loss of a relationship; anniversary of a loss; and/or death of a pet, relative, or friend.

Current statistics show that many clusters of teenage suicide have the following in common: high income; transient; no stability or extended family in the area.

Teen suicide among Jewish and Black cultures, especially if not-urbanized, is extremely low. Statistics also show there are 9 attempts for every complete suicide, but 50 suicide attempts is more like it. Many attempts are not reported.

What To Do

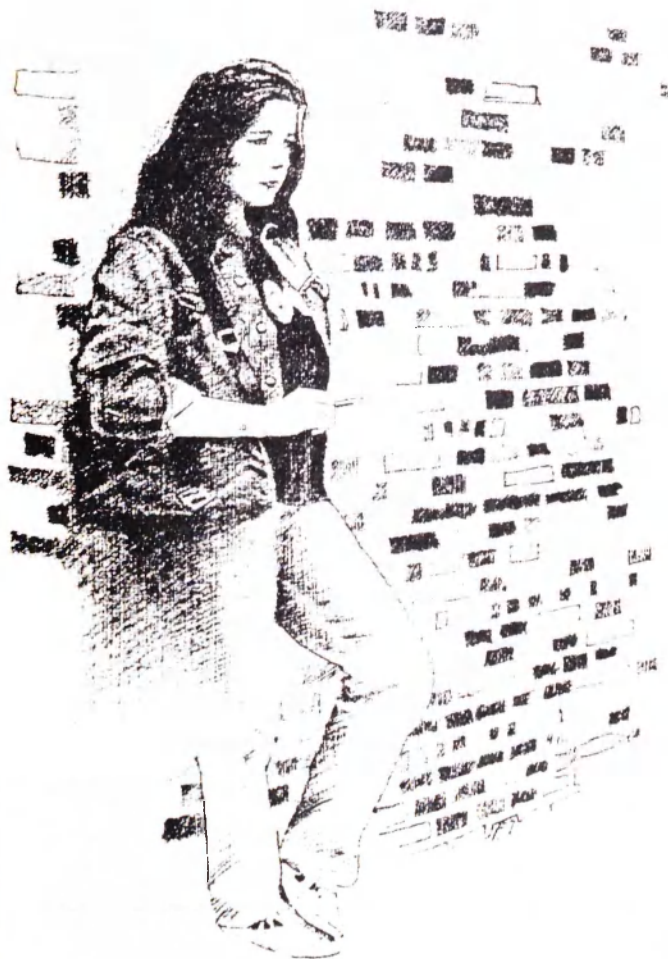
If you recognize any of these signals among your youth, it is time to GET INVOLVED! Listen and you will know what they are telling you. A few myths to debunk are: 1) Talking about it means they aren't serious. Many talk and do it. 2) Asking about suicidal feelings will plant seeds. To the contrary, talking about the feelings helps air them out. 3) If they have mentioned it and then seem to have a relieved attitude, don't let

The following steps are very important once you have recognized any warning signal(s).

TALK - ASK if they want to kill themselves. They will feel relieved that someone cared to ask. They may begin to share locked up feelings. It can be a sudden and profound sharing.

LISTEN - Have them identify their feelings.

it go at that - if you notice signals, **ACT**. Many people have a period of relief after they have made the decision to suicide.



Accept Feelings - when worthless/powerless feelings are shared, be careful. Responding with, "You shouldn't feel that way," will increase their attitudes. It is important to accept suicide as an option. Don't take away choices but lead them to the more constructive ones.

Reflect feelings - "I understand" can mean a lot at this time when you truly do understand. Repeat back what they have said to you sincerely.

WILLINGNESS - Be willing to get involved, to **HEAR** what is going on and to **ACT** both in the world and through spiritual action.

GET HELP - Have them share their burdens with friends, counselors, doctors, centers. Suicide and Crisis Centers have many types of counseling: survivor's group counseling, groups for suicide attempters, crisis phone lines and education. Your community and church probably have several, or if not, they can be started.

The Finer Points

When you are assisting someone in joining life again, these finer points are good to know: 1) Establish a rapport - be an active listener and create trust. 2) Find the precipitating event right now. 3) **FOCUSING** - a) What do you want to change in your life? b) What would relief be for you? 4) **RESOURCES** - a) What has helped in the past? b) What makes you feel good? c) Share a terrific time in your life. 5) **ALTERNATIVES** - (for right now) a) Make a "no suicide" contract for a specific period of time and follow up on it! b) Get them through the next hour, day, week at a time. c) Make a plan of action with them - what to do now, what they are willing to do in the immediate future.

Since I have taken the Suicide Prevention course, I have had many opportunities to use the methods, and I am delighted to see how easily they work! Personally, I am elated there are such simple, effective methods that work so well. The main ingredient on our part is **CARING, WILLINGNESS, and LISTENING**.

Many people I have talked with don't realize there is a way to resolve this attitude in consciousness among teenagers and the general public. Guiding them back to the truth of their personal value and importance is vital. They need to know they make a difference in the world, that they have a purpose for being here on the planet. The world can be a better place because they made the effort and got through their pain.

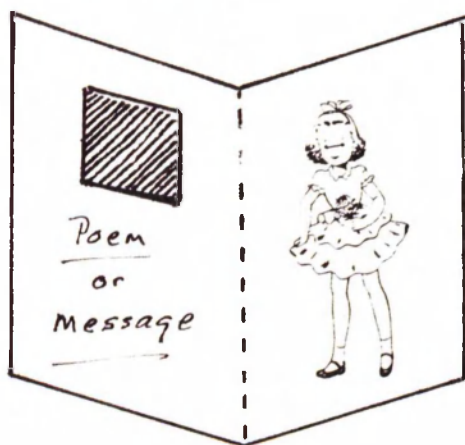
In guiding one in how to cope with his/her crisis, an important point is "we grow from pain." Many think a goal in life is for life to be pain-free. Pain has its own value. It is the signal that we need to tend to an area of our being. Breathing deeply and going through our pain brings irreplaceable strength and inner value when the pain has passed and the cause of the pain has healed.

Remember, acts of love save lives.

A MOTHER'S DAY CARD

YOU WILL NEED:

- Paste
- A plate
- A pencil
- * A snapshot of child
- Three tbsp. salt or glitter
- A sheet of colored paper
- A sheet of heavy white paper
- Nail polish or enamel model paint
- Fine point felt pen



1. Fold 8½" x 5½" sheet of heavy white paper in half. Cut small square box on left side of paper to enable the head of child to be seen through the front of the card. Paste picture on the inside of the right side. Be sure that the head in the picture fills the frame on the front of the card.

2. With felt pen make a frame around the square that shows the head of the child. Draw a bow above the picture. Pencil in the words "HAPPY MOTHER'S DAY." This will give the student an outline to paint on. Paint letters one-at-a-time with nail polish or enamel paint, and while the paint is wet, sprinkle each letter with salt or glitter.

3. When the paint is dry on the front, have student write a message or poem on the inside. Fold card to fit into envelope, ready for giving.

* If an instant camera is not used, be sure to allow time to have pictures processed.

** Dimensions can be chosen to match available envelopes.

BULLETIN BOARD IDEAS

This bulletin board features a jack-in-the-box. Jack can be three-dimensional or mounted on flat construction paper. Cloth or lace can be added to enhance his features. The background is made from light yellow, blue, or green colored paper while jack and his box are made from bright colors cut from poster board. Letters are made from dark blue or black card stock. Let the children write their own affirmations on white bond paper and mount them on construction paper.



Egg Carton Worm

A Craft For The Pre-Schooler

SUPPLIES

Cardboard Egg Carton
Tempera Paint
String
Pipe Cleaners or Feathers (Optional)
Scissors
Brush

Cut egg carton into four parts, each three sections long. Turn parts upside down and carefully punch a hole near the bottom of the front and back of each part. The string goes through these holes to tie the sections together.

Print a face on one end and decorate the body. Pipe cleaners or feathers can be added for feelers. If you use a styrofoam egg carton, you do not need to paint. You can use felt pens to draw the face and decorate.

HELP WANTED

- ☐ **ARTICLES ABOUT
YOUR ACTIVITIES**
- ☐ **LESSON PLANS THAT
HAVE WORKED**
- ☐ **LET US KNOW
WHAT YOU'D LIKE
TO READ ABOUT**
- ☐ **TELL US WHAT
A GREAT JOB
WE'RE DOING**

SEND TO:

EDUCATION DEPT.

AUC

P.O. BOX 610

LEE'S SUMMIT, MO 64063

T.B.O.A.

**What do these
initials stand for?
Watch this space
for further information.**

Agape Logo

The Peace and Love Blessing

Mary Fran Sarto, Ph.D.
Youth Education Director
Unity of Ann Arbor, Ann Arbor, Michigan

We started using this because some of our little people had difficulty hanging on to coins during love offering blessing or didn't bring any "love offering coins" to place in the dish. We had already blessed the whole Earth with our hands by placing our hands on three globes and sending peace and love all over the world.

So we started having the children place their love offerings in the bowl as they came in to the Sunday School room - first thing. Then at love offering time, everyone would cup their hands, blow into their hands to "fill them full of love" and then shower that love out of their hands into the bowl.

From that we began filling our hands full of love to bless ourselves, our Sunday School, our church, our city, the United States, the earth - mentioning other countries' names, the sun, the stars, and any astronauts up in the sky.

Directions for doing this would sound like:

- 1) Cup your hands, fill them full of love (demonstrate and blow into own hands). Now lift them over your head and shower the blessings down over you, blessing yourself with love and peace.
- 2) Cup your hands, fill them full of love, then raise your hands high and send that love to:

Our Church
The World
Etc.



Y.O.U. Chooses African Relief Fund For Service Focus

Sarah Hassanein

International Y.O.U. President

As you may be aware, one of the duties of the international president is to propose the annual international service project. I believe it is important to understand service as an integral part of being a Y.O.U.er. Indeed, why do we spend time and energy on "service projects?"

The answer is multi-faceted. It is also often misunderstood, which leads to a lack of enthusiasm and motivation in our service activities. Rather than try to explain the idea myself, let me share the thoughts of two great servants. In speaking about his calling to direct service to humanity, Albert Schweitzer said, "Many a time already had I tried to settle what meaning lay hidden for me in the saying of Jesus, 'Whosoever would save his life shall lose it, and whosoever shall lose his life for My sake and the Gospels shall save it.' Now the answer was found . . . I now had inward happiness."

Jesus himself revealed the value of service through his parable of the good Samaritan.

As your chapter chooses a service project, it may be helpful to discuss these quotations and

the ideas of "inward happiness" and "loving your neighbor".

The international officers have chosen to continue last year's international service project. This project is giving ourselves in service through the Red Cross. There are countless ways to serve through the Red Cross. The Red Cross is active in nearly every community and can use volunteers in small numbers or large numbers to carry out community service projects.

The international officers also invite you to join them in contributing to American Red Cross African Famine Relief Fund. We are contributing to the fund as individuals and the International Y.O.U. fund will contribute on a tithe from love offerings basis. Your contribution can be sent to:

American Red Cross
17th & D Street NW
Washington, D.C. 20006

Earmark your checks, African Famine Relief.

Open the gate to the Light filled road to higher consciousness and world peace.

THE AFRICAN FAMINE & DROUGHT

Affecting an area roughly the size of the United States and half of Canada combined, the famine is endangering the lives of 185 million people in 27 African nations.

A continent suffering from prolonged drought conditions more widespread than any in modern history, Africa stands helpless among the chaos. Agricultural production has virtually disappeared due to the extended lack of rainfall, and an estimated 40,000 people die each month from famine. Compounding the problem, civil strife and economic upheaval have forced more than 3 million from their homes.

Since many of the affected countries are land locked, transportation and distribution of food and medical supplies can only be managed over primitive roads by trucks or animals. The cost of delivery can mount to three times the value of the food being distributed. And, because of the civil strife, the Red Cross is sometimes the only agency allowed to conduct relief operations.

—Information from the Red Cross



Charlton Heston, noted actor and author, interviews a young mother and her son at the Red Cross relief camp at Bati, Ethiopia. Dr. Zewdineh Yimtatu, (left) 2nd vice chairman of the Ethiopian Red Cross Society, interpreted.

We invite you to join us in putting

GOD FIRST

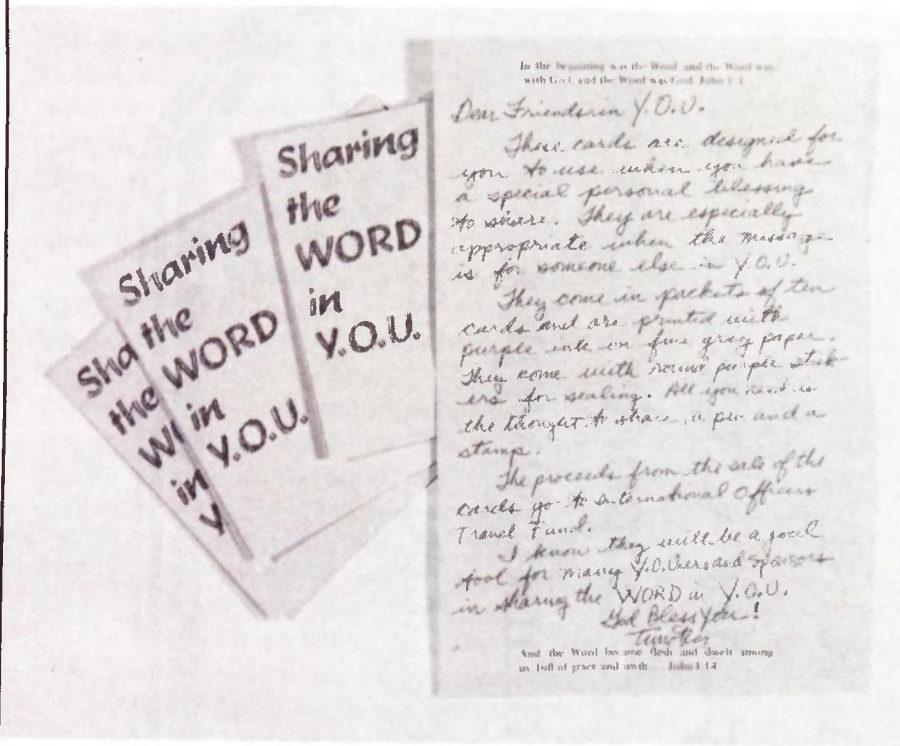
in all things and in using this prayer for the month of

APRIL 1985

The triumphant Christ in me
assures me of opportunities to
succeed and prosper.
Abundance is mine.

Unity School Prayer Group

Y.O.U. Notecards Available



* Ten cards per pack

* Folded size — 4¼" x 5½"

* Fold out to full 8½" x 11"

1 pack — \$ 3.50

3 packs — \$10.00

4-10 packs — \$ 3.00 each

over 10 packs — \$ 2.75 each

Use this handy order form

Please send me (us) _____ pack(s) of "Sharing the WORD" notecards.

Enclosed is \$_____ in check or money order made out to International Y.O.U. Travel Fund. Send the cards to

Name _____

Address _____

City _____

State _____ Zip _____

ASSOCIATION OF UNITY CHURCHES
P.O. Box 610 Lee's Summit, MO 64063
(816) 524-7414

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May 1985



SHARING
THE
VISION



Education Department Periodicals
Now Appear in CONTACT

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AGAPE p.21

Helping Hand p.12





The President's Letter

As I write this article, the editorial staff at the AUC office is patiently waiting to receive it. I am late meeting my deadline date because I no longer feel an urgency to speak out on issues, or sell programs and services of AUC or rally support from the field.

As the call came, reminding me that my procrastination was holding up presses, my immediate response was that of guilt. I felt I had neglected my duties as leader and spokesman for our Association. All excuses, such as busy schedule, etc., were intimidated by my guilt. I, therefore, readdressed the task with determination and began forcing words of redundancy into sentences which, in the end, revealed themselves as boring cliches. Finally, I realized that what I feel in my heart is that the crisis we seem to be under constantly has passed. This is not to say that all of our challenges are solved. It does mean that our present challenges are exciting rather than stress filled. I no longer feel the need to use this space to convince or defend. Throughout this issue our staff, who create and administer new and improved programs and services, describe in their own creative way what is, or soon will be, available and how to receive it. A better use for this space is to reiterate my conviction that our energies are now flowing in a common direction and with greater ease.

AUC & UNITY SCHOOL

In 3 major areas Unity School and AUC now work together in sharing ideas, co-creating new programs, jointly planning a direction beneficial to both organizations.

At the executive level, three vice-presidents of Unity School meet four times a year for a full day of sharing, planning and building trust.

At the educational level, three representatives from Unity School of Religious Studies (two Deans and a Vice-President of the Unity School Board) and three appointees from AUC (two field ministers and the Director of Education) meet four times a year to set policies for training of ministers.

At the administrative level, department managers of Unity School and department managers of AUC meet monthly to discuss and improve relationships in joint programs. Never before has harmony been so evident between these two organizations.

AUC AND LICENSED TEACHERS

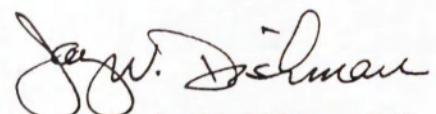
A better relationship is now establishing itself between ministers and licensed teachers. Licensed teachers are now being encouraged to serve on standing committees. The process through which this occurs is the same as that for ministers. The Board is taking a serious look at our present approach to licensing teachers. A Grievance Committee is now in place for grieved teachers. The licensed teacher Regional Representatives now meet with the Director of Education during committee meetings. Their talents are better realized and directed through this process, and their needs more readily heard.

AUC AND MANAGEMENT SKILLS

With focus on upgrading professional skills among our management and office staff, our service to the field is becoming quicker and more efficient. The Board of Trustees and Executive Committee work with greater efficiency and confidence as a result of management training. The desire of our Board and professional staff to extend this training to Boards of member churches, and the positive response from these churches in accepting this training, indicate an exciting step toward fulfilling the purpose of our Association.

Last month I shared a portion of the Board agenda for our meeting of January past. I mentioned then that I would expand upon that agenda in the following articles of **Contact**. What I have described in the foregoing is an installment on that promise. I feel good about our direction. I feel good about our vision for improved services and programs. I feel good about the way these programs are being presented to the field and that they will sell and promote themselves.

Rich and abundant blessings.


Jay W. Dishman, D.D.



Ministry Services

Greetings from the office of the DMS.

This is our second "king-sized" version of the **Contact**, as we in the AUC strive to bring you better services. We would very much appreciate hearing from each of you in the field as to your feelings on the content and presentation of this AUC publication. We also will be glad to include any names from your current mailing list who desire to receive, or whom you would like to receive, a copy of **Contact** on a monthly basis.

As I stated in my last article, my articles will now be a "What's Happening" in the AUC office. This month I will discuss the financial, accounting, and operations changes that have occurred in the AUC office.

1. Our payroll accounting function is now being handled by an outside company by the name of Automatic Data Processing (ADP). In addition to saving us approximately \$3,000 in payroll per year in our own in-office processing, it allows us much more comprehensive records of payroll accumulations. We are also able to "direct deposit" employees' checks to any bank within the continental United States if they so desire.

2. We are in the process of converting our fund accounting system to a cost accounting system. This function will be complete and on line by April 1, 1985 (the beginning of our fiscal year). The new cost accounting system is being installed and instituted by ADP and is again being done at a rate which reduces our in-house payroll costs by a considerable amount. This cost accounting system will also give us more comprehensive reporting and records of our accounts payable and general ledger.

3. We are in the process of preparing a scaled down version of the AUC Administrative Manual for use in individual churches. We hope to have this completed, into inventory, and a part of the regular AUC order form by April 15, 1985. This Administrative Manual will have recommended policies, budget forms, financial statement forms, employment applications, performance evaluations, job descriptions, etc.

4. Vernitia Appleton, my secretary, and myself are personally reviewing and comparing every set of by-laws with the recommended AUC by-laws. If you have not already sent in your church's by-laws, or if you wish to have them reviewed, please forward them to us as soon as possible.

5. I have asked Peggy Gray to establish a record and file of Federal ID Tax Exempt number (501C3) of each field ministry and/or study group. We are required by law to maintain an up-to-date listing of all our field ministries' 501C3 numbers as well as the individual state sales tax exempt numbers. If your church or study group is utilizing its own individual 501C3 number, we would request that you send us a copy of the letter in which the number was assigned to your church. If there are any outreach or study groups utilizing your number, we need to have that information referred to us also. **If your church and/or study group is utilizing the AUC's 501C3 number, it is a requirement that financial accounting be made to this office on a monthly and annual basis.** We would appreciate your immediate cooperation on this so that our files may be brought up to date and maintained in an orderly fashion.

Please be aware that state sales tax exemption numbers are not the same as the 501C3 number. Please check your individual state laws and obtain your state sales tax exempt number if you do not already have one.

6. The AUC has completed a "What Is The Association of Unity Churches (AUC)?" brochure. This was developed for a cooperative Unity School/AUC effort in producing a free pamphlet describing the functions of both Unity School and the AUC. Our portion of that has also been reprinted and put on the back of the AUC Organizational Chart which was in your November, 1984 **Contact** magazine. If you desire any of these for your board or membership, please contact us, and we will forward them to you.

7. We are in the process of putting together a catalogue of all AUC inventory items. This will be issued to the field by the end of May, 1985. It will contain a picture of the item and a short description of each, as well as the stock number, price and minimum order quantity.

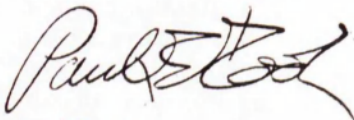
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I again close by assuring you that we exist for you, **our member ministries**, and we do so by giving you service through benefits, education and placement. We exist for service, and we value your input. Call us, write us, talk to us and let us know how we can better serve you.

We gratefully acknowledge you and thank you for your abundant and ever-increasing love offerings.

In the Spirit of Unity,



Paul E. Cook
Director of Ministry Services

Memorials

Rupert Ashby, licensed Unity teacher, made his transition on January 24, 1985. He was involved in the Unity work at **Unity of Trinidad and Tobago** in Port of Spain, Trinidad, West Indies.

Marjorie Meade, former licensed Unity teacher, passed from this life experience recently. She had been actively involved at the **Akron Unity Center of Truth** in Akron, Ohio, and had received her teaching license in August 1981.

Ruby I. Wagner, ordained Unity minister, made her transition February 10, 1985, in Tampa, Florida. She had retired in 1965.

Geraldine Wallace, licensed Unity teacher, passed from our sights on February 19, 1985. She had served in Evanston, Illinois, and was actively involved at **Unity Church of Christ** in Ft. Lauderdale, Florida, at the time of her passing.

Hugh White, ordained Unity minister, made his transition on February 22, 1985. He was ordained in 1955 and served ministries in Eugene, Oregon; Butte, Montana; and Great Falls, Montana, where he was minister emeritus.

We release these souls to their ongoing good, in a consciousness of love and trust, as they go to this next phase of growth and development.

Please notify the AUC of the passing of any minister, licensed teacher or spouse so this information can be made available to the field.



Your Church Is Different

Rev. Max Lafser
Unity of Bellevue
Bellevue, Washington

Fund Raising

All Unity churches are the same. All Unity ministers teach and practice Truth. All Unity ministers are successful. All Unity churches are prosperous. All Unity students are in the flow.

All of the above is correct, and yet as I travel and talk to you, my peers, and many board members of local Unity churches, centers and study groups, I am most always confronted by the statement, "We are different." Sometimes the statement is more in the form of a stamp that indicates that they expect me to argue, but I always respond, "You are probably more different than you realize."

And when it comes to how we run our centers, churches, and study groups, I have found we are very different. And when it comes to the question of how we raise our prosperity consciousness and raise funds for special projects, building buildings and paying for expansion work, our unique talents, creativity, and spiritual insight come to the surface in myriad ways. So let's consider tapping into our differences and share our insights and affirm our successes with each other. I believe we are each other's teacher, and I am receptive to your guidance. And so, in order to start a dialogue through **Contact**, let me bring to the surface through this article some thoughts and ideas.

When a large number of church members are dropping \$1 or \$5 bills in the offering basket, as they have done without increase for many years, how is the church to become a good steward itself by balancing its budget? How is there to be any growth, financial stability or capital projects? Aside from bake sales, car washes and recycling goods projects to raise a few hundred dollars for special needs here and there, how do you raise the real money necessary for carrying out the mission of your church?

Whether we want to recognize it or not, many of our Unity works and ministers struggle. I sure have and, at times, still do. Like Jacob I have wrestled in the night with the man in the

dark, knowing he is an angel in disguise and wanting a blessing. Yet I know that you pray individually and collectively to raise your consciousness to the divine source of the universe. Then what do you do? Yes, I know you affirm and look beyond the appearances. Yes, I know you keep on keeping on. Then what action do you take?

There are a few principles that experienced fund raisers in the nonprofit sector hold to as critical ingredients to success. Like all guidelines, they get broken—sometimes successfully. I don't like the sound of some of them, and yet I want to share them with you for thought provocation if nothing else. Perhaps if you are considering some serious, active fund raising, check your ideas against these time-tested guidelines.

1. **People to people.** Sermons about giving and mass appeals have their place, but people give first of all to people. They must be asked eyeball to eyeball.
2. **Peer solicitation must be practiced.** If you want a physician to be asked to give, don't send a well-meaning carpenter to do the job. A peer, someone at the same occupational, financial or social level, finds it easiest to be casual and direct. Hence, if you arrange for people "a" to give to people "b" to be asked by peers, you are already two long jumps ahead of the impersonal sermon on giving.
3. **The case for support must be clear, specific and stated.** Don't assume your members know why they should give. Carefully design and write out the case for support and use that as a part of the solicitation visit. Produce a small brochure stating the case (why support is needed), detailing why funds are needed and where they will go.
4. **20% of the people give 80% of the funds.** It may not always be that precise, but it is almost always very close to those percentages. Hence, spend 80% of your time on the 20% who will generate the bulk of your campaign.
5. **Research the foundation for a successful campaign.**
6. **Volunteer organization is the heart of a campaign.** Recruiting volunteers is most effective if you can offer them:
 - a. A specific job with a specific time line. A volunteer must know when his/her commitment must end.
 - b. Training—you must teach the volunteer to do the asking. The key to volunteer leadership should be composed of people of means or people of influence who can reach people of means.

7. **Goals should be specific, realistic and yet a challenge.** You don't want to spend your campaign announcing you are behind. On the other hand, your goals should cause stretching.
8. **Be positive. No one supports a sinking ship.** People give to success, to a going concern. Major donors are rarely interested in giving to make up a deficit or to aid an ailing organization.
9. **You need 3 prospects for each major gift.**
10. **Giving leads to involvement - and vice versa.** The more involved people are, the more they give, and the more people give, the more they should be involved. In other words, see what is necessary. Your major prospects should be invited, early on, to some significant involvement. And once donors contribute, they should be involved. It is a pleasant cycle if you follow through and make sure it is completed. Otherwise, count your blessings on a one-shot deal.
11. **People like to be remembered.** Volunteers and donors, like all people, like to be acknowledged and thanked and listed. Major donors usually receive some commemorative. Make sure to remember there is a person behind the checkbook and do whatever you can to remember and acknowledge that person.
12. **The benefit of giving.** When making your case for support, begin with the benefit of giving. What would a donor GET from giving to your campaign? Focus on the giver, not the gift.
13. **The most powerful fund-raising word is "consider."** No one minds being asked to "consider" making a gift and then given time to decide for themselves.

So there they are! You may or may not agree, find them helpful or a waste of your time. My bet is, if you read this far, you have been stimulated.

In our work in Bellevue, we decided to tithe on our monthly projected budgeted income and to write our tithe check at the beginning of each month BEFORE we actually see the money. This was a wonderful step in faith, and over this last year, we exceeded our income projection. We also had printed a pamphlet with cartoon visuals of our budgetary needs, and sent it to all members at the beginning of our fiscal year. We have extra copies of this pamphlet, and I would be happy to share them with you if you just write and ask for "Budget Pamphlet 1984-85."

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I hope this article has begun a thinking process for you. Will you write and share how you are different in your approach to fund raising and what specific ways you have found to increase your congregation's awareness of your church needs and goals. As you share, we will print your responses in the **Contact** column over the next few months.

NEWS-AT-A-GLANCE

On Monday, February 18, 1985, **Jim Lewis**, minister of **Unity Church of Denver, Colorado**, had his final oral exam on his Master's Thesis and passed with no revisions. He was granted an MA Degree in Religious Studies at Denver University. Jim's Thesis was entitled "Robert H. Schuller: The Metaphysical Evangelical." He is having a small number printed, and if anyone is interested in purchasing a copy, the cost, post-paid, will be \$10.00. Also, recently Unity School released another book of Jim's entitled *The Key To Spiritual Growth*. Congratulations!

Harald Szemkus, minister, and **Unity Church of Rhode Island** took the initiative to ask Rhode Island Governor **Edward D. DiPrete** to proclaim the International Forgiveness Week in the State of Rhode Island. They had a little ceremony in the State House where the picture below was taken.



From left to right: Paula Kent, Mediator; Janina Callahan, Chairperson; Barbara Ambrose, Treasurer; Annette Cohen, Organist; Edward D. DiPrete, Governor of Rhode Island; and Harald Szemkus, Minister of Unity of Rhode Island. Governor DiPrete holds his gift book, *Works and Wonders*. Rev. Szemkus holds the Proclamation.

M.E.P. Students' Message

By Claudell Koch '86

Blessings to all **Contact** readers. We are grateful to the Association of Unity Churches for inviting us to have a regular column in **Contact** to share with you some of our activities and thoughts and help you to know us better. We are eager to have a more active part in the Unity movement, to serve where we are able, and to give when we are called.

We are also eager to know you! We love visiting with you when you are here and having you share your insights with us.

This has been a busy and exciting year for all of us. The second year class joyously awaits June graduation, as they reach a new height of their spiritual commitment. This year the class trip took them to Texas. Special thanks to all the centers who supported and opened their doors to these "roving reverends."

Members of the first year class have been involved in metaphysical entertainment. Under the inspiration and direction of Janet Manning, twenty-one class members performed in a variety show of songs, skits, dances, Bible reading, clowning and prayer as we "tripped" through the alphabet in a production entitled "Unitalphabet." We presented this to groups of retreatants, licensed teachers and M.E.P. applicants. There are many ways to share Truth.

Female members of both classes have recently expressed interest in researching and discussing special issues concerning women in the ministry. We are exploring four main areas: single women in the ministry, co-ministries, women ministers whose husbands are not ministers and the role of women in the Unity movement.

As this column comes to a close, we send you our prayers and our blessings. We see your centers prospering and the Truth spreading as you do your mighty work. Peace, love and light.





Focus On Placement

Joann Landreth
Director of Placement and Liaison

This Placement Report is to keep you informed of placement activities and updating of your yearbook. If an opening should appear that strikes a responsive chord in you, or if you would like to receive additional information about a specific ministry, contact Joann Landreth or Jody Smith, Association of Unity Churches, 816-524-7414. Since our placement policy requires that ministers serve at least two years in a specific center, if you have served less than two years in your present ministry, you will not want to apply.

FINALIZED PLACEMENTS

TEMPE, AZ - *Christ Church Unity has selected Jack Dupree (1983) as their permanent minister.*

PUEBLO, CO - *Divine Science Church has selected a Divine Science minister.*

BATON ROUGE, LA - *Church of the Open Road and Marge Kass have selected Grace Harvey (1980) as co-minister pending immigration's approval of her visa status.*

PITTSBURGH, PA - *Unity Church of Christianity has selected Lester McClelland (1971) as their permanent minister.*

PONCE, PR - *Asociacion Unity de Practico has selected Maria Molinary (1962) as their permanent minister.*

NEW OPENINGS

DENVER, CO - *Unity Temple is seeking new leadership.*

RAYTOWN, MO - *Faith Unity Church is seeking new leadership due to Les McClelland's assignment in Pittsburgh.*

ANGLEY, WA - *Unity of Whidbey is seeking new leadership. June Miller is serving as interim minister.*

WEST CENTRAL REGION

Cambria, CA; Modesto, CA; Kailua, HI

SOUTHWEST REGION

Santa Barbara, CA

GREAT LAKES REGION

Evansville, IN; Lexington, KY; Minneapolis, MN; Kenosha, WI; East Lansing, MI; Ann Arbor, MI; Royal Oak, MI

SOUTHEASTERN REGION

Columbia, SC; Hamilton, Bermuda; Wilmington, NC; Jackson, MS

EASTERN REGION

Erie, PA; New York, NY; Ministerio Unity de Cristianismo Practico (Spanish Speaking Ministry); Scarborough, Ontario

SOUTH CENTRAL REGION

Ft. Collins, CO; El Paso, TX; Houston, TX, Unity Community Church; Lawton, OK; Salina, KS; Jefferson City, MO

NORTHWEST REGION

Salt Lake City, UT; Coeur D'Alene, ID

Consider an associate - Julianna Coppock is available to serve as an associate minister.

Procedure for Starting a New Group

This is the procedure which needs to be followed by a minister who plans to start a new group in an area where there is an existing ministry, or where he/she has been released or resigned from an existing Unity ministry:

1. Contact the Director of Ministry Services in the AUC office.
2. Contact the Regional Representative.
3. Contact the local minister(s), and/or board of directors to seek cooperation.
4. If approval is given by the Director of Ministry Services and the Regional Representative, the location shall be a minimum of ten (10) miles distance away if within the same city, or upon the recommendation of the Director of Ministry Services and Regional Representative and approval of the Executive Committee.
5. Follow the policy that is outlined for Expansion Groups under the AUC Special Dispensation. The ministry will need to be in existence one (1) full year before an application for full-time ministry status will be accepted.

Blessings,

Joann Landreth
Director of Placement and Liaison



Issues In Management

Louise R. Iennaccaro
Executive Director

Center for Management Assistance

MANAGING STRESS

Stress is the spice of life! Falling in love, catching a ride on an ocean wave, seeing a great performance of Hamlet—all can unleash the same stress hormones as do less uplifting experiences, sending the blood pressure soaring and causing the heart to palpitate madly. But who among us would give them up? “A certain amount of stress is a positive and pleasurable thing,” says Neurochemist Barchas. “It leads to productivity in the human race.”

Stress is defined as any action or situation that places special physical or psychological demands upon a person. Anything abnormal can throw us into a state of disequilibrium. We react by attempting to bring the body back into equilibrium. It is this reaction that creates most of the stress symptoms we know so well. When stress is handled effectively, it provides the motivation which encourages us to overcome the obstacles that separate us from our hopes and goals. When it is allowed to get out of control, it leads to sickness, low-level performance and premature death. It is a vital early warning system which makes us aware of situations that threaten our happiness, health, safety, self-esteem and mental equilibrium.

In the early 1950's, Psychiatrist Thomas Holmes determined that the single common denominator for stress is “the necessity of significant change in the life pattern of the individual.” Holmes found that among tuberculosis patients, for example, the onset of the disease had generally followed a cluster of disruptive events: a death in the family, a new job, marriage. Stress did not cause the illness, Holmes emphasizes—“It takes a germ”—but tension did seem to promote the disease process. Holmes discovered that merely discussing upsetting events could produce physiological changes. An experiment in which sample biopsies were taken before and after discussions of certain subjects showed that “we caused tissue damage just by talking about a mother-in-law's coming to visit,” says Holmes. The example, he notes, is not facetious: “A person often catches a cold when a mother-in-law comes to visit.”

In an attempt to measure the impact of “life change events,” Holmes and Psychologist Richard Rahe asked 5000 people to rate the amount of social readjustment required for various events. The result is the widely used Holmes-Rahe scale. At the top is death of a spouse (100 stress points), followed by divorce (73), marital separation (65), imprisonment (63), and death of a close family member (63). Not all stressful events are unpleasant. Marriage rates (50), pregnancy (40), buying a house (31), and Christmas (12).

The impact of major life events on health has been reconfirmed many times; however, some experts believe that the everyday annoyances of life, or “hassles,” contribute more to illness and depression than major life changes. Whether or not daily stresses and hassles do more damage than life-change events may, in the final analysis, be a moot point. Far more important than the trials and tribulations in one's life is how one deals with them. Consequently, preventive medicine has focused on coping behavior.

Psychologists point to a number of personal factors that seem to be helpful in coping. Among them: the sense of being in control of one's life, having a network of friends or family to provide what researchers call “social support,” and such personality factors as flexibility and hopefulness.

Learn to be a good judge of your own stress symptoms. You don't need a complex scientific test. You can develop an instinctive feel for when you're running at too high or too low a stress level.

The following test was developed by Psychologist Lyle H. Miller and Alma Dell Smith at Boston University Medical Center to determine how vulnerable you are to stress. Score each item from 1 (almost always) to 5 (never), according to how much of the time each statement applies to you.

1. I eat at least one hot, balanced meal a day.
2. I get seven to eight hours sleep at least four nights a week.
3. I give and receive affection regularly.
4. I have at least one relative within 50 miles on whom I can rely.
5. I exercise to the point of perspiration at least twice a week.
6. I smoke less than half a pack of cigarettes a day.
7. I take fewer than five alcoholic drinks a week.
8. I am the appropriate weight for my height.

9. I have an income adequate to meet basic expenses.
10. I get strength from my religious beliefs.
11. I regularly attend club or social activities.
12. I have a network of friends and acquaintances.
13. I have one or more friends to confide in about personal matters.
14. I am in good health (including eyesight, hearing, teeth).
15. I am able to speak openly about my feelings when angry or worried.
16. I have regular conversations with the people I live with about domestic problems, e.g., chores, money and daily living issues.
17. I do something for fun at least once a week.
18. I am able to organize my time effectively.
19. I drink fewer than three cups of coffee (or tea or cola drinks) a day.
20. I take quiet time for myself during the day.

To get your score, add up the figures and subtract 20. Any number over 30 indicates a vulnerability to stress. You are seriously vulnerable if your score is between 50 and 75, and extremely vulnerable if it is over 75.

If you scored high, here are some techniques which can dissipate the stress reaction and help you function and cope better.

1. Develop a positive attitude
2. Get a checkup
3. Get adequate rest
4. Watch your diet
5. Exercise
6. Do relaxation exercises
7. Meditate
8. Change your reaction patterns
9. Adapt to your environment realistically
10. Listen to music
11. Take a break
12. Express your anger
13. Take a vacation
14. Talk it out
15. Slow down
16. Do something for others

ASSOCIATION OF UNITY CHURCHES
Statement of General Funds Operations
Eleven Months Ended February 28, 1985

INCOME – OPERATIONS:

	<u>Month</u>	<u>Year to Date</u>
Love Offering	\$ 43,708.17	\$ 527,791.26
Other Income	1,179.15	23,373.92
	<u>44,887.32</u>	<u>551,165.18</u>
Less: Tithe Transfer	4,370.82	52,779.12
	<u>40,516.50</u>	<u>498,386.06</u>
Gross Profit Material	6,885.53	47,925.14
Total Income	<u>\$ 47,402.03</u>	<u>\$ 546,311.20</u>

EXPENSES – OPERATIONS:

Total Expenses	<u>\$ 52,690.54</u>	<u>\$ 612,892.60</u>
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INCOME OVER (UNDER) EXPENSES:	<u>\$ (5,288.51)</u>	<u>\$ (66,581.40)</u>
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Unity School Contribution To The AUC Through Service Provided
 May 1, 1984 – January 31, 1985: \$74,264.10

(Note: This contribution is a non-ledger item and does not appear on the AUC financial statement)



Conference Preview

AUC CONFERENCE
"Spirit - The Fountain of Youth"

Get set for the best AUC Conference yet! The following is the schedule of activities for the annual conference on June 17-21, 1985.

	June 17 MONDAY	June 18 TUESDAY	June 19 WEDNESDAY	June 20 THURSDAY	June 21 FRIDAY
7:00 AM		Licensed Teacher Breakfast	Women's Breakfast Ann Hubbard - speaker	SOMA Breakfast	5 km. Fun Run
8:00 AM	ARRIVAL & R-&R DAY				
8:30 AM		Coffee on patio 8:45 Music - David	Coffee on patio 8:45 Music - David	Coffee on patio 8:45 Music - David	Coffee on patio 8:45 Music - David
9:00 AM		BUSINESS MEETING	SHARING & CARING	ALAN COHEN	SHARING & CARING
9:30 AM					
10:00 AM					
10:30 AM		10:30 Louise Iennaccaro	10:30 REGIONAL MEETINGS		10:30 BUSINESS MEETINGS
11:00 AM					
11:30 AM					
12:00 PM	12:30 LUNCH	12:30 LUNCH	12:30 LUNCH	12:30 LUNCH	12:30 CLOSING CEREMONIES
1:00 PM					LUNCH
2:00 PM	REGISTRATION	FORUMS (3 concurrent: Peace Relationships To be determined)	BUSINESS MEETINGS	ALAN COHEN	
3:00 PM					
6:00 PM					
6:30 PM	OPENING MEAL (Parking lot)				
7:00 PM	7:30 Welcoming ceremonies	7:30 LICENSING & ORDINATION	Music - David Hansen 7:30 ALAN COHEN	FREE EVENING	
8:00 PM	Social evening & music		9:00 PATIO RECEPTION		

You will have time on Monday morning for R & R. Registration begins at 2:00 p.m. That evening, you'll finally have a chance to wear that Roman toga that you've had tucked away in your closet. It'll be a Roman holiday with scrumptious Italian food served outdoors. After the opening ceremonies, we'll boogie or fox trot to the sounds of Oasis. This band includes two guitars, bass, drums, percussion, sax and keyboards. There are two female vocalists.

Our keynote speaker, Alan Cohen (Author of *The Dragon Doesn't Live Here Anymore*) is scheduled on Wednesday evening. Postgraduate courses will include an all day workshop by Alan Cohen, and there will be a workshop on Management Techniques by Louise Iennaccaro, Director of Center for Management Assistance. A Licensed Teacher breakfast is scheduled for Tuesday, and a Women's Breakfast is planned for Wednesday.

Have you been getting in shape for the five kilometer fun run? Have you made your room reservations? Nearby hotels are Best Western Summit Inn (Lee's Summit), City View Inn (formerly Holiday Inn -

Raytown), Ramada Inn at Highway 435 and 87th Street, Ramada Inn South on Longview Road, and Adam's Mark on I-70 and Sports Complex. The reservation numbers for hotel/motel reservations are:

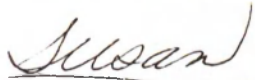
Best Western, Summit Inn	800-528-1234	or 816/525-1400
City View Inn (formerly Holiday Inn)	800-527-1603	or 816/353-3000
Ramada Inn	800-228-2828	765-4331 or 765-4100
Adam's Mark	800-231-5858	or 816/737-0200

Have you made your airline reservations? Terrific savings are possible by booking just 30 days in advance. For example, regular roundtrip airfare from New York City to Kansas City is \$580. That same trip is only \$178 if you book early. From Los Angeles to Kansas City, roundtrip airfare is only \$198 compared to regular roundtrip fare of \$662. Book early!

Bring the kids. Ron Tyson, Youth Education Coordinator, has special youth activities lined up. There will also be professional child care.

Conference time is a time when ministers, licensed teachers, spouses, children, church boards, members of study groups, members of the congregation and guests all come together for renewal and fellowship. Join us as we live out the theme, "Spirit — the Fountain of Youth." The Spirit of God fills you with excitement, vitality and newness of life.

Loving Blessings,



Susan D. Eng
Expansion/Conference Specialist

SPARKPLUGS

Talk Topics and Sermon Starters
From Unity cassettes

This month: THE SCIENCE OF PRAYER
by Jim Rosemergy

Prayer and the idea of it as a science are not new ideas in Unity; however, this album by Jim Rosemergy, Unity minister in Spokane, Washington, presents some new thoughts and insights that are certain to be appreciated by every Truth student. Jim begins this album, taped in Spokane, by explaining that the Lord's Prayer is not just a "pattern prayer," but a blueprint to follow for a lifetime. Side one of the first tape discusses the metaphysical meaning found in the Lord's Prayer and explains how using it as a blueprint brings the peace that passes understanding, the quiet, confident attitude that comes to those who truly know God in prayer. On side two some very specific suggestions on developing a life of prayer are given. He discusses:

- the purpose of prayer
- denials and affirmations
- forgiveness as being necessary to awareness
- how to "ask."

It is in this segment that Jim shares a provocative thought, **don't take your troubles to God!**

Tape two, side one, deals with experiencing God's presence physically, emotionally, intellectually, and through cosmic experiences. Explicit descriptions are followed by guideposts to help the listener relax and realize God's presence. Side two brings it all together with suggestions on maintaining a constant awareness of God's presence, the most important aspect of a satisfying life of prayer. Jim appropriately shares anecdotes throughout the album, making it one that gets down to basics in an understandable, useful way. This album is definitely an experience; you may hear the words, but you will feel the meaning!

Jim states in this album that we cannot really know God's presence without proper understanding of and preparation for prayer. In agreement with this statement, we suggest this new album as a timely presentation just before June, when so many Truth students join Silent Unity in the Month of Prayer. It is the perfect way to make the grandness of prayer a truly grand experience.

It would seem that so much has been said about prayer, that perhaps it has all been said, but we found helpful ideas in this album to bring fresh new meaning to prayer. Jim Rosemergy's new two-tape cassette is in an attractive, durable storage album and can be ordered from the Sales department of Unity School.

Helping Hand

Dear Friends,

In this issue of **Contact** we are reviving the **Helping Hand** for outreach groups throughout the Unity movement. We envision the **Helping Hand** to be a tool for communication and information. We invite you to submit articles that would be helpful to other outreach groups and to ask questions.

In two recent Expansion presentations some of the questions asked were:

(1) How do we choose a location and where are some possibilities?

This information is offered as suggestions to your group if you are considering locating some type of permanent meeting place. The following points are merely thought-starters and are not intended to be strict rules:

1. As we are all aware, the forward movement of the group is guided and directed by the group's consciousness.
2. The factor most necessary for the orderly unfoldment of the group is the vision of the leader and his/her ability to communicate that vision to those interested supporters. "Where there is no vision, the people perish..." Proverbs 28:18.
3. Prayer is also a major requisite for the orderly unfoldment and growth of any group. From the smallest class to the largest Unity church, we are first a ministry of prayer.
4. It is important for the group to evaluate and agree upon their needs prior to beginning the search for a location. As the group works in prayer, the needs become further clarified.
5. The group's Steering Committee should consider long and short range goals which reflect the group's primary goal of forward movement. Once established, these goals should be shared with the entire membership so that each person can become a part of the vision and contribute to building consciousness toward its fulfillment.
6. Designated members of the group should then inquire for available real estate and for proper meeting places. A few possibilities include:
 - a. movie theaters
 - b. public library or schools

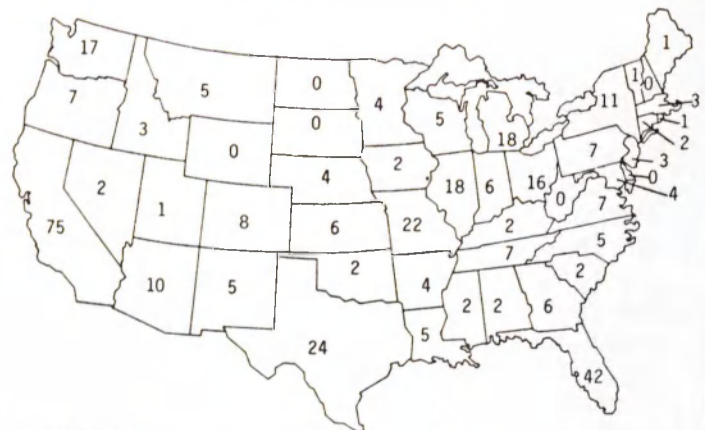
- c. bank buildings
- d. public halls
- e. YMCA quarters
- f. motel conference rooms
- g. savings & loan facilities
- h. office buildings
- i. civic auditoriums
- j. shared quarters with another church (Seventh Day Adventist, Jewish synagogue)
- k. college campus buildings

7. Generally there are numerous city/township regulations governing group assemblies, and it is important to check the local zoning codes prior to finalizing any decisions.
8. The meeting place needs to have an atmosphere conducive to church and class activities.
9. The location should have room for expansion.
10. As music is a vital part of any Unity activity, facilities which include music need to be considered (piano, organ, guitar, tapes, etc.)

The above ideas are various and general, as each group is directed by infinite wisdom, their perfect answers and location will be given to them.

(2) Where are study groups most needed?

We have a constant flow of mail requesting that a study group be started at a particular location. By writing the Expansion office, your inquiries will be answered about specific locations requesting study groups. As of March 1985, **Unity churches and centers** are numbered as follows:



Australia	5	Alaska	1
Africa	20	Canada	10
Bahamas	1	Hawaii	3
Bermuda	1	Washington, D.C.	2
Dominican Republic	1		
England	4		
Puerto Rico	3		
South America	2		
Switzerland	1		
West Germany	3		
West Indies	5		
		TOTAL:	440

As of March 1985, study groups are numbered as follows:



Australia	1		
Canada	5		
Dominican Republic	4		
England	2	West Germany	2
New Zealand	4	West Indies	12
South America	5		
Virgin Islands	1	TOTAL:	148

(3) How many ministers are currently in the Unity movement?

There are 501 active ministers.

(252 males and 249 females)

(4) What are the Outreach Study Packets?

The Expansion Committee was formed to aid ministries and study groups in facilitating their growth and unfoldment. One of the more practical aids is the Outreach Study Packet. There are three packets. Packet 2 is sent when Packet 1 is completed. Packet 3 is for a dynamic, growing study group which has demonstrated a need for advanced materials.

The first packet includes some very basic letters and ideas pertaining to prayer and meditation. It also contains order blanks through which supplies and books may be ordered from AUC and Unity School. There is material which will be of help in writing a press release for local newspapers. Also included is the *Daily Word* magazine and a questionnaire that is to be filled out and returned to AUC.

Materials in the second Outreach Study Packet include a suggested reading list of Unity publications, Unity pamphlets, a *Lessons in Truth* study guide, *Expansion Guidebook*, and a tape of a Sunday service.

Outreach Study Packet 3 contains materials to be used in youth education classes, a special services manual, *Prosperity* by Charles Fillmore, and the *Wings of Song* hymnal.

(5) What about publicity?

You may begin by advertising for *Daily Word* readers interested in studying with you. If you are an informal study group, we request that no publicity be used which would either directly or indirectly give the impression that the group is an authorized Unity ministry. If this were done, people who would come expecting to find an authorized leader (a Unity minister or licensed teacher) might be disappointed and possibly feel they have been misled. Obviously, this is something we all want to avoid.

There is a section in the *Expansion Guidebook* on publicity. This guidebook is free and may be obtained from the AUC Expansion office.

The *Word* radio spots are free, and the seven inch reel to reel tape may be obtained from the Unity School Radio Department, Unity Village, MO 64065.

We hope you enjoy and benefit from the **Helping Hand**. We look forward to meeting you. Please consider this letter as a special invitation to attend the annual AUC Conference at Unity Village on June 17-21, 1985. This would be an excellent opportunity for us to get to know you, for you to visit Unity Village, and for Unity ministers, licensed teachers and guests to meet you. This year's conference promises to be the best ever. There is a schedule of activities in this issue of **Contact**.

God's love blesses you as you grow and prosper. We appreciate the wonderful work that you are doing.

Love and peace,

Susan D. Eng
Expansion/Conference Specialist

Thank you for your love offerings!

January, 1985 – \$74,264.10

We love you! We bless you! We appreciate you!

Field Features

May's Article By
Rev. Charles Roth
Unity Truth Center, Indianapolis, Indiana

Happy is the man that findeth wisdom
and the man that getteth understanding,
for the gaining of it is better than the
gaining of silver,
and the profit thereof than fine gold.
She is more precious than rubies;
and none of the things that thou canst
desire are to be compared unto her.
Length of days are in her right hand,
and in her left hand riches and honor.
Her ways are ways of pleasantness,
and all her paths are peace.
She is a tree of life to all who lay hold of her,
and those who hold her fast are called happy.
The Lord by wisdom founded the earth,
and by understanding established the heavens.

Proverbs 3:13-19*

What is wisdom? How do you get it? How do you recognize it? How do you know when you have it? How do you know when you don't have it?

Wisdom will answer many questions that arise in our human experience. "Shall I stay in my present ministry? Shall I be on the lookout for a larger ministry? Am I unhappy with my present ministry and just kidding myself when I make up affirmations about being happy, loving, forgiving and all is in Divine Order?"

"Is it true that if one can't be happy where he is, he can't be happy by changing geographical locations? Or is it true that one must set his goals high—higher than the potential of my present ministry?"

Ah yes, questions, decisions, confusion, vacillation!

"I (wisdom) love those who love me,
and those who seek me diligently, find me."

Proverbs 8:17

It would seem that the surest way to settle the questions and pour oil on the troubled waters of confusion is to turn the direction of your thoughts and attention inward toward the vast realm of mind and wisdom as often as you can.

I can't really say that I know what wisdom is or how it can be recognized. I can't say that I really know when I have it or when I don't. But as I look back through the years, it seems that wisdom did work "undercover" to influence and incline my actions into a very happy and fulfilling life.

In my "case" staying in the Indianapolis ministry contributed immensely to a very good life. However, I would be the last to say that it is wisdom's "Standard Operating Procedure."

* Proverbs 3:13-19 as quoted in *The Twelve Powers of Man*, page 96, by Charles Fillmore.

Having remained as the Leader and Minister at the Unity Truth Center in Indianapolis for 29 years, I would be happy to enumerate some of the advantages that have come through this specific long term ministry. Perhaps they may serve as "grist for the mill" in your decision making, for I have found that wisdom somehow needs our thoughtful intellectual seeking as its medium for expression. On the other hand, you may just find it interesting reading.

I watched our children grow from babies to adults. Every stage was so very interesting because they were/are our kids. If we had traded or changed children with other good parents at each stage, it somehow wouldn't be the same! Perhaps this isn't the most apt metaphor; but it hints at the satisfaction of staying with and seeing the Indianapolis Center grow to what it is today.

In 1956 Indianapolis Unity consisted of a 40' by 95' building with block walls and folding seats. After Sunday School at 9:00 a.m., everybody worked to "set up" for the Sunday Service at 11:00 a.m. Sunday attendance ranged from 60 to 85.

The folding seats were very helpful, for as the attendance grew, we merely purchased more seats and placed the rows closer together. It always appeared to be full!

Today the Center and parking lot take in a full quarter of a square city block. There is a 500 seat auditorium and a modern Sunday School facility. In 1956 the mailing list didn't have the required 200 minimum to use the Non-Profit Bulk Mailing permit. Today it is regularly pared every time it exceeds 2,500.

The Dial A Prayer machines register between 22,000 and 25,000 calls per month. The 15 minute radio program has grown from one station in Indianapolis to six stations, including large listening audiences in Chicago, Illinois, and Buffalo, New York (my home town!).

Out of the approximately 1500 talks I have given for the Sunday students in Indianapolis have come published articles and books. Perhaps some of these things would have happened anyway if I had bid on ministries in the sun belt or larger cities. I doubt it, but the fact is that they happened in and through working in Indianapolis.

Yes, it is a definite "benefit" of a long term ministry to see it grow and be one of the very few to know about all the challenges and victories. Board members have come and gone. Each Board has its personality. Each contributes in some way. It is pleasant, fulfilling (or whatever the right adjective) to remember.

There's an inbuilt tension area for the minister in any Center. The success of the Center to a very large extent depends on the work of the minister: his/her dedication, effectiveness as a communicator of practical spiritual principles, innovative ideas, administrative skills, etc. Yet, he/she is responsible to an elected Board who may or may not be experienced in spiritual principles or how they are applied to the effective management of a Unity Center.

As the years roll by, the successive Boards have more faith in a Leader who has slowly, persistently, patiently brought the Center to where it is. The inbuilt tension area is very much de-fused, to the benefit of the minister, the Board, and the Center. In short, another benefit is: Freedom. Freedom to try innovative ideas that call for expenditure of Center funds. And that freedom is very precious for creativity.

There are other benefits that are not as important to me, but they are benefits. For instance, one becomes known by many in the city: Radio and TV people, politicians and others that are 'movers' but less well known. (It was nice that Sid Collins, the chief announcer for the radio broadcast of the Indianapolis 500 was a Unity admirer and got me press passes to good seats.) The best part of this is that it is very beneficial to the "image" of the Unity Movement.

Perhaps one of the greatest benefits for me personally is that I was and am able to teach the Unity message as I understood it when I first heard of Unity. The message is simple, and it works.

There will be "critical" times in a long term ministry. But "running away" seems to be a last option. I only thought of moving once in the 29 years. After a "trial" talk and a meeting with the Board of the "Church" with the vacancy, I could see that they really wanted a "pastor" not a Truth Teacher or Leader. I asked to have my name withdrawn.

I can't think of any more benefits, although I have a feeling there are more. But if this article has given you "grist for the mental mill," good!

Service of Christian Unity

Delivered at a Combined Service of Crystal Lake Churches by:

R. Brian Combs, Minister
 Unity Church of Crystal Lake, Illinois

We had been down so long that it looked like up. The darkness in which we lived had a faint iridescence: We thought it was light. We battled with shadow figures, produced by our own wild imaginings, and called them truth. The darkness seemed so complete that we thought it was light.

Then one day as we played our games of fear and hate, there was suddenly a True Light amongst us that was so bright, we hid our faces. That Light held the sword called Truth that dissipated our truth, our shadow figures, our wild imaginings with the slightest touch.

We cried in fear and despair, for our world was crumbling before our eyes. Our delusion may not have been good, but at least we thought we understood it. It may have been painful, yet we were accustomed to that pain. We thought we knew how to deal with it. To loose it we would have to face the unknown. Even the possibility of a glorious unknown seemed more fearful than the shadow death that we understood.

That Light blazed in our midst for such a short time before we killed it. It would have destroyed what we thought was our world.

We breathed a sigh of relief in the seeming comfort of our black pit. And we were just in the process of conjuring up another phantom to battle when that Light flared up again, brighter than before.

We lunged again to kill it before it exposed our nakedness. But it was too quick, too sure: It scattered ItSelf in billions of bits throughout our world and hid in the most unsuspecting places.

Ever so quietly since then, these bits of Light have been gaining in strength; troubling our dreams, preparing to destroy our shadow world with that Terrible Sword called Truth.

John 3:16 - 21

"For God so loved the world that he gave his only begotten Son, that whosoever believeth in him should not perish, but have everlasting life.

For God sent the Son into the world, not to condemn the world, but that the world might be saved through him.

He who believes in him is not condemned; he who does not believe is condemned already, because he has not believed in the name of the only Son of God.

And this is the judgment, that the light has come into the world, and men loved darkness rather than light, because their deeds were evil.

For every one who does evil hates the light, and does not come to the light, lest his deeds should be exposed.

But he who does what is true comes to the light, that it may be clearly seen that his deeds have been wrought in God."

How often have we turned from the Light and returned to the seeming comfort of our dark pit; because the Light would have led us by a path that we do not as yet understand? If we were to discover a man who had lived all his life in a dark mine shaft, would we immediately shine a bright light in his face? No! If we were to do such, he would recoil in pain and fear. Rather, we would gently lead him to the full light of day in successive stages of light.

John 3:3 - 8

Jesus, in response to the question of Nicodemus, said: "Truly, truly, I say to you, unless one is born anew, he cannot see the kingdom of God."

Ignorance insists that it has the whole answer. It fears to appear the fool. It cannot tolerate the insecurity of not knowing. The truth is that only God knows it all.

The problem with being always right,

Is that it makes everyone else always wrong.
 And that's not right.

Which makes me always wrong.

Widsom says "Father, here am I, lost, alone and afraid. Show me." He or She who has attained that goal, has no need to say "I have arrived."

Again, in response to Nicodemus' question as to how such could be accomplished, Jesus said: "Truly, truly, I say to you, unless one is born of water and the Spirit, he cannot enter the kingdom of God.

That which is born of the flesh is flesh, and that which is born of the Spirit is spirit.

Do not marvel that I said to you, You must be born anew.

The wind blows where it wills, and you hear the sound of it, but you do not know whence it comes or whither it goes; so it is with every one who is born of the Spirit."

Imagine three cartoons. The first is a winged caterpillar. The second is a winged egg. The third is a winged human. And the caption beneath all three is "That ain't it, honey."

After the Crucifixion- - -After the Resurrection

Jesus showed HimSelf in His True form - A being of Pure Light, that could not be contained by the seeming limitation of this shadow world.

Mark 16:19

We are told that Jesus was received into heaven and sat on the right hand of God.

Luke 17:21

Jesus told us that the kingdom of God is within you.

Matt. 28:20

Jesus said that He would be with us always, even to the end of the world.

JESUS CHRIST is the Pearl of Great Price.

JESUS CHRIST can be likened to a multi-faceted Gem.

The casual observer may catch only a gleam from one of those facets.

We who study Jesus Christ as our whole life's purpose may yet see only 2 - 5 - 9 of these facets.

The CONGREGATIONALIST sees this precious Gem from his angle.

The FREE CHURCH from another.

The METHODIST sees Christ from a third.

And the CHRISTIAN REFORMED and LUTHERAN from yet others.

Whatever I conceive of as God: God is greater than that. God cannot be viewed through finite eyes.

With the vision of my BAPTIST brother, or my CATHOLIC sister, or the sincere study of an EPISCOPAL priest; I may know yet more of JESUS CHRIST.

JESUS SPOKE OF ONENESS

Oneness does not imply that we must put on blinders that judge our brother as wrong.

We can hold a rose to our nose: The odor holds a loveliness beyond compare. We are not likely to do the same with a marigold. Do we then decide that the marigold has no place in our garden? No. We can create wondrous patterns of marvelous colors in our garden with marigolds, that could never be accomplished with roses. The rose we hold close. The marigold, we stand back to admire.

In the swamps, you can find a wonderful flower, with a strong, vibrant yellow color. Yet, you will not stand close to this flower for long. The odor is most offensive. It's called a skunk cabbage. We may think, "Oh, that's terrible. God could not have intended that anything

should smell so bad." Yet, if the skunk cabbage did not smell that way, it would never attract the proper insects.

Were we to decide that it was wrong for anything to smell like that, we might decide to stomp out all skunk cabbages. If we were to stomp out all skunk cabbages, we would in effect also be stamping out all the birds, reptiles and other insects that depend upon that insect. We could carry this on down the line and find that we were stamping out ourselves.

In Thailand there is a delightful tasting fruit that only the brave will eat. It has a flavor beyond description. Yet, it stinks like rotten eggs over a London sewer. Is he who eats this fruit a fool, or has he found a wisdom beyond the others?

To one, asparagus is the most delightful food that God has given to us. To another, even the thought of the odor of cooked asparagus is totally revolting. Who is right? Who is wrong?

THERE IS UNITY IN OUR PURPOSE.

THERE IS ONENESS IN OUR GOAL.

No Church can long exist that does not serve God's Purpose. The sincere seeker of Truth will find God in any religion. We will never come together in a universal theology. We will only come together in a universal experience of Jesus Christ.

Eventually we can and will blend our divergent views that all may see all of JESUS CHRIST. And may pass from this death called limitation into True Life called JESUS CHRIST.



CLEARINGHOUSE

The Unity Church—Center for Christian Living of St. Joseph, Missouri, has 80 green hymnals available for any church or study group that can use them. If interested, please contact Jim Fisher, minister, Unity Church—Center for Christian Living, 1202 Felix Street, St. Joseph, Missouri 64501.

Unity of Kenosha, Wisconsin, could use from 5 to 30 copies of the gold **Unity in Song** hymnals. If anyone has surplus copies, please contact Unity of Kenosha, 711 Washington Road, Kenosha Wisconsin 53140, Attention: Joyce.



SHARING THE VISION



*Unity is a link in the
great educational move-
ment inaugurated by
Jesus Christ . . .*

*Charles Fillmore
Co-Founder of Unity*

AS I SEE IT



James C. Robinson, Ph.D., Director of Education

The weather outside was bone-chilling cold on February 23, 1985. Inside the Fellowship Lounge, hearts quickened and warmed before the hearth of renewed friendship. The occasion: the annual Post-Graduate Week for Licensed Teachers who gathered this year for "Communication with God, Yourself, and Others", sponsored by the Education Department.

Director of Ministry Services Paul Cook welcomed the licensed teachers at the reception hosted by Dr. Jim Robinson and Toni Coleman. Sunday Evening, Special Speaker Rev. Sallye Taylor set the spiritual pace for the week with "Fuel For Thought", punctuated with stirring music sung by Geneva Price.

The high spiritual experience of the week, reported by many, was the deeply moving meditation with light and music, "Turn On Your Heart-Light", led by Rev. Joanne Stanley, followed the next morning by her introduction of prayer techniques in Hypatia Hasbrouck's popular book **Handbook of Positive Prayer**.

Rev. Thora Hess taught us the "Wink Method" of Bible interpretation; Rev. Weaver Hess encouraged us to be assertive without being aggressive; Rev. Martha Giudici helped us discover our individual profile of communication with others; Revs. Connie Fillmore and Phil White briefed us on what's happening at Unity School; Joann Landreth and Susan Eng told us about the current situation with expansion and study groups; Jim Robinson introduced Psycho-synthesis as a teaching tool; and John Strickland led a Silent Unity orientation and tour.

The AUC Education Staff shared its vision of present activities and future plans. Understanding was stimulated between licensed

teachers and ministers with a ministerial student and licensed teacher panel. Group sharing proved a valued time for communication among licensed teachers and the education staff, ending with the first "Wheaties Award" given to Jim Robinson by the teachers for his support and in recognition of his favorite saying, "the greatest thing since Wheaties" (his favorite breakfast food—with the exception of biscuits and gravy).

Janet Manning and the ministerial students presented their serious comedy "Unitalphabet" which touched both our spiritual center and funny bone, leaving us all with a sense of joyful balance.

The week ended as it began, in celebration, with Emma Jackson singing the "Lord's Prayer" in the morning meditation; with a touch of humor as Timothy Pettet, Ron Tyson, and Jim Robinson modeled a variety of teaching techniques; and finally in spiritual grounding, as teachers blessed each other, "till we meet again".

NOTICE: ALL LICENSED TEACHERS!

If you desire to serve on a designated standing committee of the Association of Unity Churches, please write to the President of AUC at the following address:

Rev. Jay Dishman, Unity Center
4146 Chamblee-Dunwoody Road, NE
Atlanta, Georgia 30341

Please be specific in your selection(s) and tell Jay why you want to serve and what special talents you bring.

"LIGHT ON THE PATH"

Joys of the Licensed Teacher

By Ara Helen McDonald

Recently I was again asked, "What are the JOYS of being a licensed teacher?" There truly may be many joys. I like to think of the minister sharing activities with her/his licensed teachers as following the example of Jesus, our Way-shower, who sent out His disciples so that the Truth He taught could reach more people.

Early in my life I knew my mission was to teach; I learned about Unity while in my teens. To have the opportunity to study and become a licensed teacher was the first JOY. To serve on a team with my minister is my contribution to "knowing, loving and serving" the members of the congregation and all seekers of the Unity Way of living I have the privilege to contact.

The opportunity to interpret actions and statements of the minister to individuals can be a real support to the minister when desired. To be in charge of the literature department in our Center has been fulfilling. I feel that I am an "extension" of my minister in this way as I make suggestions which can further the study in lessons which she has presented. I also order these items. Some teachers serve as the secretary of the church; the training received to become a licensed teacher is invaluable here.

To me it is a JOY to know that someone feels I am capable, and they want me to counsel with him/her, with God working through me. We are all learning as we associate with each other. The most effective teaching we do is living the Truth that we know to the highest that we can. The next most effective way is to help our students draw forth that which they already know. What a JOY!

Continued on Page 21

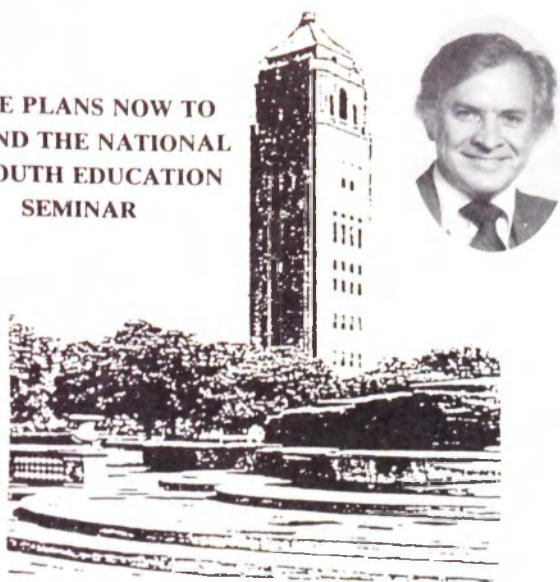


LICENSED TEACHER POSTGRADUATE SEMINAR

February 23—March 1, 1985

Front row left to right: Paul Carnes, Dee Carnes, Phyllis Hoover, Doris Finke, Katie Benjamin, Charlotte Prossen, Patricia Anderson, Veda Almy, Ara Helen McDonald, Dorothea Otte, Inez Johnson
 Second row: Lorraine Peterson, Barbara Douthitt, Betty Benson, Billie Jones, Bobbie Harris, Irma Mittelberg, Laura Dillard, Ray Hoecker, Mayme Watson, Dorothy Olds, Bonnie Beam, Rose Merchant, Lei Lanni Burt, Alice Miller
 Third row: Lenore Battles, Patricia Robinson, Benita Masterson, Sarah Miner, Virginia Ostrom, Ann Hester, Vale Rice, Connie Wasner, Grace Sidovar, Betty Martin, Marilyn Olson, Ruth Norris, Emma Jackson
 Fourth row: Mildred Tyler, Joann Landreth, James Robinson, Rose-Mary Hatfield, Virginia Noland, Jean Cox, Virginia Peck, Peter Bradley, Marion Davis, Samuel Isaac, Joe Mat Smith, Bill Barnes

MAKE PLANS NOW TO
ATTEND THE NATIONAL
'85 YOUTH EDUCATION
SEMINAR



Ron Tyson, Instructor

Hear Y.E.! Hear Y.E.! The 1985 National Youth Education Seminar will be given in USRS CEP Summer Session B, July 28–August 9. This two-week workshop/playshop will be a creative time for anyone interested in ministry with youth and by youth. This course will explore:

- **Lesson Planning**—how to cure a class that begins at 10 o'clock sharp and ends at 11 o'clock dull.
- **Creative Teaching Methods**—how to involve students with storytelling, Bible, puppetry, music, meditation, drama, art, group discussion, and humor.
- **Recruiting, Training, Supporting, Evaluating, and Planning**—how to effectively administer a Y.E. department so that people are begging to become involved.
- **Enabling**—creating opportunities for young people to minister to one another, to the congregation, and to the community.
- **Your Own Resourcefulness**—all the ideas you will ever need for several lifetimes of youth ministry.

and much more!

Come and enjoy!

TO REGISTER:

WRITE

Unity School of Religious Studies
Unity Village, MO 64063

CALL

(816) 524-3550

Regional Workshops Planned

Your Regional Consultants met March 1-8 this year to put together the workshops that will be conducted in your region this fall. The emphasis this year is communicating with the child. That is why the theme, **Heart to Heart Communication** was chosen. This workshop is for ministers, Y.E. directors, Y.E. teachers, Y.O.U. sponsors and friends of Unity Youth Education.

OBJECTIVES: As a result of this workshop the participants will be able to:

1. List the five (5) Basic Unity Truth Principles.
2. Write a class agreement.
3. Construct an "I" message for a problem situation.
4. Create and demonstrate a teaching tool.
5. Make two (2) environment enhancements.

If you have not contacted your Regional Consultant to attend or host a workshop...

DO IT NOW!



Seated left to right: Sarah Gaevart, Iris Williams, Ron Tyson, Marelu Smith, Betty Fleming, Ann Caton, Kim Farmer Hudson.

Standing: Toni Coleman, Jim Robinson.

Not shown: Al Fleming, Gailen Twentymen, Lani Hickman, Nancy Worcester.

Your National YE Consultants—Next Page

Continued from Page 19

Our attitude toward this opportunity to serve with the guidance and approval of the minister is of vital importance in assessing the JOY. The minister has the final responsibility for the direction in which the center/church is progressing. To me that is a JOY because I do not have to assume that responsibility.

A very real JOY is the opportunity for further growth and preparation to be a better teacher by attending the annual Licensed Teacher's Post Graduate Week. Sharing learning and other experiences with other teachers increases one's enthusiasm. There are plans for sharing these experiences with the teachers who are unable to attend.



Your National Y.E. Consulting Team

Y.E. Consultants' Addresses

EASTERN

Gailen Twentymen
917 Marshall Avenue
Roanoke, VA 24016
(703) 345-4341 (H)
(703) 992-3614 (W)

SOUTHEAST

Al & Betty Fleming
Rt 1, Box 290 No. 5
Tarpon Springs, FL 33589
(813) 934-0282

SOUTH CENTRAL

Iris Williams
900 E. 17th Street
Plano, TX 75074
(214) 423-8557 (H)
(214) 233-7106 (Church)

GREAT LAKES

Lani Hickman
9209 Colgate Street
Indianapolis, IN 46268
(317) 872-8845

Kim Farmer Hudson
11016 Whisper Hollow
San Antonio, TX 78230
(512) 824-7351

Ann Caton
2515 Burrmont
Rockford, IL 61107
(815) 397-8134

WEST CENTRAL

Sarah Gaever
3923 Camden Avenue
San Jose, CA 95124
(408) 266-5128 (H)
(408) 995-0191 (W)

NORTHWEST

Marelu Smith
648 166th N.E.
Bellevue, WA 98008
(206) 641-8510 (H)
(206) 454-7700 (W)

SOUTHWEST

Nancy Worcester
5810 University Avenue, No. 4
San Diego, CA 92115
(619) 265-1610 (H)
(619) 234-1966 (W)



(S.O.S.)

Support of Summer For Teachers

1. Pray for each student everyday. Know them as individuals so you will be able to support them in their prayer needs.
2. Meditate and be open and receptive to your inner teacher to guide you in your learning and teaching. Tap this infinite source of wisdom, strength and creativity.
3. Read and study Matthew chapters 5, 6, and 7. Read these chapters over many times in the next three months. Live these teachings fully in your daily activities.
4. Study **Sermon on the Mount** by Emmet Fox and/or **Discover the Power Within You** by Eric Butterworth with a friend, spouse, study group or in your teachers' meetings. Apply your learning daily.
5. Plan creatively for your classes this quarter. **KISMIF! — Keep It Simple, Make It Fun!** Brainstorm creative strategies to use with your class with friends and fellow teachers.
6. Make a commitment this quarter to do something special with/for each member of your class to recognize them as individuals and children of God; i.e., write a letter, take a walk, go out for orange juice together, phone call, visit their home or special activity they are involved in, etc.
7. Communicate with your Church family. Meet with your minister and/or Youth Education Director and let them know what you like about your job of teaching and how they can support you in improving the things you would like to be doing differently. Support them in the loving service they are providing to many and let them know specifically what you need to be the best teacher possible.
8. Enjoy your teaching! Keep a journal of your progress of learning through teaching. If you are enjoying and learning, your students probably are too! Don't forget to add liberal doses of humor, enthusiasm and fun to your class time.
9. You are the light of the world! Let your light so shine before men that they may see your good works and glorify your Father who is in heaven.

Summer Activities

Gailen Twentymen
YE Consultant/Y.O.U. Coordinator
Eastern Region

Many centers are about to begin the most challenging season as far as attendance is concerned—Summer. If you are one of the centers that experiences a dip in summer attendance, then I'm sure you are looking for ways to turn this "lemon into lemonade". I would like to share with you one successful suggestion.

During the months of June, July and August (the 4th quarter) we did not offer curriculum, and we gave our teachers the summer off. In the place of AUC lessons we recruited people from the congregation who had a special talent or hobby they could share with the children for one Sunday hour. The volunteers are then asked to center the sharing of their special projects around a spiritual principle.

The summer we did this was so successful that we had reports of parents being dragged out of bed to attend Sunday mornings. It also proved to be a marvelous recruiting tool. The following quarter (starting in September) I had more volunteer teachers than I had places for!!! Here is how it works:

1. Divide the children into two age groups, 4 to 7 and 8 to 11 (you will need 2 volunteers per Sunday)
2. Use 12 - 13 year old Uniteens as aides.
3. Begin announcing the program at once from the podium.
4. Ask for mimes, artists, clowns, storytellers, storyreaders, nature trail guides, cooks, puppeteers, musicians, craftsmen, etc.
5. Keep a large visible sign-up chart in the fellowship area.
6. BE EXCITED!

Other Summer Fun Activities

Children Appreciation Night

This is a dinner where the children show appreciation to their teachers, parents, minister.

1. Have the children plan a menu
example: soup and sandwich
salad — deviled eggs
pudding — brownies

2. Recruit YOUers to help the cooks (cooks are ages 8-11)
3. The younger children set the table and decorate
4. The children serve the adults and clean up

While the children are doing their before dinner activities, you hold a regular classroom lesson including assembly for the adults just as though it is Sunday morning and they are your juvenile charges. This activity has a multitude of lessons for both young and old. It teaches the children the fun in showing appreciation, taking responsibility, and patience. This activity gives you a chance to educate the parents to the fun of working with children in a spiritual environment, and it can enlighten them to your needs. Again, this can be a great recruiting tool.

YOUTH SUNDAY: (no adults on the podium please)

The children would:

1. Welcome at the door
2. Usher
3. Lead the invocation, take up the offering
4. Select the songs and lead them
 - a) a youth would play the piano
 - b) children's choir could provide the special music
5. YOUers would lead the meditation and give the message.

OR—if you feel brave enough—allow the youth to re-structure the hour to a way they feel would best show the celebration of their faith. Either way you can bet on a full house with the grandparents, aunts and uncles in attendance.

**PLAN NOW TO MAKE THIS
YOUR BEST SUMMER EVER!!**





Sarah Shares Some Personal Revelations

Sarah Hassanein
International Y.O.U. President

It isn't often that I have such a meaningful experience in my life that I feel compelled to share it with all of you. Since September 1, 1984, my whole view of Unity has changed.

As many of you know, I am a freshman at a small Baptist college. I had never had enough personal contact with Baptists to really know what they believed until this year. The only time I had ever heard a Baptist talk about what he believed was on the cable T.V. Christian network. On T.V. the talk always seemed to focus on the end of the world, hell, cults, and being saved. I wanted to scream at them to forget all of that and just to love and be loved. All the rest would fall away.

Well, the Father showed me how to love. After having traveled with our college choir to 15 Baptist churches, my views began to change. I still didn't understand all the things they said, like "pray to Jesus." It seemed to me that Jesus had been dead for 2,000 years, and what about this business of "getting saved?" From what, I wondered. I won't talk much more about the questions I had, but I will tell you what kind of answers I've received.

I have been truly blessed by finding a close Baptist friend. Through the sharing of her own beliefs she has shown me that there really aren't many terribly significant differences except in our terminology. What they call "Jesus", we call the "Christ Spirit". "Getting saved" is tuning in to the Christ and affirming God as the one presence and power. "Praising the Lord" is recognizing God as the creator and seeing the good in all things.

My friend and I loved each other enough to try to understand each other. After understanding the terminology better, my friend and I found we could love each other more freely and unconditionally. Through this understanding, many people have learned what Unity is really about and discovered many of its good teachings. We have all learned, grown, and come one step closer to peace on earth.

I loved and was loved. All fell away but the Truth.



HEAVENSONG

Plans Set for Young Adults of Unity Conference

"Pathways of Happiness" is the theme for the 1985 Young Adults of Unity conference to be held from August 20-25 at Unity Village.

Albert Schweitzer said, "...who will be really happy are those who have sought and found how to serve." Those who attend Y.A.U. conference will experience processes for discovering, sharing and celebrating their own unique gift of service, their own unique pathway of happiness.

John Price, author of *Super Beings* and *The Planetary Commission*, and Jan Price will lead the conference body in discovering how they can use their gifts in bringing about the transformation of our planet and building the society of the new age. Maloah and Matreya Stillwater will provide their Heavensong ministry to the conference to celebrate our pathways in song, dance and meditation. John Strickland, Director of Silent Unity, Storyteller Elizabeth Ellis and group dynamics facilitator Tish Reinking will be among the other gifted resource people who will lead us in discovering, sharing and celebrating our pathways.

The Y.A.U. conference has no age limit. The program is designed to provide a high level of participation in an environment of spiritual discovery, fellowship and recreation.

Space at the Village is limited, so register early. Prices for the conference vary from \$175.00 to \$220.00, depending on your choice of accommodations. Some scholarships are available. For more information write or call the Education Department at AUC.

Preparing for Y.O.U. Conference



Timothy Pettet
International Y.O.U./Y.A.U. Coordinator

I realize that a lot of a chapter's time, energy and attention often goes into making it possible for chapter delegates to attend the annual international conference at Unity Village. It is not too difficult to identify the values of the experience for the Y.O.U.ers who are able to attend. The bigger question and more difficult one to answer is what payoffs are there for the whole chapter.

Besides the possibility of increased commitment and spiritual growth for the delegates, which then influences the rest of the chapter, the answer lies largely with the sponsor's curriculum planning for the chapter during the time preceding and following conference. A series of sessions that lead up to conference can benefit the chapter by helping it get a sense of being truly represented at conference. The delegate will be better prepared to experience the conference as a representative and can return to the chapter as a resource, empowered to enrich the chapter experience. Following are some suggestions and a list of practical information for making plans for pre-conference preparation and post-conference processing sessions.

The theme of conference this year centers on Peace. We'll be looking at peace from the standpoint of individual consciousness and all the way around to the future of our planet. That will obviously involve issues regarding the everyday world of the Y.O.U.er: home, school, work, church, etc. We are building the program so it will enable the Y.O.U.er to focus on solutions for him/herself, the community and the world.

If, before the delegates leave for conference, the chapter spends some time exploring those issues, helping individual Y.O.U.ers get a handle on how deeply they are affected by the question of peace, then the delegates will be better prepared for their growth and learning and the chapter will be better prepared to help them share and transfer their learning upon returning. Knowing that they have a responsibility for sharing more than their enthusiasm when they

return home, it will be easier for conference delegates to stay grounded during their week at the Village. Knowing that their delegates will return with some information and some experiences to share that may help them resolve some real concerns in their lives, it will be easier for the Y.O.U.ers staying at home to see the value of supporting their fellow Y.O.U.ers in their journey and in viewing conference as a whole chapter experience.

Some excellent sources of information regarding the issue of peace and healing the planet are available through:

- Danaan Parry c/o The Holyearth Foundation, P.O. Box 399, Monte Rio, CA 95462. His focus is on international conflict resolution through "people to people" contact and "citizen diplomacy".
- **The Planetary Commission**, by John Randolph Price, published and distributed by the Quartus Foundation for Spiritual Research, Inc., P.O. Box 26683, Austin, TX 78755.
- **The Global Brain, speculations on the Evolutionary Leap to Planetary Consciousness**, by Peter Russell, published by J. P. Tarcher and distributed by Houghton Mifflin Co. A video of the same name is also available.
- **Creative Initiative/Beyond War**, 222 High Street, Palo Alto, CA 94301, is an excellent source of information regarding current conditions and a view of what our alternatives are.
- **The Hundredth Monkey**, Ken Keyes, Jr., Vision Books, St. Mary, KY 40063.

You may also contact my office with any specific questions you might have about the whole issue and about your plans for preparing your chapter for the conference experience and for processing after the conference.

Insights of a Y.O.U. Sponsor

By Mike Moser

The following comments are excerpted from a paper on Mike's 2 years of experience as a Y.O.U. sponsor at the Denver, Colorado church.

With the Denver group, over half the chapter consists of kids whose parents do not attend the church (or any other church, for that matter) and whose decision to attend the Y.O.U. is entirely their own. . .

We need to let them (other kids) know the importance and benefits of the spiritual life for the teen-ager, and we need to reach more than just the offspring of church members. . .

The standard used for keeping order in the group reflects greater responsibility and freedom. . .

If we let the individuals in the group know that they are trusted to do what is in order, whether it is in class or an activity, most (or all) of the time they will act responsibly. A teen-ager will almost always react positively when treated as an equal. . .

I have found with our group that although election and responsibilities of officers is important, even more important is the even distribution of responsibility for Y.O.U. functions throughout all the group. . .

. . . allow and encourage other members of the group to plan activities and other functions. In this manner, we can avoid the problem of too much work falling on too few people, whether they are officers, members, or sponsors. . .

The most important thing I learned about doing the Sunday lessons for the Y.O.U. is that no matter how much you try to sound enlightened, we can never teach more (or less) than what we are in our own consciousness. . .

Also, don't be afraid to bring up and discuss touchy topics in their lives, whether it is parents, sex, or whatever. If it is important in their lives, it's worth discussing, and we can discuss it in a spiritual light that many of them have not been aware of before. . .

In short, keep the classes exciting, because spiritual truth is exciting. . . Once you can do that, the class teaches itself, and the "challenge" of teaching high school kids fades. . .

I believe that the sponsor is, and always should be, an integral part of his group. True, the sponsor should not be the one who makes all the decisions, the group should handle most of that. But the sponsor should always be a part of the group, whether sitting and observing, or helping one of the kids with the function, or taking the helm. . .

The sponsor should be a loving, guiding hand helping the group to go where God is leading them, rather than an iron fist telling them where they should go. . .

HELP WANTED!

Y.O.U. SPONSORS AND
TEACHERS NEEDED TO
FIELD TEST NEW Y.O.U.
CURRICULUM

Currently, there are four writers at work on new Sunlight curriculum packets for use in the Y.O.U. chapter. When the original writing is completed, it is sent into the field for testing. The information gathered during that process is then incorporated into a revision done by the original writers. The revised packet is then edited, produced and marketed.

In order to facilitate the production process and not create a bottleneck at the field testing stage, we are seeking an enlarged corps of sponsors and teachers who are willing to tryout some of this new material with their group. We provide forms to lead volunteer field testers through the evaluation process.

If you would like to volunteer or simply get more information about what is involved, give us a call or drop us a line.

Timothy Pettet
Education Department/AUC
P.O. Box 610
Lee's Summit, MO 64063

(816) 524-7414



**2nd Call
for
International Youth of Unity Officer Candidates
1985-86 Term of Office**

Y.O.U.ers who have the desire or interest to be considered as candidates for the offices of International President, First Vice President and Second Vice President should notify the office of the International Y.O.U. Coordinator.

Send your name and address and a request for an official candidate form to:

International Y.O.U. Coordinator
c/o AUC
P.O. Box 610
Lee's Summit, Missouri 64063

Grievance Procedure for Licensed Teacher Whose License Is Not Being Renewed By the Minister

The following is the procedure recommended by the Standards Committee and accepted and approved by the Association of Unity Churches Board of Trustees.

This procedure is to be utilized if an agreement cannot be reached with the licensed teacher and minister with the assistance of Dr. James C. Robinson, Director of Education.

Regional Representative (minister), Regional Licensed Teacher Representative, one minister, and one licensed teacher meet with the licensed teacher and also meet with the minister involved or invite his/her input and give recommendation to the Board. The recommendation will be presented to the Board of Trustees for action at its next scheduled meeting.

Purpose and Commission Of the Licensed Teacher Committee

It was the consensus of the committee that we upgrade service opportunities for licensed teachers within the Association of Unity Churches:

As appointed and upon agreement to serve, a Licensed Teacher will be eligible to serve on each designated standing committee of the Association of Unity Churches and will be appointed by the President to serve on a yearly basis.

INSTITUTIONAL CHAPLAINCY

Are you aware that the AUC conference of June 1984, changed the bylaws of the Association to recognize chaplaincy as a specialized ministry? Further, ordained ministers serving approved chaplaincy programs were given authorization to vote as ordained AUC member ministers.

Unity currently has three ministers serving in institutional ministries. Below are their names and addresses. How about dropping them a line of encouragement, support, and blessing? We don't want to allow these ministers to "get lost in the shuffle". If you are interested, you might even ask them about their work.

- (1) G. Thomas Vivens
Central Unit Chaplain
Texas Department of Correction
One Circle Drive
Sugarland, Texas 77478
- (2) Carol Nash
Route 3, T126
Lake Lotawana
Lee's Summit, Missouri 64063
Research Hospital
630 Meyer Blvd.
Kansas City, Missouri
- (3) Ch(CPT) Sonja Creech
US Army Training Center
Fort Jackson, South Carolina 29207

We invite you to join us in putting

GOD FIRST

in all things and in using this prayer for the month of

MAY 1985

God's rich resources are
manifest abundantly in my
ideas, my activities,
and my affairs.

Unity School Prayer Group

IDEA SHARING

An Unsolicited Comment of Praise
By Rev. Larry A. Swartz
Unity of Tucson, Arizona

At our fall Regional Laypersons' retreat at Palm Springs, one of the major speakers was Edwene Gaines— as we all know, one of our own ordained Unity Ministers. Her subject, of course, was PROSPERITY, or as she titled it, "Achieving Permanent Prosperity." She truly made her audience excited and came across so very well and positively that Mary Ellen and I contacted her for a time when she might come to Unity of Tucson for her seminar and sharing. My next comments will be very honest and frank, but because they took place within me and the seminar and our ministry, they are part of what must be shared.

First—Edwene told me what the financial arrangements would be, that she would want a first-class airplane ticket, motel/hotel space at a nice place, all meal expenses plus half of the love offering that she didn't want to have a suggested love offering for some specific amount. Well, the thing I initially had a brief challenge with was the first-class airfare which was between 4 and 5 times what I might get a ticket for. But I too believe in being part of a First Class God, so I said "Okay."

Second—Edwene arrived. As Dick Bolte was here to tape her live presentation at Unity of Tucson and help her to market her album, he met her at the airport. The next morning she spoke at both services and during her talk announced and spoke of the afternoon seminar. She really did a super job. But . . . during her morning message she came right out and told the people what the major thrust of her afternoon seminar would be—tithing! As I was sitting listening to her, I found myself thinking, "Boy—Oh-Boy, Edwene-Baby, you blew it—why didn't you wait until the afternoon to work that idea in?"

Third—At the appointed hour of 2:00 that afternoon we had the fullest house we have ever had—even unto the balcony. The only one who got even close to that attendance was Robert Anthony, but she broke the record by quite a few people. Again, no suggested fee schedule (like we usually do) but just a love offering. What was it that afternoon? It exceeded \$3000!

Fourth—Since her seminar we have had three Sundays, and our offering at each of these services is about 25-30% over and above "norms." And, I fully expect this to continue.

Now, dear clergy-type friends, I suggest that you consider inviting Edwene to your Church/Center for her presentation. Be certain that she has the opportunity of speaking at your Sunday services, for without this exposure, I don't feel she would have the draw. She is a first class person and fully acts like it, as we all should; she will give your people a feeling of first-classness as well and leave a positive financial flow behind her for you to enjoy in the months to come.

ASSOCIATION OF UNITY CHURCHES
P.O. Box 610 Lee's Summit, MO 64063
(816) 524-7414

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June 1985



**Peter Caddy to Keynote
Y.A.U. Conference—see pg. 20**



The President's Letter

In this final shot as president, I want to emphasize my excitement about the future of the AUC.

Twenty years ago, when the AUC was in it's formative state, it's member churches numbered around two hundred and fifty. Today the membership approaches five hundred. To double in size in twenty years is not an impressive record. However, having been in a position to feel the pulse of our organization during the past two years and note the momentum taking place, a realistic projection of growth for the next twenty years, if this momentum continues, places our membership at five times this number. It is the goal of the AUC leadership to insure the continuance of this momentum.

During my tenure I have spoken about changes projected and those in progress. President-elect Max Lafser will continue this format. Therefore, there is no need to reiterate specifics at this time, rather it is my intent to re-emphasize our common vision.

Unity is a universal theology, therefore, a worldwide movement in process of becoming. It is the vision of the AUC leadership to make Unity a **daily word**. This is destined to happen because thinking people worldwide are searching for spiritual actualization that frees rather than confines. For this reason the AUC leadership is intent upon promoting Unity as an organization that teaches people how to think, not one that dictates what to think. So long as this vision is sustained, the aim of our mission is enhanced.

I foresee a day in the near future when two strangers will meet at a social gathering. One will ask the other, "What church do you attend?" The other will answer, "Unitarian." "Oh," responds the first, "is that like Unity?" I foresee a day when a visitor to any city can ask a native for directions to the nearest Unity center and receive directions. I believe the foreign ministries will develop on their own and organize themselves, pretty much as we have in the states, regardless of our concern in helping them. I suspect that in years to come more responsibility for growth and development and leadership will be assumed by the field, and our Kansas City

catalyst will be viewed as an historical monument rather than the center of authority. I predict that in the near future the AUC and Unity School will work more closely as a team in the planning and creation of an educational system that takes the classroom to the field, and in the long view, leaves it there to function as a full-time outreach.

Predictions can be made till the cows come home. I bid my adieu with warm feelings in having served as president of AUC during a time of planning. I look forward to being past-president and taking part in the fruits of the plans. And, I predict I'll be around a long time putting my two cents into future planning.

Rich and abundant blessings,

Jay W. Dishman, D.D.



Ministry Services

Greetings from the office of the DMS.

Our **Contact** is really beginning to be our main communication with all of you in the field. The superb efforts of all our people have produced a product of which we can be proud. I again make the offer that we will send **Contact** to any person in your congregation who desires to receive it. Just forward their name and address to us, and it will be added to the list!

The majority of my time during the month of March has been spent in reviewing bylaws and notifying churches of the areas which are not in accordance with the current AUC recommended bylaws. This we are doing as a service for Boards of Directors and Bylaws Committees to use as a reference in updating your church's bylaws. We are progressing in an alphabetical order by state. If you wish to have us review your bylaws immediately, please contact us, and we will do so.

The Expansion/Conference Office has developed a very complete Conference guideline and

checklist. After several meetings with all persons concerned, we have, hopefully, put into writing a tool for our office to use to efficiently plan and execute the mid-year and annual conferences. I am sure that after the first year (this June's conference), we will have many additions and revisions to the guidelines and checklist. While you are here at conference, we invite each minister and/or licensed teacher to make comments and suggestions, and a critique will be provided for that purpose, so that we may more effectively serve you.

In my last article I indicated that I have asked Peggy Gray, our Business Manager, to establish a record and file of all Federal ID Tax Exempt Numbers of each field ministry and/or study group. In order to fulfill our records-keeping obligations at the AUC office, we must have on file a copy of the following:

1. Each church's Articles of Incorporation
2. Each church's Bylaws
3. A photo copy of the 501C3 Federal Tax Exempt Number
4. Copies of any state sales tax exemption numbers.

Our office has sent out several requests to churches concerning this, and we would very much appreciate your prompt attention to these so that we may update our files. Please be assured that these are for **our records only** and are not for publication or dissemination to any other entity.

In reviewing the bylaws, we find that many churches have bylaws on file which have neither the secretary's signature, nor the date, nor an imprintation of the corporate seal over the signature and date. I would recommend that you check your bylaws for these three items and update them as soon as possible if you find they are missing.

As of January 1, 1985, an eligible employee will become a participant in the Money Purchase Pension Plan and Trust on the first day of the month coincident with or immediately following the later of the date on which the eligible employee completes one (1) year of service; attains age of twenty-one (21), and consents in writing to make participant required contributions as discussed under Section 9 of the Summary Plan description.

At the time of my writing this article (April 5, 1985), both the AUC Yearbook and the Directory of Ministries and Affiliated Study Groups are at the printers. This was a tremendously involved project to properly update our files and to produce these two publications. By the time you read this article, these publications

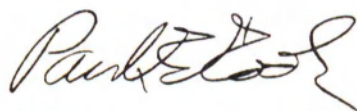
should be in your churches. I personally give my full and total cheer of congratulations to Chris Gaither, our Graphics Composition Specialist, who put in many Wednesday afternoons and weekends in completing this project. As you will note, the church secretary's copy is being mailed in a 3-ring binder. Any additional copies of the directory which are requested will have pages only mailed to them. Any additional binders can be ordered via the AUC order form. We will continue to send out monthly updates (new pages) to the churches. We certainly appreciate all of you being so patient while we completed this project.

Our major priority and project at this point and until June will be the continued planning and organizing of our annual conference. We are also continuing to work on the Church Administrative Manual and AUC Catalogue. I will be very excited to see these two projects completed and into your hands.

It is with great joy that we thank you for your gifts to the Association of Unity Churches. Your support is the life-giving energy of God, and we give thanks. We know that God's law of abundance is filling your lives with all good. Your openness to share brings untold blessings into your world.

We are one with all of you in thought and spirit and in prayer. God bless you all richly.

In love and appreciation,



Paul E. Cook
Director of Ministry Services

Evaluate Your Library

Is it time to evaluate your library? If you have double copies (or even single copies) of books and materials you would be willing to part with, the Urban Ministerial School would be very grateful for contributions.

For more information, please contact the AUC Urban Ministerial School, 146 Englewood, Detroit, Michigan 48202.



My Toughest Decision in Ministry

Rev. Max Lafser
Unity of Bellevue, Washington

The issues and anxiety levels vary, but making decisions is an unavoidable aspect of any ministry.

In fourteen years of ministry, I have struggled fairly often with the question, "What am I trying to accomplish?" Where to spend my time and energy becomes a conscious and sometimes troubling decision.

A few months ago a friend sent me a quote from a Roman Catholic Priest he had read in the Minneapolis Star and Tribune. "In the first five years of my ministry, I had a sign on my desk that read 'Win the World for Christ.' In my second five years of ministry I put up a new sign that read, 'Win One or Two for Christ.' Since that time I have a sign on my desk: 'Try Not To Lose Too Many.' " I don't know if he was joking or despondent... but truthfully, my hardest decision sometimes is how seriously to take myself. I am not the Savior; I only work for the Savior. It is the job of the Holy Spirit to be responsible for the spiritual leadership of people. My job is to encourage, lead, pray for, and be a channel, and try not to impede the work of the Holy Spirit.

In my first ministry experience in Mesa, Arizona, I was so zealous to BE SUCCESSFUL I almost killed myself "Being all things to all people." I was so engrossed in MY ministry, no one else had a chance of being a benefit. One Saturday the family was gathered around the dining room table having a late lunch. I got up from the table, got in the car, drove to the church (10 minutes away), was opening the mail when the telephone rang. Vicki, my wife, said, "What the hell are you doing at the church? Are you aware you left the table without a word? We thought you went to the bathroom until we heard the car pull out of the driveway." Let me tell you, I have struggled with balancing ministry with private life.

My toughest Decision in Ministry is to be honest with myself and trusting enough with the Board, Staff, and Congregation where I have served to say "NO." No, I can't take that duty on, No... to that extra wedding... No to that last minute counselee who appears to be falling

apart as I am going out the door or leaving for the airport. I am not endless time, energy, and know how... I am rather human and need space and time for self and family and play.

So let me ask you the question... "What have you found to be your toughest Decision in the years of Ministry?" I have asked ten ministers active in the field this question recently and am awaiting their replies. Through the coming issues of **Contact** I'll be sharing their decisions. I have always had a sense my problems only isolate me because I forget I can trust you, my ministerial family. I have found that what affects me affects you.

If you feel guided, would you please share your "Toughest Decision" with me? Oh yes, please include your picture with your 150 words on the subject. I look forward to connecting with you and sharing in your life... for in our connectedness we each grow and wax strong.



CLEARINGHOUSE

Unity Truth Center in Tampa, Florida, has over 200 green **Unity Song Selections** hymnals available for the price of shipping. If interested, please contact **Roy Fox**, minister, Unity Truth Center, P.O. Box 17758, Tampa, Florida 33682.

Unity of Metairie, Louisiana has 50 Green hymnals that they will happily donate to any church or study group that can use them. If interested, contact **Phil Schlaefer**, minister, 3603 Johnson Street, Metairie, Louisiana, 70001.



Focus On Placement

Following is a brief listing of the activities that have occurred in placement during the past month:

FINALIZED PLACEMENTS

HOUSTON, TX – *Unity Community Church has selected Coletta Long as its permanent minister.*

KAILUA, HI – *Windward Unity Church has selected Greg Barrette as its new minister.*

ROYAL OAK, MI – *Unity of Royal Oak has selected Charles Hancock as its new minister.*

KENOSHA, WI – *Unity of Kenosha has selected Don Allen as its permanent minister.*

NEW OPENINGS

ALHAMBRA, CA – *Unity Church—Alhambra is seeking new leadership.*

COLUMBIA, MO – *Unity Center of Columbia is seeking new leadership due to Ruth Raun's resignation.*

PALMDALE, CA – *Unity Church of Antelope Valley is seeking new leadership.*

OTTAWA, ONT. CANADA – *Unity Church of Ottawa is seeking new leadership.*

Following we have listed the cities which have open ministries in each of the regions:

WEST CENTRAL REGION

Cambria, CA; Modesto, CA

SOUTHWEST REGION

Santa Barbara, CA

GREAT LAKES REGION

Evansville, IN; Lexington, KY; Minneapolis, MN; Kenosha, WI; East Lansing, MI; Ann Arbor, MI; Royal Oak, MI

SOUTHEAST REGION

Columbia, SC; Hamilton, Bermuda; Wilmington, NC; Jackson, MS

EASTERN REGION

Erie, PA; New York, NY, Ministerio Unity de Cristianismo Practico (Spanish Speaking ministry); Scarborough, Ont. Canada

SOUTH CENTRAL REGION

El Paso, TX; Lawton, OK; Salina, KS; Jefferson City, MO; Raytown, MO; Denver, CO

NORTHWEST REGION

Coeur D'Alene, ID; Langley, WA; Butte, MT

For your information, the AUC is currently recommending three (3) different national moving agents for ministers making a move. These national agents are: Bob Nutter with Selby North American Van Lines, Susan Brand with Stevens World-Wide Van Lines, Inc., and Marge Jensen with U-Haul Movers World. If you need assistance in contacting one of these national agents, please let us know.

A couple of helpful hints when moving: (a) be sure that all items are itemized; (b) if you have items of great value and meaning for you, be sure that these items are packed with extreme care.

We are always open and receptive to giving careful consideration to your feedback on recent moves. If you have ideas to share regarding the Placement Process, please feel free to contact me.

Blessings of love,

Joann Landreth
Director of Placement & Liaison

SURPRISE

I dreamed death came the other night,
And heaven's gate swung wide;

With kindly grace an angel
Ushered me inside,

And there to my astonishment,
Stood folks I'd known on earth;

Some I'd judged and labeled
As unfit or of little worth.

Indignant words rose to my lips
But never were set free,

For every face showed stunned surprise . . .
No one expected me!

—Anonymous



Issues In Management

Louise R. Iennaccaro
Executive Director
Center for Management Assistance

Group Dynamics: Learning the Basics

This is the first in a series of articles on Group Dynamics. This first article deals with the "basics" of groups. Later articles will discuss trust, politics, conformity, and conflict — dimensions often found at one time or another in Group Dynamics.

"Organizations are composed of [many] small groups that have a similar influence on behavior. They inculcate majority values in their members; they reward compliance and punish those who resist their demands." This is a quote by Robert Presthus from his book **The Organizational Society**. Not exactly a positive picture of Group Dynamics at work in organizations, but often it is a realistic picture of how organizations operate. In the early 1980's, issues of trust, politics, and conflict seemed to dominate many organizations' high-level decision making.

When looking at "groups" in any organization, it helps to remember that people are at the same time individuals and social beings. This sometimes frustrating combination is a central part of any discussion of group dynamics. Henry David Thoreau, a nineteenth-century American philosopher, thoughtfully explored this topic. Thoreau's two-year experiment with solitary living in the woods near Walden Pond is chronicled in his classic book **Walden**. Only by removing himself from the distractions of life in town could Thoreau reevaluate his relationship with society. He found that he was never truly alone, even though no one else was around, because he was the product of society. Everything Thoreau thought and did was social in origin. He was first and foremost a social being. And so are we.

Each of us is challenged daily to resolve the inevitable conflict between the demands of individuality and society, and most of us will never have the opportunity to contemplate our relationship with society by living alone in the

woods for a few years. It helps to have a working understanding of the social forces that constantly shape and redirect our lives. Such an understanding is particularly important for managers because the practice of management is essentially social in nature.

In looking at the Fundamentals of Group Dynamics, it is important to understand that mere togetherness does not automatically create a group. Then what is a group? A **group** may be defined as two or more free interacting individuals who share a common identity and purpose.¹ Four important dimensions are revealed upon careful analysis of this definition. First, a group must be made up of **two or more people** if it is to be considered a social unit. Second, the individuals must freely interact in some manner. An organization may simultaneously qualify as a sociological group if it is small and personal enough to permit all its members to interact regularly with each other. Larger organizations, generally, have bureaucratic tendencies and are made up of any overlapping groups. Third, the interacting individuals must share a common identity. Each must recognize himself or herself as a member of the group. Fourth, interacting individuals who have a common identity must also have a common purpose. That is, there must be at least a rough consensus on why the group exists.

As we all know, human beings belong to groups for many different reasons. A feeling of belonging is a powerful motivator. Most people have a great need to fit in, to be liked, to be one of the "gang."² There are basically two types of groups—informal and formal groups. If the principal reason for belonging to a group is **friendship**, whether the group meets at work or during leisure time, it is still an **informal group**. Usually, informal groups evolve spontaneously. They often serve to satisfy esteem needs because one develops a better self-image when accepted, recognized, and liked by others. Informal groups may evolve into a formal group as in the case of a group of friends forming a not-for-profit organization or business venture.

A **formal group** is a group created for the purpose of doing productive work. Common names for formal groups are teams, committees, or simply work groups. Whatever its name, a formal group usually is formed for the purpose of contributing to the success of a more encompassing organization. Formal groups tend to be more rationally structured and less fluid than informal groups. People are usually assigned to formal task groups according to their talents and

the organization's needs rather than people joining these groups on their own. Very often, one person normally is granted formal leadership responsibility to ensure that the formal group's members carry out their assigned duties. In contrast, informal friendship groups generally do not have officially appointed leaders, although informal leaders often emerge by popular demand. For each individual, the formal group and an informal group at the place of employment may or may not overlap. In plain words, one may or may not be friends with one's coworkers.

What attracts a person to one group but not to another? And why do some group members stay while others leave? If managers know the answers to these questions, then they can take steps to strengthen the motivation to join and remain as members of a formal work group. Individual commitment to either a formal or informal group hinges on two factors:

- (1) First, the **attractiveness**, the outside-looking-in view. A non-member will want to join a group if it is attractive and will shy away from unattractive groups.
- (2) Second, the **cohesiveness**, the inside-looking-out view. The tendency of group members to follow the group and resist outside influences.

The decision to join a group and the decision to continue being a member both depend on a net balance of the following factors:

*Factors that enhance
attractiveness and cohesiveness

1. Prestige and status.
2. Cooperative relationship.
3. Relatively small size.
4. High degree of interaction.
5. Similarity of members.
6. Superior public image of the group.
7. A common threat in the environment.

*Factors that destroy
attractiveness and cohesiveness

1. Unreasonable or disagreeable demand on the individual.
2. Disagreement over procedures, activities, rules, and the like.
3. Competition between the group's demands and preferred outside activities.
4. Unpleasant experience with the group.
5. Unfavorable public image of the group.
6. Competition for membership by other groups.

Naturally, the resulting balance is colored by one's perception and frame of reference. A

group such as a street gang may get their kicks engaging in antisocial or glory in the unfavorable public image of their group, whereas a group such as the United Way volunteers works hard through community service to promote a favorable public image.

In the next article I will discuss roles and norms in groups, the stages in group development, and how trust is developed in a group.

*Source: Adopted from pp. 78-86 in **Group Dynamics: Research and Theory**, second edition, edited by Dorwin Cartwright and Alvin Zander. Harper & Row, Publishers, Inc.

References

Opening quotation: Robert Prethus, **The Organizational Society**, rev. ed. (New York: St. Martin's Press, 1978), p. 113.

1. David Horton Smith, "A Parsimonious Definition of 'Group': Toward Conceptual Clarity and Scientific Utility," **Sociological Inquiry**, 37 (Spring 1967): pp. 141-167.
2. Abraham H. Maslow, "A Theory of Human Motivation," **Motivation and Personality**, 2nd edition (New York: Harper & Brothers, 1970).



FOR YOUR INFORMATION

Ms. Connie Fillmore, Executive Vice President of Unity School, has provided us with the following reminder about the use of their copyrighted material.

1) Use of the Unity logo and statement of affiliation is restricted to members in good standing of the Association of Unity Churches.

2) Daily Word lessons and articles may be reprinted or broadcast only with the permission of the editor of **Daily Word**. This permission is granted on a case-by-case basis and is generally for one time only. Unity School requests that you do not reprint or broadcast **Daily Word** lessons on a continuing basis. If ministers would like to use **Daily Word** lessons on their daily dial-a-prayer, we suggest that they use lessons from previous, out-of-date issues.

If you should wish to use the title of **Daily Word** magazine in advertising your church, this is the correct phrase to use: "Affiliated with Unity School of Christianity, publisher of **Daily Word**."

Thank you for your cooperation in following these guidelines.

ASSOCIATION OF UNITY CHURCHES
Statement of General Funds Operations
Twelve Months Ended March 31, 1985

Preliminary Report

INCOME – OPERATIONS:	<u>Month</u>	<u>Year to Date</u>
Love Offering	\$ 52,941.39	\$ 580,732.65
Other Income	17,462.37	40,936.03
	<u>70,403.76</u>	<u>621,668.68</u>
Less: Tithe Transfer	5,294.14	58,073.26
	<u>65,109.62</u>	<u>563,595.42</u>
Gross Profit Material	1,733.84	49,658.98
Total Income	<u>\$ 66,843.46</u>	<u>\$ 613,254.40</u>
EXPENSES – OPERATIONS:		
Total Expenses	<u>\$ 87,290.78</u>	<u>\$ 700,183.38</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$ (20,447.32)</u>	<u>\$ (86,928.98)</u>

Unity School Contribution To The AUC Through Service Provided
May 1, 1984 – February 28, 1985: \$80,023.68

(Note: This contribution is a non-ledger item and does not appear on the AUC financial statement)

Correction

The love offering figure given in the May issue of **Contact** was incorrect. The love offering for January was \$53,528.54. February's love offering was \$43,708.17.

Thank you for your continued support.

A Living Church

- LIVE churches have parking problems; dead churches don't.
- LIVE churches enjoy 'noisy youth'; dead churches are quiet as a grave.
- LIVE churches grow so fast you can't remember names; in a dead church everybody knows every name for years and years!
- LIVE churches focus on people; dead churches focus on problems.
- LIVE churches are filled with tithers; dead churches are filled with tippers.
- LIVE churches step out in faith; dead churches "wait and see."
- LIVE churches evangelize; dead churches fossilize.

AREN'T YOU GLAD YOU ARE ALIVE AND
GROWING WITH A LIVE CHURCH?

Thank you for your love offerings!

February, 1985 – \$52,941.39

We love you! We bless you! We appreciate you!



M.E.P. Students'

Message

Claudell Koch, '86

Greetings from Unity Village where the daffodils are in full bloom and there is a spirit of resurrection. In this issue of **Contact** we will begin introducing the Class of '86 to you. We greet you with love.

Brunetta Winthers comes from Long Island, New York. A licensed therapist with a Masters degree in Social Work, Brunetta spent ten years in Alcohol Addiction services as educator and clinician. Additionally, a professional dancer and choreographer with extensive teaching experience, Brunetta is interested in promoting self-awareness through movement education and in fostering appreciation for dance as a valid worship form.

Marsha Windell is from Unity Christ Church in San Francisco, California, where she led Unity Truth classes and was Sunday School Supervisor. She graduated from USRS-CEP and has facilitated Unity classes in the Kansas City area. Presently she is co-minister of Unity Church of Lawrence, Kansas, where she focuses on Metaphysical Bible Interpretation, prayer, leadership training, and goal setting.

Ron Tyson comes from Unity Church, Jacksonville, Florida. For the past two years he has been employed with AUC, Department of Education, as the National Youth Education Coordinator. He is attending MEP under the three-year Administrative Leadership Program. Within the past year he has developed the Unity Day Camp and Youth Emblems Program for the field.

Sylvia Sumter is from Unity of Syracuse and was previously a member of the Center of Practical Christianity in New York City. She has a background in psychology and education. A Truth student for ten years, she has served on the church board and in two outreach groups. She is currently a Youth Education Director at the Unity Southeast Church in Kansas City.

We know you are looking forward to Conference as much as we are. For many of us this will be our first Conference, and we eagerly await the sharing of ideas that keeps the "vision" of Unity an expanding and powerful force for good in people's lives. You are a blessing. Truth, love, and light.

SPARKPLUGS

Talk Topics and Sermon Starters
From Unity Publications

This month: UNITY Magazine

Poetry certainly needs no defending among Truth students, and every minister knows that a basic rule for sermon preparation is: three points and a poem. Poetry is important, and UNITY Magazine finds it an essential part of its format each month.

Why some people are able to say so much in so few words may remain an unanswerable question, but it is true that a good short poem touches the heart, the mind, and the emotions, and can change the actions of people. Perhaps this is one reason that UNITY Magazine always includes good short poetry in every issue.

In the June UNITY Magazine, if you have time only to thumb through the pages, you will find, in poetical form, awareness, comfort, direction, inspiration, and peace, not to mention beauty and entertainment. Expand your consciousness as the poems this month help you:

- become more aware of God's omnipresence
- listen to songs of immortality
- fill your hungry soul with peace
- see people as wellsprings of divine expression
- walk through the "meadows of the mind"
- find the waiting Center within you.

When you prepare talks or lectures, and the concordances, commentaries, and poetry indexes beckon from your shelves, don't overlook UNITY Magazine as a vital reference for poetry as expressive as today's life-style, and as enduring as the classics.

UNITY Magazine does not necessarily set out to provide the minister with lesson material, but it is packed with stories, ideas, and poetry from readers who write about the way they live and express Truth. This gives it number-one priority in tuning in to the issues and challenges that people face today. Take advantage of this valuable resource at your fingertips. UNITY Magazine can be ordered from the Sales Department at Unity School.



Frank B. Whitney

Daily Word Meditation

Frank B. Whitney had a divine idea to create, compile and develop daily inspirational messages that would put before each reader a new thought of truth each day. In 1924 it came into being as the **Daily Word** with Mr. Whitney as first editor. Since that time it has been circulated throughout the world and read by people from all religious persuasions.

In **A Golden Treasury 50 Years With Daily Word** it states, "A great deal of love and prayer have surrounded **Daily Word**. It has been a part of Silent Unity from its inception, prepared and printed and backed by prayer." From this little magazine comes the pearl of great price for many people, because it provides ideas to live by, ideas to strengthen their understanding of Truth, ideas that will enable them to know and experience God. In our Association of Unity Churches office the day begins with the **Daily Word** reading; in Silent Unity and other Unity School departments it starts the day; in our centers and churches it sometimes is used in the Order of Service. Its message is a prayer and uplift for many souls. One advantage of this periodical is that it provokes thinking, and in Paul's words, it causes one to "think on these things;" therefore it becomes a great source for meditations.

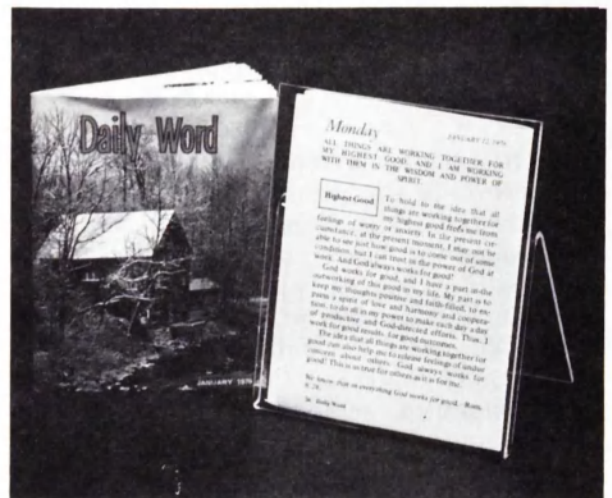
We would like to share with you some ways by which you may want to use the **Daily Word** for meditations.

1. Read it just as it is, pacing the flow with approximately three- to six-second intervals between key ideas. When completed, a quiet time of up to 30 seconds could be held followed by Amen.

2. Take the affirmation at the top of the page and repeat at least twice, then ask those present to join in stating it. This could be followed by emphasizing the word captioned in the box for the day. Read the message slowly, pacing the flow evenly. Approximately halfway through, hold silence for approximately ten seconds. Upon completing the article hold silence for several seconds and then emphasize the word for the day (taken from the box). Encourage meditating on it and knowing its meaning for them. This is a good time to extend the quiet time one to five minutes, depending on the feeling and purpose of the experience. To withdraw from this period repeat the affirmation twice, then ask the group to join in stating it, followed by giving the Scripture at the bottom and bringing to a close with "Amen."

3. This third approach will require a more creative involvement. It is especially good when time is not a factor or for extended periods of time. The one leading the meditation will prepare in advance ideas to expand from those given in the reading. This can be done throughout the sharing.

Using **Daily Word** for meditations is a creative venture, and any of the aforementioned suggestions can be used in a variety of ways. Even newer approaches may be developed. There is a wealth of material and inspiration all packed within this beautiful magazine. By giving it further study and use "we shall hear the right words."



Plastic **Daily Word** Holders are available through AUC inventory (stock no. 1238) at a price of \$1.00 each.

We invite you to join us in putting

GOD FIRST

in all things and in using this prayer for the month of

JUNE 1985

I am a spiritual being, heir to
the abundance of God's
kingdom. My life is
prosperous and rewarding.

Unity School Prayer Group

IDEA EXCHANGE

Submitted by Rev. Glenn Mosley, Ph.D.
Unity of Akron, Ohio

The following letter was mailed to a long list of prospective Board candidates. Their assessments of themselves narrowed the field to two candidates; the balance of candidates were all used on committees.

I need your help to do some preliminary work on a skills search. Your name has been suggested for membership on our Unity growth team.

The following is a list of skills which we think are going to be helpful to our congregation as we grow. You can help us by indicating those areas in which you have interest, skills, and/or experience, either professionally or organizationally:

1. Growth; futuristic thinking
2. Executive Experience
3. Budget Planning
4. Fundraising
5. Group Process
6. Discussion leading
7. Building repair
8. Clarifying/focusing group thinking
9. Parliamentary
10. Conflict resolution
11. Program Development
12. Community Relations
13. Problem solving
14. Practice Unity principles

Please return in the enclosed stamped envelope or bring to Unity of Akron by Sunday, September 16, 1984.

Thank you for your loving help,
President
for the Board of Directors

Following is the introduction for the report of the Nominating Committee, given by the Nominating Committee Chairperson:

Madam President and Friends in the Membership:

In July, 1984, Jeni Gipson, who was elected to the Nominating Committee last October, Glenn Mosley, ex officio a member, and Patricia Miller, representing the Board of Directors, met and selected me, Nell Orndorf, as the fourth committee person and to serve as chairperson.

At the first meeting of the four of us, the Nominating Committee drew together an assessment of the strengths of the Board of Directors as it now sits. We then evaluated the strengths the Board loses through the two retiring Board Members, Robert McGeorge and Patricia Miller. We further attempted to assess the specific skills and fields of expertise that will be vital to our Unity Center over the next few years. We were able then to draw together a profile of preferred skills and experience of prospective nominees.

Before introducing our slate of nominees, I need to emphasize that we are making every effort possible this year, more than ever before, to avoid having this election of two people to the Board of Directors to become another popularity contest and just voting for someone because we happen to know them and like them.

We have worked to follow the guidelines set forth by the Center for Management Assistance for nonprofit corporations which the Association of Unity Churches in Lee's Summit, Missouri, has retained as a resource to the Association and to its member churches. They have emphasized that throughout the balance of this century, first for survival, and then for intended growth, nonprofit organizations, and most especially churches, will need to recruit Board of Directors members with specific and needed expertise. Leadership becomes more critical in the next several years.

A copy of the above skills assessment list, with the following introduction, was given to members as they entered the Annual Membership Meeting.

The following is a list of skills which we think are going to be helpful to our congregation as we grow. You can help us, if you wish to nominate someone from the floor, by being prepared to speak to those areas in which your nominee has interest, skills, and/or experience, either professionally or organizationally:

(list of skills)

Thank you for your loving help,

NOMINATING COMMITTEE

If you have any ideas, insights, or information you would like to share with the readers of **Contact**, send your material to:

Contact Editor
c/o AUC
P. O. Box 610
Lee's Summit, MO 64063

We look forward to hearing from you!



AUC Conference Nears

Wow, do we have a yummy conference lined up for June 17-21, 1985!

The conference will include the family more than it has before. There is a special children's program directed by Ron Tyson, Youth Education Coordinator. Professional child care will be provided for infants. Children's activities are planned for tots to teens. Crafts include leathercraft, making decorations that resemble stained glass, and making boats to sail at the pool. Snacks will be provided. There will be supervision for the children everyday from 8:00 a.m. to 12 noon, 1:00 p.m. to 5:00 p.m., and 6:00 p.m. to 9:00 p.m. On Monday evening there will be supervision until midnight so that parents can fully participate in the dancing after dinner. On Wednesday evening, child care is extended so that parents are able to enjoy the patio reception after Alan Cohen's lecture. Alan Cohen, author of *The Dragon Doesn't Live Here Anymore* and *Rising in Love* will be sharing his living consciousness with us throughout the week. Alan's feature lecture on Wednesday night will be "Personal Power and Planetary Transformation." The workshop on Thursday, 9:00 a.m. - 5:00 p.m., is called "Rising in Love."

On Thursday *Partners in Ministry* (SOMA) meets for breakfast. Weaver Hess, Instructor in Counseling Studies and Skills at Unity School, and Ann Thomas, licensed teacher and wife of Bob Thomas, minister of Unity Center of Tacoma, Washington, will be facilitating the breakfast meeting. They will be dialoguing with spouses of ministers about the role and support of the minister's spouse. Weaver and Ann feel this role is of great importance, but not as important as the identity of the person.

Other breakfast meetings scheduled during Conference are the *Licensed Teachers* breakfast and the *Women and Ministry* breakfast. The Licensed Teachers breakfast was started six years ago by Catherine Garvey and assisted by Lei Lanni Burt. It has become an important annual event. Dr. James C. Robinson, AUC Director of Education, will be leading the Licensed Teachers in several meetings during Conference week. Jim's audience always loves his personal, powerful, and captivating style.

Nan Hubbard speaks on "Reweaving: The Rise of the Divine Feminine" at the *Women in Ministry* breakfast. The audience will be led to a high level of purpose and thought.

A tennis tournament will be coordinated by Charles Murphy with Gerald and Beverly Bartholow assisting. Marlin White coordinates the golf tournament, and Dick Mantei, MEP, coordinates the five kilometer run.

The registration will begin at 10:00 a.m. on Monday, June 17th. First year ministerial students will be on hand to welcome you and serve refreshments.

A Hospitality Room will be located in the Community Center for AUC Committee exhibits and other exhibits of interest.

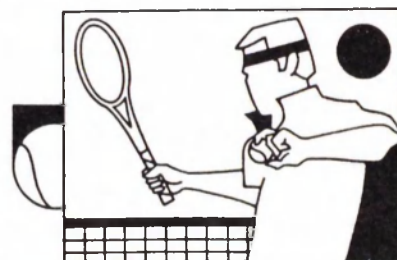
We invite your church/center to display any items of interest on tables set up in the Activities Center lobby. Church bulletins, newsletters, business cards, or any materials you would like to share with our field ministers may be placed on the display table.

The cost of the Conference is \$65. There will be no charge for spouses, church boards, members of the congregation, and guests who are not taking the postgraduate workshops for credit. Extra dinner tickets are \$12.50 for the Monday night festivities of opening ceremony, Italian dinner outdoors, and street dancing.

We'll have a terrific time together! ... See you on June 17th!

In love and light,

Susan D. Eng
Expansion/Conference Specialist



Field Features

June's Article By
Rev. Bette DeTurk
Unity of Dayton, Dayton, Ohio

I must admit that when Paul Cook called and asked me to write an article on the advantages of a long-term ministry, I was very reluctant. Why? Because it would call upon me to "look back" . . . something I rarely do. There is so much going on in the "now," and such a potential for the future that "looking back" seems a waste of time and divine energy! However, Paul didn't take "no" — or any of my excuses — for an answer, he simply put the "deadline" for the article a bit further into the future.

Since Paul's call, I've done a lot of "remembering." I, for one, am grateful that Unity does not have a committee that determines the length of time each minister serves a particular church and moves the ministers around. We do not need that . . . the Indwelling Spirit in each of us is a much better guide and, if heard and obeyed, will see to it that we each serve in the right place at the right time. The only question is always the same, however, in deciding what our guidance is: "Am I hearing and understanding Spirit clearly . . . or are my own personal desires speaking to me?"

Unity of Dayton is my first and only ministry. I will be celebrating my twenty-second anniversary in this ministry in November of this year. And no one is more surprised than I! When I came to Dayton in 1962 . . . starry-eyed and full of dreams of the future, I felt that it would be just a "stepping stone" to something bigger and better — and surely in a much warmer and sunnier clime! I came to a split congregation that had been without a minister for some time. But there was a small core group who wanted Unity in Dayton enough to really work to sustain it and rebuild it. There was no "center" . . . the congregation met on Sundays in a tearoom in downtown Dayton. All of the center furnishings were in storage — the organ, hymn books, Sunday School material, literature, platform and office furnishings, etc. The congregation had one hymn book and some mimeographed sheets of a few favorite hymns. Members of the small congregation served the Sunday School on a rotational basis — making up their own Sunday School lessons and material. Because there was no permanent address for a center, there was no Vendor's License, so no literature could be sold. Each Sunday morning the tearoom had to be converted into a sanctuary by stacking tables and setting up the chairs. After the service, the tearoom had to be put back in order. When possible, they had a guest speaker, but most of the time they used taped messages. Some members of the congregation formed a prayer group to maintain the prayer consciousness. After my arrival, we continued using the tearoom until we located a small house next door to the apartment building where I lived. We took everything out of storage and set up for weekday classes, counseling, and mid-week services, and continued the Sunday services at the tearoom — carrying the hymn books and the literature back and forth each Sunday. There were many times in that first year when the grass in any other yard looked greener to me and when I wanted to call it quits. But how can you walk out on even a small group of people who were so willing to work together for what they wanted . . . a real Unity church?

We spent hours, days, weeks searching throughout Dayton and the environs for a place to buy or rent that would serve our purposes, meet our needs, and present a proper picture of our teachings . . . to no avail. The landlord of the small house gave us notice when he decided to tear the house down and build a new apartment building, and we had an opportunity to sublet a storefront just at the edge of downtown Dayton for a year. We had hoped to negotiate a new lease at the end of the year, because it was centrally located, and for the first time we had a place where all of our activities were under one roof. We were unable to negotiate a new lease, and once again we were looking for proper quarters. Once again, much of our furnishings and equipment went into storage — Sunday School material and hymn books were stored in my apartment storage room where it was accessible to us . . . classes were conducted in my apartment, and we met on Sundays at the downtown YWCA. Our next move was into a little "hole in the wall" space near town — and I do literally mean a "hole in the wall." That's when I was really ready to give up. And that's when I realized that I was spending too much time on the outer things and reset my course. My job is to teach — to encourage — to pray, pray, pray — and to build spiritual consciousness. For seven years we

moved about — always looking for the right place. When I gave up my outer trying and realized that this is a Jesus Christ ministry, not Bette DeTurk's ministry and set about doing my right work, everything began to flow. We purchased property and built our own building — to serve as a center first and later to be converted into the minister's manse. We even found a storefront a block from the new location to serve as our center during the construction of the new building.

It was at this time that I realized that if I had cut and run each time I felt I could go no further, a wonderful group of people would have been without a minister again — and some other minister would have had to come in and start over as I did. And wherever I went from here, I would have been in the position of starting over, too. Even with this realization, there were many times when I questioned God: "Why me? Are you sure this is what I need? Is this really where I belong?" And God kept saying, "YES!"

On several occasions I figured I knew better and took definite steps to seek another ministry. And on each occasion I learned that Spirit does not always speak or act gently in redirecting my attention! They were painful experiences! God has blessed me and my ministry in so many ways and through so many dear people. First, I had my two sons, Charles and Larry, who were as dedicated to this ministry as I and who gave the last measure of their love, effort and loyalty to me and to this ministry. When they went on into their own adult lives, there was my mother who was always there, helping in a hundred little ways. Even before my mother went on to her new experience in Life, my sister, Gladys, was beside me in my work. Then, there was always the loving, constructive support I received from such special people as Grover and Betty Thornsberry, Ruth Seaton, Millie Leslie, Marjorie Hartzell, and E.V. and Alvanette Ingraham.

We have developed five Licensed Teachers at Unity of Dayton. The first, Virginia Wollford, started a study group in Lima and developed it into a growing ministry in the finest Unity tradition, and she is now the ordained minister of Unity of Lima. The other teachers — Bonnie Oda, Shirley Martin, Betty Wagner, and Ruth Anne Grow — are a credit to themselves, to our ministry, and to the Unity Movement. I am most happy for the fact that each is an excellent teacher, an individual, and each has her own special area of teaching . . . and there is not a "Bette clone" in the bunch! We still have several teachers-in-training coming along! Our congregation deserves the best and most we can offer.

During the past twenty-two years we have done a lot of moving, changing and growing — and we've done it together. Each move required adjustments and growth — and while there were times when it wasn't

a bed-of-roses, there have been so many, many blessings to make it all worthwhile. If I had moved about and served in a number of ministries, I would have missed the joy and blessings of officiating at the weddings of young people who have grown up in our church. I would have missed the thrill and joy of christening their babies and watching them grow. I would have missed the great blessing of a precious soul named Eva who walked hand-in-hand with me through seventeen years of the ups and downs, and I wouldn't have had the privilege of sitting beside her hospital bed, holding her hand and loving her through her transition to make it easier for her and to say "thank you" to her for her years of love and loyalty. I would have missed seeing the lives of many of these people change, seeing them transformed and knowing that God's Love moving through and as me had played at least a small part.

We are still in our small building — but it is ours free and clear. It won't be converted into the minister's manse because it has appreciated so much in value that it will help in financing the new building. We have paid cash for eight and two-thirds acres of land for our new building. We have the plans — we've paid the architects up-to-date; we've paid cash for everything to date . . . and we are totally free of debt and have a wonderful, growing building fund. We have been debt free for the past five years. We want our new building soon — but, again, it is our job to build the consciousness, and the consciousness will build the building. God has a plan for this, His ministry, and we are working together as His chosen channels through which it will manifest. It is already accomplished in Spirit — I can see it clearly! When we occupy the physical plant isn't nearly as important as our continued activity of consciousness building and that we continue to work together.

I feel there is a special blessing to a congregation in having the same minister for a long period of time as it gives a sense of continuity and stability to the ministry and gives the congregation a sense of assurance that they are not going to be going through the oftentimes upsetting change every few years. I have had members of our congregation who have moved away come back for visits and tell me how nice it is to know they will find me and the center still here . . . still growing and serving in love.

There's a wonderful Unity affirmation that is very important to me: "GOD IS SO GOOD . . . MY LIFE IS SO WONDERFUL . . . AND I AM SO RICHLY BLESSED!" And that's the way it is!!



SHARING THE VISION



*Unity is a link in the
great educational move-
ment inaugurated by
Jesus Christ . . .*

*Charles Fillmore
Co-Founder of Unity*

AS I SEE IT



James C. Robinson, Ph.D., Director of Education

Greetings from peaceful Unity Village where the SON always shines!

A number of exciting things continue to happen with us. Tim has been in the field; Susan and Gene are busy with the June Conference and Expansion; Ron is working on summer camp activities, and Toni is somehow putting all this into her typewriter and making sense of it all.

By the time you read this, I will have visited Chaplain (CPT) Sonja Creech at Ft. Jackson, South Carolina, the TRADOC Army Headquarters at Ft. Monroe, and the Chiefs of Chaplains of the Army, Navy, and Air Force. You will read more about this later.

The semiannual Skills Demonstration Seminar (SDS), held in May and November, will also have been concluded. Successful candidates will be saluted in a future issue of **Contact**.

Two needs assessment studies are underway, looking at licensed teachers and other local church leadership. If you are involved in these studies, please take them seriously and prayerfully. Your opinions do count, and I need your help.

I am deeply impressed with the high degree of cooperation and warm appreciation being experienced between ministers and licensed teachers. My vision is that a continued growth of this will be reflected on the Regional level.

Did you know that Rev. Max Lafser recently traveled to Trinidad where he taught in support of the educational ministry there? Betty Fleming also went to Kingston, Jamaica to work with youth. The point: Unity has an international educational ministry that, while not well publicized, continues to prosper. It deserves prayerful support, too.

Recently Phil White and I visited the Urban Ministerial School in Detroit and the Detroit Unity Association. Rev. Ruth Mosley was a gracious hostess and very helpful in helping me get my feet on the ground. Rev. David Williamson is a busy minister who took valuable time to brief Phil and me on the many activities that mark that church's exciting ministry. God's Spirit was very evident at both of those ministries. Ruth and Dave: we honor you, we love you, and we know that God is blessing you, right now.

LAST CALL

Last Call
for
International Youth of Unity Officer Candidates
1985-86 Term of Office

Y.O.U.ers who have the desire or interest to be considered as candidates for the offices of International President, First Vice President and Second Vice President should immediately notify the office of the International Y.O.U. Coordinator.

Immediately send your name and address and a request for an official candidate form to:

International Y.O.U. Coordinator
c/o AUC

P.O. Box 610

Lee's Summit, Missouri 64063
or call (816) 524-7414.

The Urban Ministerial School

A Manifestation



Ruth Mosley, Minister

Recently Dean Phil White and Dr. James Robinson were asked to visit the Urban Ministerial School in Detroit, Michigan. It was an exciting and enlightening experience for both, for the Urban Ministerial School is the manifestation of an idea whose time had come.

The Urban Ministerial School, Inc., is a Michigan non-profit corporation, founded and directed by Rev. Ruth M. Mosley. In 1979, Rev. Mosley, in conjunction with the Association of Unity Churches, created an urban Unity school pilot program for the purpose of discovering potential ethnic leadership to eventually increase the number of Unity ministers capable of teaching the Unity concepts to ethnic groups throughout the Unity movement, particularly in the major metropolitan areas. Before the establishment of the Urban Ministerial School, the ministerial school at Unity School of Christianity, Unity Village, Missouri was the only place where education for the Unity ministry was available.

Rev. Ruth M. Mosley and the Association of Unity Churches were determined to expand and strengthen the Unity movement through development of a ministerial education program in an urban area and Unity churches in the inner city. Rev. Mosley convinced the Association of Unity

Churches that it should establish a pilot program in Detroit. Thus the Association of Unity Churches authorized the establishment of the AUC/SMRS Urban program.

During the pilot year, 1981-1982, AUC appointed a committee of ministers to oversee the embryonic operation of the Urban School program. Rev. Mosley was elected chairperson, and the following AUC ministers served on the committee:

Rev. Jack Boland	Rev. Bob Wasner
Rev. Doris Caldwell	Rev. David Williamson
Rev. Catherine Knight	

This committee was responsible for establishing the curriculum, admission procedures, and the extra-curriculum program. In addition, Unity ministers volunteered to participate as teachers: Rev. Jack Boland, Rev. Elizabeth Jacunski, Rev. Ruth Mosley, Rev. Onita Meyer, Rev. Louise Peak, Rev. Eugene Sorenson, and Rev. Robert Wasner. These teacher-ministers instructed the students, provided background on the Unity ministry, and assisted the school in any way possible.

In 1982, the Urban Ministerial School graduated twelve (12) persons, eight (8) of whom completed the final year of preparation for the ministry at Unity Ministerial School, Unity Village, Missouri, and were ordained and assigned to Unity churches or centers as follows:

Carol Amos	Asbury Park, New Jersey
Melvera Brown	New Orleans, Louisiana
Ronald Coleman, Sr.	Champaign, Illinois
Mary Ann Finch	Charleston, South Carolina
Mercedes Hill	Jackson, Michigan
Vera Jenkins	Detroit, Michigan
Helen Saunders	Omaha, Nebraska
Maurice Williams	Nassau, The Bahamas

After its first two successful years, the Urban Ministerial School was incorporated under the laws of Michigan as an independent institution that works in conjunction with the Association of Unity Churches and Unity School of Christianity, Unity Village, Missouri.

In 1983, UMS graduated six (6) students (Josephine Furlow, James Green, Mildred Hinton, Leola Poole, Jimmy Scott, and Elaine Williams). All are involved in active ministries and are making contributions to the Unity movement.

(Continued on page 18)

(Continued from page 17)

In 1984, UMS graduated four (4) students, of which three (3) (Leanna Williams, Shari Culliver, and Harriet Fudge) are currently completing their training at Unity Village, Missouri.

Presently, the School has six (6) FIRST year students, seven (7) SECOND year students, and three (3) PART-TIME students.

UMS now serves applicants from communities outside of Detroit and has become a center for ecumenical advancement. As an example, UMS co-sponsors the Convocation of Urban Churches in southeast Michigan, which has become a time of great excitement in the ecumenical community. Here churches share challenges and explore and analyze the Church in a context where both clergy and lay persons may participate.

If you have reservations about the impact of the Urban Ministerial School, talk with the people of Detroit. Better still, talk with Leanna Williams, Shari Culliver, or Harriet Fudge at Unity School for Religious Studies. **WARNING!** Better have ample time to listen—these folks are “enthusiastic communicators.”

“LIGHT ON THE PATH”

“Thar’s Gold In Them Thar Hills”

By Rev. Joan McKee, Minister
Unity Church of the Hill Country
Kerrville, Texas

A licensed teacher only teaches classes.
YES _____ NO _____ MAYBE _____ (No matter how you answered, please read on.)

It has been said that a Unity ministry is like a “one-man band.” I thought of this description as I attended the mid-year meeting of the Licensed Teacher Development Committee. It came home to me loud and clear—my ministry doesn’t have to be a one-man band. It can be a symphony if I will only make the fullest use possible of the resources I have available. What is my greatest asset? Personnel!

Licensed teachers have brought with them many valuable skills which have been honed and increased with subsequent Unity training. Are we using these talents to the utmost? Probably not if that LT is expected to teach classes as his/her only contribution to the ministry. As the old prospector was reported to have said, “Thar’s gold in them thar hills!” Expecting a

The AUC has professed its confidence in these individuals at the time of licensing. They have been trained by Unity School and dedicated themselves to the Fillmore teachings. We have declared our faith in them as capable and proficient individuals when they were granted their licenses. Rather than restricting their service, I would hope to expand the ministry to encompass the gifts with which they are endowed and are in a position to share with the rest of us.

A ministry expanding to meet the needs of the entire congregation must be multi-faceted. To me, it is a great help and joy to know that I am not solely responsible for meeting all those needs. I shall have a staff of dedicated professionals to make it work for the well being of all. I will welcome as many LTs as I can get . . . and everyone will be richer for it.

licensed teacher to contribute solely by teaching classes is a disservice to his/her own talents and is depriving the minister of some much needed assistance and precious time. A licensed teacher can add another dimension of additional counseling aid. We all know how people relate better to one personality than another, sometimes varying with the problem at hand. Hospital visitation and training for hospital visiting teams is another area of participation for LTs as well as office administration and youth education. How marvelous it is to turn over an entire department to a trained professional to administer!

To implement these ideals will require two things. One, the expanding awareness of their own usefulness by the LTs (and perhaps, their continuing education in their particular area of service), and two, the improved communications with the minister. The most helpful method we have found is a regular staff meeting. Communication is the key to a working, professional staff.



What we regard as curious chains of coincidences might likewise be the manifestation at the level of the individual of a high organizing principle at the collective level, the as yet rudimentary social super-organism. As humanity becomes more integrated, functioning more and more as a healthy, high-synergy system, we might expect to see a steady increase in the number of supportive coincidences. A growing experience of synchronicity throughout the population could, therefore, be the first major indication of the emergence of a global level or organization.

Peter Russell in *The Global Brain*
See article p. 25

Meet Chaplain Carol Nash

How would you like to work at least ten hours a day; carry a beeper so you can be reached for emergencies when you finally do go home; be responsible for the development, accreditation and reaccreditation of a Clinical Pastoral Education Program in a major medical center; be personally responsible for the instruction of an average of sixteen (16) full and part-time students; daily visit hospitalized patients, many of whom are in serious physical and spiritual crisis; conduct in-service stress management training for members of the hospital staff; and, of course, conduct worship services?

Meet the Rev. Carol Nash, Associate Chaplain, and Director of Clinical Pastoral Education at Research Medical Center, Kansas City, Missouri. Carol is an ordained Unity Minister (1973), whose accomplishments and responsibilities qualify her for the title, "Chaplain Extraordinaire."



Carol Nash visiting Paul Cook

She is the only Unity minister accredited as a supervisor by the Association for Clinical Pastoral Education. This involved two years of supervised counseling experience, in a medical setting beyond graduation from ministerial school.

"What CPE gave me," Rev. Nash says, "was the practical application of my theology. It also enabled me to develop the ability to translate theological concepts from the fundamental, to the liberal, to the secular in communication with patients and staff.

Sometimes she is asked how she can be around people with sick bodies all the time. "This is a real problem for me," Carol replies, "because my job is based upon sick people. The toughest temptation is to want to fix things up, apply a bandaid, make everything right. I know I can't, but my challenge is carrying around the burdens of others."

What Rev. Nash can do and does very well is teach people to assist in their own healing process with meditation, visualization, and prayer. This involves making a spiritual contract which assumes that the patient owns some responsibility for his own physical health and will work actively with hospital staff as part of the healing process. Thus, Chaplain Nash believes, "we can be co-healers for our own health."

Carol plans to "keep on keeping on." This includes eventually developing a training program for CPE supervisors and completing a doctorate in counseling psychology.

Meanwhile she lives at Lake Lotawana, where she has a boat, likes to fish and grow plants from seed, affirming in deed and word, "Together, God and I can do it."

Research Medical Center has been a busy place, for nearly 100 years, dedicated to serving a "suffering humanity." Since 1978 Unity has been contributing to this ministry through Chaplain Carol Nash whose Practical Christianity in a medical center reminds all who meet her that, "wherever we are, God is."

Carol, we love you, we appreciate you, and we bless you.

For those of you who would like to communicate personally with Chaplain Nash, she can be reached at:

Research Medical Center
2316 East Meyer Blvd.
Kansas City, Missouri 64132
(816) 276-4120

"We can be co-healers for our own health."

— Chaplain Carol Nash

I don't know what your destiny will be, but one thing I do know; the only ones among you who will be really happy are those who have sought and found how to serve.—Albert Schweitzer

PATHWAYS OF HAPPINESS

YOUNG ADULTS OF UNITY CONFERENCE '85

AUGUST 20-25

UNITY VILLAGE, MO

Featuring:

John & Jan Price, authors of *SuperBeings & The Planetary Commission* will lead us in discovering our individual roles as "world servers" in the process of healing our planet.

DAILY WORKSHOP GROUPS

For small group dialogue and learning experiences.

The serenity of Unity Village.



Maitreya & Maloah Stillwater, Ministers of Heavensong, will share their unique Pathway of Happiness through song, words, and dance.

John Strickland, Director of Silent Unity, Storyteller, Elizabeth Ellis, and group dynamics facilitator, Tish Reinking, will be among the gifted resource people who will help us celebrate our own unique Pathways of Happiness.

SINGING • DANCING

SWIMMING • TENNIS

YOGA • NEW FRIENDS

Peter Caddy, cofounder of Findhorn, will keynote the Y.A.U. gathering.

Peter Caddy has been a leader in new age consciousness for over three decades.

NAME _____ AGE _____ SEX _____

ADDRESS _____ PHONE NUMBER _____

CITY _____ STATE _____ ZIP _____

I have enclosed \$ _____ for ☐ Shared Cottage—\$175.00 ☐ Single Cottage—\$190.00 ☐ Shared Motel—\$220.00

PRICES INCLUDE MEALS

DO YOU SMOKE? YES _____ NO _____

Minimum deposit is \$80.00. Balance is due upon arrival. No refunds unless reservations are cancelled in writing by July 21. There is an \$80.00 registration fee for retreatants not staying at Unity Village. (This does not include meals.)

• SPACE IS LIMITED •

• Reservation Deadline, August 3 •

Mail this to: Reservations Office
Unity Village, MO 64065

Checks payable to: Unity School

For further information call or write: Timothy Pettet, c/o AUC, P.O. Box 610, Lee's Summit, Missouri 64063 (816) 524-7414.

SCHOLARSHIPS ARE AVAILABLE • INQUIRIES INVITED

****NO AGE LIMIT****

UNITY OF DENVER LAUNCHES THE EMBLEMS PROGRAM

Joy Powell
Director of Youth Ministry

Unity of Denver is using the Youth Emblems Program as part of its total youth ministry. To launch this program, parents and children were invited to an information meeting which was held in the Youth Education Department immediately following church. At this meeting the group was introduced to the requirements, books and emblems of the "God In Me" program. "God In Me" is for all Unity youth between the ages of 6 and 11. It is a home-centered program where the child works directly with his or her parents with a counselor serving in a supporting role. Patti Pfalzgraf and Marilyn Macumber are the two counselors who will assist the 12 children and parents in this program. The program takes between 4 - 6 months to complete.

There are seven (7) steps in the "God In Me" program, with each step having three to four parts. The seven steps are:

- 1 - Who Am I?
- 2 - What Is the Good Word?
- 3 - Know Your Church
- 4 - Seeing God Through Nature
- 5 - Helping Others
- 6 - Thoughts Are Things
- 7 - Prayer

Following are pictures of children, parents, and counselors at work in the "God In Me" program.



Counselor Marilyn Macumber signing attendance record for Mike Golinski.



Eric Danton, 8, with his mother Becky and sister Rachel. The family is exploring principles of Truth through the "God In Me" program.



Religious Emblems are promoted with the bulletin board.



Jennifer Black, 6, proudly displays her "God In Me" workbook that she is working on.

Unity on the Plaza Presents Award

In February of 1985, Cliff Foss of Unity on the Plaza was the first Unity lay person in the movement to receive the Distinguished Youth Service Award. This award is a national recognition developed by the Association of Unity Churches in cooperation with a number of national youth agencies. Its purpose is to acknowledge men and women, lay persons and ministers, who have given their time and energies to the church and to the spiritual development of the young people of Unity.

Cliff and Betty came to Unity on the Plaza when it first opened in 1948 and have been actively dedicated ever since. Cliff was coach for the Unity baseball teams and Assistant Scoutmaster and then Scoutmaster for the Unity Boy Scout program for 10 to 12 years. Instead of rightfully "retiring" from youth work after the Scouting program came to a close, Cliff went on to become the Sunday School treasurer, advisor, and board member. The church has been enjoying his beautiful prosperity consciousness in the Youth Ed Department ever since.

Cliff is a very special light to the church and its youth. Betty Foss, a graduate of the U.I.C.E. (C.E.P.) program, is a loving, tuned-in Truth student. She is now on the staff in charge of the mail room and taping the services for the cassette ministry.

Cliff, Jr., David, and Jennifer complete the Foss family. Jennifer recently received her 25 year pin for perfect attendance in the Sunday School program. She has been a teacher for the Youth Ed Department and has assumed her father's responsibilities as treasurer for that department.

Many congratulations to Cliff Foss for an award so well-deserved.



Bill Cameron, minister, gives Cliff Foss hand in congratulation.

Southeast Regional YE Consultants Take Training to Jamaica



Betty and Al Fleming

Betty and Al Fleming, Youth Education Consultants from the Southeast Region recently presented a YE workshop in Kingston and Montego Bay, Jamaica.

Betty and Al give the following account of their trip: "When our regional executive board asked us to present some workshops in Jamaica, We knew once again that we were in the right place, at the right time, doing the right thing. Jamaica is a reflection of its people — warm, beautiful, and loving.

"Rev. Steve Samms, Minister of Unity of Jamaica, did some terrific planning for our five days with workshops centering on the youth, goal setting and planning sessions, a radio interview, appointment with the Governor General, visiting their school, special meetings with the YE teachers, and presenting the Sunday message of rededication and thanksgiving celebration.

"Several parties to welcome us and meet the congregation, gifts of flowers and fruit and personal tours to see the country gave us the feeling of being 'King and Queen' for our stay.

"Rev. Enid Bailey is overseeing and working with the YE director in planning for the expansion of their youth program.

"We were very impressed with their Unity Preparatory School serving the pre-school children up to the primary grades. The children addressed us as, 'Aunt Betty and Uncle Al' and presented a delightful program.

"The special Sunday afternoon program was well attended by the congregation, and the youth department took part as they sang, danced, and presented a skit. What a beautiful experience.

"We felt fortunate that we could attend the Sunday service at Unity of Montego Bay for their Harvest Festival and visit with Rev. Pearl Davis. She introduced us to paw-paw and ice cream while having an informative meeting about their YE program.

"We returned with many memorable experiences and with two little notes given to us by a new, young friend that represents the love and support we experienced there."



Ann Caton

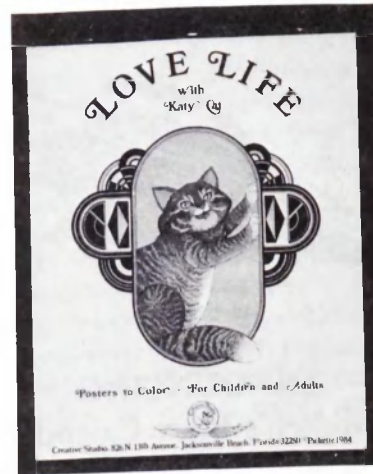
Ann Caton Joins The Great Lakes Region

It is a pleasure to welcome Ann Caton to the staff of the Great Lakes Region as Youth Education Consultant. She will serve Idaho; Illinois; Minnesota; Wisconsin; St. Louis, Missouri; and Winnipeg, Manitoba, British Columbia.

Ann has been active in Unity for nine years. She has been a Sunday School teacher for eight years and is currently YE Director at Christ Church Unity in Rockford, Illinois.

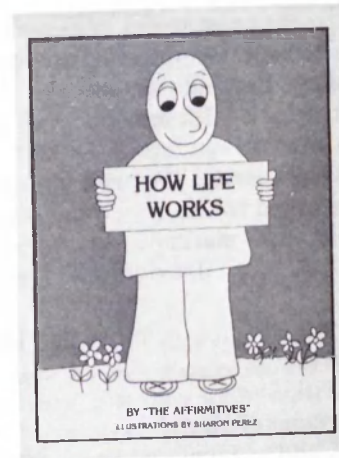
Ann has taught in public schools for several years and holds both Bachelor of Arts and Masters degrees in Education. She has been involved with volunteer programs, including Cub Scouts and soccer coaching, brought about by the interest of her husband, Jerry, and her two sons, Peter and Jon.

Presently, Ann is working toward becoming a Licensed Unity Teacher.



LOVE LIFE POSTER BOOK

Helen Pickette, YE Director at Unity Church of Creative Living, Orange Park, Florida, has created a beautiful book of posters to color. There are 12 posters, 11" x 14" in size, at \$7.95. Anyone interested in ordering this book should send their order to: Creative Studio, 826 N. 13th Avenue, Jacksonville Beach, FL 32250.

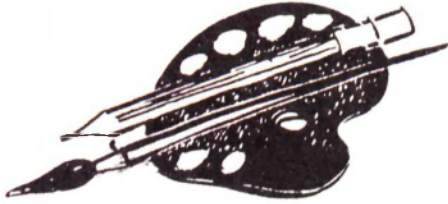


TRUTH COLORING BOOK

The coloring book pictured above is a creation of The Affirmatives, the youth group of the First Church of Religious Science, San Juan Capistrano, California. The 20-page book is divided into 3 sections:

- 1 - God is all there is.
- 2 - God works for us by working through us.
- 3 - God becomes for us what we believe God to be.

Anyone interested in ordering the coloring book should send \$1.75 (which includes tax and postage) to Rev. Leslie Scott Harrold, The Church of Religious Science, 32261 Camino Capistrano, Suite D 106, San Juan Capistrano, California 92675.



ANNOUNCING Children's Peace Calendar

The Youth Services Committee of the Education Department, Association of Unity Churches, is sponsoring a 1986 Children's Peace Calendar, entitled PEACE BEGINS WITH ME.

Children who are interested in sharing their vision of peace through art are asked to follow the guidelines listed below:

1. This art project is for children only, between the ages of 6 and 12. It must be totally original with no assistance from an adult or others.
2. All pictures will be photographed by AUC upon receipt; therefore, for conformity, it is necessary that all pictures be drawn on paper or cardstock with no lines, 8" x 10" or 9" x 12" in size.
3. The calendar will be printed in full color. Children are asked to use either crayons, colored pencils, felt tip markers, or water colors. Colored chalk is discouraged because of smearing.
4. Be sure the following is printed on the back of each picture:
 - a. Title
 - b. Name of church
 - c. Child's name, address, phone number, and age.
5. All pictures are to be mailed to the address below no later than September 1, 1985. Please do not fold, bend, or crease the pictures. Pictures should be mailed in an envelope with protective cardboard or in a mailing tube.

CHILDREN'S PEACE CALENDAR, AUC
P.O. Box 610
Lee's Summit, MO 64063

Please Note: Pictures will not be returned.

6. Pictures will be placed on display at Unity Village. All participants will receive a letter from the Youth Services Committee with an attractive certificate and bookmark. The twelve children whose pictures will be selected for the calendar will also receive a one-year subscription to Wee Wisdom magazine.

Let There Be Peace on Earth And Let It Begin With Me

Unity of the Palm Beaches
West Palm Beach, Florida
Deri Joy Ronis
Youth Education Director

April was a very special month at Unity of the Palm Beaches. Not only was it a time of rebirth in nature but also in the life of each child. The theme "Let There Be Peace on Earth and Let It Begin with Me" was carried in every area of the youth education program during this month.

At 9:30 a.m. each Sunday there was a creative and special peace worship and lesson which carried out the peace theme in the Fellowship Hall of the church. Each lesson brought out the unique expression of peace in each child.

At 10:45 a.m. there was a special spiritual assembly with joy singing, prayer time and Wonder Word. After Sunday School, the children joined their parents in the Sanctuary to sing the Peace Song.

On Friday evening, April 26, the children viewed two special films entitled "Call It Courage" and "Ida Makes a Movie (and Learns To Tell the Truth)."



Policy Requirements for Groups Affiliated with the Expansion Program of the Association of Unity Churches

1. Monthly contact with the AUC through the Expansion Specialist
 - A. Submit to AUC monthly financial statements.
 - B. Submit to AUC all copies of Steering Committee meeting minutes.
 - C. Submit to AUC monthly newsletters.
2. Group to have a dissolution clause established in steering committee minutes and bylaws once the bylaws are established. This clause is to list the Association of Unity Churches as the organization to receive any remaining assets in the event of dissolution of the group.

The Global Brain

A Book Review

By Timothy Pettet

Have you ever considered the idea that by being a Unity student you are at work on the cutting edge of evolution? This is the evolution of not only yourself but of the entire planet. Anyone committed to the process of self-actualization and integrated spiritual growth is a pioneer in the same process which drew forth all varieties of life from the original single cell animal.

This is, at least, the opinion of British psychologist Peter Russell as he presents it in his book, **The Global Brain, Speculations on the Evolutionary Leap to Planetary Consciousness**. By tracing the progress of evolution through several major "leaps": void to energy, energy to matter, matter to life (pre-human), and life to self-reflective consciousness (human and perhaps cetacean); and looking at recent evolutionary trends Russell contends that we are rapidly approaching another evolutionary leap.

This leap would move us as individuals with self-reflective consciousness to the recognition that we are interconnected and are integral parts of a single planetary super-organism. In other words, the force that is at work in the process we call biological evolution is leading all of humanity in the direction of going beyond a consciousness of separateness to a consciousness of unity and the interdependence of all creation.

Russell's book excites me because it is a well written, not overly scientific, description of the convergence of western scientific thought and perennial mystical or spiritual philosophy. He draws on many disciplines to communicate his ideas and doesn't hesitate to speculate on what the emergence of a "global brain" will mean in regard to the quality of life on the planet. He admits that some of the possibilities are completely unknowable. He points out that we are looking at a "completely new level of evolution, as different from consciousness as consciousness is from life, and life is from matter." A new expression has been born with each prior evolutionary leap, and it will be as difficult for us to know as individuals what manifest unity will create as it is for a single cell in the human body to know what its role helps to create and sustain.

The excitement of speculation over wonderful possibilities is not the only value of the book. Because he is writing from a wholistic perspective about the evolutionary processes, much of the information he shares can be generalized and applied within the specific context of our experience. For example, Russell describes evolutionary growth as a "progressive increase in complexity." His definition of complexity involves three aspects that could be used as tools for measuring the evolutionary health of any organism or organization. As a system evolves in complexity it (1) increases in diversity as well as in quantity of component parts, (2) the components are organized into a variety of interrelated structures, and (3) the components are connected through physical, energy, or communication links. This connectivity maintains and creates relationships and organizes activity within the system. The key words in these aspects are quantity/diversity, organization and connectedness. The idea of how these might be used to get in touch with the evolutionary health of a church is intriguing.

The Global Brain is a valuable and exciting book for anyone interested in insights about the future of our planet, our role as evolutionary pioneers, and the increasing harmony of scientific and spiritual viewpoints.

The Global Brain by Peter Russell is published by Tarcher and distributed by Houghton Mifflin.

It does indeed seem possible that we alive today could witness the beginnings of the emergence of a high-synergy society, a healthy social super-organism. If so, we could be among the most privileged generations ever to have lived.

Peter Russell in **The Global Brain**

... the movement toward a social super-organism and the mystical urge to know an inner unity are complementary aspects of the same single process, the thrust of evolution toward high degrees of wholeness. To flow with evolution is, therefore, to explore our own inner selves and find unity and wholeness within us.

Peter Russell in **The Global Brain**

... the urge that many people feel to grow and develop inwardly may well be the force of evolution manifesting within our own consciousness. It is the universe evolving through us.

Peter Russell in **The Global Brain**



An Invitation To Y.O.U. and You

JOIN A PEACE MEDITATION

Timothy Pettet
International Y.O.U. Coordinator

The entire body of the 1985 Youth of Unity international conference will celebrate the theme of the conference, "Born into Peace, The Dawning," by engaging in a 30 minute silent meditation for peace. The international leadership team invites every Y.O.U.er, every friend of Y.O.U., and every friend of peace to join in this meditation on August 16th.

Not every Y.O.U.er can physically attend conference. This does not mean, however, that every Y.O.U.er (and anyone else, for that matter) cannot be a participant in building the consciousness of conference or be a recipient of the fruits of that consciousness. (Other means to accomplish that participation were discussed in the May issue of **Contact** magazine on page 24.)

A fundamental and necessary prerequisite for realizing an individual consciousness of peace, a consciousness that acts as a building block of peaceful relations in our intimate social networks and in our planetary community, is the realization of the interconnectedness of all life. Indeed, the very name of our spiritual support system, Unity, calls forth a recognition of the oneness of all creation. It is this interconnectedness, this unity that will be the focus of the meditation.

Join us on August 16th, 10:00 to 10:30 p.m. central time, and add your consciousness and the light and love that God expresses through your consciousness to the consciousness of light and love that will be expressed by the international conference body. The more fully and deeply we know our unity, the easier it becomes for all of humanity to know its unity.

The spearhead of evolution is now self-reflective consciousness. If evolution is indeed to push on to yet higher levels of integration, the most crucial changes will take place in the realm of human consciousness. In effect the evolutionary process has now become internalized within each of us.

Peter Russell in *The Global Brain*
See article p.



Y.O.U. Conference Preparation Tips

Cathy Cooper
1st International Vice President

The Youth of Unity Conference 1985, August 11-17, will be based on the themes of peace and rebirth. Conference is being designed to provide us with an opportunity to experience a new peace and rebirth in our everyday lives. There are many wonderful things to be experienced during conference, and a good way to enhance these experiences is to be prepared for them.

Before conference, each Y.O.U.er can think about the theme, "Born into Peace, The Dawning." We can ask ourselves, what does peace mean in my own life? In other words, developing an inner consciousness of peace is going to be very important during conference, yet, how will it help us in our everyday lives? This would be an excellent time to start looking at and being aware of our current consciousness of inner peace. A good question to bring to conference would be, "How do we develop our inner peace?"

Some other more specific ways that we, as Y.O.U.ers, can prepare for conference might be to make a list of goals that we might like to accomplish during conference and to talk to other Y.O.U.ers and sponsors about our goals and concerns. By communicating and thinking about these goals and concerns, we can have a better understanding of what we want to achieve at conference.

Many Y.O.U.ers have really high expectations of what conference will be, and every year it is very different in many ways. It is great for the Y.O.U.ers to be looking forward to conference, but we often have to just let go and let everything happen as it will and know that everything will be in divine order.

Conference is a time for growing, sharing, and experiencing. Get ready, get excited, and I'll see you in August.





Helping Hand



Dear Friends,

As an outreach group, what suggestions do you have for the Expansion Committee to help you continue to develop and expand? What special needs do you see your group having at this time that your Regional Expansion Committee Representative may be able to provide?

The purpose of the Expansion Committee is to be responsible for the implementation of the AUC collective efforts in the development of new ministries in the Unity movement.

Your comments and suggestions are important to us. This committee is dedicated to serving the needs of outreach groups. There is an Expansion Committee representative from each region that is committed to supporting outreach groups.

The Expansion Committee will be meeting at Unity Village on June 10-14, 1985. One of the main functions in the June committee meeting will be to review applications for funding from the AUC Expansion Tithe Program. If you would like information or desire an application for funding, please contact the AUC Expansion office. Applications for funding must reach the AUC office before December 10, 1985, for committee review in January.

To facilitate the growth of the movement, the Expansion office sends an outreach packet containing information on how to start a study group to all who request it. This packet includes a letter encouraging the person that is interested in starting a new group to contact the nearest ministry or Unity representative in their area. We give them the name of the ministry, address, phone number, and name of the minister. We then send a copy of that letter to the minister and also send a copy to the Regional Expansion Committee Representative for followup.

The AUC receives many letters requesting the location of the nearest Unity church, center, or study group. We highlight the nearest ministry in a **Directory of Unity Ministries and Affiliated Study Groups** booklet for them. We then let the study group or center know about their request so that the study group or center may follow up even further.

Please let the Expansion Committee know how we can support you. We bless and appre-

ciate each outreach group for your important role in the expansion of the Unity movement.

Loving Blessings,

Susan D. Eng

Expansion/Conference Specialist

CASSETTE REVIEW

WHAT UNITY TEACHES —

Questions and Answers

By Jim Rosemergy

Have you ever been asked these questions:

How does Unity view Jesus Christ?

What does Unity say about the symbols of bread and wine?

What is the Sabbath?

What does Unity believe about prayer?

What is heaven?

What does Unity believe about hell?

What does Unity say about the devil?

What does Unity say sin is?

What were the temptations of Jesus?

Are you saved or not?

Can you block the activity of the Holy Spirit?

These questions and others are answered on a cassette presented by Rev. Jim Rosemergy, **WHAT UNITY TEACHES—Questions and Answers**. Spokane, Washington, is where Rev. Rosemergy has a Unity ministry. His answers are given from his own evolved understanding of Unity and its Principles.

As part of the **Ministry as Administrative Consciousness and Skills** core, Rev. Rosemergy captivated the Ministerial Education Program students in March, 1985. You will be captivated too, as you hear Rev. Rosemergy's material presented in his enlivening style. This single cassette, which comes in an attractive storage album, may be ordered from Unity Cassettes, Unity Village, MO 64065. Price: \$6.00.

Calendar of Events

1985

JUNE

- 1-7 Rose Festival Retreat, Unity Village, MO
- 10-14 AUC Pre-Conference, Unity Village, MO
- 17-21 AUC Conference, Unity Village, MO
- 22-28 Sunshine Festival Retreat, Unity Village, MO
- 24-28 Unity Day Camp, Unity Village, MO

JULY

- 6-12 Summerfest Retreat, Unity Village, MO
- 13-26 CEP Summer Session A, Unity Village, MO
- 27- Aug. 9 CEP Summer Session B, Unity Village, MO
- 28- Aug. 3 Great Lakes Lay Retreat, Delaware, OH

AUGUST

- 11-17 Y.O.U. Conference, Unity Village, MO
- 20-22 Northwest Regional Conference, Oregon (place to be announced)
- 21-26 Y.A.U. Conference, Unity Village, MO
- 31- Sep. 6 September Song Retreat, Unity Village, MO

SEPTEMBER

- 14-20 Harvest Festival Retreat, Unity Village, MO
- 23-27 AUC Executive Committee Meetings, Unity Village, MO
- 28- Oct. 4 Indian Summer Retreat, Unity Village, MO
- 30- Oct. 2 Great Lakes Regional Conference, Pokagon State Park, Angola, IN

OCTOBER

- 4-6 West Central Region Asilomar Retreat, Pacific Grove, CA
- 5-18 CEP Fall Session A, Unity Village, MO
- 7-10 Eastern Unity Regional Conference, Mystic, CT
- 14-17 Southeast Unity Regional Conference, St. Petersburg, FL
- 19- Nov. 1 CEP Fall Session B, Unity Village, MO

NOVEMBER

- 9-15 Self Renewal Festival, Unity Village, MO
- 17-22 Skill Demonstration Seminar
- 23-29 Thanksgiving Retreat, Unity Village, MO

ASSOCIATION OF UNITY CHURCHES
P.O. Box 610 Lee's Summit, MO 64063
(816) 524-7414

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July 1985



Children's Peace Calendar—see pg. 14

Workshop Experience in Interconnectedness—see pg. 16

Peter Caddy to Keynote Y.A.U. Conference—see pg. 18



The President's Letter

"In Praise of You"

Giving begins a circle of love; thank you completes it.

It would seem a simple thing to say, "Thank you." As toddlers we learn "please" and "thank you." Because gratification in the form of a proffered cookie may depend on that, we learn quickly. That is stage one. Stage two is learning to write it down.

I remember as a child . . . in our family, following birthdays and Christmas, stage two sounded like a melodrama:

"You must write the note."

"But I can't write a note."

"But you must write a note."

"But I can't write a thank-you note," pleaded the recipient. After a few weeks the situation became critical, and eventually words were put to paper. Today as I write this article, I wonder whether the words ever proportionately fit the gift. I find these things seldom to be simple.

For the immediate occasion, I presume the motive of the gift given was love. So thank you is far more important than just politeness.

For me "thank you" acknowledges the presence of another human being. It says, "I know you are there. I am glad you are." It recognizes the individuality of another person — I'm glad you remembered me and gave to me in a way you thought would please me and help me.

Saying "thank you" remembers the common history that makes giving joyously possible. It emphasizes a sense of belonging and reminds us we are both individual and connected. Sometimes . . . like now . . . thanks find words inadequate. Neither the gratitude nor the inspiration and blessings can be contained in words, but "thank you" is still a good place to begin.

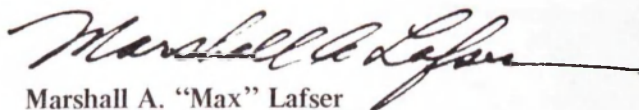
The other day I came upon an article about ballet . . . ballet students and traditions. Ballet students curtsy to their instructors as they enter the classroom. It is much more than a demonstration of their ability to do the movement. It is an expression of the student's respectful attitude toward his/her instructor (no matter how one feels personally). The movement is called a "reverence." Perhaps this attitude would be

an ideal of gentle reciprocity between gift giver and gift receiver.

I have stated all the above so that I can now say "thank you" Rev. Jay Dishman for having given so much to the Association of Unity Churches as president. Thank you for the gift of yourself, your personal life, your ministry. Thank you for the guidance, understanding, openness to change, dedication to professional growth, and spiritual connectedness. Few of us really know the worth of the gift, but we are aware of the blessedness of the giver. Thank you! You are the gift.

Saying thank you helps me . . . acknowledging the gift, the giver, the recipient. Giving begins a circle. Thanking completes it. Interesting . . . that circles have no beginning nor end.

Gratefully,


Marshall A. "Max" Lafser



Focus On Placement

Following is a brief listing of the activities that have occurred in placement during the past month:

FINALIZED PLACEMENTS

EL PASO, TX — *First Unity Temple has selected Harriet Baumeister as associate minister.*

SACRAMENTO, CA — *Christ Unity Church has selected Tom Thorpe as associate minister.*

MODESTO, CA — *Unity Church of Modesto has selected William Kellar as minister.*

LANGLEY, WA — *Unity of Whidbey has selected Shirley LeVere as minister.*

WILMINGTON, NC — *Unity Christ Church of Wilmington has selected Rene Pare as minister.*

RAYTOWN, MO — *Faith Unity Church has selected Ron Field as minister.*

COLUMBIA, SC — *Christ Unity of Columbia has selected Helen Kowtaluk as minister.*

SANTA BARBARA, CA — *Unity Church of Santa Barbara has selected Jim Peterson as minister.*

The following 2nd Year Student Ministers have received finalized placement pending graduation:

Amos Kalu, Unity Center, Aba, Imo State, Nigeria.

Leona Stefanko, instructor in Metaphysical Studies and Skills of USRS, Unity Village, MO. Leona will also be serving Unity Center of Warrensburg, MO.

Gigi Holodnak, has been selected as associate minister to Amalie Frank, Unity Center of Christianity, Washington, DC.

Leanna Williams will serve as co-minister with Vera Jenkins for Harbor Light East Unity, Detroit, MI.

Maryellen Youngs — Unity Church of Mont Chalet, Chesterland, OH.

Berthenia J. Banks — Unity of Salina, Salina, KS.

NEW OPENINGS

SAN DIEGO, CA — Christ Church Unity

MONTREAL, QUEBEC, CANADA — Unity Truth Center

BATTLE CREEK, MI — Unity of Battle Creek

FARMINGTON, MO — Unity Christ Center of Farmington

BELLEVILLE, IL — Belleville Unity Center

COOS BAY, OR — Unity by the Bay

BRAZORIA, TX — Unity Study Class

Following we have listed the cities which have open ministries in each of the regions:

SOUTHWEST REGION

Palmdale, CA; Alhambra, CA

GREAT LAKES REGION

Evansville, IN; Lexington, KY; Minneapolis, MN; East Lansing, MI; Ann Arbor, MI

SOUTHEAST REGION

Hamilton, Bermuda; Jackson, MS

EASTERN REGION

Erie, PA; Scarborough, Ontario, Canada; Ottawa, Ontario, Canada

SOUTH CENTRAL REGION

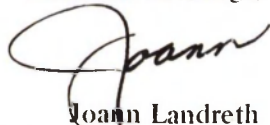
Lawton, OK; Jefferson City, MO; Denver, CO; Columbia, MO

NORTHWEST REGION

Coeur D'Alene, ID; Butte, MT

Placement is an activity of Spirit. We give thanks that infinite Spirit opens the way for the right minister at the right time and in the right way.

Love and Blessings,



Joann Landreth
Director of Placement & Liaison

SPARKPLUGS

Talk Topics and Sermon Starters
From Unity Publications

This month: THE KEY TO SPIRITUAL GROWTH by James C. Lewis

James Lewis, minister of Unity Church in Denver, Colorado, has given Truth students another great book. **THE KEY TO SPIRITUAL GROWTH** is a book for the actively involved Truth student, for it stirs the desire to stretch and tone spiritual muscles. A depth of metaphysical understanding, the application of basic Truths, and practical suggestions for spiritual growth are brought together in a comfortable writing style in this important book.

THE KEY TO SPIRITUAL GROWTH is geared to help the reader evaluate the spiritual development process and determine steps that can be taken for further unfoldment. It takes a serious look at ego, gratitude, constancy, peace, and other vital areas that can be quietly ignored or dealt with in consciousness. Another compelling facet of the book is Jim's look at the words of Jesus. Although the teachings of Jesus have been analyzed for centuries, Spirit continues to reveal new meanings and fresh ideas as demonstrated through Jim's interpretation of the parables of the new wine, the feeding of the five thousand, the easy yoke, and other favorite stories.

Jim sums up what may be the greatest "key" to greater spiritual growth in these words:

"When we do what God guides us to do, we can be assured of peace of mind, happiness, and right fulfillment for our lives. The good that is in store for us can only come forth as we do the sometimes seemingly insignificant things that we are led to do."

THE KEY TO SPIRITUAL GROWTH is sure to be popular with Truth students everywhere, and the green cover and easy-to-read print of this 164 page book makes it an attractive gift. A welcome feature of this book is a biographical page with a photograph of the author. Order an ample supply of **THE KEY TO SPIRITUAL GROWTH** from the Sales department of Unity School.



Issues In Management

Louise R. Iennaccaro
Executive Director
Center for Management Assistance

Group Dynamics: Roles, Norms, and Developmental Stages

This is the second article in a series on Group Dynamics. In the first article I discussed the fundamentals of a group with various definitions, what attracts people to a group and how groups are formed in organizations. Now I would like to discuss the roles and norms of a group, and the developmental stages of a group.

According to William Shakespeare, "All the world's a stage, and all the men and women merely players..." It's true. We can readily view the world as a stage. In fact Shakespeare's analogy between life and play-acting can be carried a step further—to organizations like yours and mine and their component formal work groups. It's true that employees do not have script books, but they do have formal positions in the organizational hierarchy, and they are expected to adhere to organizational policies and rules. As we are all aware, job descriptions and procedure manuals spell out (or should spell out) how jobs are to be done. In a nutshell, every employee has one or more organizational roles to play. Organizational success, very often, is based on if the organization is properly structured, and if everyone plays his or her role(s) properly. In the simplest of terms, a role is the way other people expect an individual to act. A role, then, is a socially determined "prescription" for behavior in a specific position—it is socially enforced. Very often, through social organizations and groups, society rewards those who play their roles properly and punishes those who deviate from prescribed modes of behavior.

Norms, on the other hand, define "degrees of acceptability and unacceptability." Norms are "general standards of conduct that help individuals judge what is right or wrong or good or bad in a given social setting (work, home, play, or

church)." While roles focus on a specific position, norms have a broader influence. Even though norms are usually unwritten, they are a powerful influence on behavior. Every mature group, whether formal or informal, generates its own pattern of norms that constrains and directs the behavior of its members. Compliance is shaped with social reinforcement in the form of attention, acceptance and recognition. Those who fail to comply with the norm may be criticized, ridiculed, or worst yet, ostracized. Ostracism, or rejection from the group, is often thought figuratively as the capital punishment of group dynamics. Informal groups especially derive much of their power over individuals through the ever-present threat of ostracism.

Norms have an important relationship with cohesiveness, because in a highly cohesive group, there is consensus on what the relevant norms are. It stands to reason then that disagreement over group norms tends to tear apart cohesiveness and subsequently undermine its effectiveness.

As you can see, roles and norms play important parts in group dynamics. The next question, though, is how does a group develop? Just like inexperienced youngsters who mature into talented adults, groups undergo a maturation process before becoming effective.

We all have experienced the uneasiness associated with the first meeting of a new group, be it a new job, committee, or church. Initially, there is little mutual understanding, trust, and commitment among the new group members, and their uncertainty over objectives, roles, and leadership doesn't help. In a new group, the prospect of cooperative action seems unlikely in view of defensive behavior and differences of opinion about who should do what. Usually, someone steps forward to assume a leadership role, and the group is off and running toward eventual maturity if things work out right or a premature death if things don't work out right. By having a working knowledge of the characteristics of a mature group, a manager can systematically manage group development rather than leave this vital process to chance.

Your next question may be "How can I tell if I am a member of a mature group?" Well, I'll tell you. If and when a group takes on the following characteristics, it can be called a mature group:

1. Members are aware of their own and each other's assets and liabilities vis-à-vis the group's task.
2. These individual differences are accepted without being labeled as good or bad.
3. The group has developed authority and interpersonal relationships which are recognized and accepted by the members.
4. Group decisions are made through rational discussion. Minority opinions and/or dissension is recognized and encouraged. Attempts are not made to force decisions or a false unanimity.
5. Conflict is over substantive group issues such as group goals and the effectiveness and efficiency of various means for achieving those goals. Conflict over emotional issues regarding group structure, processes, or interpersonal relationships is at a minimum.
6. Members are aware of the group's processes and their own roles in them.¹

A significant but hidden benefit of group maturity is that **individuality** is strengthened and not extinguished. It is particularly important to protect the individual's right to dissent rather than having a person's blind obedience.

There are six distinct stages in the group development process that have been identified by experts. Attempts are made to overcome the obstacle of uncertainty over power and authority during Stages 1 through 3. Once the first obstacle has been surmounted, then a second obstacle must be cleared during Stages 4 through 6. The second obstacle for a group to tackle is of uncertainty over interpersonal relations which then becomes the challenge. These obstacles must be overcome if the group is to achieve maturity.

The next question might be, "What are the six stages in the group development process?" Well, I was just getting around to telling you. The six stages are:

- Stage 1: Orientation. Attempts are made to "break the ice." Uncertainty about goals, power, and interpersonal relationships is high—the "honeymoon period."
- Stage 2: Conflict and Challenge. Members strive to clarify and reconcile their roles as part of a complete redistribution of power and authority. Many groups never continue past

Stage 2 because they get bogged down in emotionalism and political infighting.

Stage 3: Cohesion. The shifts in power started in Stage 2 are completed with a new consensus on authority structure, and procedures. A "we" feeling becomes apparent as everyone becomes truly involved.

Stage 4: Delusion. Members seem committed to fostering harmony at all costs. Participation and camaraderie run high, as members believe that all the difficult emotional problems have been solved.

Stage 5: Disillusion. Subgroups tend to form as the delusion of unlimited goodwill wears off, and there is a growing disenchantment with how things are turning out. Tardiness and absenteeism are symptomatic of diminishing cohesiveness and commitment.

Stage 6: Acceptance. It usually takes a trusted and influential group member who is concerned about the group to step forward and help the group move from conflict to cohesion. Acting as a group catalyst, this individual is usually someone other than the leader. Greater personal and mutual understanding helps members adapt to situations without causing problems. Members' expectations are more realistic than ever before. Stage 6 groups tend to be highly effective and efficient.²

There are no short cuts to group maturity. Some emotional lumps are inevitable along the way. The important thing to remember is that movement along the stages is what is important. How many groups do you belong to who are in Stage 6?

In the next article I will discuss trust and how it is developed in groups.

References:

1. From **Group Effectiveness in Organizations** by Linda N. Jewell and H. Joseph Reitz. 1981 Scott, Foresman and Company, pp. 14-15.
2. The six stages of group development is adapted from **Group Effectiveness in Organizations** by Linda N. Jewell and H. Joseph Reitz. 1981 Scott, Foresman and Company, pp. 15-20.

We invite you to join us in putting

GOD FIRST

in all things and in using this prayer for the month of

JULY 1985

The power of Christ works
within me to prosper me and to
provide for my every need.

Unity School Prayer Group

“LIGHT ON THE PATH”

Why the Creation Story Is Important

By Vale B. Rice
Northwest Licensed Teacher
Regional Representative

Our greatest problem is the belief that we are separate from everything else, that I am me and you are you and God is somewhere else. The highest honor Jesus conferred upon his disciples was to call them his friends. Jesus also said, “Who is my mother, brother or sister” and stretched out his hands to everyone and every thing.

The creation story also reminds us of our utter dependence on the things created before man appeared on the scene. If we will but look around carefully, we will see that things are still being created. **Not one thing**, no matter what, can exist anywhere on this earth, by itself, especially man. Without all the things that came before him, man could not exist. Man needs air, water, earth, fire, the trees, yes even the bugs, animals, and myriads of other things that go together to make this earth livable. It is imperative then that we allow those things to continue to have life and assist us in making this planet the beautiful place it was created to be. Harmony with all creation is the greatest need we can strive for, especially harmony between all people. If we do not take care of the things that are provided for our existence, we could very likely go the way of the dinosaurs. If we do become extinct, we can be sure that God will create some form of life that will carry on, and most likely a more loving creature than man has been. We should not be so haughty. God doesn't really need us; God already has all of creation. We are just a speck on the horizon.

Science has an idea of the sequence that occurred when this world was created, and it is amazing how closely it follows the Bible. The only difference is in the consideration of time. We must remember that time was created by man and is and has been highly inaccurate. Corrections have to be made from time to time to get us back on track.

A word about time. Psychologically, time is an interval of the duration of consciousness.

This is a period of consciousness, that is, of awareness. The space time continuum is often called the fourth dimension. Time is thus made dependent upon space. Time varies, depending upon the location of an observer in space and upon the speed at which he may be traveling in relation to another object.

There are only three religions that have attempted to establish God's time. One is the **Brahma** religion; they set God's year at 8.64 billion of our years to equal one of God's. A millenium before the Europeans were willing to divest themselves of the biblical idea that the world was a few thousand years old, the Mayas in South America were thinking of millions and the Indians of billions of years to one of God's.

We have Venus as a perfect example of what the Bible said the earth was like just before God said, “Let there be Light.” The Russians have discovered, with their satellite, that Venus is covered with mist, clouds, and all kinds of debris that makes it impossible to see the Sun or anything outside of Venus. The surface temperature is around 900 degrees, making all the water atoms into steam, which is also in the air above the surface of Venus. So darkness is on the face of the deep. From there Venus will cool and go through the same process the earth did, according to the Bible. Science estimates that it took about four billion years for the earth to become what it is today. If we could wait around four billion years, we could travel to Venus and live there.

God is forever—**WHY SHOULD GOD BE IN SUCH A HURRY?**—Many things have gone out of existence on earth, and many more will. New things will be created; some, probably, that we have never even dreamed of. Man could destroy this earth, but God in His good time could bring it forth again, and possibly something more loving than man has been. We should enjoy this paradise that has been provided for us. In nature we can see that quick change is destructive, but slow change is beautiful as it develops into new things.

This is just a short article to stir your imagination. Let's look at this, “**TRIP EARTH**” as one you paid for and planned for your vacation, looking forward to new experiences and new country, as a trip to the Holy Land or to the South Seas, wherever. Who could ask for or imagine such a great trip as this “**TRIP EARTH**”. **This is a vacation—Let's enjoy it.**



M.E.P. Students' Message

By Claudell Koch '86

Graduation for the class of '85 and advancement for the class of '86 is upon us, and we are grateful for new opportunities for growth and unfoldment.

We wish to thank the class of '85 for their support throughout the past year. You have been a guiding light and have successfully blazed the trail for us in the new ministerial program. We are grateful for the good work you have done! God speed you on your new path.

In continuing the introductions to the class of '86, please meet four of our members:

Baine Palmer is from both Unity of Birmingham, Alabama and Unity of Nashville, Tennessee, where he was very active in facilitating classes, assisting in Sunday and special services and sponsoring the Y.O.U. He has a background in marketing, management and sales, as well as college teaching. Baine works at Unity on the Plaza and, as needed, for the AUC.

Jack Poole, from Unity of Louisville, Kentucky, is a recent graduate of the University of Louisville, as a philosophy major. He is an experienced Sunday speaker and teacher of all ages. Married thirty-four years to Marge, a recent CEP graduate, he has five grown daughters and four grandchildren. Jack has broad business experience which includes ambitious innovations.

Analea Rawson, from Tenaha, Texas, has been a Truth student for five years and a member of Unity Church of Shreveport, Louisiana. She has been married for twenty-seven years to Thomas Rawson. They have three adult children. Analea holds a bachelor's degree in Social Work—Rehabilitation. Her professional background has been administrator, executive director of a social service agency and community health center. She plans to pioneer.

Don Sizer is from Clearwater, Florida. He attended Unity Churches in Clearwater and Tampa, Florida for four years prior to MEP. Don holds a psychology degree from Michigan State. For twenty-one years he was employed in Dallas, Texas, ending as a vice president of a major Trust Company. He worked for six years with a national management consulting firm. Don and his wife, Lavella, have adult children. Prayer, enthusiasm, creativity, and persistence are Don's keys to living.

We send rich blessings for the summer to our friends in the field.



"I KNOW THE BIBLE SAYS WE'RE JUSTIFIED BY FAITH, NOT WORKS. BUT THAT DOESN'T APPLY TO MOWING THE YARD."

NOTICE!

At a regular meeting on April 22, 1985, the Executive Committee moved and approved that it be made policy that the AUC will no longer provide mailing lists or labels for use outside of the AUC office. If you have any questions, please contact the AUC office.

CLEARINGHOUSE

Unity of Salt Lake, Salt Lake City, Utah, has about 65 green songbooks and 6 gold songbooks to give away. If interested, please contact:

Ruth Burkett
Center Secretary
62 E. 4800 S.
Murray, UT 84107

Share Your Knowledge

Dear Fellow Ministers,

The ministerial student body, working in cooperation with the faculty of USRS, would appreciate the opportunity to hear field ministers' perspectives on a number of subjects. They would like volunteers to share with them in the following areas of interest:

- minister-board relationship
- single minister ministries
- church promotion (advertising)
- husband-wife ministries
- types of outreach programs
- pioneering
- retreats
- radio/TV ministries
- guidelines for associate ministers
- counseling
- new innovation in teaching Truth classes
- data processing in ministry
- utilizing licensed teachers more fully
- meaning of worship
- AUC function
- ethics of ministry
- minister contracts
- developing youth programs

While many of these topics are covered in the curriculum, it would be helpful for the student body to share with practicing ministers who have dealt with, or are dealing with, these and other ministry related subjects.

If you are interested in volunteering to share with the students, a number of different kinds of formats would be possible—during conference or whenever you plan to be at the village. An evening, breakfast or luncheon could be organized that could run from one to two hours. The format could be lecture, round table, discussion, answering questions, a panel—whatever works best.

To volunteer to be a resource for the student body in this way, you may write a letter indicating your desire along with a clear description of what subject you would like to cover and the time involved. Please send your letter to:

USRS - Ministerial Students
c/o Chairman of Ministry Studies
Unity School for Religious Studies—MEP
Unity Village, MO 64065

The Chairman of Ministry Studies will work with the ministerial students to arrange time and space and to integrate your input into the total curriculum.

Sincerest blessings,

Philip White
Dean of Education

Memorials

Lois E. Anderson, retired Unity minister, made her transition on May 30, 1985, in Detroit, Michigan. Lois served at the **Detroit Unity Association** after being ordained in 1960.

Marietta T. Ide passed from this plane of existence on April 29, 1985. Ordained in 1959, Marietta served **Christ Church, Unity** in Los Angeles, California and **Butte Unity Truth Center** in Butte, Montana, before retiring in 1971.

Harold L. Irving, ordained Unity minister, made his transition on May 4, 1985. After ordination in 1950, Harold served ministries in Lincoln, Nebraska; La Crescenta, California; and Phoenix and Scottsdale, Arizona.

Andy Powers, spouse of Unity minister **Eve Powers**, passed from this life experience in October 1984. Eve is minister of **Unity Church of Sonora** in Sonora, California.

Ysobel Stoneman, former Silent Unity letter writer, recently made her transition. Ysobel graduated from the Unity Training School and served at **Unity Society** and **South Side Unity Center** in Kansas City, Missouri; **Unity-By-The-Sea** in Santa Monica, California; and **Unity of Westwood** in Los Angeles, California.

James E. Sweaney, ordained Unity minister, passed from this plane of existence in May 1985. Ordained in 1948, Jim served as assistant minister at **Unity Society** of Kansas City, Missouri, and as minister at **Unity Christ Church** in St. Louis, Missouri. In 1952 Jim became editor of *Progress* magazine at Unity School.

We extend special blessings of love and God-speed to these dear ones as they continue on the eternal voyage of life.

Field Features

July's Article By
Rev. Donald Curtis
Unity Church of Dallas, Texas

SYMBOLISM OF OUR CHURCH CROSS

The following is transcribed from Dr. Curtis' sermon-lesson "The Way of Silence and Peace" delivered at both the 9:15 and the 11:00 a.m. services on Sunday, July 28, 1974, upon the dedication of their Church Cross, designed by Thomas Brittain.

Symbolism is at the very heart of enlightened spiritual teaching. The esoteric teaching of the Spirit is entirely in symbols. The Cross is one of the most ancient of all symbols. It pre-dates organized Christianity by thousands of years. Let us free our minds of the concept of pain, suffering, and death. We are interested in the living Christ. We are not interested in the Cross of pain and suffering. They will take care of themselves. You don't have to seek them. Pain and suffering will come as we need them as purifying agents, but we are interested in the victorious, transcendent spirit that moves through everyone and everything.

Our Church is a Christ-Centered ministry. The Cross is a very important symbol, so we always want to be very sure that our Cross is the right Cross and that it says the right thing. Ours is not the "old rugged Cross, the symbol of suffering and pain." It is the New Age Cross of aspiration, inspiration, fulfillment, and realization. Unity is not a teaching of the crucified man but of the resurrected Christ Reality within every man. There is a dynamic within our cross which moves us toward being Christ-Centered. Our cross is a unifying influence which moves us toward growth and expansion. Intelligence, action, and substance are aspects of Spirit. They are all there in our Cross.

The upright beam of the Cross leads us to aspiration and inspiration. This represents vertical consciousness, and the lines of our Cross, both the sweeping ones and the straight ones, give a suggestion of continuity and infinitude. The upright beam of the Cross moves us out of form — out of the earth. Adam, the old, earthy man is buried at the foot of the Cross. The Cross of victory — the Cross of the Christ — grows out of the "old man" just as you and I have grown out of the old self which we once were.

We have buried a lot of old ideas, haven't we? We have buried a lot of old habits and procedures. For many of us, the actual atoms of our bodies have been changed and we have been quickened. We have new life. The Cross is a symbol which helps us achieve this. It is a focal point that brings the consciousness together. The upright of our Cross moves toward a point which reaches to infinitude — upward to that which never ends. A movement is generated which sweeps us along to greater heights of understanding. Let our Cross take you as high as your consciousness can possibly rise.

On the way, we meet the cross-bar; we meet the world. In the world we have appearances. The horizontal cross-bar represents the world of experience and of appearances, and it also represents the human aspect of our own being. The vertical upright of Spirit meets the cross-bar of form as the Cross is formed. This takes place in our own minds, the place of the Crucifixion — the "crossing out." But you feel no pain in this Cross. There is no suffering in overcoming material limitation and the challenges of the world when one does it in a spiritual way. When you know that out of the universal subjective there is the thrust of the Spirit which moves you, and that you have the aspiration that constantly calls you, you have within you a dynamic which rises above all limitations, all pain, all suffering, all problems, all trouble.

Our Cross is a symbol of light, and of spiritual integration and maturity. Our teaching is called Unity: unity of the individual within himself, unity of God with man and unity of individuals with each other. Notice the two circles at the conjunction point. These represent the lower self moving up to meet the Higher Self. We don't do this by human

ideas, where the human self meets the transcendent Higher Self, where Man meets God and where the Unity of the Spirit is recognized.

This all takes place in our minds. The human body, arms outstretched, represents the perfect Cross. Man, made in God's image and likeness, is a growing activity of spiritual understanding moving through form —

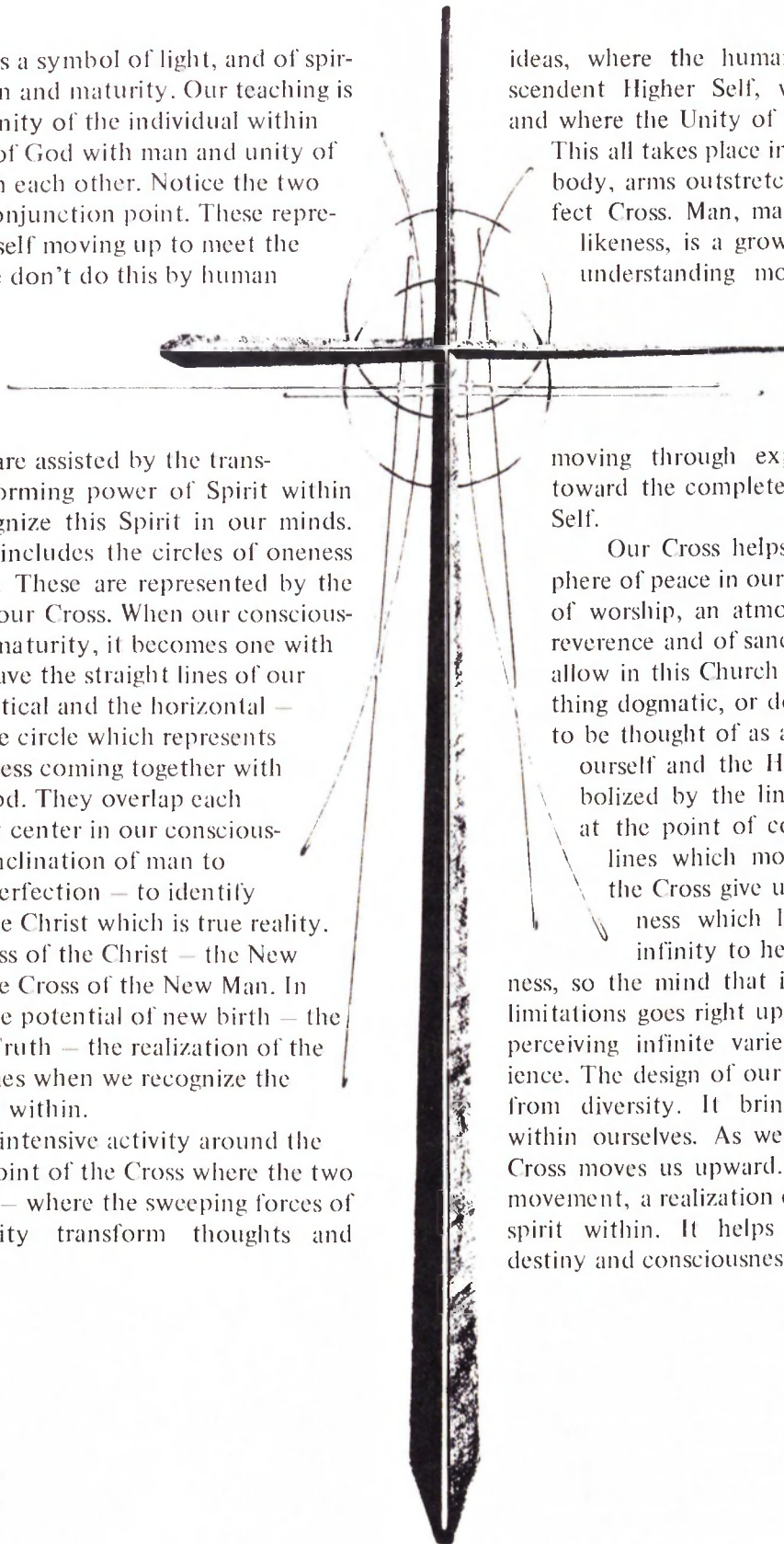
will alone. We are assisted by the transmuting, transforming power of Spirit within us as we recognize this Spirit in our minds.

Our Cross includes the circles of oneness and wholeness. These are represented by the two circles of our Cross. When our consciousness arrives at maturity, it becomes one with Spirit. So we have the straight lines of our Cross — the vertical and the horizontal — and we have the circle which represents unity and oneness coming together with the circle of God. They overlap each other, and they center in our consciousness. It is the inclination of man to move toward perfection — to identify himself with the Christ which is true reality. Ours is the Cross of the Christ — the New Age Cross — the Cross of the New Man. In every man is the potential of new birth — the realization of Truth — the realization of the Unity that comes when we recognize the Christ Presence within.

Notice the intensive activity around the central focal point of the Cross where the two lines conjunct — where the sweeping forces of spiritual activity transform thoughts and

moving through experience, on the way toward the complete expression of the God Self.

Our Cross helps to establish an atmosphere of peace in our Church, an atmosphere of worship, an atmosphere of devotion, of reverence and of sanctity. Never will we ever allow in this Church or in this teaching anything dogmatic, or dominating. Our Cross is to be thought of as a key—as a link between ourself and the Higher Self. This is symbolized by the linking of the two circles at the point of conjunction. The curved lines which move beside and through the Cross give us a sweep in consciousness which lifts us upward toward infinity to heights of spiritual awareness, so the mind that is free from fetters and limitations goes right up, too, and is capable of perceiving infinite variety and infinite experience. The design of our Cross symbolizes unity from diversity. It brings about a wholeness within ourselves. As we meditate upon it, our Cross moves us upward. It gives us a sweep, a movement, a realization of victory of the human spirit within. It helps us move toward our destiny and consciousness of Light.





SHARING THE VISION



*Unity is a link in the
great educational move-
ment inaugurated by
Jesus Christ . . .*

*Charles Fillmore
Co-Founder of Unity*

AS I SEE IT



James C. Robinson, Ph.D., Director of Education

As of this writing I am on a trip to the field, therefore, the best that I can do is to give you a snapshot of some exciting recent happenings. Later I will give further details, but for now let me share with you a partial listing.

It was very exciting for me to visit with Chaplain Sonja Creech at Fort Jackson, South Carolina. There I met her happy family, appreciative commanders and supportive supervisory chaplains. Sonja arranged for an evening dinner with enthusiastic members of the Columbia Unity Study Group. They are very excited about evolving into a center and all spoke of great love for Sonja and of her ministry to them.

I also had the pleasure of traveling with Dean Phil White to the Detroit Urban Ministerial School. While there we interviewed students, evaluated their progress and met with the Advi-

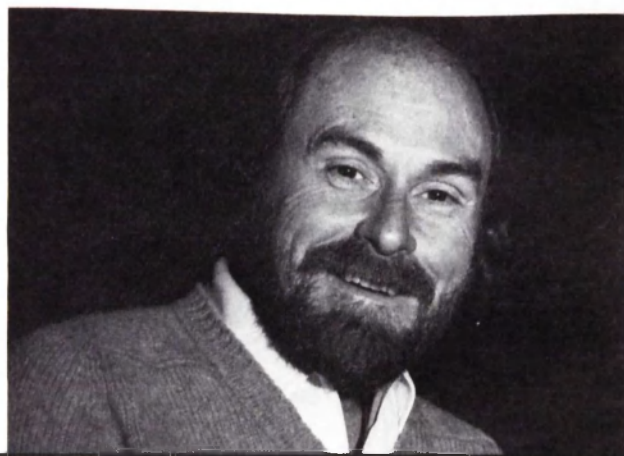
sory Council. That educational ministry is alive with highly motivated people. This is due in no small way to the energetic leadership of the school's president, Rev. Ruth Mosley.

Unity was recently honored with an invitation to attend the elevation of the new organizational head of the Roman Catholic Military Ordinate. As Director of Education and endorser of Armed Forces Chaplains, I was honored to represent AUC at that very impressive ceremony. It all took place in Washington, DC, where I also discussed the future appointment of Unity ministers to the Army, Navy, and Air Force.

Time does not permit the development of these news items. More will follow in the next issue of **Contact**, including a profile of Chaplain Sonja Creech.

Conflict Resolution Speaker at Y.O.U. Conference

Danaan Parry, director of the Institute for Conflict Resolution and the Holyearth Foundation and a popular speaker and facilitator at Unity centers, will present a workshop at this year's Y.O.U. Conference, "Born Into Peace, The Dawning". Danaan is involved in organizing people-to-people peace missions and is working on having 100 American teenagers and 100 Russian teenagers meet in the Sinai during the summer of 1986.



“GOD IN ME” Presented At Unity of the Palm Beaches



Hal Rosencrans, minister, presents Brett Borders the “GOD IN ME” emblem while his proud parents look on.

By Deri Ronis

Sunday, May 5th, 1985 was a very special day at Unity of the Palm Beaches in Florida for the entire congregation. The first presentation of the Religious Emblem Award in the Southeast Region of the United States was made to Brett Borders, age 8, for his completion and continuation of the “GOD IN ME” program. I say “continuation”, for through the evolution of his understanding of spiritual principles, we know Brett will continue to share and demonstrate what he has learned on a practical everyday level.

Both of his parents, Roz and Harry Borders, have worked with him on the program and have received their miniature Unity pins! It was a great opportunity to share this activity of faith with all those present, which included his Cub Scout Pack and Den Leader. As a result, the “GOD IN ME” and “LIGHT OF GOD” programs are becoming popular with the children at our center. Through Brett’s presentation, he communicated and taught us what he had learned. He spoke clearly, boldly, and willingly to the entire congregation, giving thanks to the people who had helped him to achieve this award.

As Brett’s spiritual counselor, I realized how much he had redefined for me just how important the children are towards the future peace of our planet.

I highly recommend that you implement this great inspirational program at your Unity center/church, if you haven’t already done so! By inviting the press for events such as this, we let the community know what we are doing. Thus, we are truly letting our light shine!



Cubs, parents, leaders, family, and friends share in the excitement of Brett’s achievement.

GREAT LAKES Y.O.U. TO BRING TRINIDAD TEEN TO CONFERENCE

Elena Truffa, a 15 year old Y.O.U.er at Unity of Trinidad, will be the guest of the Great Lakes Regional Y.O.U. for 1½ months this summer.

Regional Y.O.U. Officers, Brett Tillander and Wendy Dorn, and Regional Coordinators, Bob and Mary Ornelas have been conducting a fund raising effort in the region to bring a foreign teen to the United States as their regional service project.

With the help of Foster McClellan at Unity School’s office of Foreign Ministries and Rev. Violet Assam of Unity of Trinidad, it was arranged that Elena will begin her visit in Detroit on July 6 and tour several churches in the Great Lakes Region before attending the Y.O.U. conference at Unity Village in August.



by Joanna Gaither

Children's Peace Calendar

A contest for artwork depicting the idea of peace is currently being conducted by the AUC Youth Services Department. A 1986 peace calendar titled "Peace Begins With Me" will be designed using 12 pictures selected from entries submitted from the field.

Children who are interested in sharing their vision of peace through art are asked to follow the guidelines listed below:

1. This art project is for children only, between the ages of 6 and 12. It must be totally original with no assistance from an adult or others.

2. All pictures will be photographed by AUC upon receipt; therefore, for conformity, it is necessary that all pictures be drawn on paper or cardstock with no lines, 8" x 10" or 9" x 12" in size.

3. The calendar will be printed in full color. Children are asked to use either crayons, colored pencils, felt tip markers, or water colors. Colored chalk is discouraged because of smearing.

4. Be sure the following is printed on the back of each picture:

- a. Title
- b. Name of church
- c. Child's name, address, phone number, and age.

5. All pictures are to be mailed to the address below no later than September 1, 1985. Please do not fold, bend, or crease the pictures. Pictures should be mailed in an envelope with protective cardboard or in a mailing tube.

CHILDREN'S PEACE CALENDAR, AUC
P.O. Box 610

Lee's Summit, MO 64063

Please note: Pictures will not be returned.

6. Pictures will be placed on display at Unity Village. All participants will receive a letter from the Youth Services Committee with an attractive certificate and bookmark. The twelve children whose pictures will be selected for the calendar will also receive a one-year subscription to Wee Wisdom magazine.



Recruiting the Right Person

In his book *The Small Church Is Different* Lyle E. Schaller makes the following statement: "If you attended Sunday School on a regular basis as a child, what is your best, most favorable, and happiest recollection of that experience? Typically a majority of those responding will identify and affirm a relationship with an adult. A smaller group will mention a specific experience or event. Another group of approximately the same size will describe a specific experience that reinforced that individual's identity as a person in his or her own right. A somewhat smaller group usually will recall with great pleasure an experience that enabled them to display their creative gifts. Typically, only

three to five percent or less will place the highest priority on the recollection of some cognitive or factual learning."

Most people will agree that the teacher is the curriculum. The most influential decisions on the curriculum are made in the selection of the teachers, not in the selection of the printed materials. For this reason it is imperative that the right person is selected to serve the youth of your church.

Recruiting Youth Education teachers and leaders is a major continuing responsibility of the YE Director. If you are working in a church without an existing YE program, recruiting teachers will be the first step in forming a new department. If you are working with an established YE Department, recruitment is still an important ongoing activity.

Constant recruiting is necessary to have teachers lined up for the change in quarters and to fill in if midquarter vacancies arise.

The ideal is to have a regular influx of new teachers, so that teaching can be joyfully experienced by many in the congregation.

Your job as director is to publicize the blessings and joy that comes from teaching the younger members of the church, the children; and then invite folks to be a part of this exciting teaching ministry. Carefully avoid using guilt, shame or pressure to force people to participate. We want teachers to join our program out of a desire to serve and share, not out of a sense of forced obligation.

So where do you start? Here is one approach:

1. Meet with the minister, as well as competent educators in the congregation, current YE teachers and students. Invite them to help you make out a list of prospective teachers and assistants who satisfy these criteria:

- * Seek to express the indwelling Christ;
- * love children;
- * realize that the Truth is a gift from God already within each student and that the teacher's task is to create an environment to awaken this gift;
- * understand Unity principles; and,
- * demonstrate some leadership skills and reliability.

2. Once you have a list of people you are interested in, make individual appointments. This is an important job, treat it that way. Clearly state that the appointment is about a volunteer job at the church, don't be secretive.

3. Before the meeting, prepare yourself to answer questions or objections that might come up. Anticipate the prospective teacher's concerns.

4. Begin the meeting by providing a written description of the job you want filled (teacher, teacher's aid, materials coordinator, etc.)

Specifically explain the personal qualities you feel makes the person right for the job. Whenever possible, speak from direct observation. Be realistic and clear in outlining the time, energy and commitment involved. Don't minimize or down play. Indicate that the curriculum section spans 13 weeks and invite them to participate for as much of that time as they feel comfortable. Include everything that is expected, such as attending basic training, observing an experienced teacher, helping to train the next volunteer, attending teachers meetings.

5. Give support. Outline the support services you and the church will provide such as training, weekly individual consultation time if desired, teaching materials and monthly teacher support meetings. Determine with your minister or board if the church will provide free tapes of the Sunday lesson, bookstore discounts, or other support services. Explain these to prospective teachers.

In addition to the one-on-one approach outlined above, keep the visibility of the YE Department high so the whole church can take pride in what's happening and want to participate.

Make announcements in person from the pulpit. Share profound experiences and blessings received from tithing time and service to Youth Education. Don't beg for volunteers. Begging only convinces others that it's a nasty job. Instead, let the congregation know the exciting things that are happening.

Create attractive displays set up in a high visibility location, showing examples of what the entire YE Department is learning that quarter, or a class project with artwork and writing, or a "Teachers' Feature" with teachers' pictures and comments on why they teach, or something from your imaginative department.

Use team teaching and advertise that fact—it's easier to recruit an assistant than a teacher.

As you can see, recruitment is a process that requires prayer and time. It doesn't just happen in September, but occurs all year long as teachers become interested in the program. Your recruitment will come from the enthusiasm of your teachers, parents, and children who cannot keep to themselves the joy of learning and sharing together. It takes time to build a strong department! Start where you are with what you have—enthusiastically—and watch what happens.



Y.O.U. Peace Meditation Night

Timothy Pettet

International Y.O.U./Y.A.U. Coordinator

During the 1985 international Y.O.U. conference the entire conference body will engage in a 30 minute peace meditation. All Y.O.U.ers everywhere, friends of Y.O.U., and friends of peace are invited to join the international conference body in that meditation. The meditation will occur from 10:00-10:30 p.m. (central time) on Friday, the 16th of August. The theme or focus of the meditation will be the interconnectedness of all life or the fundamental unity of all that is.

As you consider if and how to participate in this meditation as a chapter or church, let me share some ideas with you that you might use or might stimulate other ideas that you might use to build interest and participation in the process.

AN INTERNATIONAL POT LUCK

A whole church pot luck might be a good way to start an evening that featured a series of events that included joining the international Y.O.U. conference body for the 30 minute meditation. The pot luck could feature international dishes to integrate it with the theme of the meditation. (Does anybody have a recipe for borscht?)

A Y.O.U. SLEEP OVER

Following the events that are designed to go along with the meditation, the Y.O.U.ers who are not at conference might enjoy a sleep over or slumber party at the church or someone's home. Incorporating some activities that fit the theme of the evening, watching some selected videos, preparing and eating some snacks, and other options might lead to a fun and worthwhile conclusion of the process for the Y.O.U.ers.

A WORKSHOP

FOR ADULTS AND/OR Y.O.U.ERS

During the course of the evening it might be fun and productive to do a workshop that centers on the concept of interconnectedness or unity. You will find a sample lesson plan printed in conjunction with this article.

Recognizing Our Unity: A Workshop Experience in Interconnectedness

Scriptural References: Love the Lord your God with all your heart, with all your soul, with all your strength, and with all your mind; and your neighbor as yourself. Luke 10:27

Concept: Interconnectedness or Unity

Key Statement: The planet and everything on it is a part of a single living organism, and the joy and laughter of one are the joy and laughter of all; the suffering and tears of one are the suffering and tears of all.

Key Question: How do our attitudes and behaviors change when our perception of reality changes from separate to interconnected or united?

Objectives: Each workshop participant will:

1. Express a specific way that he/she sees interconnectedness in life.
2. Identify one opinion or world view that he/she holds or has held that is based on "separateness".
3. Explore how attitudes and behaviors might change as a "separate" world view becomes whole or interconnected.
4. Participate in the creation of a "preferred future" vision.

Opening: 10-15 minutes depending on size of group.

Prayer: Give thanks that the activity of Spirit is constantly revealing the truth of oneness and unity. Affirm openness and receptivity to those revelations and the willingness to be an instrument for the expression of those revelations.

Greeting: Have each person present share his/her name and one way in which each sees connectedness among apparent separateness. Leader can model by saying, "My name is _____, and I see interconnectedness in the fact that plants breathe carbon dioxide and give off oxygen and animals breathe oxygen and give off carbon dioxide." Encourage people to be specific and concrete. There are, of course, no right or wrong answers, only individual perceptions.

Presentation: 10-15 minutes or longer

Leader can present information that reflects the teachings of oneness that come from one or many of the great spiritual teachers. In the greatest commandment Jesus instructed us to "love our neighbor as ourself." A pivotal word

is "as". The word "like" is not used but the word "as", which implies commonality and unity. Treat your neighbor as if he is you or is a part of you.

Ideas and expressions from the greeting process can be used to highlight and emphasize the reality of interconnectedness.

The leader can also draw on the works of modern scientists and prophets to introduce the idea in a more contemporary language. (See book review, **The Global Brain** in June **Contact** and resource list in related article of this issue.)

The presentation could conclude with a look at the fact that if one accepts a new view of oneself and one's relationships on the planet, then one begins a process that yields new attitudes and behaviors. A question regarding what those attitudes and behaviors might be would create a transition to the next phase of the workshop. Option 2: Rather than a verbal presentation, the leader might elect (if there is time) to use at this point one of the film presentations listed in the resource list. A combination of the two would also be possible.

Exploration: 15-20 minutes Group Dialogue

If the size of the group demands, then split the group into smaller discussion groups. Each group should have a leader that is prepared to do a brief report to the whole group. If the group is small enough for everyone to have the opportunity to participate, then the leader can facilitate the dialogue.

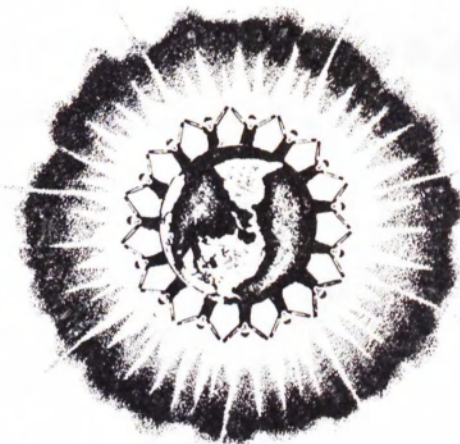
The goals of the dialogue are to: (1) identify specific attitudes and behaviors in our own experience that are based on the view that we are separate entities; (2) identify alternative attitudes and behaviors that would be born from a perception of our interconnectedness.

The leader can demonstrate what is being looked for by sharing an example. e.g. The extra-competitive attitude that can lead one to cheating in a business transaction is based on a view that one can be a winner by making someone else a loser. Ask the group for an alternative attitude that would create a different behavior. Now ask them to identify other "separate" behaviors or attitudes and their "connected" alternatives.

The emphasis needs to be placed on stimulating the activity of evaluating attitudes and behaviors and how they might change rather than on the correctness of the responses.

Creative Response: 15-20 minutes

This is, once again, a process oriented rather than result oriented exercise. The goal here is to stimulate and encourage the activity that new thought futurist Barbara Marx Hubbard calls developing and holding visions of a "preferred



future." The process resembles application of the law of mind action on a level of collective or group consciousness.

Any one of the following options can be used in small group or whole group settings:

Option 1: Brainstorm the details of a front page newspaper story or radio newscast that gives an account of what happened in major cities around the world on the occasion of "the leap to planetary consciousness."

Option 2: Create a vision of how one current social, political or economic problem would be viewed and worked with if the dominant world view were that of interconnectedness. For example, how would our approach to energy (renewable and non-renewable) consumption change?

Option 3: (Small Group Only) Create simulated "person-on-the-street" or "talk-show" type interviews to be presented to the whole group. Have group work out questions and responses. Questions can focus on any issue or idea, and responses should be designed to reflect the view of interconnectedness. e.g. Q: How do you think the current drug and alcohol abuse problems in our culture would be affected by a shift in planetary consciousness and a shift toward the recognition of our unity and interconnectedness? A: The shift in consciousness will help people feel connected with each other. We will be less lonely and the need to find fulfillment through chemicals will be decreased. Neither will there be the peer pressure to join in because our peer alliances will be established by our recognition of our interconnectedness.

Closing: The closing can be tied into the Y.O.U. conference meditation time. If this isn't practical, then a closing meditation that focuses on interconnectedness and unity would be appropriate. A meditation litany could be created from the responses at the opening greeting. Other images that come out of the exercises in preferred futures could be used.

Caddy to Keynote Y.A.U. Conference



"The value our society places on technology, monetary success, and competitive business practices has provided us with a fast, efficient world of technological wonders. Yet, we have come to learn that these alone are not enough and sometimes create as many problems as they solve. Could LOVE be the missing ingredient? Could love create balance and restore a sense of wholeness, satisfaction, and true success to our lives and our work? "

Peter Caddy

Co-founder of the Findhorn Foundation, an 18 year resident of the world famous Findhorn community in Scotland, and dynamic spokesman of the consciousness of the "new age", Peter Caddy will keynote the Young Adults of Unity Conference at Unity Village this August 20-25.

Peter will share his experience of the power that love is in his life and his work. His message and the ensuing dialogue will help those who attend conference get on with the exploration of their "Pathway of Happiness." Participants will be invited to explore, express and celebrate their own "pathway" through whole group interaction and workshop sessions. Music, song, dance, meditation, storytelling, and dynamic speakers will all fit into a program that will weave every participant into a community of individuals with an expanded awareness of their roles on the planet.

The conference will conclude with a session led by John and Jan Price. John wrote the book, **The Planetary Commission**, and the couple will lead the group in a process of examining how individual roles fit into the process of planetary transformation.

If you are interested in attending the Y.A.U. conference, there is still some time available to register. To get more information, call the Education Department at the Association of Unity Churches, (816) 524-7414.

Spiritual Scavenger Hunt

Bob Brennan, one of the Y.O.U. sponsors at Unity of Merced, California, reports excellent results with his "spiritual scavenger hunt". He gave the following list to each of the Y.O.U.ers and three weeks to "find" each of the items.

Rev. Blair Tabor, minister of the Merced church, says, "The kids loved it . . . it was all they talked about during that time."

Find the following:

1. Three Godlike qualities within yourself.
2. One example of your putting faith in God to solve a problem.
3. One instance where you overcame anger or other negative emotion and used your constructive energies to fix the problem.

4. A meditation that can help you fix a problem.
5. A spiritual commandment that guides your life.
6. A time when you had the courage to be yourself and resist the pressure of others.
7. A decision that was solved by intuition after prayer.
8. An area of your life in which you feel powerless, but are using the example of Gideon to take away its power.
9. A situation in which you believe in yourself when others do not.
10. A good result of daily prayer and meditation.
11. An area of your life where humility is needed.
12. A time when you let love guide your life.
13. An area in your life where a better balance of love and wisdom is needed.
14. All the good qualities you possess.

Resource List

(from article on pg. 17)

Danaan Parry c/o The Holyearth Foundation, P.O. Box 399, Monte Rio, CA 95462. His focus is on international conflict resolution through "people to people" contact and "citizen diplomacy".

The Planetary Commission, by John Randolph Price, published and distributed by the Quartus Foundation for Spiritual Research, Inc., P.O. Box 26683, Austin, TX 78755.

The Global Brain, Speculations on the Evolutionary Leap to Planetary Consciousness, by Peter Russell, published by J. P. Tarcher and distributed by Houghton Mifflin Co. A video of the same name is also available.

Creative Initiative/Beyond W

Creative Initiative/Beyond War, 222 High Street, Palo Alto, CA 94301, is an excellent source of information regarding current conditions and a view of what our alternatives are.

The Hundredth Monkey, Ken Keyes, Jr., Vision Books, St. Mary, KY 40063. A film of the same name is also available from Hartley Film Foundation, Catrock Road, Cos Cob, CT 06807.

Books and tapes available by and about Peace Pilgrim—free of charge from Friends of Peace Pilgrim, 43480 Cedar Avenue, Hemet, CA 92344.

The Club of International Friendship

In Moscow, more than 1,000 children from age 7 to 17 learn foreign languages and correspond with other children from 60 countries around the world. They are a part of the Young Pioneers, a nationwide government-sponsored youth organization involving millions of children.

Their motto is: Learn yourself, and teach your friend. They organize festivals, conferences, exhibitions, olympiads, and outings.

If your group is interested in corresponding with Soviet schoolchildren, Irina Renfro, a former fifth/sixth grade teacher in the Soviet Union, suggests writing: Club of International Friendship, Moscow Central Young Pioneer Palace, Lenin Hill, Moscow, USSR.

From January 1985 INSTRUCTOR



Let Go and Let God

Lisa Lafser

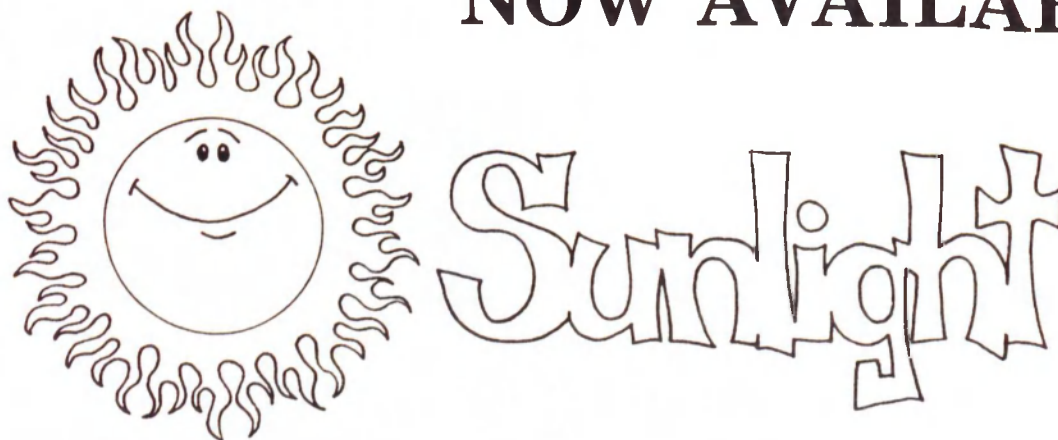
Y.O.U. 2nd International Vice President

Dear Friends,

Recently I attended our Northwest Regional Rally, something I always look forward to. I participated in leading the Sunday workshop with Tim and Sarah. Our theme for the weekend being "I am the Gift", we decided to base our workshop on peace—peace with ourselves, our community, and our world. We each decided to relate to the group one experience we had had or were currently having relating to peace.

I am still experiencing the same challenge that I was having in April at the rally—the challenge of having someone very dear to me very ill. Sometimes I wonder if the challenge of coping with the illness is as painful as the thoughts that tug at me constantly. I have always believed that there is a lesson in all that we experience, but lately I wonder if that is true. I find my insides playing tug-o-war with me. Part of me says "it's in God's hands; there is a reason this is happening," and another part of me is asking "if there really is a God, why can't he just let us be? Why does this pain have to be here?" But what I realize is that deep deep inside me there is a knowledge, a voice that keeps telling me "let it go." It is in divine order. It is a process I must go through, and this is only one step in it all. For inside is something I have known for an eternity, not something that I have heard or learned in this lifetime, but rather something I have grown around. The knowledge that all is well and whole in the present is good. It is alright to question whether I really believe. Yet I know in my heart, my soul that, "yes, it is in God's hands" and divine order is in control. If it were not, I would not be here learning. If it were not, I would not be here loving. It is and I am grateful, and I let go and let God.

NOW AVAILABLE!



Y.O.U. Curriculum Packet #8: Prayer and the Silence

Sunlight is written specifically for use as Sunday morning curriculum material for Youth of Unity groups. "Prayer and the Silence" contains 8 individual outlines, and background information and complete presentation instructions for each outline. Written by professional educator and storyteller Elizabeth Ellis, packet #8 provides both variety and depth in its examination and explanation of prayer. The approach is action oriented, practical, and fun. Ministers and licensed teachers may want to examine **Sunlight** as an alternative source of adult education ideas.

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Volume 18, Issue 7

PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES

August 1985

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MAX LAFSER
President, Board of Trustees

To: ALL AUC MINISTRIES

PART OF THE EXCITEMENT OF OUR
JUNE '85 AUC CONFERENCE WAS
GENERATED BY THE INTRODUCTION
OF OUR NATIONAL ADVERTISING
CAMPAIGN!
PARTICULARS ARE ON PAGES 10-11.
THE SUCCESS OF OUR ADVERTISING
DEPENDS ON YOUR INVOLVEMENT.

BLESSINGS,

Max Lafser



Focus On Placement

Following is a brief listing of the activities that have occurred in placement during the past month:

FINALIZED PLACEMENTS

MINNEAPOLIS, MN – *Unity Christ Church of Golden Valley has selected Jim Fisher (1979) as its permanent minister.*

ANN ARBOR, MI – *Unity of Ann Arbor has selected Ward Hallman (1985) as its permanent minister.*

SAN ANTONIO, TX – *Unity Church of San Antonio has selected Robert Hudson (1983) as its permanent minister.*

COLUMBIA, MO – *Unity Center of Columbia has selected Carole Lunde (1985) as its permanent minister.*

SCARBOROUGH, ONT., CANADA – *Unity Church of Scarborough has selected Diane Matthew (1985) as its minister.*

BUTTE, MT – *Butte Unity Truth Center has selected Gerald Taylor (1974) as its permanent minister.*

ALHAMBRA, CA – *Unity Church of Alhambra has selected Joe Wolpert (1985) as its permanent minister.*

NEW OPENINGS

OLATHE, KS – *Unity of Olathe*

JACKSON, MI – *Unity of Jackson*

ABILENE, TX – *Study Class*

LAKE JACKSON, TX – *Unity Church of Christianity of Brazosport*

Following we have listed the cities which have open ministries in each of the regions:

EASTERN REGION

Ottawa, Ontario, Canada; Montreal, Quebec, Canada; Erie, PA

GREAT LAKES REGION

Belleville, IL; Evansville, IN; Lexington, KY; Battle Creek, MI; East Lansing, MI

NORTHWEST REGION

Coeur d'Alene, ID; Coos Bay, OR

SOUTH CENTRAL REGION

Denver, CO; Farmington, MO; Jefferson City, MO; Lawton, OK

SOUTHEAST REGION

Hamilton, Bermuda; Jackson, MS

SOUTHWEST REGION

Palmdale, CA; San Diego, CA

WEST CENTRAL REGION

Cambria, CA

Placement is an activity of Spirit. We give thanks that infinite Spirit opens the way for the right minister at the right time and in the right way.

ATTENTION NEW YORK MINISTRIES

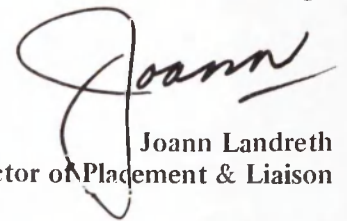
Please note the following quote from a letter received from AUC's legal counsel:

"This letter is to clarify our firm's previous opinion letter relating to the question of whether trustees have the power to call, settle, or remove a minister, or fix the minister's salary, under New York Religious Corporations Law.

"If a church is incorporated under Article 8 or Article 10 of the Religious Corporation Law of New York, the trustees do not have the power to call, settle, or remove a minister, or to fix the minister's salary. Under Article 8, Section 170, and Article 10, Section 200, the minister may only be called, settled, or removed, and the minister's salary fixed, by a vote of the majority of the members of such church, duly qualified to vote at elections, present and voting at a meeting of such church specifically called for that purpose in the manner provided for the call of special meetings.

"... a hierarchical church, which is connected to a parent body, ... are not subject to Articles 8 and 10 of the New York Religious Corporations Law ... Association of Unity Churches is not hierarchical, then AUC affiliated churches which are incorporated under the laws of the State of New York, specifically Articles 8 and 10 may not authorize their trustees to call, settle, or remove a minister, nor may the trustees fix the salary of the minister."

Love and Blessings,


Joann Landreth
Director of Placement & Liaison



SPARKPLUGS

Talk Topics and Sermon Starters
From Unity Publications

*This month: Happy 92nd Birthday,
WEE WISDOM*

One wonders if Myrtle Fillmore had something special in mind when she selected July to publish the first issue of *WEE WISDOM*. However, due to the printer's inability to meet that date, the first eight-page issue of *WEE WISDOM* met the public in August 1893! It's just as well, for the birth of a nation and the birth of a world-famous children's magazine both merit a celebration month of their own.

WEE WISDOM was perhaps a formulative part of your life, and it is now blessing children all over the world. Make it a Happy Birthday for *WEE WISDOM* in your center or church. Give it the attention that a magazine of this quality deserves. Here are some interesting facts you might want to call special attention to:

- *WEE WISDOM* is the oldest children's publication in continuous print. Its first subscription price was 50¢ per year, 5¢ per copy. Primarily for children, it has been read by four generations in some families and is a popular magazine for all ages.
- *WEE WISDOM* has been a paper and a magazine, its size has changed several times, and its name was at one point changed; but it remains true to the mission to "bless the children."
- Through the years, *WEE WISDOM* has published a parents' column, juvenile Bible lessons, "pillow thoughts" to memorize,

"Epistles" from readers (some from the Oklahoma Territory), early twentieth century photographs, the "Reception Room", true stories, a miracle cat healing, and numerous other features.

- At Eastertime, 1895, satin pillows were offered to subscribers for 25¢ each. They were made in royal purple or cream color with "pillow thoughts" printed in gold. In 1923, a Peter Pan hat was given for sending in five new subscriptions.
- In 1906, The Society of Practical Christianity Church in St. Louis, Missouri, gave each Sunday school child a copy of *WEE WISDOM* every month.
- Caught in the school-religion controversy, *WEE WISDOM* continues to be available in numerous schools. When removed from a school library in 1979, the private subscription sales in that district increased noticeably.
- In 1984, a care center suggested *WEE WISDOM* as a help with Alzheimer patients because of its ability to ease the pain of grief, loss, loneliness, etc.

The first editor, Myrtle Fillmore, announced, "We want this paper to be cooperative." Today's editor and entire staff devote themselves to "making *WEE WISDOM* useful, appropriate, and appealing to a wide segment of children." *WEE WISDOM* subscription sales increased 63% over last year, perhaps because of its highly acclaimed nonsectarian values and its popularity with children as a participation publication.

Yes, Happy Birthday, *WEE WISDOM*. Thank you for telling "wee ones" of the nineteenth and twentieth centuries that "the Force is with us", and we do have "the Power"—GOD! We see you celebrating mega-birthdays!

Subscriptions or single copies of *WEE WISDOM* may be ordered from the Sales Department of Unity School of Christianity.

NEWS-AT-A-GLANCE

Festus A. Umeojiego, minister of Unity Center of Truth in Houston, Texas, had the honor of giving the invocation and benediction for the 50th Anniversary and fund raising event sponsored by Riverside General Hospital, on May 2, at the Shamrock Hilton Hotel. This black tie event featured a "Roast and Toast" of Edith Irby Jones, M.D., for many years of dedicated service in the community and the nation.

A member and strong supporter of Unity Center of Truth, Dr. Jones was recently elected

first woman President of the National Medical Association. She is also on the faculty of Baylor College of Medicine and the University of Texas Medical School, in addition to her very busy private medical practice.

Revs. Festus and Wanda say, "We feel honored that Dr. Jones calls us her pastors. She is a transparent expression of what Truth is all about."

On May 5th LaGrange Unity in LaGrange, Illinois, sponsored by the Oak Park, Illinois, church, was accepted into the AUC, and its minister, Ruth M. Harders, was ordained.

(Continued on Page 20)



M.E.P. Students' Message

By Claudell Koch '86

Welcome to all new first year students! We appreciate your energy, enthusiasm and the high quality you bring into our program. (Wow, does it feel good to be a second year student!)

At this time, the second year class is doing some preliminary planning for our class trip. We are already beginning to envision our own ministries and look forward to seeing your ministries in action. We wish we could visit all of you and share in some of your great ideas.

Please meet some more of our class members:

Greg Olson is from the Puget Sound area of Washington State where he and his wife, Lynn, were active in both the Tacoma and Olympia Unity churches. Greg earned a B.A. degree from Evergreen State College and has worked as a family counselor. Currently, he is Operations Coordinator at Unity on the Plaza in Kansas

City, where he also teaches "A Course In Miracles."

Colleen Moore is from Michigan where she was associated with Unity of Greater Lansing, serving as a board member and treasurer, and Unity of Battle Creek where she served as interim leader during 1983-1984. Colleen has an education background and has taught for sixteen years, working with emotionally impaired teenagers. Colleen is a single parent with two teenagers.

Doris McCafferty, born in Baltimore, Maryland, has called many areas of the USA, as well as Europe and Asia, her home. She was a board member of Unity of Mont Chalet in Chesterland, Ohio, and a member of Mayfield Unity in Cleveland. Doris is the co-chaplain of the class of '86. She also serves as the facilitator of the Sunday morning "Singles" group at Unity on the Plaza in Kansas City.

Darlene Mayer is receiving a scholarship from Unity of Oak Park, Illinois, where she has served as guest speaker. She has also been active at Unity of Evanston, as the Y.O.U. sponsor, and was a board member at Unity of Arlington Heights. Before entering the MEP program Darlene was in real estate sales for ten years and a preschool teacher in a Montessori school for three years.

Our prayer thoughts are with you as you serve God in your own special way.



Issues In Management

Louise R. Iennaccaro
Executive Director
Center for Management Assistance

Group Dynamics: Trust

This is the third in a series of articles on Group Dynamics. In this article we will discuss Trust, and its importance to an organization.

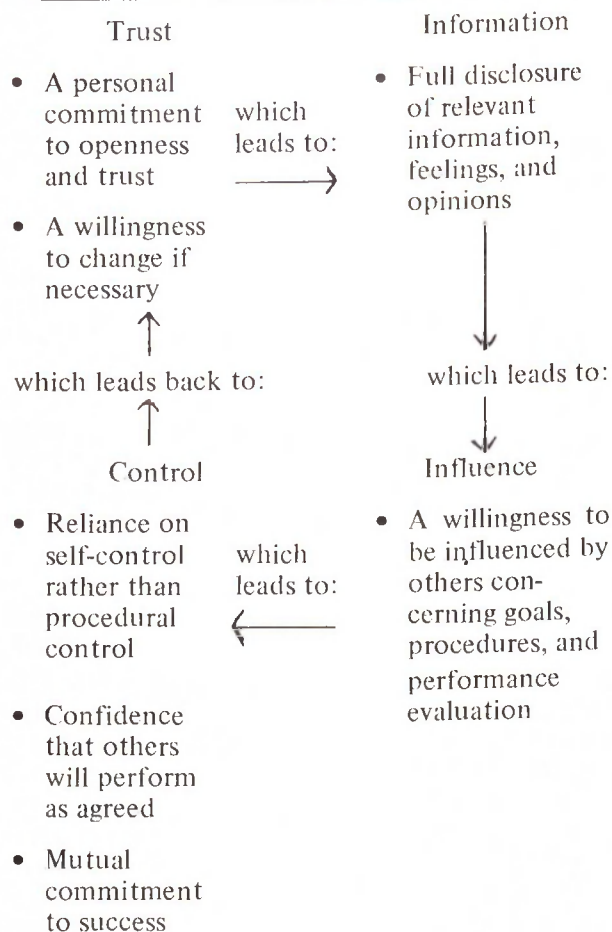
The key to group effectiveness is trust. Sadly, trust is not one of the hallmarks of current American management. While on the other hand, Japanese management places a high value on trust, and many observers have written about the administrative benefits developing trust in a

Japanese organization. Japanese managers trust not only their workers but also their peers and superiors.¹

Trust is a belief in the integrity, character, or ability of others and is essential if people are to achieve anything together in the long run. Many organizations are looking at quality-of-work-life programs that encourage participation and are particularly dependent on trust. Whether they realize it or not, managers determine the level of trust in the organization and its component work groups.

What place does trust have in group dynamics? What are some common sources of mistrust? Those questions will now be discussed. Trust is not a free-floating group variable. It affects, and, in turn, is affected by other group processes. Many experts believe that trust is the key to establishing productive interpersonal relationships.

Dale Zand, in his article, "Trust and Managerial Problem Solving" discusses his model of group interaction and does an excellent job of putting trust into proper perspective. Mr. Zand's model is:²



In most all organizations, the primary responsibility for creating a climate of trust falls on the manager/supervisor. Because the manager enjoys hierarchical advantage and greater access to key information, group members usually look to the manager to set the tone for interpersonal dealings. Managers who display threatening or intimidating actions are likely to encourage the group to bind together in cohesive resistance. Therefore, it is **extremely important** that trust be developed right from the beginning, when group members tend to be more receptive to positive managerial influence.

Initially, trust is encouraged by the manager's being open and honest. Trusting managers talk **with** their people rather than **at** them. A trusting manager is one who demonstrates a willingness to be influenced by others and to change if the facts show that a change is appropriate. Furthermore, mutual trust between a manager and group members encourages self-control, as opposed to control through direct supervision. Paradoxically, managerial control actually expands when committed group members enjoy greater freedom in pursuing consensual goals. Generally, those who trust each other avoid taking advantage of others' weaknesses or shortcomings. Managers, like anyone else, find that

trust begets trust; or in other words, those who feel they are trusted tend to trust others in return.

Trust is a fragile thing. As most of us know from personal experience, trust grows at a painfully slow pace, yet it can be destroyed in an instant with a thoughtless remark or action. The long-term effectiveness of organizations is often ended by mistrust, not to mention its reputation as a heartbreaker.

According to Louis Barnes, one expert on organizational trust, three seemingly harmless assumptions about organizational life, when operating in concert, virtually guarantee a climate of mistrust.

The three assumptions are: (1) that important issues naturally fall into two opposing camps, exemplified by either/or thinking; (2) that hard data and facts are better than what appear to be soft ideas and speculation, exemplified in the "hard drives out soft" rule; and (3) that the world in general is an unsafe place, exemplified by a person's having a pervasive mistrust of the universe around him or her.³

Fortunately, there are constructive steps that management can take to avoid mistrust. The steps are:

1. Managers who find themselves being victimized by these traps can turn things around by fostering "and also" thinking in lieu of "either/or" thinking. And also thinking encourages contributors to search for creative options. Either/or thinking, on the other hand, encourages emotional battles between "good guys" and "bad guys".
2. Additionally, a workable blend of hard facts and soft feelings will help management avoid the trap of "damn the long-term consequences, let's get the job done."
3. Finally, by resisting the notion that it is nothing but a dog-eat-dog world, management will give cooperation and trust some room in which to grow.⁴

References:

1. Claudia H. Deutsch, "Trust: The New Ingredient in Management," *Business Week*, No. 2695 (July 6, 1981).
2. Dale E. Zand, "Trust and Managerial Problem Solving," *Administrative Science Quarterly* 17 (June 1972).
3. Louis B. Barnes, "Managing the Paradox of Organizational Trust," *Harvard Business Review* 59 (March-April 1981).
4. Robert Kreitner, *Management*, Second Edition, Houghton Mifflin Company, 1983.

Report on 1985 AUC Conference

A special "Thank You" to all the Program Committee members for a job well done. The 1985 Conference was a great success. It was attended by approximately 425 ministers, teachers, and guests. In reviewing the evaluation sheets for the Conference, the majority of attendees appreciated the post-graduate workshops conducted by Louise Iennaccaro and Alan Cohen. The Licensing and Ordination ceremony is always a highlight of the week as we welcome newly licensed and ordained ministers into our movement. Following we have listed decisions made and approved by the AUC Board of Trustees on the standing committees:

LICENSING AND ORDINATION COMMITTEE

All 26 graduates from USRS/MEP were granted licensed minister status. Amos Kalu, who will be returning to his native country in Nigeria, was granted ordination status.

EXCEPTION FOR LICENSING COMMITTEE

The following individuals were granted licensed minister status through the exceptions process: Nancy Collins, (Portland, Maine); Bernadette Ellsworth, (Vancouver, Washington); Violet Headley, (Scarborough, Ont., Canada); Virgil Brewer, (Wyandotte, Michigan); Mercedes Kuilan, (Puerto Rico); and Bettie Barta, (Indianapolis, Indiana).

PROFESSIONAL ENRICHMENT PROGRAM COMMITTEE

This committee will be discontinued. All requests for approval of post-graduate courses to be held in the regions will be approved through James Robinson, Director of Education.

MINISTERIAL EDUCATION COUNCIL

James Robinson, Director of Education, was appointed as chairman of the Ministerial Education Council, and Richard Barnes was appointed to MEC to fill the vacancy caused by Bill Cameron's resignation.

PUBLIC RELATIONS/AUC MEDIA COMMITTEE

This committee has been working with Jim Ross and Associates of Omaha, Nebraska, an advertising firm. C. W. Weston from Jim Ross and Associates made a presentation to the Conference body. This committee is attempting to

unify all of our member churches by creating an advertising program which could be utilized by all of our member ministries. Video tapes of one minute spots were shown, and kits containing one minute radio spots, unified stationery samples, etc. were also shown and made available. The logo recommended by the Committee on all advertising materials is "Try Unity".

PROGRAM COMMITTEE

The 1986 Conference will be held in San Diego, California, at the Town & Country Hotel. The theme will be "Spirit's Journey" with five daily themes as follows: Journey into Light, Journey into Health, Journey into Wealth, Journey into Celebration, and Journey into Love. Ed Shear, who was a cruise director for over 10 years, will present a 10-hour post-graduate workshop on "Coming Alive" which will unite us in an unusual way as he breaks through the inhibitions and opens us to experience the magical child within. Unity keynote speakers will broaden appeal and present solid Unity messages, and the inclusions of Serendipity Adventures throughout Conference will maintain the Journey into Spirit theme. Plan to attend June 15 - 20, 1986.

GROUP SERVICES COMMITTEE

Byerly and Company will be engaged as the AUC Group Services Consultant, and after six (6) months, the scope of services and fee to this company will be reviewed for purposes of entering into a longer term contract. Byerly and Company will review on a continuing basis all of AUC's group benefits, such as the Aetna health care package, Money Purchase Pension Plan (MPPP), Banker's Life, and the Voluntary Term Life program.

INTERNATIONAL MINISTRIES COMMITTEE

The seven geographic language groups: Spanish-speaking, English-speaking, Australia and New Zealand, England, Nigeria, German-speaking Europe, and Canada have been reaffirmed in the organization of the International Ministries Committee. Each geographic region is encouraged to communicate with each other and with AUC to develop regional associations and designate one delegate to meet with the committee in June 1986.

STANDARDS COMMITTEE

Policy was established for the Standards Committee that a category be established known as associate licensed minister as an alternative to the licensed teacher status. Such status may necessitate two full years or more evaluation of licensed ministers leading to ordination. At the end of the first year such associate ministers must meet with the Standards Committee in June. Standards Committee may recommend continued associate licensed minister status, direct ordination, or release said associate licensed minister with full licensed minister status to SCOPE (Standards Committee Ordination Process Evaluation).

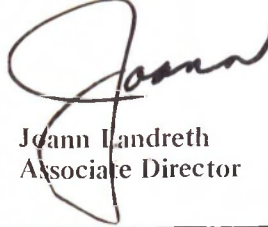
Fun events held during Conference week included the outdoor banquet, a 5-kilometer run, and a golf tournament. The times of sharing and caring were also enjoyed.

The following individuals now serve on your AUC Board: (Max Lafser, President; Larry

Swartz, Vice President; Jay Dishman, Charles Lelly, Scott Sherman, Glory Rifenburg, Jim Rosemergy, and Glenn Mosley serve on the Executive Committee); Edie Skalitzky, Marilyn Rieger, Mayola Saltpaw, Maya Brandenburger, Al Abdulky, Howard Caesar, Richard Barnes, Violet Assam, Pauline Beauregard, Colleen Lehnus, Robert Hill, Nancy Neal, and John Wingfield.

Conference is the highlight of our year! On behalf of all of the AUC staff we enjoyed having each minister, teacher, and guest here at Unity Village. It was a special time of renewing friendships and sharing at deep levels of consciousness.

Blessings,



Joann Landreth
Associate Director

Memorials

Aldyth Conway, retired licensed teacher, made his transition recently in Jacksonville, Florida. Aldyth was active for many years with The Unity Church in Jacksonville.

Ethel Higgins, retired Unity minister, passed from this plane of existence in June, 1985. Ordained in 1948, Ethel served ministries in Syracuse, New York, and Cincinnati, Ohio, before founding Unity Christ Church in San Francisco, California.

Elinor MacDonald, ordained Unity minister, made her transition on May 21, 1985, at her home in Belfast, Prince Edward Island, Canada. After ordination in 1950, Elinor served centers in Trenton and Plainfield, New Jersey, and Boston and Worcester, Massachusetts.

We bless these souls in their ongoing and know they continue to be about the Father's business.

Please notify the AUC of the passing of any minister, licensed teacher, or spouse so this information can be made available to the field.

Panamerican Retreat

Lourdes Alvarez de Collado, minister of Unity de Caracas, is sponsoring a Panamerican retreat in a secluded area of Venezuela September 6 - 14, 1985. For more information contact Rev. Collado at Unity de Caracas, Apartado 69.001, Caracas, Venezuela 1062-A or call 02-3127-45. Registration deadline is August 6.

Wedding Bells

On May 24, 1985, Irma Oestmann, minister of Unity of Thousand Oaks, California, and Richard K. Beard were married. Victoria Abrams from Unity Center of San Bernardino performed the ceremony. We bless Irma and Richard and have faith that the good in their lives is magnified and multiplied to bring forth many blessings.

CLEARINGHOUSE

Unity Church of Clearwater Valley, in Lewiston, Idaho, has 40-45 blue songbooks to donate to any group having need of them. If interested, contact Eleanor Campbell, minister, Unity Church of Clearwater Valley, YWCA, 300 Main, Lewiston, Idaho 83501.

We invite you to join us in putting

GOD FIRST

in all things and in using this prayer for the month of

AUGUST 1985

The power of the Holy Spirit
works in me and in my life.
I am prospered and enriched.

Unity School Prayer Group



Helping Hand



EXPANSION COMMITTEE PROGRESS REPORT: JUNE, 1985

Dear Friends,

The Expansion Committee met for the June, 1985, mid-year meetings at Unity Village, June 10-12. Members of the Committee spent two and one-half days reviewing eleven funding requests, considering proposals, and developing recommendations for policy revisions and changes in goals and directions. The results were far-reaching and beneficial steps to aid the expansion of the Unity movement. Several grants were given for a variety of purposes. We extend congratulations to those ministries affected.

In its desire to continually refine and improve the process of aiding study groups and emerging ministries, and with an eye to the future expansion of the Unity movement, the Expansion Committee made the following recommendations:

1. All financial records of disbursements of Expansion tithe monies be made available to the Committee for its biannual meetings.
2. A standardized packet be prepared and presented to each committee member before each biannual meeting. This packet will contain Expansion policies, guidelines, and criteria.
3. Funds be granted to requesting ministries only when such ministries operate under AUC-approved bylaws and have agreed to AUC minimum pay packages for their ministers.
4. Monthly approved grant monies be paid to a ministry only after properly completed monthly financial statements (available from the AUC Expansion Office) are returned to the Expansion Office by the 10th of the following month (to be clearly stated in a letter to each funded ministry).

In addition to these recommendations, the Committee felt that the position of Expansion/Conference Specialist should be structured to ensure achievement of Expansion goals. It therefore recommended the following:

1. A computer terminal be installed in the office of the Expansion/Conference Specialist

for easy access to Expansion records.

2. The person serving as the Expansion/Conference Specialist report directly to the Director of Ministry Services or the Associate Director and Placement-Liaison Coordinator.
3. The Expansion Fund Survey be fully completed. Part I was completed by Eugene Chambers; he is to tabulate and correlate data when Part II is available (September 1, 1985).
4. A new job description incorporating the goals and directions of the Committee be written for the Expansion/Conference Specialist.

The Expansion Funding Survey contains the information requested by the Expansion Committee in January, 1985, with information pertaining to expansion-funded ministries and those ministries which were denied funding.

While results of the Funding Survey are tentative pending completion of Part II, some general conclusions can be drawn:

1. Communication between minister and board/congregation is vital to the success of a ministry, especially a funded one.
2. The past business/leadership background of a minister, while not a guarantee, is often an asset in motivating a minister to succeed in his/her church.
3. A "marriage" between minister and board, in philosophy and in practical church administration, is essential to ensure the health and growth of a church.

The Committee made its recommendations and changes in order to improve the quality of service it provides to outreach ministries and groups in the field. To that end it is dedicated to better communications in the help and service it provides. Future articles will highlight practical suggestions and procedures for enhancing the success of new groups in the field. Watch for them.

Blessings,

Eugene Chambers

Eugene Chambers
Acting Expansion/Conference Specialist

Public Service Television Program Format

SPONSOR-A-SPOT RADIO FORMAT

MEDIA:

STATION:

LENGTH

Discover
God's Power
Within You.

Free
Yourself

Drop
The
Rock!

You were born free and
you have the Power with-
in you to live free again.
Free from the stress and
anxieties of everyday
life. Free to do and to
be as you wish.

(EXAMPLE)
MUSIC: (UNDER)
UNITY:

PHYLLIS:

Mrs. Phyllis Decker of Omaha tells
the Unity way of
A friend
Sponsor A Radio Spot
I wish to help carry the Unity message in the media.

CONTENTS



ADVERTISING KIT

Section One

THEME AND LOGO

Full explanation, suggested uses, finished art.

Section Two

STATIONARY

Two choices. Layout, color sample, finished art.
Examples of commitment cards and method of
funding entire campaign.

Section Three

CHURCH PROGRAM

Layout and art rendering example. You furnish snap-
shot or picture of your facilities to be rendered.

Section Four

RADIO

Format, finished copy examples, method of funding.

Section Five

NEWSPAPER

Additional logos, various sizes. Six camera-ready
newspaper ads. Including suggested copy, ready for print.
Placement explanation, method of funding.

Section Six

COLORING CARDS & BOOKS

Eight ready-to-color "Unity Creatives" greeting cards.
Example of coloring book. Suggested marketing method
and fund raising.

Section Seven

PUBLIC SERVICE TELEVISION

Entire format, complete in every detail.



Unified Theme:

Within
ing that
forth. Do
within
door to
your ne
and fr
We in
discov
in yo
the j

Try U
News
Cam

Select a member
This member will
announcements

Follow the form
speaks for 15 or
double for 60-
church or stud
will help you

Control the
various spot
fact that U
"I was not
down, no
is working
in the re

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spokes
for an
exper
Play

UNITY
SPONSOR-
A-SPOT
RADIO
FORMAT

paper Ad. I saw an
As I became mor
live with. To me th
of a loving God worki
in me next Sunday at
You could find the sa
the problems of everyd
as inviting you to a
Sundays at 9:15 and 10
at 10:45 a.m. at 25-
Unity Center for Growth
Unity Churches.

Don't handicap
your mind.

A mind is precious
It need never be ha-
capped with

Happy
Birthday

With your participation

AUC Launches National Advertising Campaign!

After years of planning and months of preparation, the June 1985 AUC Conference was presented with a national Unity advertising campaign.

The campaign, prepared by J. Ross & Associates of Omaha, Nebraska, under the direction and guidance of Coleen Lehnus, Media Director, was unanimously endorsed by your Board of Directors.

The theme, "Try UNITY", offers a solution, an alternative or a fulfillment. Simple. Understandable. Identifiable. The involvement of each Unity church will result in unprecedented national exposure. The invitation to "Try UNITY" will be extended to millions, virtually overnight, through local placement of prepared material in newspapers and on radio. The graphic identification of Unity will be immediately established everywhere with the adaptation of a uniform logo carried on letterheads, church programs, newspaper ads and on television.

The seven part "Try UNITY" advertising kit includes the method of funding the campaign as well as proven fund raising collateral material. Each section also includes step-by-step "how to" sheets.

Also available is a Public Relations manual and three "open end" TV spots. (See order form below).

The "Try UNITY" advertising campaign is described as perhaps the most unique and comprehensive ever! Its success, of course, depends on individual church participation. "Try UNITY" presents among our best opportunities to fulfill the mission of Charles and Myrtle Fillmore to carry our message to the greatest number of those who will benefit so richly by becoming aware of the Unity experience.



ADVERTISING KIT COLLATERAL MATERIAL

PLEASE PRINT

NAME OF CHURCH: _____

ADDRESS: _____
(Street) (City) (State) (Zip)

CONTACT NAME: _____ PHONE: () _____

PLEASE RUSH THE FOLLOWING MATERIAL:

- ☐ "TRY UNITY" ADVERTISING KIT (\$100) ☐ PUBLIC RELATIONS MANUAL (\$25)
☐ VIDEO CASSETTES (3 ONE-MINUTE SPOTS - \$200)



MAIL COMPLETED ORDER ASSOCIATION OF UNITY CHURCHES
AND CHECK TO: P.O. Box 610, Lee's Summit, MO 64063

SHARING THE VISION



*Unity is a link in the
great educational move-
ment inaugurated by
Jesus Christ . . .*

*Charles Fillmore
Co-Founder of Unity*

AS I SEE IT



James C. Robinson, Ph.D., Director of Education

Conference is a time of coming together for business, inspiration and renewal of friendships, and not necessarily in that order! It's also a time, at least for me, of re-evaluation and commitment to the values that make life make sense for me.

All week I was haunted by the presence of a man who stood me upon my feet, pointed to a world of service beyond myself and helped me become aware of my heartlight. He was my scout-leader, my Sunday school teacher, my mentor, my friend. Ex-soldier, banker, friend of all boys, K. T. Whitaker taught me reverence for reverence, patriotism, and the need to "plan your work, and work your plan."

Never having married, "the Skipper" was a single parent to hundreds of boys who became men knowing full well that anything short of the Scout Oath personified in us was being less than we could be, or ought to be.

Every good teacher knows that if you fail to plan, you plan to fail. Lesson objectives converted into lesson plans, taught with skill, make learning irresistible. There just is no substitute for planning in the teaching of concepts and skills.

But do you know what? I cannot remember the lesson objective of a single class that Mr. Whitaker taught! I am aware that I have internalized much of what he *was*, until I cannot now tell where his being ends and mine begins.

When, after a hard struggle, I at last surrendered to the "Hound of Heaven" and made my commitment to the ministry, K. T. Whitaker's energy took new life in mine. Today his body lies buried in the earth. But his life's ministry lives on in mine.

It's good to stop and bring to consciousness those whose lives live on in us. It's also important to remember that we are teaching and learning from one another constantly, not so much by what we say, but by who we are and what we are doing.

Thank you, all my friends, who continue to teach me. And thank you, Father, for all the Mr. Whitakers of the world.

Sowing the Seed

By Timothy Pettet

International Y.O.U./Y.A.U. Coordinator

A student in the Continuing Education Program (CEP) recently visited my office during her attendance at one of the two-week CEP sessions here at Unity Village. She has been actively working in Unity youth ministry for eight years at her home center. Like other youth ministers she has often wondered what affect her work has had. She was recently blessed with an opportunity to see her work bear fruit.

In a previous CEP session she participated in the Youth Education Seminar ("one of the most practical and helpful courses in my whole CEP experience."). On her return to her home center she was asked to share her learning with the center's Youth of Unity chapter. After the class a high school junior in the group approached her with a specific question. In the ensuing dialogue the teenager's face lit up and she exclaimed, "Oh, so that's what you meant that day you told us that story about the little boy."

(Continued on Page 17)

A Unity Representative Goes to Washington

Dr. Jim Robinson

The bright sun seems to nudge gently the black snake-like caravan, as one by one the covered windowed limousines stop, disgorging obviously very important persons. Inside the National Shrine of the Immaculate Conception hundreds of brightly robed clergy and properly clad laity face the task of finding their places in the line-up.

As you can surmise, this is no ordinary day in Washington, D.C., this April 13, 1985. For somewhere amidst those sweating bishops, chiefs of chaplains, and anxious guests is Joseph T. Ryan, who is about to become installed as The Most Reverend Joseph T. Ryan, First Ordinary of the Military Archdiocese.

Also somewhere in this mass of humanity is Dr. Jim Robinson, ecclesiastical endorser of chaplains for the Association of Unity Churches. This day he will march in that great procession, sit near the High Altar and the red-capped bishops, and be the second non-Roman Catholic to greet the new leader and bless him in the name of Unity.

It may seem a trite occasion, this praying and singing and marching with all the ecclesiastical trappings. But to those present, this was all symbolic of the role of religious faith in American life. This occasion itself was not a question of faith or politics, but of faith and politics.

"In God We Trust" are not idle words for members of the military profession, especially the chaplains who walk always in the two worlds of the spiritual and the secular.

It was of special interest to me that the military chaplaincy was represented at so high a level. Archbishop Ryan himself was a Navy Chaplain who saw service with the First Marine Division from 1943-1946. And Archbishop (now cardinal) John J. O'Conner, speaker for the occasion, was also a Navy Chaplain who saw World War II combat with the Marines.

Among the Washington brass was the Director of the CIA, the Joint Chiefs of Staff, the Chiefs of Chaplains of the Army, Navy, Air Force, and VA. The Secretary of Defense read a personal greeting to us from President Reagan.

I was truly honored to represent Unity and to speak with the Chiefs of Chaplains about the future appointments of Unity chaplains. My hope is that you, too, were pleased to have had a representative go to Washington.

"God In Me" Emblem Awarded To Spokane Uniteen



Heather Scanlan receives "God in Me" award from Rev. Jim Rosemergy of the Unity Church of Truth in Spokane, Washington. Heather's parents, Richard and Gail Scanlan, watch as their daughter is presented the first "God in Me" award given to a Camp Fire member.

Heather is 11 years old, a Uniteen at the Spokane church, a 7th grader, a very active five year veteran of Camp Fire, a baton twirler, athlete, and a budding equestrian.

Congratulations, Heather!

MEDITATE WITH US

Friday August 16th

10-10:30 p.m.

You are invited to join the Y.O.U. conference body in a 30 minute meditation. A consciousness of unity and interconnectedness is a precondition of peace and is the focus of the meditation. By joining the Y.O.U. in meditation at this time you can affirm our interconnectedness and add your energy to the celebration of the conference theme

BORN INTO PEACE, THE DAWNING

International Y.O.U. Conference

1985

Meet Chaplain Sonja Creech

One of a Kind

By Dr. James C. Robinson

Fort Jackson, South Carolina is an old post with a distinguished history. Doughboys trained there during World War I, when the post was small and dotted with tents. They were followed by the G.I.'s of World War II, Korea, and Vietnam. Physically, the tents have given way to wooden barracks, and these to modern structures offering more privacy and comfort.

But the legacy of training has remained. Barracks may change, uniforms take on a new look and military policy, itself, be updated to reflect a changing Army, but one thing remains constant at Fort Jackson: a recognition of the importance of the individual soldier.

This was very evident to me on a recent staff visit to the post where I called upon one of Unity's ministers serving in a very special ministry. Truly Sonja Creech is one of a kind. Among some 1,500 Army Chaplains there are but fifteen women. Of these fifteen women, Chaplain (Captain) Sonja Creech is the only Unity minister. Indeed, she is the "Lone Ranger" of Unity ministers in any Military Chaplaincy.

Many of you may remember Sonja as a mother of four determined to be a minister, always open to Divine Guidance wherever that might lead. It led Sonja into the uniform of an Army Chaplain and into a largely masculine world. It has also led her into a major position of influence.

The Fourth Combat Training Brigade is a revolving door where young male and female soldiers are given advanced soldier training. Here they are trained as Administrative Specialists, Personnel Records Specialists, Light Wheel Vehicle Mechanics, Unit Supply Specialists, and Food Service Specialists. Ft. Jackson's young soldiers are also taught self discipline and to reach for excellence in their personal and professional lives.

Chaplains are considered experts in working with people. They are "humanizers" in a sometimes non-human focused organization. They are the "people-strokers" in an environment that, like many others, sometimes forgets to say "thank you, grow on."

Chaplains are, of course, clergy, and if they are people-focused in their ministry, it's because

they are doing ministry which views human beings as created in the likeness of their Creator.

As I met the soldiers with whom Sonja ministers daily; as I drank coffee with the commanders with whom she shares leadership; as I talked with the chaplains with whom she shares this ministry, one thing became very clear to this old retired chaplain: Sonja Creech is a Chaplain's Chaplain!

Not once did I observe her commissioned rank as Captain, her role as a mother, or her sex as a female as obstacles to ministry. Rather, each contributes to the richness that she brings to people in need of healing and wholeness.

I was fortunate during my brief visit to attend a class graduation. Sonja participated as chaplains normally do, with the offering of the invocation and benediction. Following the Unity benediction there was a reception, at which Chaplain Creech did something that Chaplain Robinson never did and could not have done in his twenty-seven years of service.

Chaplain Creech approached a big Commander Sergeants Major, gave him a big hug, looked into his eyes, and told him, "you are a beautiful man."

This single act summarized for me the great gift that women in general and Sonja Creech in particular have to offer in military chaplaincy. It is an inner toughness that allows her to participate in the rugged physical training; and it is a softness that allows Spirit to express itself in an act of love that says, "I behold the Christ in you."

It is not by accident that Sonja Creech has a sign upon her office wall which says "Be All That You Can Be." It is her personal creed. It is her professional guideline.

If you are interested in Chaplain Creech's ministry, or you just want to write and say "well done", her address is:

Ch(CPT) Sonja Creech
US Army Training Center
Fort Jackson, South Carolina 29207

"Be All That You Can Be"
Chaplain Sonja Creech's Motto

Reflections on Conference Agreements

By Sarah Hassanein
International Y.O.U. President

As human beings on earth we have been given a truly wonderful gift. God has offered us a unique partnership as beloved sons and daughters. In this partnership, a sort of co-creatorship, we can assume a joyful responsibility to ourselves and to our world.

These were my thoughts as I rewrote the agreements for our Y.O.U. Conference. As we engage in the theme of conference, being "Born into Peace" we will first be asked to find peace

within ourselves and then to act from that peaceful center in a co-creative role as peacemakers. Obviously, an essential element in both the first step of discovering peace and the second of acting as a peacemaker is prayer and meditation—our personal Holy Communion. Another element that is also important is "right action" or centered behavior.

As we grow in consciousness, recognize our unity and make our commitment to be faithful in our partnership with God, our lives will change. We will begin to see things differently, and with more wisdom. We will know our own divine mission, and we will be able to confidently and joyfully choose right action. This choice will not come from just a desire to conform to a set of rules or a fear of the consequences of not conforming, but will flow from a recognition that by choosing behaviors that express our commitment to peace we will be acting as lifegivers, peacemakers, and co-creators of a joyous and fulfilling conference experience.

Webster's Definition

Webster's New Collegiate Dictionary, copyright 1981 by G. & C. Merriam Co., includes the Unity movement in its list of definitions for the word "unity". Listed as the 6th definition, it reads, "a 20th century American religious movement for health and prosperity formerly affiliated with New Thought but closer to orthodox Christianity."



Chaplain (CPT) Sonja Creech, left, pauses to talk with LTC Sandra S. Witt, Battalion Commander before a graduation for members of class 21E-85, "E" Company, 15th Battalion, 4th CST Brigade.

LIGHT ON THE PATH

SPIRITUAL SILENCE

By Elizabeth Ricketts
Unity of Gainesville
Gainesville, Florida

I am
A Soundless Ocean
A shimmering, Spiritual Sea.
As I Am Life,
I am Pure Being,
I am giving
and receiving, for they are
of me.
All Light is of Me.
I Me are all words written,
and not yet written,
All things known,
and not yet known,
All prayers spoken
and unspoken.
As I Am,
So too, are You.
Lightly in rhythmic Silence,
We touch the Spirit of Everyman,
from Everytime, and
Everyplace
for I Am a Boundless Ocean,
and the Shores of Spirit,
like the Depths of love,
cannot be measured.

Y.A.U. Conference to Celebrate Individual And Planetary Pathway of Happiness

Who am I? Why am I here? From Jesus Christ to Albert Schweitzer, from Gautama Buddha to Mother Theresa, from St. Francis to Pierre Teilhard de Chardin and an increasing number of contemporary mystic/prophets, these universal questions that ring so loud in the individual mind have been asked and answered in a myriad of ways. The answers given are good indications and important clues but not nearly so important for each individual as the honest confrontation of those questions by and for oneself.

One aspect of that process has been identified by Barbara Marx Hubbard (ala Carl Jung) as "confronting one's inner-vocation". It is this confrontation and the subsequent unfolding that we will be referring to as our "Pathways of Happiness" at the Y.A.U. conference this August 20-25 at Unity Village.

We will share in the questioning, discovery, and empowering of our own pathways through presentations by Peter Caddy, Elizabeth Ellis, John Strickland, and others; through workshop

groups that will provide practical exercises designed to enable the quest and the discovery; and through celebration of this community of pathfinders.

The Y.A.U. conference will close with a session with John and Jan Price. John is the author of **Super Beings** and **The Planetary Commission**. Through sharing their work in organizing and spreading the word about the Planetary Commission, John and Jan will help each pathfinder see his/her particular pathway, specific calling, or individual vocation as a piece of the planetary puzzle. As co-creators with God in fulfilling the plan of transforming the consciousness of this planet so that Heaven may be made manifest, each individual has a definite role to play, and that role comes out of the search for an answer to the questions, "Who am I and why am I here?"

There is no age limit for the Y.A.U. conference. Space is limited. If you would like to attend, call (816) 524-3550 ext. 400 or (816) 524-7414 to obtain further information.



In his book, **The Planetary Commission**, and through their work as prophets of the new age, John and Jan Price are helping people discover the link between the Truth as it transforms the life of an individual and the Truth as it transforms the consciousness of the entire planet. John and Jan will be important contributors to the life and consciousness of the 1985 Y.A.U. Conference, August 20-25 at Unity Village.



Special Announcement

The Fillmore Foundation has renewed its \$10,000 grant to the USRS-MEP for 1985-86.

The purpose of this grant is to help defray expenses for visiting teachers who share their special field expertise with ministerial students.

The Charles and Myrtle Fillmore Foundation was founded in 1964 for the purpose of generating funds for maintaining and expanding Unity activities. The Board of Trustees consists of Charles R. Fillmore, Connie Fillmore, and Charles J. McGill of Unity School and Hal Rosencrans, Phillip M. Pierson, and R. Scott Sherman of AUC.

Connie Fillmore has been appointed as a Life Trustee of the Fillmore Foundation. She replaces Otto Arni who is retiring.



First Phase of Y.A.U. Study Completed

By Timothy Pettet
International Y.O.U./Y.A.U. Coordinator

Who are the Young Adults of Unity and what is (or should be) the nature of the organization that bears that name? At its inception the Y.A.U. was intended to serve the population of young adults in Unity that emerged from the Youth of Unity experience. Over the ensuing years the Y.A.U. has evolved into an organization that has provided alternative opportunities for worship, celebration, and fellowship for a group of people that range in age from 19 to approximately 55.

A question was raised last year regarding the effectiveness of this organization in serving the needs of the original young adult target population. Are Unity churches losing young adult members by not serving this age group with a more specifically designed program? These questions resulted in a study that involved two surveys (one among ministers and one among the current Y.A.U. and ex-Y.O.U. population).

WHO RESPONDED

Those Y.A.U.ers who responded to the survey were between the ages of 18 and 55, with the vast majority being between 18 and 35. A majority of the Y.A.U. respondents were active in their centers or regions in other than a Y.A.U. organization (board members, youth volunteers, etc.)

RESULTS

Both surveys revealed similar responses to the various questions. These responses show patterns of opinion that indicate the following:

1. There is a need or desire for a program that focuses on the young adult population (18-25 approximately). The requested services that were valued most highly were support services for organizing and maintaining a group in the church, regional Y.A.U. weekend retreats or rallies, and age-specific spiritual lifestyle curriculum materials.
2. There is a desire or need to maintain an organization that serves the broader age range group with alternative forms of worship, study and fellowship. The "alternative" refers to a more active, participatory and celebrative style than is found in more conventional Unity set-

tings. The annual international conference is regarded as the most highly valued service among this age range.

3. It seems clear that any age restrictions on Y.A.U. organizations and/or events are most appropriately applied at the center or church according to the perceived needs in that environment.
4. There is sufficient identified need and interest in college campus outreach ministry to warrant further study.

RECOMMENDATIONS

In tune with the results listed above, the following action will be taken:

1. Maintain the annual Y.A.U. conference with no upper age limit and perhaps provide some age specific workshop options in the programming.
2. Further study will be done to determine more specifically what the organizational support and curriculum resources need to be.
3. Further communication with Y.A.U.ers and ministers will be conducted to determine how the education department at AUC might enable regional weekend gatherings.
4. That the feasibility of establishing pilot projects for college campus outreach ministries be examined.

The full report and statistical analysis of the surveys are available by written request from the Y.A.U. Coordinator, AUC, P.O. Box 610, Lee's Summit, Missouri 64063. Contributions to cover the cost of postage and printing would be welcome. If you want to be involved in any of the above-mentioned processes, notify the Y.A.U. Coordinator.

(Continued from Page 12)

Our youth minister searched her memory and discovered that this teenager had been a Sunday School student in one of her classes when she was a brand new teacher. She had told a story in trying to relate a particular teaching. The story had stayed with the child for many years, and when the same teacher presented the same teaching to the same student in a different way, the student was able to say, "Wow, I always wondered how that worked."

In relating this story to me, our friend, the youth minister, summed up her learning this way, "We don't always see the results of the seeds we plant in our children, nor do we always plant them perfectly. We do the best we can, knowing that God takes care of the rest, bringing each seed into blossom in its right time. Thank you, God."

In Search of . . . information



for
a
new
focus

Uniteens

The Education Department at AUC is gearing up to provide a whole new program of service and support for Uniteen groups. We ask, "Who knows better than active and effective Uniteen leaders what services and support are most urgently needed?" We then ask, "Who are these leaders?"

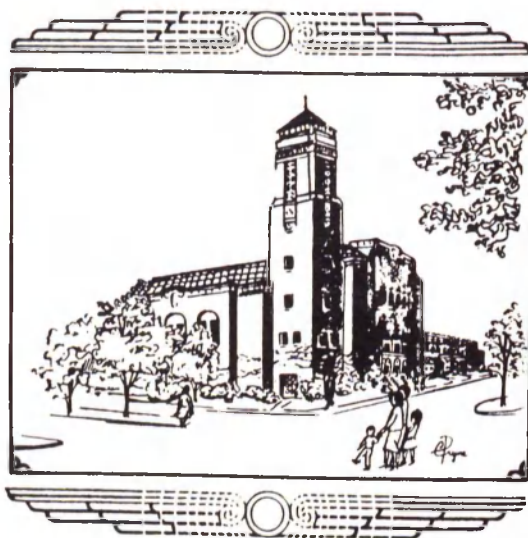
Won't you let us know who these youth ministers are and how we can contact them (by mail and telephone)? Give us a call or drop us a line.

Uniteens
Attention: Timothy Pettet
c/o Association of Unity Churches
P. O. Box 610
Lee's Summit, Missouri 64063
(816) 524-7414

Plaza Y.O.U. Initiates Interesting Fund Raiser

Treasured scenes from Unity on the Plaza will be preserved in a collection of ceramic tiles created by Carolyn Payne. The first series of this limited edition collection features "The Temple". The tiles can be used as a wall decor or trivet. Each year a new scene will be created to add to your collection.

Sale of collection tile is sponsored by the Unity on the Plaza's Y.O.U. chapter as a fund raising project. The tiles may be purchased for \$10.00 each plus \$1.00 for postage and handling.



Each tile is 6" x 6" and is rendered in light green, blue, and yellow.

Unity on the Plaza
Limited Edition Tile Order Form

Please send me _____ "The Temple" limited edition tile(s).

Total _____ (includes \$1.00 handling and postage)
(ck or m.o.)

Name _____

Street _____

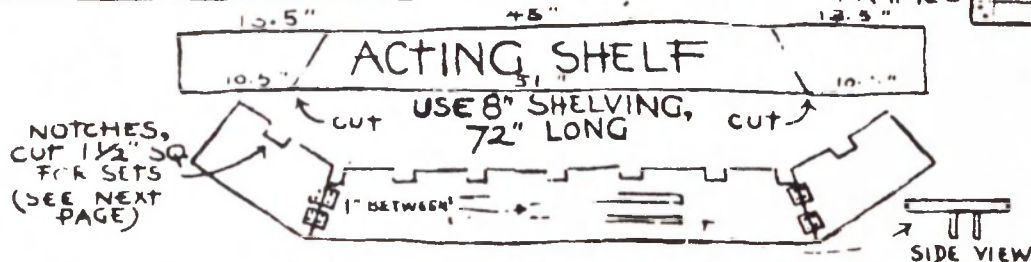
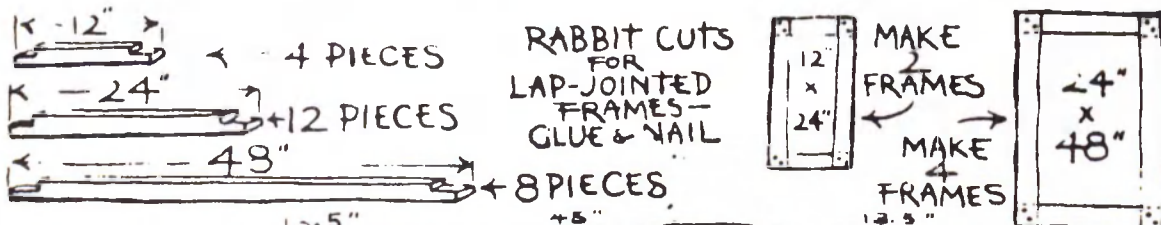
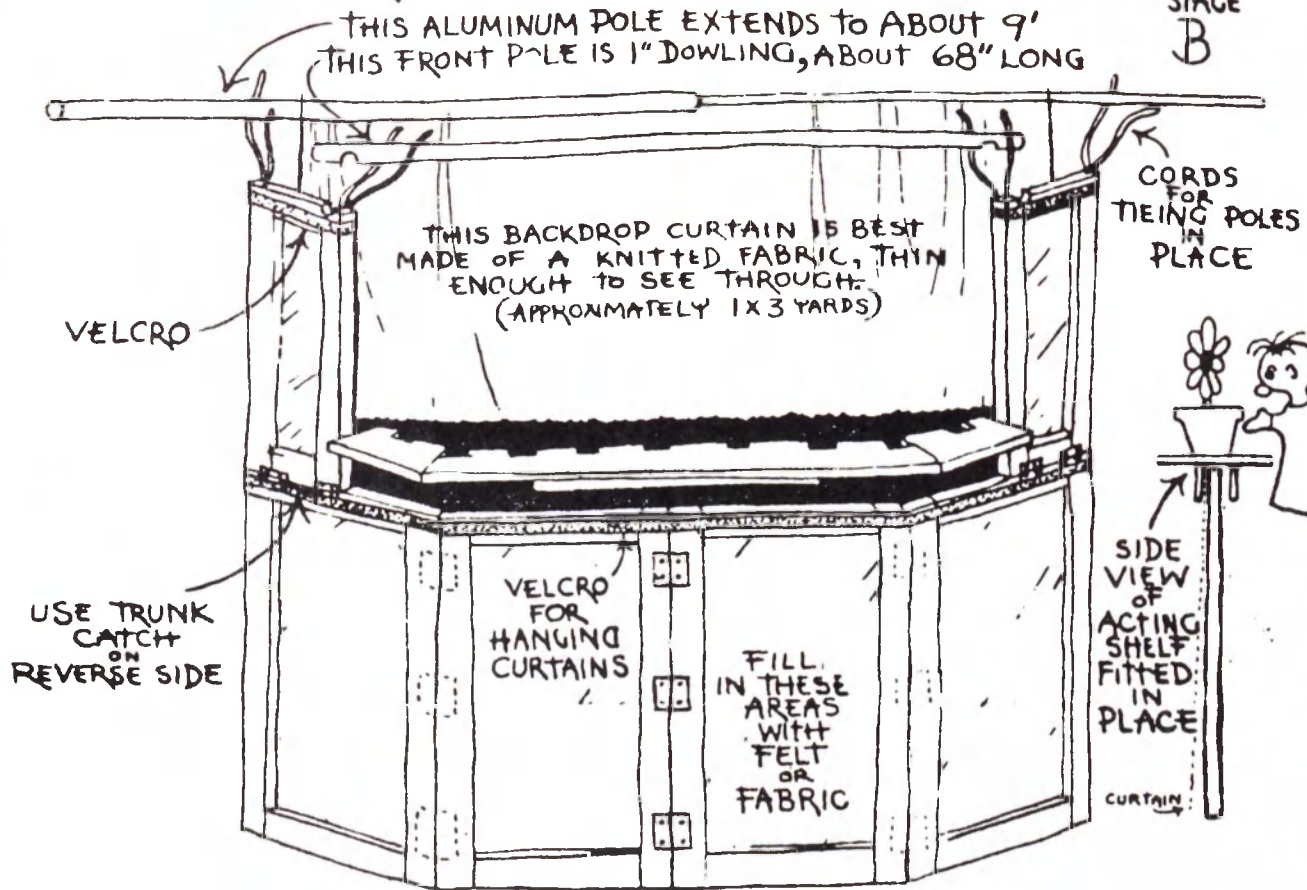
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Zip _____

Unity on the Plaza
Plaza Youth of Unity
707 W. 47th St.
Kansas City, MO 64112

PUPPET STAGE

BETSY'S
FAVORITE
STAGE
B



CREATE A PERMANENT, STURDY CLAMP FOR SECURING ACTING SHELF TO TOP OF STAGE FRONT WITH 2 STRIPS OF $\frac{1}{2}$ \" PLYWOOD, APPROXIMATELY 18\" LONG & 2\" WIDE, GLUED & NAILED UNDER ACTING SHELF.

The service was held at **Unity Church of Oak Park**, with **Richard D. Billings**, minister, officiating. Along with her certificate, Richard presented Ruth 3 yellow tea roses symbolizing the Trinity. After the ordination ceremony, a song composed by Ruth was sung, followed by congratulations from **Dona Gilsdorf**, minister of **Unity of Rochester**, Michigan; **Clara Epps**, minister of **Unity Center of Truth**, Chicago; Licensed Teacher **Laura Dillard** of **Unity on Wheels**; Ruth's husband **Wally**; her children, grandchildren, and friends.

Congratulations, Ruth!

The **Unity Church of Prescott**, Arizona, **Catherine Garvey**, minister, is the new owner of a building they won't be able to move into for a year and a half. The congregation signed papers recently for the purchase of an 8,000-square-foot American Lutheran Church building.

The Lutheran congregation, however, will be leasing the building back from Unity until its new building is constructed. The Unity group hopes to have their 1986 candlelight and Christmas service in the new building.

The purchase of the building was made possible in part by the sale of Unity's smaller facility to a businessman. The congregation, meanwhile, is leasing its old building from the new owner.

Unity In The Seven Hills, **Barbara Van De Vyvere**, minister, celebrated an exciting event on June 2nd: they burned the mortgage on their church building. The church was purchased seven years ago by a young ministry which was only two years old. The mortgage was taken out for twenty years, but the congregation paid it

off thirteen years early. They are now worshipping in a debt-free church.

Alan and Kathryn Rowbotham, ministers of **Unity of Roanoke Valley**, were guest speakers for the occasion, which was very appropriate, for **Unity In The Seven Hills** began as an outgrowth of **Unity of Roanoke Valley**, which lovingly supported the group for a short while, until they could financially stand on their own. **Joan Corbin** of **Unity of Charlottesville**, also attended the celebration. A reception was held in the newly refurbished Fellowship Hall following the mortgage burning.

On June 2, 1985, **Arthur Hammons**, minister, and **Christ Church Unity of El Cajon** dedicated almost 8,000 square feet of newly acquired and refurbished office space, classrooms, public meeting rooms, a two thousand square foot fellowship hall, and parking spaces for seventy-four cars.

The buildings are valued to be worth over \$200,000 and were acquired at no cost to the church through the exchanging of property they owned down the street for the site, which is behind and adjacent to their present property. Having had space problems for meeting, education, and fellowship for several years, they feel especially thankful that the buildings have "materialized" at no cost, and without any of the problems caused by construction and all that it entails.

To commemorate the opening of the new buildings, the congregation celebrated with a special outdoor dedication and worship service, followed by a potluck picnic. There was special music, an inspiring message, fun, and fellowship. After the worship and potluck, the **Unity-Friends**, the lay-ministers of the church, hosted tours of the new buildings.

ASSOCIATION OF UNITY CHURCHES
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Volume 18, Issue 8

PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES

September 1985





THE PRESIDENT'S LETTER

Dear Friends:

Sometimes I make a retreat of just sitting still and watching other people. Today I went to the beach, and though it was a typical overcast day, still people came to swim and to lie on the sand. Of course, there are always lots of children.

One child caught my attention—a little girl no more than 4 years old. Alone and laughing, she jumped up and down in shallow water. Usually people her size and age have parents hovering nearby. No one seemed to be watching her except me. I sensed a common thread between us. Maybe she did, too, because she ran out of the water and fell belly down before me. She looked up smiling shyly at me. Her smile was like sunshine, warm and bright. "Oh, well," she said.

Perhaps I wouldn't have noticed if she hadn't had a little difficulty getting up off the ground. Something about her was different. She had no left hand. I am sure my expression changed, but she didn't seem to notice because of her busyness to work her way back up.

Standing again she did nothing to show embarrassment. Her struggle was momentarily over, and she wanted to perform. "I am going to dunk my head under water," she said. "Watch me!" she commanded.

Obediently I nodded okay. Taking a few tottering steps into the water, she paused and held her nose with her right hand. Small waves came, and she lost her balance, toppling over. When she got up, she was sputtering . . . "Oh, well" again. I felt myself cheering her on. "Don't give up!" I called to her.

She didn't even look in my direction. Instead the tiny hand clasped her nose once again, and down she went . . . only her head this time. Success. I clapped my approval. She turned to me with her face beaming proudly. She began jumping up and down in the water laughing as she had before we met. She seemed to forget all about me.

I thought about all the questions that would be coming her way in life. How many times would she have to explain her missing hand? Would it make her hard inside, or would she be a better person for it? I think she will become one of those rare people who are very strong and

much admired. She already has a great start.

Then I thought about our AUC and what has appeared to be handicaps to us in the past—our falling down from time to time, and I asked those same questions that I asked of the little girl. Would it make us hard inside, or would we be better for them? Every place that I travel, as president of AUC, I meet ministers, teachers, board members, and just people who are practicing, growing, unfolding, and sometimes falling down. We are not always sure-footed, but we are exercising our spiritual muscles. I've come to see we are one of those rare organizations that is very strong and very much admired in the world today. We are young. We are moving into our teenage years. We have made a wonderful start. Now we are gathering momentum. Like adolescents, we often feel embarrassed about ourselves and point out our faults to each other. Sometimes we are terribly hard and self-critical. Yet, like teenagers, we are beautiful, flexible, energized, multi-talented, and open to change.

There is something about people and organizations who fall down repeatedly and pick themselves up with just a simple, "Oh, well." Something that promises much.

I thank God for sending that little girl my way today. I learned from her spirit. I thank God for you who read this, for our association, for the privilege of serving the BEST in one of the most spiritually directed organizations ever to manifest in the world.

Grateful for you,

Marshall (Max) Lafser

P.S. By now you no doubt are aware of the appointments of Glenn Mosley as our Director of Ministry Services, Judy Sherman as Chairperson of Ministry Studies and Skills in the Unity Ministerial School, and Ron Tyson leaving the Youth Education position to become our Expansion Program Coordinator. Perhaps you will take a moment and personally write them a note of welcome.



Ministry Services

As I write this column for the September *Contact*, I am still in Akron, Ohio, and the date is July 15. The announcement of my appointment as Director of Ministry Services has not yet officially reached the field, and I am overwhelmed by two things. First, that so many field ministers already know about it (my, our news vine is quick) and second, that I have already received so many telephone and written messages of congratulations and well wishes. Each message has been one of support and one of commitment to help in whatever ways are needed. You will be apprised at least monthly of ways you can assist your Association to assist you, your ministry, and all our colleagues. Thank you for your willingness to help to continue expanding the AUC's field services.

Thanks also to all those who "recruited" me so diligently during Pre-Conference and Conference weeks in June. By way of explanation to all those of you I told I was not going to apply for appointment as D.M.S., I didn't, during Conference. I was not inclined to consider the possibility, except ever so briefly.

However, during our two-day drive home, Karin and I talked, prayed, and thought about the possibility. By the time we reached home June 22, we knew that I should pursue this appointment. In seven days from now, I will celebrate the 28th anniversary of my beginning to work in the Silent Unity Prayer Ministry, along with beginning ministerial studies. I feel as though I have just completed a 28-year course of experiential study in preparation for being able to serve our Association and you, specifically, in this way. During the nineteen years of the Association's existence, I have served on the Board of Trustees for fourteen of those years and on the Executive Committee for more than ten years. I feel very blessed with this kind of preparation.

As an Association of Unity Churches and as the ministers representing those churches, we have some exciting goals already on line, and we will systematically work toward the fulfillment of each of those goals. With the continuing sharing of the flow of the divine ideas you become a channel for, with our fine Board of Directors,

Executive Committee, our committees generally, and our membership, we shall continue to add to the list of goals and necessarily, to the list of AUC accomplishments.

During the next several months, we shall work to decrease the amount of training necessary by outside expertise; we shall identify our human resources to take management training who can then deliver trainings to ministers, boards, and congregations. We shall continue developing a specific training program for interim ministers, work on our "national image", introduced during our recent Conference, and revive a thrust toward greater development of study groups in our expansion efforts. Another immediate goal is to get our new computer "up and running." Additionally, along with Sally Ford at the Center for Management Assistance, we shall be developing a Model Church Policy Manual, aimed at assisting you by facilitating church management.

Dr. Albert Schweitzer once said, "Where your talents meet the needs of the world, **that** is where God wants you to be." That is true for you and for me. Together our talents will help to meet the needs of that world. Thanks for being you, and thanks for being in this world during my lifetime; it makes my life richer.

Glenn R. Mosley

Glenn R. Mosley
Director of Ministry Services

CLEARINGHOUSE

Unity Center for Effective Living, Mesa, Arizona, has approximately 120 hymnals entitled "Unity in Song" that they would like to give away. They only ask that the receiving group pay postage. If interested, contact Hank Ross, Executive Assistant, Unity Center for Effective Living, 2700 E. Southern, Mesa, Arizona 85204, phone (602) 892-2700.



VICE PRESIDENT'S LETTER

Rev. Larry Swartz
Unity of Tucson, Arizona

As the newly elected Vice President of the Association of Unity Churches I wish to express thankfulness to those within the process who have presented to me their trust for my fulfilling this office. Deep within my heart and head I knew that this was a possibility as I agreed to serve on the Board of Trustees and then on the Executive Committee three years ago. So, knowing this I had given some thought as to what the outcome of being chosen as the Vice President would mean. I had thoughts ranging from stark terror to humor. But I made the decision to do two things—not to seek it, nor to decline it should it come my way.

Like you, I believe in the activity of Spirit at work in all things . . . my life included. And so it is with a greater degree of humility than I thought possible, that I move into this cycle of service to our Association and to the Idea that is Unity.

My "saving grace" throughout my now almost 48 years has been a sense of humor. Oftentimes it is even warped a wee bit. But it has allowed me to laugh when the only other choice would be to cry and to view the whole of life with unhappy vision. So I offer to you my willingness to help you view the AUC in a lightly less serious vein. Sig Paulson, during his presentation at Conference said something like, "We are far too important to take ourselves too seriously."

As I look back on my past committee work and Board of Trustees participation, I am aware that I saw things far more seriously than I now allow myself to do. Now I try to remember to insist that I look upon things and events and happenings with a greater perspective toward what is really important and what isn't. Sure we have some within our membership who will say the darnedest things and support the most interesting causes—myself included. Sure we have people in the ministry who will make you wonder whether or not they ever heard of the ethics of our Association or believe in Unity principles. But we have always had such within our ranks (myself included), and we always will . . . as Jesus "said," "you will always have the

unique ones among you." But the Idea that is Unity and the Idea that is the AUC lives on. May Rowland used to have a beautiful philosophy that was summed up in five words, "Give it the light touch." We have far too many goals and dreams to fulfill as the AUC than to get caught up in the lesser moments of our experience and become sidetracked from the plans of action that the Board of Trustees has accepted for our Association, and to again become embroiled within the process of government by consensus, or by allowing the few to dictate to the many.

If the Association of Unity Churches is to be a viable Association for its membership, it needs to focus on goals, plans, and services that your elected representatives have selected and allow the necessary energies to be toward that direction, not in the wild-fires or empassioned causes that will always surface but which will never lead us anywhere save to confusion. Then our focus is on a zig-zag, not a straight line of accomplishment.

What you can do is simply to support and to have faith in the greater Idea that is the AUC. Have faith in its future and support its present. Serve on committees of your choice or where you can be of most service. Be less judgmental in what you perceive as goals or directions of the AUC that do not necessarily duplicate your personal wishes or dreams. Or, as the great philosopher said, "bitch less and assist more."

And be a consistent giver to the AUC through your financial sharing, and do it regardless of your pleasure or displeasure. In our churches—in your ministry—what is the first thing that the congregation does when feelings of displeasure arise? They are quick to cut back on their financial support, and it sometimes becomes a catch-22 situation. Well, they are not yet fully trained in the law of Prosperity, so they cut back or withdraw from their giving. But we know the law . . . or at least we should. Okay, let's all have faith in the law of abundance and the AUC by keeping our selected giving program consistent. No one on the Board or at the Office is going to do anything too strange with the financial gifts you have entrusted to their

care. Have faith and trust in the Idea of the AUC . . . the Idea that is greater than the people now serving within it. You know the law as do I in this area. Let's be good stewards of the law and allow it to work more fully back toward us.

And, hear me as I say that I am available to listen to you. I will listen with sensitivity and caring; I will listen with patience and humor. Yet I will not shy away from making unpopular decisions, should they be mine to make and should they, in my estimation, be for the good of the AUC. But I will endeavor to come from love and caring in all that I do.

Now, in closing, I enter into the next two year cycle of service with no illusions as to power or prestige. Not only do I not want any, there isn't any to be had! I have yet to see the membership rise in silent admiration and awe

when a past president enters the Activity Center at the Village. President Kennedy spoke a beautiful reminder as he spoke to things happening—truly happening—when we are not as concerned as to what we can get **out** of something, but as to what we can give **into** that something.

Max is starting out on a year of responsibility. Jay has served well and long and with much dedication. Support Max. Pray with him, offer your service into committees and activities that will be highlighted by his Presidency. Ready for a "together" statement? Together let's commit ourselves to the AUC's goal and purpose. Be willing to take our Association with less seriousness and be willing to laugh more. History always proves that those who laugh more are right.

SPARKPLUGS

Talk Topics and Sermon Starters
From Unity Publications

*This month: UNITY Magazine
September 1985 issue*

Something new has been added to *UNITY Magazine*! An article by John Strickland, Director of Silent Unity, will be featured in recurring issues of *UNITY Magazine*. "The Lighted Window" will be the voice of Silent Unity, keeping readers aware of the various phases of the prayer ministry.

In this premiere of "The Lighted Window," John sets the scene by describing the lighted window of the Telephone Prayer Room and explaining the purpose and practice of the Silent Unity prayer ministry. He touches on visitor reactions when seeing the window, the effectiveness of the telephone prayer service from its inception, and the power of prayer for all people and all situations.

John states the specific goal for this article, a goal that includes you and me, and envelops people around the world. This section of the article will have special informative material each time, perhaps making the article another of those turn-to-first attractions in *UNITY Magazine*.

Although "Message from Silent Unity" was written by James Dillet Freeman, former Director of Silent Unity, "The Lighted Window" will not take the place of Jim's monthly column. As you have probably already observed, Jim's articles also have a new image since his retirement. His column is now titled "Life Is A Wonder," and shares with the reader the joy that he finds in his new experience. It too, promises the warmth, wit, and insight so characteristic of Jim Freeman's writing.

This first "The Lighted Window" article, by John Strickland is excellent to post on a bulletin board for accurate and interesting information about the Silent Unity Telephone Prayer Ministry available to your members and to all visitors alike. You will find the article on page sixteen in the September 1985 issue of *UNITY Magazine*, available in yearly subscription or single copies, through the sales department of Unity School.



Issues In Management

Louise R. Iennaccaro
Executive Director
Center for Management Assistance

This is the fourth in a series of articles on Group Dynamics. In this article we will discuss Organizational Politics and the issue of Conformity in an organization.

In recent times the topic of organizational politics (better known as office politics) has begun to receive attention from management theorists and researchers. Central to organizational politics is self-interest. Victor Murray and Jeffrey Gandy have defined **organizational politics** as "the pursuit of self-interest at work in the face of real or imagined opposition."¹ According to another expert, political maneuvering encompasses all self-serving behavior above and beyond competence, hard work, and luck. This same expert further points out that political maneuvering "is not inevitably devious, dishonest, or deceptive."² Generally, though, organizational politics weakens trust and promotes mistrust.

Why do employees use "office politics" to get ahead? Often, employees resort to political behavior when they are unwilling to trust their career to competence, hard work, or luck. Organizational politicians, one might say, help luck along by relying on one or more political tactics. An organization's climate has a lot to do with whether or not employees fall back on political tactics.

Naturally, organizational politics takes in a lot of behavioral territory. How can you tell if office politics are taking place in your organization? Well, the following six political tactics³ are common expressions of politics in the workplace:

Posturing. Those who use this tactic look for situations in which they can make a good impression. "One upmanship" and taking credit for other people's work are included in this category.

Empire Building. Gaining and keeping control over human and material resources is the principle motivation behind this tactic. Those with large budgets usually feel more safely entrenched in their positions and believe they have more influence over peers and superiors.

Making the supervisor look good. Traditionally referred to as "apple polishing," this political strategy is prompted by a desire to favorably influence those who control one's career ascent. Anyone with an oversized ego is an easy target for this tactic.

Collecting and using social IOUs. Reciprocal exchange of political favors can be done in two ways: (1) by helping someone look good or (2) by preventing someone from looking bad by ignoring or covering up a mistake. Those who rely on this tactic

feel that all favors are coins of exchange rather than expressions of altruism or unselfishness.

Creating power and loyalty cliques. Based on the adage that there is power in numbers, the idea here is to face superiors and competitors as a cohesive group rather than alone.

Destructive competition. As a last-ditch effort, some people will resort to character assassination through suggestive remarks, vindictive gossip, or outright lies. This tactic also includes sabotaging the work of a perceived competitor.

Obvious illegalities notwithstanding, the final arbiters of whether or not using these tactics is acceptable are one's own values and ethics and organizational sanctions.

Each of the above-mentioned political tactics varies in degree. If we are honest with each other, each one of us would be hard pressed to claim complete innocence on all counts.

Nevertheless, excessive political maneuvering can become a serious threat to productivity when self-interests clearly override the interest of the group or organization. Organizational politics can be kept within reasonable bounds by applying the following five tips:

1. Strive for a climate of openness and trust.
2. Measure performance according to results rather than personalities.
3. Encourage top management to refrain from exhibiting political behavior that will be imitated by subordinates.
4. Strive to integrate individual and organizational goals through meaningful work and career planning.
5. Practice job rotation to encourage broader perspectives and understanding of the problems of others.⁴

Along with organizational politics, I want to discuss the issue of conformity. Much is accomplished in this world because people conform to accepted standards of behavior. Relatively strict conformity is necessary to ensure the efficient accomplishment of organizational objectives. As I will use it in this article, **Conformity** means complying with the role expectations and norms perceived to be associated with a particular situation. Conformity enhances predictability, and is generally thought to be good for rational planning and productive enterprise. We are often told, "How can anything be accomplished if people cannot be counted on to perform their assigned duties?" On the other hand, you say, "Why do so many employees actively practice involving discrimination, environmental degradation, and unfair competition?" The answers to these questions lie along a continuum with anarchy at one end and blind conformity at the other. Socially responsible management is anchored to a point somewhere between them.

Social psychologists have discovered much about human behavior by studying individuals and groups in controlled laboratory settings. Research findings show that individuals have a strong tendency to bend to the will of the majority, even if the majority is clearly wrong.

Psychologist Irving Janis uncovered an undesirable by-product of group cohesiveness after carefully studying the records of several successful and unsuccessful American foreignpolicy decisions. He labeled this problem "groupthink." Janis defined groupthink as "A mode of thinking that people engage in when they are deeply involved in a cohesive in-group, when the members' strivings for unanimity override their motivation to realistically appraise alternative courses of action." Groupthink helps explain how otherwise intelligent policy makers, in both government and business, can sometimes make incredibly stupid decisions. According to Janis, the onset of groupthink is foreshadowed by a definite pattern of symptoms. What are the early signs of groupthink? Excessive optimism, an assumption of inherent morality, suppression of dissent, and an almost desperate quest for unanimity are among the early warning signs of groupthink.

Can a group achieve cohesiveness without going to groupthink? The answer is yes. According to Janis, high on the list of preventive measures is to have one of the group members periodically ask "Are we allowing ourselves to become victims of groupthink?" More of the fundamental preventive measures include:

- Avoiding the use of groups to rubber-stamp decisions that have already been made by higher management.
- Urging each group member to be a critical evaluator.
- Bringing in outside experts for fresh perspectives.
- Assigning to someone the role of devil's advocate to challenge assumptions and alternatives.
- Taking time to consider possible side effects and consequences of alternative courses of action.⁵

Ideally, decision quality will improve when these preventive steps are practiced to the point of becoming second nature to cohesive groups.

When the work group identifies with the organization's overall direction, and when that direction is

socially responsible, great things can be accomplished. In this context, conformity is a positive force. But, as Andrew Malcolm, in his book **The Tyranny of the Group** pointed out, "The group has a potential to produce blind loyalty, object submission, and total obedience, and such conditions have invariably been dehumanizing in the end."⁶

When does conformity become negative? Conformity becomes a negative force when it encourages group members to deny their personal convictions, better judgment, or ethical values for fear of group reprisal. Clearly, one of the difficult challenges facing today's organization is to make sure the employees can tell the difference between productive conformity and blind, ultimately destructive conformity.

References

1. Victor Murray and Jeffrey Gandz, "Games Executives Play: Politics at Work," **Business Horizons**, Vol. 23, December, 1980.
2. Andrew J. DuBrin, **Fundamentals of Organizational Behavior: An Applied Perspective**, Second Edition, Elmsford, N.Y.: Pergamon Press, 1978.
3. These six political tactics have been adapted from a more extensive list found in DuBrin, **Fundamentals of Organizational Behavior: An Applied Perspective**.
4. These tips have been adapted from DuBrin, **Fundamentals of Organizational Behavior: An Applied Perspective**.
5. Adapted from a list of nine preventive measures discussed in Irving L. Janis, **Victims of Groupthink**, pp. 209-219. For a good management-oriented discussion of groupthink, see Clarence W. Von Bergan Jr., and Raymond J. Kirk, "Groupthink: When Too Many Heads Spoil the Decision," **Management Review**, Vol. 67, March, 1978.
6. Andrew Malcolm, **The Tyranny of The Group**, Toronto: Clarke, Irwin, 1973.



M.E.P. Students' Message

By Claudell Koch '86

Blessings. We see you as God sees you. We send our love. You are a great blessing to us and you continue to be our inspiration and support. We join your vision for a unified Unity and a peaceful world.

This is an exciting time for the second year class. We are in the process of integrating the metaphysics, Bible, and history we have learned with our concept of the field ministry. We are clarifying our vision and our goals and anticipating with excitement their implementation.

The vision that brought us to this place, will surely find expression as we continue to grow and learn and trust God.

Here are more introductions to the Class of '86:

Pat Lee-Barnes is from Unity of Akron, Ohio, where she taught classes and served as guest speaker. She also served Unity Church of Truth in Massillon, Ohio. Pat has her Bachelor's Degree in Business and Organizational Communication. She is currently serving as teacher and platform assistant at Unity Church of Living Truth, Overland Park, Kansas.

Dick Mantei is from Madison, Wisconsin. He has a background in commercial real estate brokerage and development. He serves as President of the Class of '86 and currently works on Unity Helpline in the Counseling Center.

My Toughest Decision in Ministry

Part II

By Max Lafser
President, AUC

The issues and anxiety levels vary, but making decisions is an unavoidable aspect of any church. I asked a few months ago in another article for you to tell about the toughest decision you have had to make in your years in ministry. Many of you thanked me for sharing, but few shared their toughest decision. The following tough decision was shared by Dr. Gregory E. Penn:

I have had many tough decisions to make in my work, but I find the greatest and most difficult decisions I made were not the ones which had to be made as a director or executive of the church. No, it went far deeper than that.

There comes a moment in the unfoldment of every minister who is sincerely working at the practice of his work, where a clarity of consciousness brings forth the perception that it is very important to do away with many of the traditions and old teachings a Unity church may have been heavily practicing.

After 13 years of being a Unity minister, it became very obvious to me that many of the traditions, which the congregation and I had been practicing very blindly, were not productive toward the work and were counter-productive to the message I was seeking to find in myself and offer to others. For example, doing away with the singing of the Lord's Prayer was very difficult for my congregation. The interesting thing for me was to watch people leave the church simply because the Lord's Prayer was not sung. Obviously, singing the Lord's Prayer was more important than the healing of consciousness. There were other outmoded teachings that I had been offering for many years which I now feel played no role in an individual who is truly seeking spiritual enlightenment, growth, and awareness. The decision I had to make changing this church over to that of a center for spiritual awareness and awakening was the toughest decision of my life. It taught me what Jesus meant when he said, "for many are called, but few chosen". It surprised me to find out all the reasons people came to the church... for hymns, verbal prayers, social events, etc. For me the toughest decision in my ministry was the decision to be true to my higher self at the risk of losing many people who would not take this work seriously, to whom it was a "Sunday go to meeting" activity rather than a spiritual work into which one seeks to evolve.

These were rocky times for me, and while they still occur occasionally here and there in my work, I have found I have replaced many of my congregation with others more in keeping with the seriousness of my work. Sometimes it was hard to loose and let go of people to whom I had become fond or attached. I found I needed to make a change inside of me and in my teachings and my approach. This was a big lesson for me, that all suffering and pain come from attachment. It became very obvious to me that the question many of us may need to ask in our ministry is "Why are we here?" Are we here to earn a living, to make a name for ourselves, or are we here to explore and discover deeper layers of consciousness.

I humbly offer this decision I made to you, my colleagues. Maybe there is one of you out there who is going through the same experience, and I would only advise one thing. Socrates said it so well, "to thine own self be true."

Thank you, Greg, for sharing the intimacy of your own learning. I would like to see this column continue in Contact. I have a sense that it is valuable as we interconnect with each other. The more I travel and share with many of you, the more I am convinced the more we gain from each other's insights. Surely there are others of you throughout our movement who have made "tough decisions" through which much has been gained. Will you consider writing your tough decision down, forwarding it to me so we might share it with our fellow ministers through this series of articles?

Rev. Max Lafser
Unity of Bellevue
16330 NE 4th Street
Bellevue, WA 98008

Thank you for your love offerings!

May — \$ 55,191.73

June — \$ 43,450.48

We love you! We bless you! We appreciate you!

Child and Youth Ministers Called to Convene

The first annual International New Thought Child and Youth Ministry Congress is to be held at Unity Village on November 2-7, 1986. Y.O.U. sponsors, Uniteen leaders, and youth education directors and teachers and their counterparts from other new thought churches will be invited to attend.

The program will be designed to provide theoretical and practical education for each specialty area. The instructional formula will involve input from expert resource people and structured information exchange between congress participants with mutual areas of interest. The program will also be designed to give the

congress body an opportunity to give input to the direction and focus of AUC Youth Services programs. Last, but not least, the congress program will provide significant opportunities for fellowship and celebration.

Any feedback that we receive from the field during the autumn of 1985 will help the program design be best suited to meet the needs of the field. A final estimate of the cost for the event (room, board, and program fee) has not been worked out. For the sake of your church budgeting process, however, we are estimating a liberal maximum of \$250.00 per person for room, board, and program.

Any ideas, questions, or comments about the nature of this event are heartily encouraged. Address them to AUC, P.O. Box 610, Lee's Summit, Missouri 64063.

ASSOCIATION OF UNITY CHURCHES Statement of General Funds Operations One Month Ended April 30, 1985

INCOME – OPERATIONS:	Month	Year to Date
Love Offering	\$ 51,479.07	\$ 51,479.07
Other Income	1,022.22	1,022.22
	52,501.29	52,501.29
Less: Tithe Transfer	5,147.91	5,147.91
	47,353.38	47,353.38
Gross Profit Material	2,283.92	2,283.92
Total Income	\$ 49,637.30	\$ 49,637.30
EXPENSES – OPERATIONS:		
Total Expenses	\$ 58,687.56	\$ 58,687.56
INCOME OVER (UNDER) EXPENSES:	\$ (9,050.26)	\$ (9,050.26)

Unity School Contribution To The AUC Through Services Provided
May 1, 1984 – April 30, 1985: \$ 92,453.76

(Note: This contribution is a non-ledger item and does not appear on the AUC financial statement)



A LOOK AT BUILDING SELF-ESTEEM IN THE UNITEEN CLASSROOM

ONE HOUR A WEEK

By Linda Stafford

This article appeared originally in a wonderful but sadly short-lived publication. *Changes*, a resource for understanding early adolescence, published one issue. That issue focused on self-esteem and the early teen. Watch for more reprints from *Changes* as a part of our service to Uniteen leaders.

Linda Stafford is not in Unity, however, she is a professional youth minister and curriculum writer. She has generously given this article to us for our use.

As Marcia Martin enters her junior high Sunday School class for the first time, a crumpled piece of paper whizzes across the room barely missing her head. Looking around her, Marcia sees three junior high boys with bright, innocent faces, totally aware they have already put Marcia on the defensive.

Surveying the rest of her class, Marcia sees two girls chattering happily together, two other girls surprisingly looking at their Sunday School lesson, and one lone boy looking nervously at the floor.

If this is Marcia's first experience teaching junior highers, she may reason that she has seven fairly confident kids in her class and one boy who is not as confident as the others. But, in all probability, Marcia's class contains not one but eight youths who have little confidence in themselves. For if Marcia's class is a typical group, the brashness, chatter and studiousness may well be covers to hide just how unconfident they really feel.

It may not seem that these young people really lack confidence. But there are two ways to put the matter in perspective. The first is to remember what it was like when you were at their age. If you haven't buried your memories so deep they can't resurface, you may remember your own giggles, chatter or brashness. Do you remember these as signs of confidence? Probably not. More than likely, you remember these types of behavior as smokescreens to keep the world from finding out just how nervous you really were.

Once you've captured your memories, the second thing to look at is just why this age

group has such low self-esteem. Remember that the junior high age is a transition time, a time when kids are not yet adults (or probably even teenagers), but are no longer children. Beyond that, tremendous changes are going on inside them. First, they are changing physically. They worry about how they will "turn out." And if they are far ahead or far behind the rest of their peers, they worry about whether they are normal, too. Second, intellectually they are reaching an age when they begin to think abstractly. They are no longer content just to learn facts; they must absorb these facts and use them to sort out various problems. That, in turn, means they may have serious questions about things they once took for granted; and they are not sure how this thinking process is going to affect their lives. Third, they are entering into a new social arena, one where being liked by those of the opposite sex becomes increasingly important. Thus, they must develop skills to function in this new social atmosphere.

So early adolescents have good reasons to be shaky in the confidence area. And you, as a Sunday School teacher, can either help build their self-confidence or help destroy it. In addition to teaching your adolescents solid Bible truths, you have a responsibility to demonstrate God's love and concern for them by building their self-esteem.

There are many ways you can accomplish this within your own classroom. First, treat them with respect. Listen to what they say. Don't speak to them as you would to children. Don't make fun of them, especially in regard to their physical appearance. And never resort to returning their sarcasm with sarcasm of your own. If their sarcastic remarks hurt you, yours will hurt them even more.

Second, at the same time you are treating your kids with respect, establish ground rules for your class. You may wish to make these up yourself. Or, you may want to get your kids together to decide what these guidelines will be.

Some guidelines you will want to include

are: (1) listen when someone is talking; (2) never make fun of anyone's answers; (3) encourage everyone to participate, but allow anyone to "pass" on a personal question with no negative comments from classmates.

Once you've established these ground rules, determine how they will be enforced. Adolescents need to know their limits, but they also need to see these limits enforced, especially if they were involved in establishing the rules.

Third, look for things you can praise about your adolescents. Often the only young people who receive attention are exceptionally good-looking kids and athletes. But many adolescents have traits and talents that should be encouraged and praised. For instance, why not thank kids who come to class regularly and participate eagerly in discussions. Or, why not encourage kids who play musical instruments to bring them to class and accompany the songs you sing. Then, too, you may have students in your class who are gifted writers or artists. Try to find ways to use and appreciate these talents during the class hour.

Fourth, plan times during the class hour when your kids can interact with one other. This will help them build social skills. However, if you break into mixed groups, do not put one boy in with a group of four girls or vice-versa. Try to even up the groups or have at least two of each sex in the group. Give the groups specific tasks to accomplish. This will cause them to concentrate on a task rather than on each other. Thus, they will be allowed to interact without social pressure.

Fifth, be vulnerable. When appropriate, share with your teens some of the insecurities you faced during your junior high years or at present. Adolescents need to see that their fears are normal and that adults face some of the same problems. Don't think they will lose respect for you if you do this. They want people to be "real" with them. They don't want adults to be "super-saints."

Sixth, point out Bible characters who faced some of the same problems adolescents do. While adolescent behavior isn't often illustrated in Scripture, the problems they face are. For instance, Elijah had a problem with fear (1 Kings 19). Jeremiah was isolated from people because of his faith (Jeremiah 20). Peter disappointed and deserted his best friend (Matthew 26). It is vitally important for adolescents to know God really understands what they are going through and will help them in whatever situation they might find themselves.

Seventh, teach and encourage your kids to pray. A good self-image will grow out of a relationship with their creator. As they pray and see God answer their prayers, they will gain confidence in what he can do in their lives, they will be more confident of his love for them and they will have more confidence in themselves.

In addition to what you can do in your classroom to build self-esteem in adolescents, there are several things you can do outside the classroom as part of your total teaching plan.

First, get to know the home and school situations your adolescents face. In this way you can become aware of obstacles they must cope with, such as being made fun of in school or being ignored at home. Then, in your in-class time, you can consciously build up teens who are facing pressures in these areas.

Second, plan individual times with each member of your class. This could be lunch at McDonald's, dinner at your home, or an outing of interest to both of you. During the time, try to find out what he or she likes to do and areas of difficulty he or she has. You never know when you will be able to help a teen or put the teen in contact with another church member who can help. Plus, an adult spending time with an adolescent just for the fun of it goes a long way toward building up the young person's confidence.

Third, in addition to outings with each person, call and write them frequently. At this age they need to know they are special. A well-timed note will show a particular adolescent just how important he or she really is.

Fourth, pray specifically for each class member. If one of your teens is having special difficulties with self-image, pray for him regularly. Ask God to bring adults into the adolescent's life who will encourage and build his self-esteem.

Fifth, if God leads, match your adolescents with adults in your congregation who can be special friends with them. As you get to know members of your class, you may recognize interests and abilities they have that correspond to interests and abilities of members of the church. Invite some of these persons to your class so your teens can get acquainted with them in a natural way. Later on, you might suggest the adults invite particular teens to participate with them in mutually enjoyable activities.

There are, of course, many more things a Sunday School teacher can do, both in and out of the classroom, that will build self-esteem in adolescents. Ask God to show you what they are for your particular group.



SHARING THE VISION



*Unity is a link in the
great educational move-
ment inaugurated by
Jesus Christ . . .*

*Charles Fillmore
Co-Founder of Unity*

AS I SEE IT



James C. Robinson, Ph.D., Director of Education

Change is the one thing that is constant! I don't know who said that, but for now I'll stake my claim.

Toni (Coleman) Nash whom you all know as my very able Executive Secretary has departed for another position. We miss her, we appreciate her, and we love her. Trish Robinson (no relation to the DOE), a licensed teacher and authoress, takes her position.

Trish is a creative teacher and long-time student of Unity. I expect to be getting valuable recommendations from her (if I ask for it or not, ha) on the SDS training and future Licensed Leadership Training Program which is in the planning stage.

Call to welcome Trish; she will appreciate it and will, I am sure, serve all the licensed

teachers with grace and charm, as did Toni.

Notice to you serious students of spirituality. Are you familiar with Wayne G. Rollins' book, *Jung and the Bible*? Rollins wrote this to illustrate Jung's view of the Bible as a "soul book," in contrast to one of history or fact.

Applying psychological and psychoanalytic insight to the story of Scripture, Jung discovers in the Bible a treasury of the soul, the testimony of our spiritual ancestors proclaiming their experiences with the Holy.

This is not a book for the spiritually smug. If you want to stretch your mind, if you want to "plow corn" (as my dad would say), have at it. And tell me what you think, if you've a mind to!



SPECIAL THANKS

A special word of thanks goes to the Youth Ed Department for the outstanding childrens' program that was provided during the 1985 AUC Conference.

Pictured left to right: Ron Tyson, former YE Coordinator, presently serving as the AUC Expansion Specialist; Shirley Judson, wife of MEP Dennis Judson; Harriet Schumacher, an employee of Unity School; and Judy Golden, wife of MEP Ed Golden.

We invite you to join us in putting

GOD FIRST

in all things and in using this prayer for the month of

SEPTEMBER 1985

I demonstrate God's
inexhaustible supply in my
life and affairs.

Unity School Prayer Group



Helping Hand

Prayer in the Unity Ministry

Eugene Chambers
Acting Expansion/Conference Specialist



Prayer is essential to the Unity ministry. Unity, in fact, is founded on prayer; and the practice of prayer in the activities of a church establishes it upon a solid foundation of spiritual principle. For it is upon the solid rock of spiritual principle that a Unity ministry may express its highest good.

Prayer is simply communion with God. Prayer is the experience of oneness with God, that Jesus referred to when he said: "The Father and I are one." But in order to establish that sense of oneness, some preparations must be made. Whether the activity of prayer is an individual act of devotion, or whether it is the collective effort of a whole congregation, the basis for prayer must be established. Spiritual discipline has established certain steps in the practice of prayer:

- (1) **Coming apart:** One should put aside all worries, cares and concerns of the outer world.
- (2) **Relaxation of the body:** Proper balance, posture, and physical relaxation of the body will induce a calm mind and a receptive Spirit.
- (3) **Affirmations of truth and denials of unwanted conditions** will serve to prepare the ground of the mind and heart, as well as condition each, to receive an infilling of the Holy Spirit.
- (4) **The practice of the Presence**, through the discipline of receptive silence, is the actual experience of the Presence of God.
- (5) **A sense of gratitude** and thankfulness that one's prayers have been answered, before the evidence of the manifestation, opens one to receive one's good.

Prayer is one of the most powerful activities in ministry. It is a powerful force for good; for harmony, unity, and divine order. It is not hard to see why. Prayer, usually an individual activity, when joined together with others in a unity of purpose, becomes multiplied into a spiritual energy which can cleanse, heal, and unify any ministry. This is so, because the energies of

prayer are restorative, constructive, and harmonizing.

Prayer is, to a Unity ministry:

- (1) Acknowledgment that God is the One Source of All Good in the life and affairs of the church.
- (2) Acknowledgment that we, the collective body of the church, can do nothing; "It is not I but the Father who dwells within me who does His works."
- (3) Reliance on spiritual principle as the guiding factor in the conduct and decisions of the church.
- (4) Affirmation that there is a power greater than ourselves, which supercedes all personal, special, or narrow interests, and which works only for good. "All things work together for good for those who love God."
- (5) Expression of faith that all is in divine order; that no person, circumstance or thing can prevent a church's good from coming to it.
- (6) Instiller of harmony in the church, helping to establish a unity of purpose, goals and consciousness.
- (7) Recognition of mission, that the church is a vehicle of service through which its members, individually and collectively, learn to give of themselves in selfless service. "It is more blessed to give than to receive."

Prayer is many things to the Unity ministry. It is acknowledgment; it is affirmation; it is acceptance. But most of all it is the practice of spiritual principle. For it is the practice of spiritual principle that will, in the long run, insure the life and health of a Unity ministry.



Y.O.U.ERS TALK ABOUT Y.O.U.

By Sarah Hassanein
Former Y.O.U. President

In an attempt to broaden the scope of Youth of Unity input in connection with **Contact** the following responses were gathered from among regional Y.O.U. officers who were available by telephone during a period of a few hours one Friday afternoon in July.

Q 1. What has been your single most meaningful experience serving in Y.O.U.?

A. rally '85! Because of being able to see what you've been working on for a whole year come to fulfillment. It was the best rally I've ever seen!

—Jeanine Fraser
Eastern Region

A. putting Truth to use in my personal life, because learning Truth principles comes through their use.

—Dean Logan
Northwest Region

A. while writing the weekly prayer panel for our region's newsletter, I explored new areas within myself in search of knowledge to share with others.

—Wendy Dorn
Great Lakes Region

Q 2. In what ways is being an officer a service?

A. I see it as service to God and to myself.

—Jeanine Fraser

A. to Y.O.U.ers in being a facilitator for growth and learning, and to God and Unity in sharing the Truth with young people. As being a part of the Unity movement so early, we make a difference in the future and carry on the Unity movement.

—Dean Logan

A. it's a service in the way that you donate your time, energy, and effort for the betterment of the Y.O.U.

—Wendy Dorn

Q 3. What do you think is the single most important gift that the Youth of Unity offers the Unity movement?

A. we are the future! We take the torches of Light and carry them on.

—Jeanine Fraser

A. we're starting so young to learn to put Truth principles into action to better our future. That is our greatest gift.

—Dean Logan

A. Y.O.U. offers enthusiasm and young, new, fresh ideas.

—Wendy Dorn

Q 4. If you were an adult interested in working with Y.O.U.—what would be your bottom line message—what would you tell if you could only tell them one thing?

A. don't lose touch with what's important to you.

—Jeanine Fraser

A. realize that as an individual you do make a difference, and that it's alright to be yourself.

—Dean Logan

A. success lies not in the best, but in being your best.

—Wendy Dorn

Q 5. What is the single biggest gift you have received from being in Y.O.U.?

A. rally '85! People were really receptive!

—Jeanine Fraser

A. oneness with myself and self-acceptance.

—Dean Logan

A. for me, the greatest gift of all... Love!

—Wendy Dorn



Book Available

What To Do, Know, and Expect When A Loved One Dies provides useful knowledge of what to do when a death occurs. This consumer book includes cost comparisons, options for disposition, organ donations, "The Living Will", and much more. The emphasis is a practical but emotionally sincere approach encouraging people to be prepared ahead of time.

The book is available from the author, Susan Thomas, P.O. Box 7202, Renton, Washington 98057, phone (206) 235-0899. The retail price is \$5.95, with a 40% discount for wholesale orders.

NATIONAL RECOGNITION NOW AVAILABLE



The Distinguished Youth Service Award is now available to churches and study groups to acknowledge men and women, lay persons, and ministers who have given their time and energies to the church and to the spiritual development of the young people of Unity.

There are two distinct areas of service that are required for this award. First, the candidate must be an active member of a Unity church or study group. Secondly, the candidate must have given significant service to youth inside or outside the church.

Candidates for this award fall into three categories:

Lay Person

One who is an active member of the church and has served its youth.

Minister or Licensed Teacher

One who has supported the youth ministry in the church.

Regional, National Administrator

One who has given sustaining support to youth on a regional or national level.

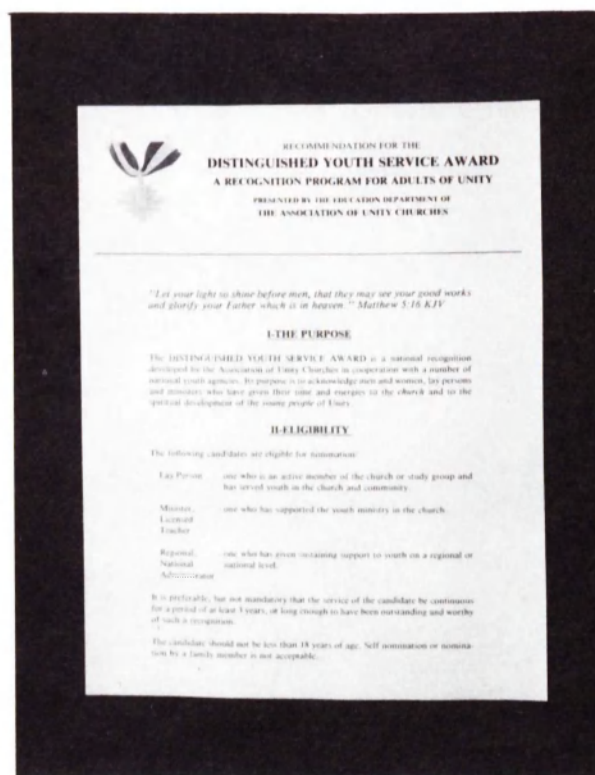
How does a church or study group make application for the Distinguished Youth Service Award? First, it is necessary to order an application (No. 1640) which will provide all the guidelines for applying for the award.

When a deserving candidate has been recommended, the minister or church board president appoints a selections committee, consisting of at least three members, who will complete the application and review the candidate's background of service. (The candidate should be kept unaware of the fact that he or she has been recommended for the award.)

Two letters of recommendation must accompany the application. One must be from the minister or church board president, and the second must come from the church Youth Department or from a youth related agency.

The fee for the Distinguished Youth Service Award is \$25.00. This award includes a gold-filled pendant suspended from a purple and gold ribbon, a diamond lapel pin, and a wall certificate. The fee will be returned if the candidate does not qualify for the recognition.

The selection committee should allow four months (120 days) process time before the presentation is scheduled. It is recommended that you not set the date of presentation until you have received this award.



You are encouraged to take a picture of this presentation so that publicity can be given to the recipient in the church, to the youth related agency, and to the community. Also, we would invite you to send a picture and story to **Contact**.

Joy Powell Presented Distinguished Youth Service Award



Pictured left to right: Richard Everts, Chairman of Youth Services Committee; Joy Powell; Ron Tyson, former YE Coordinator, now AUC Expansion Specialist; James Dillet Freeman, former Director of Silent Unity. All are recipients of the Distinguished Youth Service Award.

Joy Powell, Director of Youth Ministries, Unity Truth Center, Denver, Colorado, is the latest recipient of the coveted Distinguished Youth Service Award.

Joy came to Unity Truth Center as a volunteer in 1975. She developed the Montessori program in the church that year. In 1977 she joined the church as a full-time staff member. That same year she also served as Regional Youth Education Consultant for SCUCA, a position she held until 1983. Then in 1983 Joy became the first National YE Consultant for the Association of Unity Churches.

Since the beginning Joy has always supported AUC through the YE program. She has touched the lives of thousands of children through her adult training seminars and workshops. Our sincere congratulations to Joy Powell for a job well done!

NEWS-AT-A-GLANCE

On May 26 Bob Brumet, minister of Unity Church of Living Truth in Overland Park, Kansas, gave a Sunday lesson titled "We Are the World." The subject of this lesson was world peace and brotherhood. Bob would be glad to share a transcript of this talk with anyone interested. This material may be used in any way.

Free cassettes of this lesson have been provided to anyone in their congregation, provided they agree to share it with someone who agrees to listen to it and share it with someone else, etc. They have had tremendous response.

If interested in receiving the transcript, contact Bob Brumet at Unity Church of Living Truth, 8773 West 95th Street, Overland Park, Kansas 66212.

Dona Gilsdorf, licensed Unity teacher, was ordained in **Unity of Rochester**, Rochester, Michigan, by **Onita Meyer**, Unity minister, on June 2nd.

As a licensed teacher, Dona had served as leader of the Rochester church for several years prior to her ordination. Congratulations, Dona!

Ralph M. Seelig, minister of **Unity Centre of Truth**, Brighton, England, reports that the recent retreat held in **Lichtquell**, Germany in cooperation with **Peter Wenzel** of **Unity-Lehramt**, Berlin, West Germany, proved to be an excellent venture, and he highly recommends it.

Licensed Teacher **Ada Lopez de Miles** from **Malaga**, Spain, gave six extremely interesting lectures on **Psychocybernetics**. Despite the fact that Ada was not speaking in her native tongue, all the folk were able to enjoy and learn from her teachings. The group also included some German and Swiss folk who were staying at **Lichtquell** with the group.

The retreat is already booked again for next year, June 16 - 24.

Peggy Elia, minister of **Unity Church of Truth**, in **Massillon**, Ohio, participated in the **Enshrinement Ceremonies** on August 3rd at the **Pro Football Hall of Fame** in **Canton**, Ohio. Peggy presented a short prayer following the briefing before the ceremonies.



ON MATTHEW FOX, O.P.

What I Have Learned From a Brother I Have Never Met

Timothy Pettet

International Y.O.U./Y.A.U. Coordinator

The brother is a Dominican priest and a student of Meister Eckhart's middle ages mysticism and a celebrator of Eckhart's biblical, creation-centered, justice-doing spirituality.

Creation-centered spirituality is Hebraic and breathes with the good and very good of the creation reported in Genesis. It doesn't understand the dualism of a fall/redemption oriented spirituality because it understands that God's creation never leaves God. God is in creation and creation is in God.

Creation-centered spirituality doesn't resonate with the inner dominated spirituality of the Hellenists (Greek) who referred to the realm of the absolute and the ideal as where God dwells and the true home for the saved or redeemed. The call of the gospel is not to achieve ascension nearly as much as it is to cooperate in the incarnation.

In practical or experiential terms creation-centered spirituality translates as hearing God through the open pores of a sweaty dancer discovering the humid ecstasy of a Missouri rainstorm. This sensual spirituality refers to the ecstasy of the lover, the poet, the potter, the gardener, the dancer as the experience of the presence of God. These activities of the creative spirit are organic, whole, and sensual ends in themselves. Meditation, celibacy, fasting, drugs, et al can be effective tactics for experiencing the Presence, yet are still only strategies. They are not ends in themselves and are therefore not whole or organic. They are only tools.

My brother reminded me that another name for God is the Compassionate One. The feminine of God expresses as compassion which means She is in us and among us, She suffers with us, She rejoices with us. This implies a call for us to know that the suffering and joys of others are the suffering and joys of ourselves. This is a call to recognize that the unity we espouse exists in all of creation and not just in the ethereal realms. It is a calling back to the creation and the created. It is an invitation to allow the fullness of being to express in life, to be passionate and to share the passion (compassion means to have passion with), to be connected and create connections. It is an invitation to experience the

scriptural admonition, "whatsoever you do unto the least of these . . ." as a way of seeing and responding to all creation. Perceiving the Christ is not only an interpersonal activity but an intercreature activity.

Fox quotes from Eckhart and comments, "He who knew nothing other than creatures would have no need for thinking of sermons, for each creature is full of God and is a book' about God. Humans, too, actually need the world in order to know God."

Think not that a sensual, prophetic spirituality or creation-centered spirituality denies the inner. To the contrary, it affirms the inner in all creation and identifies compassion, creativity, and sensuality as organic pathways for experiencing the ecstasy of creation and therefore the presence of the creator. This is the experience of the creator enjoying and deriving pleasure in His creation. Scripture reports that God is "well pleased" in His Son. When we take on by receptivity and willingness this divine role of Sonship and affirm the Christedness of all creation by communion with it, then it is not difficult to imagine the pleasure of God in this play of the divine experiencing itself.

Once again, Fox on Eckhart, "The outer person enjoys the loaf of bread, a glass of wine, and a slice of meat merely as bread, wine, and meat. This way lies boredom and, one might imagine, obesity. The inner person also enjoys bread, wine, and meat, but in that enjoyment does not taste merely the food but also the gift that the food is. Thus the inner person nourishes a sense of gratitude and even wonder at the gift that the ecstasies of creation bless us with. But there is still a third way to experience the gifts of creation. That is the way of 'something eternal.' In this tasting, the finiteness of human pleasure is overcome and the grace-filled satisfaction of divine beauty is imbibed. This beauty, the taster knows, will never die. It lasts forever and always tastes delicious."

In our quest for individual enlightenment, transformation, and fulfillment we often times buy into the up/down, ladder oriented, aggressive, individualistic, materialistic, and male dominated definition of success and well being.

Creation-centered spirituality invites us to experience the fullness of the in/out, circle oriented, cooperative and creative, us oriented (compassionate), sensual and feminine experience of wholeness.

I have learned from my brother that creation-centered spirituality is a calling back to the Hebraic spirituality of the prophets and Jesus. It is a calling back into balance of the inner and mystical with the outer and prophetic. We are called back to a wholistic, life-giving, justice-doing spirituality. A spirituality that fully honors the creator by participating fully in the creativity, compassion, sensuality, and mystery of creation.

An essay on what I have learned from the brother I have never met would not be complete without this further reflection. Matthew Fox and the whole idea of the calling back to a creation-centered spirituality raised difficult questions for me in regard to the presence of Hellenistic or neo-platonic dualisms in much of new thought theology. I then reduced the question to a problem. This problem-making is a

tendency of the western masculine intellect and is in a very real way the idolatry of western rationalism. The mystery of creation is just that, a mystery, and reducing questions to problems leads to separative conundrums rather than unitive celebrations of the questions and the mystery at its root.

I close with one final quote from my brother as he comments on the teachings of Meister Eckhart, "He never lost this capacity for radical criticism, which means criticism of one's own institutions and not just others'. Indeed, he incorporates such an attitude as an integral dimension to the spiritual journey."

Footnote: All quotations are from **Breakthrough, Meister Eckhart's Creation Centered Spirituality in New Translations**, Introduction and Commentaries by Matthew Fox, published by Image Books. My brother has also taught me through his books, **On Becoming a Musical Mystical Bear** by Paulist Press, **We, Whee, Wee All the Way Home** by Bear and Company, and **A Spirituality Named Compassion** by Winston Press.



New Children's Meditation Tape

Janalea Hoffman, a truth student and consultant in music therapy, has just completed a children's meditation tape which includes relaxation games and guided imagery. Suggested ages are from 7 to 11.

Janalea has a private practice and also composes meditative music and tapes. Her most popular tape, *Mind Body Tempo*, which is meditative music at 60 beats a minute, was produced last year by Unity School.

Janalea worked in private practice with E. B. Lorenzo, a child psychiatrist, for four years using a synthesis of music, relaxation tech-



niques, and imagery training. She did her music therapy internship in a hospital in England where she conducted behavioral research with autistic and emotionally disturbed children using music therapy as a reward. Her research showed that music was a much more effective reward for changing behavior than food or other conventional reward systems.

She has a Master's in music therapy from the University of Kansas and travels extensively, giving seminars on Music and Consciousness, Brain Dominance, and Whole Brain Living.

We are very pleased to add Children's Meditation Tape to our inventory. (No. 1244, price \$10.00)

Methodists Publish New Magazine for Youth!

The question of relevant and useful support materials is always an issue for the creative process we call youth ministry. There are publications and resources that come from outside of Unity that provide a wealth of wonderful material for use with your group. Over the next few months we'll be reviewing and highlighting some of the resources that we feel can be put to good use.

Graded Press, a division of Cokesbury, publishes a monthly magazine, **YOUTH! YOUTH!** is prepared by the General Board of Discipleship of the United Methodist Church. The magazine is designed around the cultural and social issues of contemporary youth and is written for youth in an attempt to provide opportunities for its young readers to integrate their faith into the areas of their everyday lives.

The inaugural September, 1985 issue focuses on gospel rock on MTV, the skills for making new friends, and what it means to be a Christian athlete. The story about athletes features interviews with three teen athletes, a 13 year old girl, an 18 year old and a 19 year old boy and examines the issue from their perspective.

The magazine also features a sensitive and

thought-provoking short story about death and teenage grief, a sharing of teenage viewpoints on the death penalty, and a fun look at the role of dance as a biblically justified form of celebration and worship (we're talking boogie and be-bop or is it she-bop).

The magazine also includes some monthly features worthy of note. Barbara Varenhorst, a school district counselor, serves as a writer for the Christian youth advice column. In the September issue she responds to questions about parental anger and teenage suicide. The letters and her responses could make great discussion starters. Lyman Coleman (of the Serendipity series) does a monthly feature called "Bible Break." In the September issue he focuses on risk taking and the scripture in Matthew on walking on the water. The reader is provided with some exercises that help clarify his/her values in regard to risk taking. This section too provides good stuff to work with in your group.

The magazine could be of value to individuals in your group and to you as a teaching aid and resource. (12 issues for \$15.00 from Graded Press, Subscription Services, 201 Eighth Avenue South, P.O. Box 801, Nashville, TN 37202.)

ASSOCIATION OF UNITY CHURCHES

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THE PRESIDENT'S LETTER

Pray For the Strong, For They Are Weak

Just before starting to write this I was reading in Scott Peck's excellent book, **The Road Less Traveled** (Touchstone) of the two ways to confront people. The first is the usual way, with instinctive and spontaneous certainty that one is right. The second requires painful self scrutiny, a humble objectivity, and is far more often successful. I have often taken the easier first approach, and this has cost me much. Now I am trying to take the scrutinizing objective view in my approach to others and myself. I see new strength developing, but my attempts at this are costly too, one of the numerous reasons why I often sit quietly in a group with a certain life and emotion dominating my consciousness trusting the process: I am like a water balloon, the water roiling and heavy and about to burst my skin, which is painfully sensitive to the touch of words. The water tends to spill out my eyes, and I tell myself, *"You have been given the strengths and insights. Others have more reasons than you to feel this way. Give your needs to God."* I am very much in need of prayer indeed.

"Pray for your enemies." This has also been going through my mind. Oh, how I would like to say I have no enemies! Yet, I find there are those who misunderstand me and attack. It is inevitable that we will be misjudged and that people will believe the worst. We want to cry out for justice, or at least I do. I have found it drives me closer to God.

I wonder who I have attacked out of my limited beliefs and my own pain. Franz Kafka makes a powerful statement that helps me . . . "a man's embittered features are often only the petrified bewilderment of a little boy." Those who have hurt us are often those who experienced greater dismay themselves.

"Pray for the weak." This, then, includes us all. In Unity we affirm our truths and state boldly and joyously (I AM POWERS); we put our best face forward to the world. I don't believe anyone else in our movement is more convinced than I. This is the way home to our Godhood individually and collectively.

At Unity of Bellevue our 12 board members, ministers, and staff go on retreats together, and at our regular monthly meetings we spend time sharing personal needs, family stress, illness,

joblessness. We pray for each other, for our secretaries, volunteers, sunday school teachers, husbands, wives, children, the Unity movement, for ministers, teachers, and ministries we hear are in trouble. We use our limited time for what some would call less crucial than setting ministry goals or how to get out of the red this month. But we are convinced praying for one another is the central goal out of which God works miracles.

This phrase has been going through my mind for the last few weeks. The more I travel, speak, share, and interact with my fellow ministers, teachers, and board members of Unity churches, the more I am struck for our need to pray with each other and for each other. We are so often shocked when a major leader fails—becomes ill—or a church appears to be in trouble, but why? We know perfectly well a person's strength is also his weakness. We are blinded by our own brilliance. We zealously work and forget to balance necessity with recreation. We zero in on problems and let the **"WELL INTENTIONED DRAGONS"** (the problem people) eat away at our time and peace of mind. Paul Tournier speaks eloquently of this in **The Strong and the Weak** (Westminster), and we who are viewed as strong must voice the truth and our own great need for prayer.

C. S. Lewis said in **Letters to Malcolm: Chiefly On Prayer**: "It is no use to ask God with facetious earnestness for A when our whole mind is in reality filled with the desire for B. We must say before him what is in us, not what ought to be in us." I would add, once I have identified where I am in mind and asked for help, then I can seem to get on with where I ought to be.

The Apostle Paul sensed this acutely and kept asking for prayer for himself. He believed in its power, in its necessity, and was never ashamed to ask for others to pray for him.

PRAY FOR THE STRONG, FOR THEY ARE WEAK perhaps this resonates with me because I see it in our strongest friends in our movement. I see it in the high achievers, I see it in those I love and admire at the AUC office, and in the Unity School Administration and ministerial school teachers. I see it in myself.

Personally, there have been times—many times—when I have entered the morning services at Unity of Bellevue with sharp conflicting emotions. I am an odd mixture of joy and melancholy, of artist and pragmatist. I am a people person, but with an intense, sometimes utterly demanding, need for space, to be alone instead of packaged with people on Sunday morning as I am packaged all week, traveling to regions, being with people, feeling “on stage” a great deal of the time.

I have been forcefully struck recently that, whatever my priorities, the God of my being makes them a vital part of its own schedule.

Do you join me? Let us pray for one another by name, including the strong, our enemies, and all of us who have weaknesses we are overcoming. This could be the way to a real association of “Unity” churches, ministries, teachers, co-workers. We could become the living body of Christ. This is how our strengths could be made perfect. Do pray for me.



Max Lafser, President
AUC

VICE PRESIDENT'S LETTER

Rev. Larry Swartz
Unity of Tucson, Arizona

During the spring Executive Committee meetings we met with J. Ross and Associates from Omaha, Nebraska. This meeting was an outgrowth of the work of the Public Relations-Media Communications Committee and the chairperson, Colleen Lehnus, whose ministry is in Omaha. Those of us who were there at Conference this past June were then presented with the work of J. Ross and Associates in the form of a packet that contained ideas that would bring the Association of Unity Churches' various ministries more together as far as the public image of ad ideas, Church stationery, logo, bulletin stock, and other ideas.

We were impressed with the professionalism and expertise of Jim Ross and Click Weston who represented the PR firm at our meeting; their portfolio was impressive. We were also impressed with their ideas and comprehensive thinking. All of this is now contained in a packet that gives direction and implementation of all their thinking, and this packet is spoken to in this issue of **Contact** and is now available to the field. There is a costing factor, but this costing factor is simply to allow J. Ross and Associates to break even as their time and energy and packet costs have not been paid for out of AUC funds. They are being paid by each ministry as we purchase the packet for a nominal fee of \$100.00.

Unity of Tucson is now in the process of putting the ideas and cohesiveness into action here. We believe that the logo as well as the theme “Try Unity” can become almost a buzzword throughout the ministries of Unity and will eventually give each ministry a greater image of a national belonging. But this will only start to work should we commit to this idea and step back from our fierce autonomy long enough to blend a few ideas within togetherness.

Buy the packet. When your church stationery is close to running out, purchase the new image. After the initial purchase through J. Ross and Associates you can get it printed locally should you desire to do so. Take advantage of the nationally known artist and have your own bulletin stock designed. Use the TV and newspaper ideas—they are super! Consider the greeting cards and coloring books. Friends, there is more right with this than wrong.

The packet of ideas, however, won't grow legs and do anything for us if it lands up on a shelf in your ministry. It will take effort and a commitment to give it a chance to work. Any change—yes, even in our sanctified and unique letterhead—might move us out of comfort zones. Please consider giving this the opportunity to work locally as well as nationally. All of us will benefit.



Focus On Placement

Following is a brief listing of the activities that have occurred in Placement during the past month:

FINALIZED PLACEMENTS

COEUR D'ALENE, ID — *Unity Church of North Idaho has selected Marilyn Carlson as its permanent minister.*

COOS BAY, OR — *the Unity study group in Coos Bay has selected Carole McArthur as its first full time permanent minister.*

PALMDALE, CA — *Unity Church of Antelope Valley has selected Marion Wadhams as its new minister.*

HAMILTON, BERMUDA — *Unity Foundations of Truth has selected Ray Eversole as its permanent minister.*

NEW OPENINGS

BAINBRIDGE ISLAND, WA — *Study Class*

BOZEMAN, MT — *Unity Church of Bozeman*

EUREKA, CA — *Unity of Eureka*

CASTRO VALLEY, CA — *Unity Church of Castro Valley*

Following we have listed the cities which have open ministries in each of the regions:

EASTERN REGION

Montreal, Quebec, Canada; Charlottesville, VA

GREAT LAKES REGION

Akron, OH; Jackson, MI; Belleville, IL; Battle Creek, MI; Farmington, MO; Lexington, KY; East Lansing, MI; Evansville, IN

NORTHWEST REGION

Bozeman, MT; Bainbridge Island, WA

SOUTH CENTRAL REGION

Denver, CO; Lawton, OK; St. Joseph, MO; Lake Jackson, TX

SOUTHEAST REGION

Jackson, MI; Memphis, TN

SOUTHWEST REGION

San Diego, CA; Las Vegas, NV

WEST CENTRAL REGION

Cambria, CA; Eureka, CA; Castro Valley, CA

INTERNATIONAL

Perth, Australia

We acknowledge the one presence and one power of God at work in all of these ministries, knowing that the activity of God is now attracting that right minister for these member ministries of the AUC.

If I can assist board members or ministers in the process of placement, please feel free to contact me.

Love and Blessings,

Joann Landreth
Director of Placement and Liaison



YOUTH EDUCATION AGAPE

THE BEST OF AGAPE

The request most often heard from the field regarding youth education is for resource materials. For approximately six years, that need was met through a quarterly newsletter called "AGAPE". Each newsletter contained a variety of ideas, including administration, recruitment, lesson planning, ideas for teaching the Bible, music, bulletin board and holiday ideas, plays, puppets, prayer and meditation techniques, and much more.

AGAPE is now included in each monthly issue of Contact. It was felt, however, that the ideas accumulated over the years could be of endless assistance for youth education directors and teachers. In order to offer this for the field, the past issues of AGAPE were reviewed, and from each one the "best" ideas were selected.

These "Best of AGAPE" ideas are now being compiled for publication as a resource manual for the youth education field. It will include sections in each of the areas mentioned earlier and will be offered in a loose-leaf style, ready to assemble in a three ring binder. "The Best of AGAPE" will be available through our inventory mid-Fall.



M.E.P. Students' Message

By Claudell Koch '86

Joyful, prosperous and healthy autumn! California, here we come! The second year class trip has been finalized. We have accepted the enthusiastic invitation of the West Central Region and will be visiting Unity churches and centers in the Sacramento and San Francisco areas. Many thanks to the fine people who are working on this project in our class and in the region.

Ministerial students are "getting physical" these days. We have a running club, golf tournament teams, and two Hatha yoga classes. If we are truly practicing the wholistic ideas that we "preach", we must honor the physical body as well as the soul and the spirit. Balance and harmony in all areas of life are the keys to manifesting the good, which God intends for us, into our experience.

Meet four more members of the class of '86:

Dennis Judson is formerly from Michigan where he worked with the Detroit Unity Temple as an adult education teacher. He helped reorganize Unity's study group in Windsor, Canada. Dennis also taught kindergarten at the Church of Today in Warren, Michigan. As a ministerial student, he teaches kindergarten, co-sponsors the Village Chapel Y.O.U., and is the Chaplain for the Unity sponsored Boy Scout troop. Dennis is a frequent guest speaker at the Belleville, Illinois Unity Center.

Don Johnson and his wife Sue are from northern Michigan. Don is a former businessman and management consultant. Sue is a former

teacher and presently works in industrial sales. She is completing the USRS, Continuing Education Program. Don and Sue enjoy travelling, downhill and cross-country skiing, camping, sailing, and all of life's new adventures.

Charles Kepler, formerly a United Methodist minister, took classwork at the Unity Church in Oak Park, Illinois. Charles is now serving the Capital City Unity Center in Jefferson City, Missouri and commutes to Unity Village each week for classes. Two nights a week, Charles supervises the telephone room of Silent Unity's prayer ministry. He has three grown children and one grandchild.

Claudell Koch is from Unity of Miami, Florida. She has a music background and is a licensed psychotherapist. She works in the Counseling Center at Unity Village. She has taught adult psychology classes, Unity classes, and personal growth workshops for ten years. In Miami she sponsored the Y.O.U. Claudell is currently the outreach student minister of Unity Church of Olathe, Kansas.

We love you, we bless you, and we appreciate you. Peace and Love.

Karen Landwehr is from Unity Christ Church, St. Louis, Missouri, where she served for seven years as a licensed teacher. Karen has also been very active in three ministries in Illinois as guest speaker, teacher, and interim leader. Karen has a Master's Degree and has worked in public education for seventeen years, the last thirteen years as a high school counselor. Karen's mother, Dorothy Landwehr, is also a licensed teacher.

Richard League comes to us from Unity London, England, where he assisted the Reverend Ralph Seelig in a laymanship capacity with meditations, special services and as guest speaker. He is presently serving in a similar capacity assisting the Reverend Rosemary Rhea at the Myrtle Fillmore Healing Center, Kansas City. Richard began to study Truth teachings at the age of nine.

New Employee

We welcome Trish Robinson to the AUC staff as Executive Secretary to James C. Robinson, Director of Education. Trish is a Licensed Unity Teacher, an author, mother, and grandmother. She is from San Diego, California and has been working in Unity Centers since the late 1950's. Most recently she was co-director of Children's Church at Christ Church Unity of

El Cajon, California, where she also led classes.

We asked Trish to say a few words concerning her joining the staff and the following are her comments:

"I find excitement, joy, and all kinds of warm fuzzy feelings along with a commitment to do the very best possible, and maybe seemingly impossible, in my new job as Executive Secretary to the Director of Education in AUC. I am proud to be a member of this great team.

UNITY PARTICIPATES IN THE 1985 BOY SCOUT JAMBOREE

By Rev. Richard C. Everts
Unity of Bellevue, Washington

What a thrill! What a unique and exciting occasion for me to attend the 1985 Boy Scout Jamboree as a Unity Chaplain.

The Jamboree was held at Fort A.P. Hall, Virginia, with over 32,000 scouts and scoutmasters attending.

I had been active in scouting for over 20 years as a scout and then as a scoutmaster. As a growing teenager, scouting had been especially meaningful to me because my father made his transition when I was ten years old, and my scoutmaster became like a father to me much of the time.

This jamboree, however, was my first ever, and I was more than curious about what might lie ahead during this ten-day adventure. When I arrived at Fort A.P. Hill, I felt like the original greenhorn in my civilian clothes. I had flown in to Washington, D.C. from Seattle, and I couldn't wait to get my scout uniform on so

that I would not feel so conspicuous. However, lost baggage delayed my wearing the proper attire for another 24 hours. I found myself asking, "Why me, Lord?" Finally, after a long 24 hour wait, I looked like a scout with my distinctive chaplain's badge and other accouterments of past scouting accomplishments adorning my uniform which made me look like a rather handsome representative of Unity, if I must say so myself.

It was a wonderful experience to meet the fourteen other headquarter chaplains. We were all of different religions but all in the same scout uniform with the same "Chaplain's Badge", sharing the common cause of scouting together with a desire to serve, which created a real feeling of unity of purpose. After a few days of working together in the hot sun, sharing pulpit jokes, sleeping in the same tent and bicycling to sub-camps together, any denominational





differences that we might have had faded into insignificance. While each of us tried to attend to the scouts of our own denominations, it was often the case that a scout just wanted a chaplain to talk to, and whoever was present at the time responded to his need.

The jamboree was a fine occasion to share our religious philosophy. Numerous scouts visited our work tent in order to find out what Unity taught. They wanted to know how Unity was different from their own denomination and what the similarities were. I must admit that trying to find the right answers was quite an education.

The exchanges I had with the other chaplains were enriching—without defensiveness and with a sincere desire to understand where each other was coming from. I discovered many parallel beliefs that Unity shares with other Christian and non-Christian traditions. The base-line for all of us, however, was always love, and that was expressed in a thousand different ways toward the scouts and toward one another.

If I had any concern about being busy enough while there, it was soon dispelled. Each day was an adventure which brought me in contact with scouts of all denominations.

One of my duties was to visit scouts at the Army Evacuation Hospital and Mary Washington Hospital in Fredricksburg. When a scout is hospitalized, a scout chaplain is a welcomed sight—a reminder that he has not been forgotten and is still a part of the Jamboree.

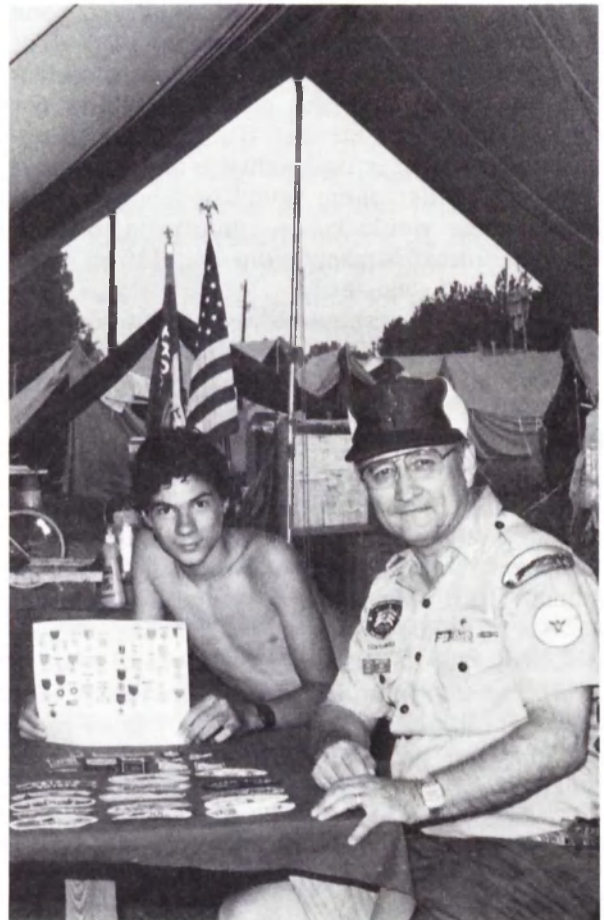
Observing the scout leaders in action was a joy. Very apparent was the love and understanding I saw expressed by the scoutmasters of the Jamboree. They were ministers in their own right as they encouraged and enabled their scouts to deal with the daily challenges of camping, counseling, and relationships.

Saturday and Sunday were special days for our chaplains. Most had their own services for their specific denominations. My new friend, Chaplain Pete Peterson of the Unitarian Church in Eugene, Oregon, asked me to join with him in a joint service at the Post Chapel. The chapel was one of the very first built in that part of Virginia in 1850 and has lots of historical significance.

Our service began in song, followed by the introduction and welcome. I led a guided meditation, and one of the scouts read from the Scriptures. For our message Pete and I dialogued on the 12th point of the Scout Law, "A Scout is Reverent." We invited the congregation to join in the discussion, and they responded with great enthusiasm.

I know you may be wondering how many Unity scouts and scoutmasters were at the Jamboree. The survey which was made of all the troops showed 12. While the figure is probably close, I did meet other Unity folk on the staff and in the support activities.

Was it worth it? You bet it was! It was good to see Unity take its place among the other religions of the world in serving the youth of the Boy Scouts of America.





Issues In Management

Louise R. Iennaccaro
Executive Director
Center for Management Assistance

Group Dynamics: Managing Conflict

This is the final article in a series on Group Dynamics. This article will discuss conflict within an organization and how to manage it.

As most of us are aware, conflict is an inevitable by-product of interpersonal dealings. This is particularly true of work groups because they, in most cases, are expediently assembled collections of individuals, each with differing backgrounds, perceptions, attitudes, and values. Stephen Robbins, an expert in the field, defines conflict as "referring to all kinds of opposition or antagonistic interaction. It is based on scarcity of power, resources or social position, and differing value structures."¹ However, one should be careful not to assume that all conflict is bad. Conflict has two faces, one constructive (or functional) and the other destructive (or dysfunctional). As Stephen Robbins says, "Constructive conflict is both valuable and necessary. Without conflict, there would be few new challenges; there would be no stimulation to think through ideas; organizations would be only apathetic and stagnant."²

When distinguishing between functional and dysfunctional conflict, an organizational perspective is required. The organizational benefits of functional conflict are: increased effort and improved performance, enhanced creativity, and personal development and growth. On the other hand, the symptoms of dysfunctional conflict include: indecision, resistance to change, emotional outbursts, apathy, and increased political maneuvering. Management, by monitoring these various signs and symptoms, can decide when it is appropriate to encourage conflict and when it is time to step in and attempt to resolve or neutralize it. Basically, there are two sets of tools available for managing conflict. The first is called "conflict triggers," which stimulate conflict. The second is called "conflict resolution techniques," which are used when functional conflict deteriorates into dysfunctional conflict.³

A **conflict trigger** is a circumstance that increases the chances of intergroup or interpersonal conflict. It can stimulate either functional or dysfunctional conflict. It can be allowed to continue as long as a conflict trigger appears to stimulate constructive conflict. As soon as the symptoms of destructive conflict become apparent, steps should be taken to remove or correct the offending conflict trigger. Major conflict triggers include:

Ambiguous or overlapping jurisdictions. Unclear job boundaries often create competition for resources and control. Reorganization can clarify job boundaries if destructive conflict becomes a problem.

Competition for scarce resources. The term resources in this context would include funds, personnel, authority, power, and valuable information. In other words, anything of value in an organizational setting can become a competitively sought-after scarce resource. Sometimes, as in the cases of money and people, destructive competition for scarce resources can be avoided by enlarging the resource base (such as increasing competing managers or hiring additional personnel).

Communications breakdowns. Communication, as we all are aware, is a complex process beset by many barriers. Often, these barriers provoke conflict. It is easy to misunderstand another person or group of people if two-way communication is hampered in some way. The battle for clear communications never ends.

Time pressure. Deadlines and other forms of time pressure can either stimulate prompt performance or trigger destructive emotional reactions. Managers should consider individual's coping ability when imposing deadlines.

Unreasonable standards, rules, policies, or procedures. These conflict triggers generally lead to dysfunctional conflict between managers and their subordinates. The best remedy is for the manager to tune into employees' perceptions of fair play and correct extremely unpopular situations before they mushroom.

Personality clashes. Psychologists tell us that it is very difficult to change one's personality on the job. Therefore, the most practical remedy for serious personality clashes is to separate the antagonistic parties by reassigning one or both to a new job.

Status differentials. This conflict trigger is unavoidable as long as productive organizations continue to be arranged hierarchically. However, managers can minimize dysfunctional conflict by showing a genuine concern for the ideas, feelings, and values of subordinates.

Unrealized expectations. As we all remember from basic psychology, dissatisfaction grows when one's expectations are not met. Another by-product of unrealized expectations is conflict. Through frank discussion, destructive conflict can be avoided in this area by taking time to discover what subordinates expect from their employment. Unrealistic expectations can be countered before they become a trigger for dysfunctional conflict.⁴

As with all things, managers who prepare for these conflict triggers will be in a much better position to manage conflict in a systematic and national fashion. What happens to those managers who passively wait for things to happen before reacting? They find conflict managing them.

Sometimes even the best managers find themselves in the middle of the dysfunctional conflict whether it is due to inattention or to circumstances beyond their control. One or more of the following conflict resolution techniques may be appropriate in these situations:

Problem solving. When conflicting parties take the time to identify and correct the source of their conflict, they are engaging in problem solving. This approach is based on the assumption that causes must be rooted out and attacked if anything is really to change. Problem solving encourages managers to focus their attention on causes, factual information, and promising alternatives rather than strictly on personalities or scapegoats. However, a major shortcoming of the problem-solving approach is that it takes time. On the other hand, the investment of extra time can pay off handsomely when the problem is corrected instead of ignored.

Superordinate Goals. "Superordinate goals are highly valued, unattainable by any one group (or individual) alone, and commonly sought."⁵ When a manager relies on superordinate goals to resolve dysfunctional conflict, he or she brings the conflicting parties together and basically says, "Look, we're all in this together. Let's forget our differences so we can get the job done." Very often this technique works in the short run, however,

the underlying problem typically crops up later to cause friction once again.

Compromise. We who live in a democracy find this technique generally appealing. However, the claim is made by the proponents of this approach that everybody wins because it is based on negotiation, or more plainly said, good old give and take. In a compromise, everyone loses something. It is the old promise that if anything is to be gained, something must be given up. Compromise also takes time that management may or may not be able to afford. One might say that compromise works around the problem rather than solving the problem.

Forcing. This is a technique, especially when time is important, that management must simply step into a conflict and order the conflicting parties to handle the situation in a certain manner. At the heart of forcing are reliance on formal authority and power of superior position. Forcing does not resolve the personal conflict and, in fact, may serve to compound it by hurting feelings and/or fostering resentment and mistrust.

Smoothing. A manager who relies on smoothing says to the conflicting parties, "Settle down. Don't rock the boat. Things will work out by themselves." Being motherly or fatherly may tone down conflict in the short run, but it does not solve the underlying problem. It can be useful when management is attempting to hold things together until a critical project is completed or when there is no time for problem solving or compromise and forcing is considered inappropriate.⁵

Problem solving truly is the only approach that removes the actual sources of conflict. It is the only resolution that removes the actual sources of conflict. It is the only resolution technique that helps improve things in the long run. All the other approaches mentioned above amount to short-run, stop gap measures. As mentioned earlier, problem solving can take up valuable time—time that management may not be willing or able to spend. In those cases, management may choose to fall back on superordinate goals, compromise, forcing, or smoothing, whichever seems most suitable.

This brings to a close the series on Group Dynamics. Managers need a working understanding of group dynamics because groups are the basic social building blocks of organizations. (References on page 11)

YOUTH EDUCATION NEWS

By Joyce Culey
Youth Education Coordinator

The suggestion was made that this particular article would be an appropriate place for a personal introduction as the new Youth Education Coordinator for the Association of Unity Churches. My background within Unity youth ministry would appear to be an obvious starting point, however, I feel compelled to first share this past week's experience.

Although this will appear in the October issue of *Contact*, it is in fact now mid-August. Mid-August at Unity Village is a time of incredible excitement, enthusiasm, and energy. Why? The event anxiously awaited by teens and adults has arrived—Y.O.U. Conference. I have been involved in the activities of conference, both as an assistant and a participant, but it was due to a special event during this week that a new appreciation of active youth ministry involvement was received.

For thirteen hours the entire conference body observed silence. During this time no written nor verbal communications occurred. It was difficult initially to conceive of such an event. The idea of not communicating verbally for thirteen hours seemed rather impossible. Could 400 people actually refrain from talking for such a length of time? They can, and indeed, they did.

As a participant in the silence, I found myself listening more carefully to sounds, observing with sharper eyes the activities of those around, and paying closer attention to the murmurings of my own thoughts. These thoughts led to reflection regarding my experiences within youth ministry. The past two and one half years were spent as a Y.O.U. sponsor, so the antics, laughter, and joy of the teens brought warm memories.

There is something unique about the youth education ministry. It is a place where the natural exuberance and sheer happiness of living can be expressed and met with acceptance. It doesn't matter if that work is with the younger children, the pre-teens, or the teens, for each age group is open, receptive, and loving. For me, it became an environment in which to learn and grow, all the while sharing with others experiencing the same.

Several years have passed since I was first asked to become involved in youth education, and I still remember my response, "Who me?" as I looked behind to see what other person the

Youth Education Director might be speaking to. Quite frankly, when it became apparent that there was no one else around, a state of shock settled, and before much time had elapsed, that YE Director had me cornered in the morning monthly teacher's meeting. I was hooked.

That simple one hour meeting evolved into six years as a Sunday School teacher (pre-school through Uniteens), the Y.O.U. experience mentioned earlier, assistant YE Director, summer Day Camp director, YE Director, teacher training workshop leader, and free-lance curriculum writer. Most of these identities were on a volunteer basis and inter-twined with daily responsibilities of mother, wife, and a full-time career. There were times during frenzied moments that I questioned not only the volume of activities, but my sanity. Those frenzied times however, were (and still are) smoothed over by gifts received from actively sharing with children, teens, and other youth workers.

In retrospect, it is easy to see those experiences as preparation for the position of Youth Education Coordinator. My introduction to AUC and the Youth Services department came by way of a temporary six month position as the Conference Assistant/Youth Services Secretary to the YOU/YAU Coordinator and Youth Education Coordinator.

As part of the Youth Services staff, I was able to be an observer during the Youth Services Committee meetings held in June '85. This opportunity provided a wealth of information regarding youth education plans/activities within the Unity ministries, including resources available, plans for the upcoming months, and dreams yet to unfold. With each passing day my old desire to teach/serve/share and be part of youth ministry continued to rise higher and higher. The gift of becoming part of a professional youth ministry staff is, for me, a combination of emotions—excitement, joy, and fear. Excitement at the thought of being involved in a profession that I love, joy at the thought of connecting with all the other dedicated youth workers in the field, and yes, fear because there is so much to do and my desire is to do a good job.

And so, I look forward to serving as a resource for needs within the field. I also look forward to your sharing of suggestions, ideas, and dreams, for this is a work we do together.

ASSOCIATION OF UNITY CHURCHES
Statement of General Funds Operations
Three Months Ended June 30, 1985

INCOME—OPERATIONS:

	<u>Month</u> May	<u>Month</u> June	<u>Year to Date</u>
Love Offering	\$ 55,042.66	\$ 43,496.35	\$ 150,018.08
Other Income	<u>1,756.01</u>	<u>708.17</u>	<u>3,486.40</u>
	<u>56,798.67</u>	<u>44,204.52</u>	<u>153,504.48</u>
Less: Tithe Transfer	<u>5,519.17</u>	<u>4,345.05</u>	<u>15,012.13</u>
	<u>51,279.50</u>	<u>39,859.47</u>	<u>138,492.35</u>
Gross Profit Material	<u>3,090.81</u>	<u>7,230.40</u>	<u>12,605.13</u>
Total Income	\$ <u>54,370.31</u>	\$ <u>47,089.87</u>	\$ <u>151,097.48</u>

EXPENSES—OPERATIONS:

Total Expenses	\$ <u>59,045.40</u>	\$ <u>64,125.38</u>	\$ <u>181,858.34</u>
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INCOME OVER (UNDER) EXPENSES:	\$ <u>(4,675.09)</u>	\$ <u>(17,035.51)</u>	\$ <u>(30,760.86)</u>
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Unity School Contribution To The AUC Through Services Provided
May 1, 1985 – June 30, 1985: \$ 37,178.39

(Note: This contribution is a non-ledger item and does not appear on the AUC financial statement)

Thank you for your love offerings!

July – \$ 50,627.14

We love you! We bless you!

We appreciate you!

(Continued from page 9)

References

1. Stephen P. Robbins, **Managing Organizational Conflict: A Nontraditional Approach**, Englewood Cliffs, NJ: Prentice-Hall, 1974, p. 23.
2. Ibid., p. 15.
3. Robert Kreitner, **Management**, Boston: Houghton Mifflin Company, 1983, pp. 376-377.
4. For an alternative list of conditions that tend to precipitate conflict, see Alan C. Filley, **Interpersonal Conflict Resolution**, Glenview, IL: Scott, Foresman, 1975, pp. 9-12.
5. Stephen Robbins, **Managing Organizational Conflict: A Nontraditional Approach**, p. 62.

DAILY PROGRESS IN SELF-CULTURE

Let these questions stimulate you to the highest effort:

1. What is the best way for me to spend the hours of each day?
2. To what particular purpose should I devote my chief efforts?
3. How can I make the most of my life?
4. In what ways can I improve my daily opportunities?
5. How can I make greater progress than what I am now doing?
6. What is the highest aim I can set before myself as a life ambition?
7. How can I be quite sure that I am working with right methods towards right ends?
8. How can I best advance each day in personal culture, mental power, and righteousness?
9. What is the most practical and immediate way for me to build my life for large usefulness and service?
10. What particular ways shall I wish that I had taken, when I am leaving the world?

—Grenville Kleiser



SHARING THE VISION



*Unity is a link in the
great educational move-
ment inaugurated by
Jesus Christ . . .*

*Charles Fillmore
Co-Founder of Unity*

AS I SEE IT



James C. Robinson, Ph.D., Director of Education

Traditional courses in educational management are usually concerned with recruitment, training, goal-setting, and of course, budget. Recent popular publications have identified the "key" to effective management as that well-worn word 'leadership'.

I am pleased to report that the Licensed Teachers in the First Region have elected Lei Lanni Burt as their Regional Representative and Betty Martin as alternate.

Those of you who know Lei Lanni will not be surprised to learn that her first act of leadership in response to the teachers' request, is to look for ways to build bridges of love and support. Indeed, "Bridges to Healing" is the theme of the first Regional Licensed Teacher retreat,

which met at Jerry and Lei Lanni Burt's ranch in August.

Meditation, prayer, nature walks, and the exchanging of creative teaching ideas were on the exciting agenda.

I want to applaud the Licensed Teachers of the First Region for their leadership selection; I salute Jerry and Lei Lanni Burt for the gracious sharing of their prosperity.

In a later issue of **Contact**, we will all learn some of the details of this retreat. **This much we already know:** the Licensed Teachers of the First Region are demonstrating leadership in recognizing both their own psycho-spiritual needs and the need for continued professional growth.

NEWS-AT-A-GLANCE

On August 25th, **First Unity Temple** in El Paso, Texas, held an anniversary celebration for **Eula Fayeth Fox**, who had served there for 20 years. It is great to hear that in the midst of so much change, Rev. Fox has stayed and given so many years of love and service to the El Paso area. Friends and associates of Rev. Fox are urged to contact her and extend their blessings. Our sincerest congratulations!

CLEARINGHOUSE

Unity of Livonia, Michigan has over 200 Golden Hymns available for the cost of shipping charges only. If interested, contact Jeanne Kitzmann, Executive Secretary, Unity of Livonia, 28660 Five Mile Road, Livonia, Michigan 48154.

We invite you to join us in putting

GOD FIRST

in all things and in using this prayer for the month of

OCTOBER 1985

The Spirit of God discloses
prospering ideas that lead me to
bountiful substance.

Unity School Prayer Group

1985 Y.O.U. CONFERENCE “Born into Peace, The Dawning”





SPARKPLUGS

Talk Topics and Sermon Starters
From Unity Publications

*This Month: CREATIVE IDEAS
FOR CHILDREN, a single-tape cassette album,
by R. Scott Sherman and Marian Sharpe*

Creativity is a normal and vital activity in every person. Children are especially creative, and guiding their minds to positive feelings and thoughts about themselves invites greater creativeness throughout life. **CREATIVE IDEAS FOR CHILDREN**, a new cassette tape by R. Scott Sherman and Marian Sharpe, uses the newly created **MetaLearning** technique of positive reinforcement for the subconscious mind.

CREATIVE IDEAS FOR CHILDREN is an affirmative statement cassette tape, designed to be played as the child prepares for sleep, during the early stages of sleep, and prior to waking. Each side of the tape begins with a brief instructional introduction. A soft musical background provides a perfect setting for the relaxation suggestions that precede the affirmations.

The male voice of Scott Sherman and the female voice of Marian Sharpe reflect the father/mother balance. There are no direct references to God on the tape; rather, ideas such as **life** and **good** are emphasized, making the cassette an excellent interfaith motivational tool.

Each side of **CREATIVE IDEAS FOR CHILDREN** contains affirmations about:

- happiness
- learning
- wisdom
- perfection
- friendliness
- self-acceptance
- many other positive attitude builders

The simple terminology, constructive affirmations, and relaxed tone of this cassette album make it a great learning aid. Although prepared primarily for children, it can be used to great advantage by all ages.

Counselors, preschool teachers, and especially parents will appreciate the valuable help this cassette gives to children during nap time and at bedtime. **CREATIVE IDEAS FOR CHILDREN** can be obtained from the Sales department of Unity School.



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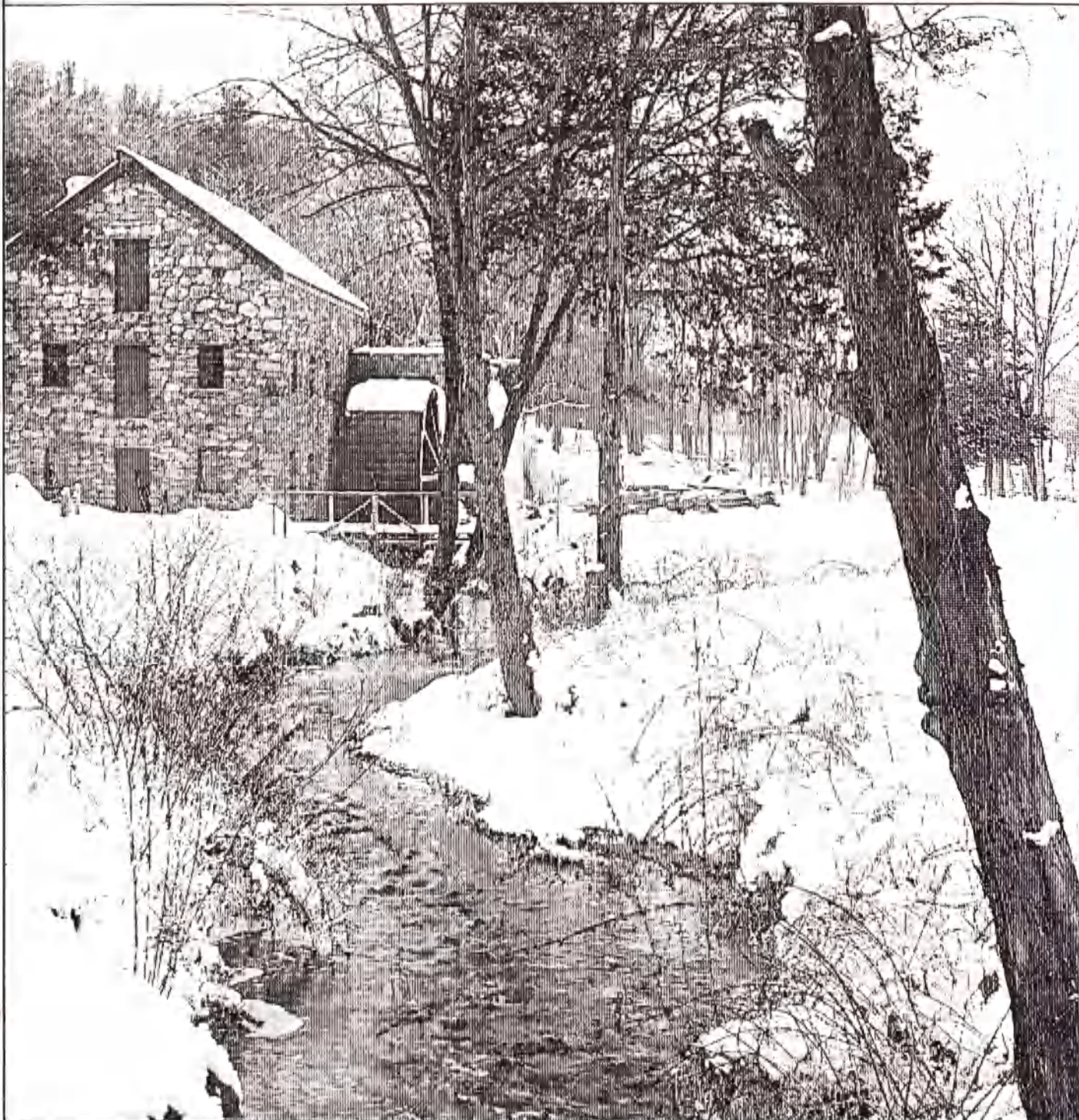
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The Editorial Purpose of Contact is the purpose of AUC: The Association of Unity Churches is dedicated to supporting and strengthening its member ministries by providing human resources, administrative and educational programs.

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November 1985





THE PRESIDENT'S LETTER

I was invited to attend a seminar for Christian Executives last month, and the keynote speaker shared the following story:

A young man was hired to recruit for the Auburn Athletic department of one of our local towns. The head coach briefed his new staff member: "Do you know the kind of man who gets knocked down and stays down?"

"Yes," the recruiter said. "That's not who we want for this football team."

The coach said, "Do you know the kind who gets knocked down and gets up, gets knocked down and gets up, then gets knocked down and stays down?"

The recruiter said, "Yes, and that's not the kind of man we want."

The coach said, "There's a kind who gets knocked down and gets up, gets knocked down and gets up, gets knocked down and gets up . . . down and up . . . down and up . . . no matter how many times you knock him down, he gets up."

The recruiter said, "That's the man we want for Auburn!"

"No," the coach said, "That's not who we want. We want the man who's knocking down all those other people!"

This anecdote, with a bit of stretching, can be applied to the subject of whole-person health. Instead of up and down strength and weakness, we all desire disciplined balance. We want to stay upright. All too often, we are so busy doing "God's Work" that we don't seek out the physical, emotional, and spiritual nutrients we need to be fully healthy. The more I'm involved in ministering to ministers, traveling from region to region, sharing intimately with many of you and reflecting upon my own life, the more I am aware how important the care and feeding of the total being of ourselves means survival. Many of us put self last on the list of those we are ministering.

Recently I was sitting with a fellow Unity minister friend of mine. He described his ministry pressures: "I feel like the little Dutch boy. My face is right up against the dike because my arm is plugging a hole that keeps shooting water in all directions. I wait for the torrent to sweep me away." Surrounded by over-powering indi-

viduals and church needs, he justifiably wasn't interested in a professional lecture about discipline, balance, and total fitness . . . especially from me . . . secretly, in him I saw myself.

The symptoms may sound familiar: a cluttered desk, missed appointments and deadlines, a stack of unreturned telephone messages, a dissatisfaction with one's work, a feeling of lost intimacy with God and personal relationships.

I do not believe my friend is too far away from many of the rest of us in ministry. Such signs are certainly recognizable to me about areas of my own life from time to time. Because they are, Gordon MacDonald's **Ordering Your Private World** (Nelson) \$5.95, may be one of the most significant books for you to read this year.

During twenty-three years as a minister MacDonald has seen his share of struggles of the inner life, his own and others. "To bring order to my private world has been one of my greatest battles," he writes.

We all know of fellow ministers, very successful people whose physical, emotional, or spiritual worlds suddenly cave in. Many are shouldering massive responsibilities at home and church. They are exhausted. Burnout has become a household word.

These are signs that a person has become "too public-world-oriented, ignoring the private side until it is almost too late. We have seen them leave mates, ministries, exchanging pulpits and lovers."

This danger—a workaholism that leads to physical, emotional, and spiritual fatigue—MacDonald calls "drivenness". MacDonald sees Jesus having separated people out on the basis of their tendency to be "driven" or "called", (Martha or Mary). Jesus deals with their motives, the basis of their spiritual energy, and the sort of gratification in which they were interested.

A driven person is most often gratified only by accomplishment. Driven people become frighteningly pragmatic . . . driven people are usually abnormally busy . . . driven people tend to be highly competitive. In essence, drivenness is a strong achievement orientation with wrong motives, or with misplaced priorities, or to dangerous extremes.

I have found that most people I talk to don't need more motivation; they just need to invest their energies in the things that matter, to establish a solid base from which their energies can be channeled in the right directions. It's one thing to fall down and get up again and again. It's another to not have to fall down, or better yet, not be pushed down.

MacDonald also lists the characteristics of a called person: called people know exactly who they are; they possess an unwavering sense of their purpose; their activity is characterized by peacefulness and joy.

Developing these characteristics requires us to order our priorities, particularly the use of our time, and includes setting aside time for personal nourishment and communion with God. "Why am I doing this?" is a question I ask often. Is it just for my family to applaud, to feel important, to be a nice guy, or for a pat on the back? In me, drivenness is a habit that I am facing, confronting, and beginning to root out. Every day I am dealing with it—making conscious decisions not to be drawn into it. Is this spiritual discipline? It feels like it!

The mystics, Francois Fenelon, Thomas a Kempis, and others, talk about something we may be missing in modern language. They use the word 'recollection', getting the inner world back together when life slowly fragments it.

My current metaphor for this is the balls on top of a pool table. They get hit about until they are all over the place—that's life after a hard day. Recollection or Re-Collection is taking the time to gather all the balls back into the proper position.

I've found drivenness is very seductive for me in my church activities. The pressure to start more and more programs, classes, social affairs, is amazing. Measuring self by finances and num-

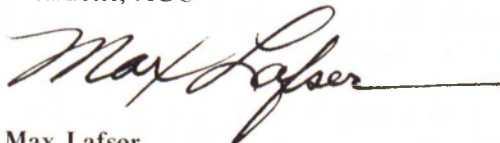
bers. We might want to look and be sure we aren't just building magnificent organizations on the surface of the public world, with an emptiness beneath.

At the same seminar I mentioned at the beginning of this article, one of the speakers that day quoted a man named Oswald Chambers: "Being filled with the Perfect Life, Jesus Christ came to point out in us, men who are radiantly healthy, physically and spiritually, cannot be crushed. They are like the cedars of Lebanon, which have such super-abounding vitality in their sap they intoxicate and kill any parasites that try to live on them." They are those who are committed to balance their lives with daily habits that are conducive to all aspects of personal health.

MacDonald discusses the practicalities of study, prayer, and rest, and does so in down-to-earth, readable style. I have been truly helped by his frank approach to a subject we in Unity talk about and send liaison help for after the fact of crisis, but either we haven't always known what to do or have been too uncomfortable to discuss for such positive believers.

Having exposed myself to these ideas and telling you about my own struggle is a bit like pulling off a Band-Aid; it hurts a little to expose a wound, but it's nice to see some healing taking place.

Max Lafser
President, AUC



Max Lafser
Unity of Bellevue
Bellevue, Washington

NEWS FLASH!

Unity Chaplain Carol Nash's Clinical Pastoral Education program was recently evaluated. Result: Carol will soon be authorized to train supervisors of CPE.

With this national accreditation she stands alone as the only Unity minister to be so recognized.

Hats off to Research Medical Center and to Carol Nash who have added to the reputation of Kansas City as a "hub" for professional training and development.



VICE PRESIDENT'S LETTER

Larry Swartz
Unity of Tucson, Arizona

I have just finished a tour of duty as the Regional Representative from the Southwest Region, and it was very much what Nick Griffin told me about the cycle of a Jaguar owner's two happiest moments. The first one is when he buys the car and the second one when he sells it. I experienced something like that as well. When elected by my region I was very pleased they saw in me someone who could fulfill the office. Then as I reached the end of my three year stint, I was equally as pleased to turn it over to someone else's capable hands.

This month let me share a couple of retrospective thoughts, some of which may be valid and others not. First, I have come to believe that we as Unity ministers are our own worst enemies. Over the past three years I have had many liaison on-site experiences, and in every case but one (this keeps me from being sued) my strong feeling is that it was the minister who did himself/herself in, if indeed this was the problem. The board or the congregation may have contributed to the challenge, and in most cases did, but it was the minister who had the bottom line responsibility for the end result, be that result a "Chapter 11" reorganization or a "Chapter 7" departure.

And then a very interesting phenomenon—again with one exception—is that usually we ministers absolutely refuse to see ourselves within the drama of consciousness unfolding or outpicturing. We teach this on a Sunday or in a mid-week class, but when it flops itself on our doorstep we can say or exclaim the darnedest things. We transfer responsibility, we take ourselves out of the picture of consciousness expressing, and we many times refuse to see within the event something for us to grow through. It's usually "they" and "them." "They" are the congregation, and "them" are the board.

In many of the occurrences the "problem" would have been defused early in the experience if the minister had exercised some very basic negotiating skills, for often by the time the liaison person arrives on the scene, all that is really left is to pick up the pieces. Very much like a marriage and the counseling that each of

us becomes involved in, often when two come to us as Unity ministers, it has gone too far or too long. Obviously there are exceptions to this, but with a little more communication, patience, and humility, many of the challenges that I saw could have been avoided.

And then there are misjudgments. Each of us has made silly or unwise choices, but thankfully saw the handwriting on the wall and pulled back to safer ground, doing whatever was necessary in the process to mend any fences. But on occasion I came into a ministry where the minister somehow just had blinders on and pushed ahead beyond the point of no return, only then to refuse to see himself/herself as doing anything questionable or playing out a learning experience in this thing that we call consciousness.

People are generally very forgiving, if given the chance. Our boards and congregations will generally bend over backwards and forgive us for errors in judgment, or acts of omission or commission, but it certainly helps to also show a willingness to learn or even admit that we were in error. As we have often heard it said, "We don't always have to be right." My mother said of my father, "He would rather be right than President." Yet I have seen more than a few of our fellows doggedly moving forward even though the structure was caving in around them, maintaining, "I'm right." Then we perhaps win the battle but lose the ministry or lose the help that we can be to people.

This thinking doesn't always make me popular as I have had liaison experiences in the field, but I feel that as Unity ministers we each can go a long way to clean up our own acts and get our priorities in order, which just might mean a little less ego and a little more willingness to serve the God-idea in the ministry we have been called to serve. I would encourage everyone, should a challenge be forming somewhere in the ministry, to re-look at what is happening as not something outside of ourselves, but as a learning experience that our own consciousness has attracted. And then do it! We need to allow ourselves to be forgiving as well as forgiven, loved as well as to be loving, peace-receivers as well as peace-makers. It isn't wrong to ask for help and assistance. Yes,

one of our peers might find that we have sinned and need assistance, but good friends, that is certainly better than waiting too long and then allowing the entire AUC to know it as we depart rather hastily from a ministry. If help is needed, allow someone to help early in the game, not when it is too late. Don't we tell people, "It's okay to make a mistake as long as we learn from it." This also applies to us as well.

Well, perhaps we should have bumper stickers asking if people have hugged their Regional Representative today. They have agreed to really work for you and the field, giving hours of their week to the process. Cause them to drop their teeth. Write a note of appreciation, love, and thankfulness. Acknowledge their willingness to give of themselves, and if the need should arise, use their services.



FOCUS ON POLICY

In the August, 1985 issue of **Contact**, I included a "Report on 1985 AUC Conference," and in this report was a brief summary of decisions made and approved by the AUC on standing committees. The summary I included on the Standards Committee raised many questions, especially from licensed teachers. I trust the following information will clarify policy established for the Standards Committee.

The Licensing and Ordination Committee evaluates the students of USRS-MEP twice a year, in January and in June. In June when ministerial students are ready to graduate from the Ministerial Education Program, the L and O Committee, in the past, had the option of granting these graduates (1) Licensed Minister Status, (2) Licensed Teacher Status, or (3) No Status. Policy now will allow the L and O Committee the options of (1) Licensed Minister Status, (2) Associate Licensed Minister Status, (3) Licensed Teacher Status, or (4) No Status. The

creation of this category (Associate Licensed Minister Status) is not a way for the Licensed Teacher to become an Associate Licensed Minister. This category was established as policy for the L and O Committee to have an alternative status between the Licensed Minister and Licensed Teacher status for our Ministerial Student Graduates.

Again, I trust this information clarifies this particular issue. If you have any further questions regarding this matter, please feel free to give me a call.

Richest blessings,

Joann Landreth
Director of Placement and Liaison

NEWS-AT-A-GLANCE

On September 7, 1985, **Unity Church in the La Grange Highlands**, La Grange, Illinois, **Ruth Harders**, minister, participated in a community event titled "Community Organizations Working Together For a Better La Grange." Unity placed a display table in the La Grange Calendar Mall for the purpose of disseminating Unity literature. Included in the display was a giant Prayer For Peace Release. A clown passed out helium-filled balloons to be released. In the balloons were prayers for world peace.

WEDDING BELLS

In a private ceremony on August 5, 1985, on board the **Woodwind** at Lake Tahoe, Nevada, **Karen Lindvig** and **Stephen Towles** began their life together as partners in marriage. They are co-ministers at **Unity Ministry of Reno**, Nevada. Karen has chosen to use her maiden name.



MINISTRY SERVICES PERSPECTIVES

Twenty years ago, I saw "God is dead—Nietzsche" written on a subway wall in New York City. Beneath it, someone else had written, "Nietzsche is dead—God." The "God is Dead" cry was not unique to the sixties; it has woven itself into nearly every century, at least for the past 20 centuries or so.

Periodically, someone says, "The AUC is dead," or "The AUC died four years ago" (or however long ago it was the one speaking feels something went wrong). I don't know for sure about your AUC, but my AUC is alive, well, and strong, and living wherever there is a member ministry or representative minister, as well as right here in the heartland of the United States.

Like you and me individually, the Association of Unity Churches has struggled from time to time, but it did not die; it has only become stronger through the struggles. As Menninger has said about patients with physical and/or mental **maladies** after their recovery, they are "weller than well."

Where do we go from here? First of all, where are we now? We are an association with tangible and intangible services to offer one another. Four specific tangible areas of assistance are 1) minister/ministry; 2) literature availability; 3) youth education helps, and 4) miscellaneous resources. The following lists are by no means exhaustive, but only representative.

Under number one we include Suggested Bylaws and Charter, Guidelines for Unity Board Members, CMA Board/Minister trainings and consultation, Special Services Manual, Membership Certificates, Wedding and Christening Certificates, Guidelines for Unity Ushers, Dedication and Covenant, and many others.

Literature available through your Association as teaching and ministering aids include: Study of the New Testament, Lessons In Truth Notebook, Christian Healing Notebook, Synoptic Study/Teaching of Unity, my own pamphlet to assist the bereaved—"The Healing Quality of Grief", Unity: A Ministry of Service, and Placement Procedures (both for the minister seeking placement and the ministry seeking a new minister).

Youth Education assistance is in the form of human resources and literature. The AUC assists in the training of the regional Youth Education Consultants and the Y.O.U. Coordinators who then deliver trainings regionally and sub-regionally to your youth sponsors and Sunday School Superintendents and teachers. The literature includes Image for Living (seven graded levels of curriculum), Certificates, Infant Christening, Sing—Be Happy, Children's Cards, and Youth Education Manual. In this category we also provide such things as God and Country Scouting Information, General Scouting Program Helps, an annual International Y.O.U. Conference, and a Young Adults of Unity Retreat.

Our miscellaneous resources include a health insurance program, two retirement programs, promotion materials for new study groups, public relations and media aids for established ministries, annual regional and national conferences, each providing Professional Enrichment Programs.

Perhaps one of the most important activities of the AUC appears quite intangible, but is nonetheless vital. Placement and liaison coordination requires patience, expertise, and time. These areas of "intangible" service become "tangible" quite rapidly if you are the minister looking for placement or liaison assistance, or the ministry seeking succession of leadership or liaison assistance.

In considering an idyllic side to the question, "Where do we go from here?"—we have to know where we want to go, and what we want to be. To assist, let's create our Association's destination in our imagination. Just picture an Association where there is no unmanageable conflict, no sense of a need for competition, just initiative and cooperation. Imagine an Association free of thought pollution, "want" pollution, disease and disaster pollution. Picture an Association filled with happy, smiling, radiantly healthy, joyous, loved and loving, and abundantly supplied members.

On the pragmatical side of the question, "Where do we go from here?"—we are identifying and training AUC ministers who can and are willing to take management training seminars,

who will then deliver trainings to ministers, boards, and congregations. We are continuing development of specific education for interim ministers. Here in the AUC office, we are in the midst of getting our new computer "up and running." In the near future, we foresee this computer providing possibilities of additional services, especially for those ministries who do not own a computer and/or who do have a computer and would like assistance with local accounting.

We all know the power of an individual consciousness; everyday we affect matter, bodies, and lives through prayer and meditation. Just

picture what the collective consciousness of all AUC members can do when working together in a common cause, using common means, to effect an uncommon end. Unity is nearly one hundred years old; we are taking our place not in denominationalism, but as a force for transformation. We have to do it together! Our AUC is alive, well, and strong.

Loving blessings, my brothers and sisters,

Glenn Mosley

Glenn R. Mosley
Director of Ministry Services

SPARKPLUGS

Talk Topics and Sermon Starters
From Unity Publications

*This month: WEE WISDOM
December issue*

Picture this: It's Christmastime, and just inside the front entrance to your Unity center or church is a basket of large candy canes, gifts for children who visit during the holiday season. But, wait! These are not "candy" candy canes—these are **WEE WISDOMs** rolled into tubes and wrapped in white paper with red ribbon stripes. They are a jolly welcome to little visitors and can become treasured reminders of the visit. We are sure that some adults will take the "canes" to give to grandchildren, nieces, nephews, and friends.

WEE WISDOMs, dressed as candy canes and tied in bundles, make wonderful Christmas items for children's homes, pediatric wards at hospitals, schools, and anywhere children gather. **WEE WISDOM** is also appreciated in homes for senior citizens. This is a great way to introduce Truth without the earmark of a particular denomination, for **WEE WISDOM's** format continues to be nondenominational.

The December issue of **WEE WISDOM** will soon be ready, and it promises some of the warmest, most delightful Christmas stories yet.

The magazine contains the following:

Jason's Christmas Tree

(What to do with the tree after Christmas.)

The Best Gift

(Facing the first Christmas in an adoptive home.)

The Practical Gift

(Flashlights make good presents!)

The Princess

(New doll versus old doll—a story everyone understands.)

Santa's Sense of Humor

(Green leotards for a Christmas stocking!)

The poetry and activity features have holiday themes, and the do-it-yourself project is a pine cone decoration that teachers may want to incorporate into their teaching activities.

Be sure to order extra copies of this very special December issue of **WEE WISDOM** Magazine for the joy it will add to the Christmas season. Copies may be ordered in bulk from the sales department at Unity School.



THE HELPING HAND

Ron Tyson
Expansion/Conference Specialist

During the last term of Ministerial School, I took an elective course from Robert Barth, Dean of Administration for the Unity School of Religious Studies, entitled "The Small Church Is Different." I was so intrigued with the small church that I made a Directed Study and Research on the subject. Following are some of my findings which I would like to share with you. I hope you find them as interesting as I did.

It is a fact that one fourth of all the Protestant churches in the United States and Canada have fewer than thirty-five people attending church on any given Sunday morning. One half of these churches have less than seventy-five people attending Sunday services.

A study was made of our Unity churches in the United States and Canada. The data used came from 338 member churches of the AUC who participated in the 1984 Annual Membership Report. For this study I have divided the churches into four categories: (1) small churches with a membership from 1-124 members, (2) medium churches with a membership from 125-249 members, (3) large churches with a membership from 250-749 members, and (4) big churches with a membership from 750-2000 members.

The following graph shows the breakdown of the sizes of Unity churches:

Size	Members	No. of Churches	Percentage
Small	1-124	237	70%
Medium	125-249	53	16%
Large	250-749	42	12%
Big	750-2000	6	2%
		338	

The 272 churches that reported having a YE program were divided into the following categories: small—1-24 in attendance, medium—25-49, large—50-99, and big—100-200.

The following graph shows the breakdown of YE programs in Unity churches in the U.S. and Canada:

Size	Members	Attendance	Percentage
Small	1-24	160	69%
Medium	25-49	66	19%
Large	50-99	30	8%
Big	100-200	16	4%

It is important to note that of the 160 small YE programs, 111 of the 160 have ten or less in attendance. In other words 69% of all the churches have 10 members or less on any given Sunday morning.

Other facts you might be interested in: On any given Sunday morning the total attendance of all 338 Unity churches in the U.S. and Canada is 50,524 members, with 8,026 youth participating in Sunday school, and 1,754 teenagers attending Y.O.U.

There are also 128 "outreach" groups in the U.S. and Canada with 2,208 members. These groups are led by licensed teachers and key volunteers. This report revealed that there are 254 licensed teachers serving the Unity movement as teachers for youth and adults alike.

What do these facts and figures tell us about the Youth Education program in the small church? For one thing, they tell us, like the general Protestant church, the vast majority of our churches are small.

If the majority of our churches are "small", then we should look at them more closely and try to understand them better in order to meet their needs.

What are the characteristics of the small church? What makes them different? What are their strengths and weaknesses?

One important fact: we should never equate smallness with lack or any less than anything good. Many times you will find a quality of excellence in the small church that is not found in the large one.

Another important fact: when we look at a small church, we are not looking at a small version of a large one, but are looking at an entirely different organization.

The small church is known for its informality, its warmth and friendliness. Attendance in the small church is recorded by faces, whereas the large church counts empty pews. Most members in a small church are known and called by their names. The small church has a place for everyone. Practically all jobs are run by unpaid volunteers.

In the small church decisions are made by the church body, whereas in the large church they are made by committees.

In the small church many activities tend to cross generational lines, whereas in the large church, members tend to be more associated with other members of the same age.

The small church works with short term rather than long term plans. They tend to work from month to month rather than year to year like the large church.

There seem to be two weaknesses found in the small church. I call them the two "M's". They are money and membership. There tends to be a smaller amount of operating money when there is a smaller membership.

Consumer prices have tripled within the last decade, yet most small church budgets have hardly doubled. It is often a challenge for the small church to pay their minister an adequate salary and compensations. Therefore, the tenure of the minister in the small church is shorter than the large church and the turnover is more

frequent.

Two basic strengths of the small church are: 1) it is a hardy institution and can usually survive a succession of disasters that would devastate a large institution, and 2) the percentage of active members is higher, and the "dropout" rate is much lower than that of a large church.

The data from this study was comprised from the book **The Small Church Is Different** by Lyle E. Schaller (Abingdon Press), and from the AUC's Annual Membership Report. The book by Schaller is available in the Unity bookstore.

You are encouraged to complete your 1985 Membership Report if you have not done so, and return it to the AUC office. The information from this report will help develop an experience curve that can be used to monitor the future development of our great movement.



M.E.P. STUDENTS' MESSAGE

By Claudell Koch '86

"Come Ye Thankful People Come." What wisdom there is in this famous song! A person filled with thankful expectancy of his or her good cannot help but draw this good toward themselves. It is in the turning of our mind in the direction of God and raising our mind to the attunement with God that we can realize "that our Maker doth provide." "Thank You loving Father/Mother God for Your direction in our lives, for the divine plan that is working through us right now. Thank you for the will, trust, faith, and strength that is needed to do that which is to be done today."

Meet more second-year students:

Bob Fatur was born and raised in Michigan where he taught in the Community Colleges for eleven years. Most recently, Bob was a resident of Florida where he was active in Unity on the Gulf, Venice, Florida, as a Y.O.U. sponsor and a member of the board of directors. Bob worked as a computer programmer prior to entering the ministerial program. Bob and his wife, Ruth, support themselves at school with their own stained glass business.

Ruth Fatur, mother of three grown children, is originally from the Detroit area. While living in Sarasota County, Florida, she and her husband, Bob, a fellow ministerial student,

"discovered" Unity. They quickly became active members of the Unity church in Venice, Florida, then later, in Unity of Fort Pierce, as Y.O.U. sponsors and teachers. Ruth owned and operated her own crown and bridge dental lab before coming to ministerial school.

Brenda C. Frost, from Maine, worked five and one-half years as a social worker and case manager for families of abuse and neglect. Her work experience also includes four years of creating and administering the adult evening program for the YWCA in Portland, Maine. She has served on three separate boards of directors. Brenda presently rejoices in her Prayer Room work at Silent Unity. She looks forward to a transformative, practical, and fun ministry of Truth.

Ed Golden is from First Unity Church of St. Petersburg, Florida, where he taught classes, led workshops, and was a Y.O.U. sponsor. Ed also led an outreach study group in Bradenton, Florida for one and one-half years. Ed is currently Midwest Regional Y.O.U. Coordinator, as well as a probation counselor for the city of Belton, Missouri. His wife, Judy, is the South Central Regional Y.O.U. Coordinator. Ed's previous background was in business and administrative management.

CLEARINGHOUSE

Long Beach Unity in Long Beach, CA has over 100 **Unity Song Selections** hymnals and would be glad to share with a new group for the price of postage. About 50 are in good condition, and 50 are so-so. If interested, contact Dorothea Fowler at Long Beach Unity, 935 East Broadway, Long Beach, CA 90802.

Ruth Langdon, licensed teacher, has received a request from a member of **Unity in Redding** for a copy of **Resume** by Emma Curtis Hopkins. This book is out of print. If you have a copy of this book which you are willing to part with, please contact Ruth Langdon, 501 W. Cedar St., Apt. 1, Willows, CA 95988. Please advise Ruth of the love offering you request.

Unity of Daytona Beach, FL has available T-shirts using the new "Try Unity" logo. The logo, a light blue globe with white dove, combined with black letters is printed on a beige T-shirt.

Adult sizes (S,M,L,XL) are 100% cotton, pre-shrunk, and will retail for \$8-9.00. Our wholesale price includes shipping and handling. Orders of 12-35 are priced at \$6.25 per shirt. Three dozen or more assorted shirts are priced at \$5.75 per shirt.

Child sizes Small (6-8), Med. (10-12), and Lg. (14-16) are a 50-50 cotton-polyester blend and will retail for \$7-8.00. Orders for 12-35 are priced \$5.25 including freight. Three dozen or more are priced \$4.75 per shirt.

Please specify sizes when ordering. Although the minimum order quantity is one dozen, both adult and children sizes can be included in that minimum. Prices include postage, and orders are to be pre-paid. Samples of the logo printed on T-shirt material are available.

Order from **Unity of Daytona Beach**, 908 Ridgewood Avenue, Holly Hill, FL 32017.

Announcing "The Unity Hymn Finder"—Your Key to "Wings of Song." Unity ministers, choir directors, organists, pianists, licensed teachers, Sunday School leaders, and Y.O.U. teachers will love it—because The Unity Hymn Finder (UHF) helps everyone select hymns with confidence. UHF does the following:

- alerts you to hymns to be avoided for congregational singing
- tells you why you should avoid certain hymns
- can slash your weekly "hymn search" time by up to 90%
- shows you what to look for in a "singable" hymn

- reveals which hymns should only be used as solos, duets, trios, and by choirs
- contains forty (8½ x 11) pages of information—
 - a 13-page Topical Index cross references every hymn under 130 favorite Unity subjects such as Ask, Father, Image, Presence
 - a 20-page Hymn Selection Guide gives comments on each hymn and names the tunes of hymns with "new" words set to "old" melodies.
 - a 4-page Hymn Usage Guide lets you "tailor" hymns to fit in perfectly from Invocation to Benediction.

Note: The Unity Hymn Finder comes unstitched and unbound.

Order from **Ronald B. Dozier**, c/o Image Publications, 3428 Venson Drive, Bartlett, TN 38134

UNITY AT CHAUTAUQUA

1985 was another successful summer season for the 112-year old original Chautauqua Institution. Located in Western New York State on beautiful Lake Chautauqua, this resort community has attracted visitors from all parts of the globe.

Ministers of all religions, prominent classical and popular performers and world political figures are featured at this summertime center for The Arts, Education, Religion, and Recreation.

Nestled among the hundreds of picturesque homes and buildings is the modern two story house where the Chautauqua Study Group meets under the sponsorship of the **Unity Church of Buffalo, NY**.

Each week of the nine week season, a Unity minister and optional guest are invited to be "Chaplain of the Week." Unity ministers who have visited Chautauqua in the past have expressed their feelings of a "recharging and rejuvenating experience."

In exchange for a complimentary week's stay at the Unity Bed and Breakfast House, the guest minister is asked to teach a one hour Thursday evening class. The topic would be of your special interest. The balance of the week's activities center around mixing and mingling with other religious leaders and students of new thought.

The 1986 season opens the week of June 29 to July 5 and runs through the week of August 24 to August 30. If you are interested in this sharing opportunity, please send a letter stating your first and second choice of weeks. Information and reservation requests are handled by Jo-an Webb, Unity House Hostess, 9 Wiley Avenue, Chautauqua, NY 14722. Be sure to mail your requests by December 31, 1985.



SHARING THE VISION



*Unity is a link in the
great educational move-
ment inaugurated by
Jesus Christ . . .*

*Charles Fillmore
Co-Founder of Unity*

AS I SEE IT

James C. Robinson, Ph.D., Director of Education

Several years ago, before my hair began to turn grey, I was the proud owner of a J-3 Cub. While at the controls of this now legendary airplane, the freedom of flight was mine to enjoy.

Thirty years and four grown children later, I found myself at the local airport, kicking airplane tires, watching pilots practice landings, and remembering. . . Question—could I still do it? The question was answered on a warm, clear day in the skies over Lee's Summit when I aimed a Cessna 150 down runway 18 and watched the ground fall away. The subsequent landing was hardly a thing of beauty to behold. Still, it WAS a landing. And while I claim no award for graceful flight, both the pilot instructor and I, and

the airplane, were none the worse for wear.

You know, it's really comforting to know that the principles of flight have not changed since last I soared among the eagles. Drag and gravity remain forces with which one must deal. But with the proper introduction of sufficient speed and lift, an airplane will fly.

This is true even if the heart is faint and the hand is shaky, and somewhere a small voice asks, "Are you really sure you want to do this?"

A parable teaching . . . the Universe is dependable, predictable, and "user friendly". Does it not say on a plaque, even on the moon, ". . . wherever we are, God is."?

A Y.O.U.ER'S VIEW OF CONFERENCE*

CONFERENCE 1985

Born Into Peace, The Dawning

For me this was one of the most powerful retreats that I've ever attended. It has certainly left a great impact on me. The theme, Peace, has taught me to see beauty in everyone, and I have been able to take this home and use it in my life.

I learned that there are two different but equally important kinds of peace. The first peace is inner peace. This peace comes as a result of the feeling that you as a person are doing what is right for you at this moment. The knowledge that your life is in divine order gives a feeling of security which leaves you free of worry about your life. With this peace it does not matter where you are or what you are doing. The

security of inner peace will provide happiness in all situations.

Once you have inner peace you truly show and live outer peace. This peace is nothing more than caring about another human being or beings. It's not about politics or governments. It's about you and me. It's about giving someone the benefit of the doubt, and not judging someone by what they look like. Peace is a helping hand when it's not asked for. It's a smile, a handshake, or a kind word. Peace doesn't take much; "all you need is love."

David Adam Halper
Regional Representative
Eastern Region Y.O.U.

*Related articles on pages 14-17.



HEART-TO-HEART COMMUNICATION

Joyce Culey
Youth Education Coordinator

This particular time of year brings a multitude of images:

- noisy sidewalks as leaves crunch and swirl,
- rakes, old bushel baskets, laughter and leaps in the air,
- football games and tailgate parties,
- mid-term exams and last minute cram sessions,
- anxious expressions as grade cards are opened,
- Pilgrims and Indians feasting together in the annual school play,
- "to do" and "re-do" lists for the upcoming holidays . . .

For our regional youth education consultants, to this busy list of images must also be added, "on the road again!" Very similar to the travelling preacher in the "olden days," these dedicated and inspiring youth ministers pack up their clothes and supplies, leave home, and begin the new "Heart-to-Heart Communication" workshop circuit.

A tremendous amount of hard work, endless hours of preparation, organization, and telephone calls have now reached completion; thus the time for sharing with youth education teachers, directors, and ministers begins.

Each year the consultants meet at Unity Village to prepare this annual event. The theme changes from year to year, with each one offering an endless supply of exciting ideas for use in the field. If it is at all possible, you are encour-

aged to attend one of these uplifting workshops as they are offered in your region. Workshops planned for the month of November include:

SOUTH CENTRAL REGION

Kim Farmer Hudson (512) 824-7351
and Iris Williams (214) 233-7106

November 1 & 2 - Independence, MO (Kim)

November 2 - Tulsa, OK (Iris)

November 8 & 9 - McAllen, TX (Iris)

SOUTHEAST REGION

Betty Fleming (813) 934-0282

November 8 & 9 - Arden, NC

November 15 & 16 - Mobile, AL

November 22 - 24 - Charlotte, NC

For more information about workshops being offered in your area, call or write your regional consultant.

GREAT LAKES

Ann Caton
2515 Burrmont Rd.
Rockford, IL 61107
(815) 965-5343

EASTERN

Gailen Twentymen
917 Marshall Ave, OSW
Roanoke, VA 24016
(703) 345-4341

SOUTHWEST

Nancy Worcester
2100 Central Savings Tower
San Diego, CA 92101
(619) 265-1610

WEST CENTRAL

Sarah Ann Gaeverf
3923 Camden Ave.
San Jose, CA 95124
(408) 266-5128

NORTHWEST

Marelu Smith
648 166th NE
Bellevue, WA 98008
(206) 641-8510



DID YOU KNOW?

Jim Robinson recently did a workshop at a Uniteen Retreat in Washington state and at Unity of Santa Barbara, California.

Tim Pettet is recovering nicely following Y.O.U. and YAU Conferences at the Village.

Joyce Culey is working on a Peace Calendar, the Fillmore award for Boy Scouts, and Starter Kits for youth education.

Clare Austen, who works with Tim, is doing pre-planning for an Educational Resource Catalog of AUC-stocked material.

Jane McDonald, who works with Joyce, is compiling the Best of Agape for publication.

Peace Begins With Me

1986 CHILDREN'S PEACE CALENDAR

Thanks to the vision of David Peckarsky, member of Unity of Seattle, Washington, the 1986 Children's Peace Calendar is becoming a reality. Mr. Peckarsky submitted a proposal for a peace calendar with the statement: "A children's calendar created around this theme and hanging in the homes and offices of thousands of families would become a gentle month-to-month reminder of the ability of each of us to create and fully experience peace within."

And so the contest began! Children in Unity centers all over the U.S. participated; over 150 entries were received. These incredible "visions of peace" were on display in the Association of Unity Churches offices and brought smiles, joy, and hope to the staff, visitors, and retreatants viewing the pictures. A special thank you must go to all the children who helped to bring this beautiful idea into manifestation.

Thirteen drawings were selected (and it was not easy, folks - the wisdom and beauty obvious in all the drawings made the selection process very difficult) by everyone who stopped by to look and vote. This full color peace calendar created by our children will be available through AUC in December 1985 (watch the December issue of *Contact* for details on ordering).

Won't you join us in hanging a calendar in your home or office and be part of the month-to-month peace reminder through the creativity of these artists:

Kyle McMartin, age 7, Unity of the Valley, Eugene, OR

Brandan Magee, age 6, Unity of Philadelphia, PA

Tim Finch, age 7, Unity of the Valley, Eugene, OR

Michelle Naido, age 7, Unity of Anderson, IN

Amanda Fehld, age 9, Unity of Hawaii

Betsy LeBard, age 9, Unity of Charlotte, NC

Eric Starkweather, age 10, Unity of Livonia, MI

Arnold J. Bryan, III, age 10, Unity of Philadelphia, PA

Matthew Hahn, age 10, Unity Church of Santa Barbara, CA

Neil Andrew Wolfe, age 11, Unity of Charlotte, NC

Heather Cameron, age 11, Unity on the Plaza, Kansas City, MO

Debbie Pfalzgraf, age 12, Unity Church of Denver, CO

Theresa Kramer, age 12, Palo Alto Community Church, CA

YOUTH EDUCATION RESOURCES

In each upcoming issue of *Contact* under Youth Education Resources, brief descriptions will be provided of materials that are of value to those in the field. Although only resources available through AUC are featured here, useful material from other sources will also be offered. Please feel free to drop us a note with the titles and publishers of books, tapes, etc. which you have found helpful.

BIBLE LOG

All AUC curriculum is logged in this booklet in chronological order in relationship to Bible stories beginning with Genesis in the Old Testament and continuing into the New Testament. The purpose of this log is to help coordinate

special holiday services and to encourage family Bible lessons in order that all age groups within the youth education department study the same weekly lessons. (Available through AUC inventory, No. 1320, \$2.00)

CLIMBING THE RAINBOW by Peggy Jenkins Object lessons provide an excellent tool for bringing abstract ideas into the concrete. The object lessons contained in *Climbing the Rainbow* are approximately five minutes in length and can be used as an introduction to the lesson or discussion time or as a support activity. (Available through AUC inventory, No. 1321, \$4.00)



PERSONAL EMPOWERMENT: CHANGING THE DAYDREAM

Timothy Pettet
International Y.O.U./Y.A.U. Coordinator

TIM: What do you daydream about most frequently?

RONALD: Dying in a nuclear explosion.

Ronald is a fifteen year old YOUer who lives in inner-city Chicago. The exchange took place in a dialogue exercise in our family workshop at the Great Lakes Regional Rally this past June. I do not remember if I responded to Ronald with anything other than a look of dumb shock. I do remember feeling very powerless at that moment to do or say much that would make a difference.

This dialogue took place several months after the theme and program outline for the YOU conference this year had been determined. It occurred after several questions had been raised about the appropriateness of the theme

("It sounds political, and we don't get involved in politics in Unity."), and it occurred before I discovered the book **Despair and Personal Power in the Nuclear Age*** by Joanna Macy.

Today (September 10) I received a packet of articles being submitted by YOUers to the conference newspaper. They were written during conference and taken home by a sponsor for editing and typing (bless you, Pat). Jeannine Bell wrote an article about the conference theme and what came from it. She concluded her article in this way:

Has all of this information on inner peace, interpersonal peace, and, finally, world peace helped us, and will it help us to solve the world peace challenge? No one really knows, but at least it has changed our attitudes. One YOUer phrased it best by saying, "I used to think nuclear war was inevitable, but now I think I can do something to achieve peace."

I do not pretend to know just what we are supposed to talk about or what issues we should deal with as we carry on the Unity youth ministry. I find it difficult to know how to distinguish between political issues and how we respond to each other in efforts to address what

is real in each others' lives.

I do know that I resonate to the idea expressed by Joanna Macy in her book. The idea is stated in response to the fact that we face some realities of life in our present world that have developed in just one generation. They were not realities for humanity in the past. Before Charles Fillmore's death "every generation throughout history lived with the tacit certainty that other generations would follow. Each assumed, without questioning, that its children and those yet unborn would carry on - to walk the same earth, under the same sky... That certainty is now lost to us whether we work in the Pentagon or the peace movement. That loss, unmeasured and immeasurable, is the pivotal psychological reality of our time."

The loss and psychological reality that Joanna Macy is referring to is the sense of despair and powerlessness that we consciously or unconsciously live with in the face of a broad ecological crisis. This looming crisis has as a central factor, but is not limited to, the possibility of nuclear holocaust. Her contention is that we are not powerless, but that to be empowered, we must first confront our feelings and assumptions ("I used to think nuclear war was inevitable") and move to a position of being willing to act in such a way as to make a difference.

For me a bottom line reality of all ministry, including youth ministry, involves the empowerment of individuals. This year at the YOU conference we provided an opportunity for teenagers to discover some of their own power.

I do not think Ronald made it to conference this year. Maybe someone else from his chapter did, though, and can share the message with him. "You CAN make a difference."

***Despair and Personal Power in the Nuclear Age** by Joanna Rogers Macy, 1983, New Society Publishers, 4722 Baltimore Ave., Philadelphia, PA 19143. A tough-minded look at the psychological realities of the nuclear age. Its focus is holistic and healing-centered with practical suggestions for working with individuals and groups of all ages.

TO RUSSIA WITH LOVE

Each year the newly elected international officers select a focus of service for their year in office. Brett, Dean, and Eric chose to pursue the service orientation of this year's conference (see the article by Elizabeth Ellis, "Born into Peace: Working It Out,") and dedicate their efforts to personally carrying the consciousness of the Youth of Unity to teenagers in the Soviet Union.

The officers announced to the conference body (300 YOUers and 100 sponsors) during the closing ceremonies that they would be investigating the possibility of conducting a person-to-person peace mission to the Soviet Union in the spring of 1986. This decision was made after hearing Danaan Parry of the Earthstewards Network relate his experiences from several trips to the Soviet Union! The trips are not tourist excursions, but are designed to create a heart connection between the peoples of two countries trapped in the dangerous realms of mutual fear.

As of this writing (early September) the details of the spring trip are not worked out, but discussions are ongoing. Three individuals who attended the 1985 YOU conference are traveling with Danaan Parry to Russia this November. They will be paving the way for the future trip and personally delivering the peace gifts created by YOUers at conference.

Those going will be Cathy Cooper, the '84-'85 International First Vice President; Gary Hoff, the '84-'85 NW Regional Associate Representative; and Linda Marsden, a Religious Science youth worker from Texas. They will be visiting Prague, Czechoslovakia and Kiev, Cherkassy, Odessa, and Moscow in the Soviet Union.

Along with delivering the peace gifts and making connections with groups and individuals for the future YOU trip, they will be working with Danaan to arrange visitations to the U.S. by Soviet teens next spring.

SEND YOUR LOVE TO RUSSIA

Citizen diplomacy is similar to conventional diplomacy in that it represents many people here in the U.S. in the effort to build friendships with the Soviets. The more contact a citizen diplomat has with the people here about the process, the more meaningful is the contact with new friends in the Soviet Union.

The International YOU invites you to join them in their people-to-people peace mission by (1) Lending your prayers, (2) Sharing your thoughts and feelings about the project, (3) Constructing your own peace gifts or a message of

peace to the Soviet people, and/or (4) Contributing dollars to support the service project. Checks, letters, and packages should be sent to International Youth of Unity Service Project, Association of Unity Churches, P.O. Box 610, Lee's Summit, MO 64063.

More information about citizen diplomacy and the activities of Danaan Parry can be obtained by writing the Earthstewards Network, 6330 Eagle Harbor NE, Bainbridge Island, WA 98110.



Timothy Pettet, Y.O.U./Y.A.U. Coordinator, holds a paper crane mobile, one of the Y.O.U. peace gifts going to the Soviet Union.



This is just one design of the many colorful peace gift banners created by Y.O.U.ers during the 1985 Y.O.U. Conference.

BORN INTO PEACE: WORKING IT OUT

By Elizabeth Ellis

Each YOUer at conference is a member of a workshop family. This small group provides the teenager with needed support. Close personal relationships develop through intimate sharing, and much learning takes place.

The workshop family curriculum was written to develop the conference theme "Born Into Peace: The Dawning." A three step process was developed to address this. Step One: Peace with Myself, Step Two: Peace With My Family, Step Three: Peace with My World. This process proved to be quite effective.

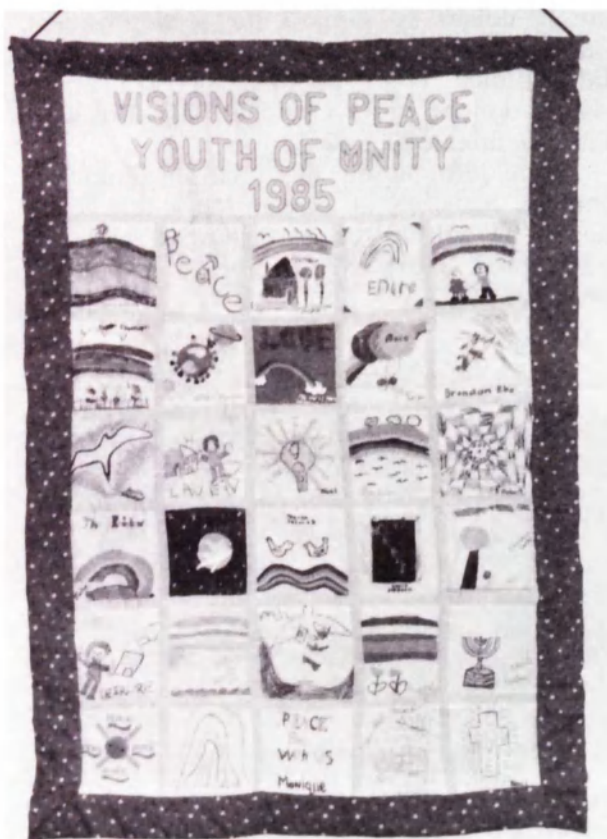
Peace with Myself - In the early sessions YOUers created a personal definition of peace and identified barriers to peace in their lives. Exercises to stimulate self-forgiveness helped create an atmosphere of unconditional love of self so important for adolescents.

Peace with My Family/Friends - Several sessions were devoted to what is often a trouble spot in the lives of teenagers—the family. Issues dealt with included responsibility for one's own feelings, non-blaming communication styles, and

family forgiveness exercises which were very healing. Material on dealing with anger, and how to be a listening friend were also shared.

Peace with My World - Attention was then focused on recognizing the Christ in each individual worldwide. Each YOUer shaped an individual vision of peace. Within the workshop family these visions were augmented to form a group vision. To give that tangible expression, each family created a peace gift to be taken to Russia by Danaan Parry of the Holyearth Foundation. These gifts are to be shared with Russian teenagers as expressions of our vision of the Christ in them, the Unity of all life.

Peace kites with messages on the tail, peace banners, proclamations, friendship pins and bracelets; the gifts created were diverse, moving, and beautiful. These symbols of love and hope will be remembered by those who made them for a long time. And it is still true that "Thoughts held in mind produce after their own kind." World peace is not the exception to that, but its confirmation.



PEACE QUILT

The theme "peace" has been part of the activities at Philadelphia Unity Church of Christ. According to Sylvia A. Bryan, Co-Superintendent, the children, pre-teens, and teens have been actively involved in an astounding project.

Inspired by the 1986 Peace Calendar contest, a "Youth Sunday" was held around the idea of peace. The entire youth education department worked together to create a peace quilt. Each child made one square of fabric expressing his/her individual vision of peace. The completed quilt then represented to the entire group how each individual expression is connected with one another.

This beautiful expression of peace was then sent to the Association of Unity Churches to be part of the peace calendar contest display.

KING SOLOMON AND THE OTTER . . .

A Hebrew Folktale

Heather Forest

It is said that King Solomon was so wise he could speak and understand the languages of all the animals. To set an example for people, he decreed there should be peace among the beasts.

PEACE AMONG THE BEASTS!
PEACE AMONG THE BEASTS!
KING SOLOMON DECREED!
PEACE AMONG THE BEASTS!

"Death! Death! Death to the slayer! Death to the slayer," the Otter cried. "It's the fault of the weasle my children died. I came out of the water with their food (I brought them these little crabs . . . oh they loved little crabs . . .) and found that weasle had tramped my children dead on the ground! He broke the vow of Peace, agreed among the beasts. Peace is dead and death instead reigns without cease! I want justice."

When the animals heard what the weasle had done to the otter's children, their outcry was immediate. "Bring the weasle to the King!" cried the other animals.

"Oh, King," said the weasle, "what the otter says is true.

But my heart contains no malice when I do the things I do.

I heard the woodpecker drum a call to arms.

I never meant to do the otter any harm.

The drums . . . they thrilled me to the core and I trampled her children as I marched to War."

"Then bring the woodpecker before me," said the King.

"Oh, King," said the woodpecker, "be not alarmed!

I drummed the drums but I meant no harm.

I saw the scorpion sharpening her sting.

It frightened me so that I let the drums ring."

"Then bring the scorpion before me," said the King.

Into the throne room came scorpion holding her poison sting high above her head and she said,

"King, I made no offense.

I sharpened my sting in my own defense.

I saw the turtle climbing into her armor.

I did the same, but I meant not to harm her."

"Oh, King," said the turtle, "my armor is strong.

I climbed in for safety but I meant no wrong.

I saw the crab with angry claws,

And she was charging across the ocean floors!"

Into the throne room came Crab, and with tears in her eyes and claws outstretched she said, "Yes, I confess. Yes, I confess. It's true what she saw. With angry claws I DID charge to war. But I saw the otter dive into my home and eat my children I'd left there alone."

"Well," said King Solomon turning once again to otter, "Otter, you're the one who cries 'Justice be done', when Otter, you're to blame!"

"One who sews the seeds of death shall reap the same."

PEACE AMONG THE BEASTS!

Reprinted from May/June, 1985 issue of Great Lakes STORYTELLER'S GAZETTE.

This and other storysongs by Heather Forest can be heard on her album SONGSPINNER, available from her at CARTOON OPERA, P.O. Box 354, Huntington, NY 11743 or from The National Association for the Preservation and Perpetuation of Storytelling, P.O. Box 112, Jonesborough, Tennessee 37659, for \$8 plus \$1.50 postage.

ATTENTION!

Y.E. DIRECTORS & TEACHERS

Are you on the search for holiday ideas? Feel free to call or write the Youth Services Department (P.O. Box 610, Lee's Summit, MO 64063, (816) 524-7414).

Our files are full of resources!



THE BIGGEST 7TH GRADE SNOUT IN THE WORLD

*This humorous and fictional but all-too-true account of the pain of early adolescence is reprinted by permission from a defunct publication dedicated to junior high ministry. The single issue of *Changes* that was published focused on the critical area of self-esteem in early adolescence. The September issue of *Contact* featured another such article. The entire issue will soon be available through AUC inventory as a resource for Unteen leaders.*

By Sandy Larsen

If you think you've got problems, try being the guy with the ugliest nose in the whole seventh grade. Maybe even the ugliest nose in all of Case Junior High.

You've seen me around if you've ever been inside Case. I'm Kenny Greener, and you can tell me by my schnoz. Sorry if I keep mentioning it but it's hard not to think of it. Maybe I should see if they'll name it a national landmark, ha, ha.

Funny, I never even noticed my big nose when I was a kid. All the way through sixth grade nobody mentioned it, clear up to August just before I started junior high.

I was really looking forward to going into seventh grade and getting to change classes and play soccer and have science lab and learn computers. I was down at the park, about to chin myself on the bar, when I heard this little kid's voice singing my name:

"Greener, Greener,

Nose like a weiner!"

I looked and there went Alan Magee's little sister running like mad away from me. I saw where she was

running, right to Alan and two of his friends on their bikes, laughing at me with their mouths wide open. They'd put the little kid up to it. Cowards. Even with his mouth open, Magee looks like a TV star. He's in eighth grade, the best tennis player in school, and he had a steady girlfriend all summer.

I pretended I was just leaving. I got on my bike and rode away real slow and casual.

Once out of the park I'd have ridden faster, but I wasn't sure they weren't following, and I didn't want them to see me look back. On the way home I rode by Electronics Unlimited, so I stopped and pretended I was looking at the stereo stuff in the window, but really it was my own face I was staring at in the glass. I **did** have an awful big nose. Why hadn't I noticed it? I guess when you're younger you don't care about those things. It's big and kind of round, or bumped out—I can't describe it, but if you've seen me, you know what I mean.

So that kind of killed the start of junior high for me. I wouldn't have minded if somebody like Bret Simmons or Jenny Hopetsky had made fun of my nose—somebody whose opinions don't count. I'd figure they were just trying to make up for something. You know, inferiority. But everybody listens to what Alan Magee says. I'd never make it once Magee started in on me.

When it was getting toward the first Sunday after school started, I realized I'd be in the same Sunday school class as Alan. That morning I tried hard to be late, but Mom and Dad are real big on getting to church on time. As I poked along in the direction of the junior high room I saw Magee's sister going toward the little kids' class. I thought she'd do her "Greener, Greener, nose like a weiner" routine again, but she didn't seem to notice me.

There was Alan when I walked in. When I saw him, I stopped being nervous and got mad. "What's your problem, Magee?" I asked him. He just looked blank and innocent and said, "Huh? What problem?" I didn't say anything else. I sat down and didn't hear anything that went on in class.

So Alan never mentioned my nose out loud again, but he didn't have to. I saw it now. I realized how everybody was staring at it, or else they tried to be polite and pretend they didn't notice. What a beak I had. Like Bozo. I acted like I had a cold and blew my nose a lot to cover it up. Mom asked where all my Kleenex was going and should I go for an allergy checkup. I said no, and I thought, *Not unless the doctor can give me a shot to make my nose shrink*. I almost asked if they have shots like that, but decided not to.

You're wondering why I didn't just forget about my nose. I tried to forget it, but I couldn't because nobody else would.

In science lab Mr. Langley asked me to identify these something-or-other chemicals by their smell. He held them right by my beak and asked which one was this and which one was that. I don't remember him making anybody else do it. Obviously he thought I had the biggest and best sniffer in class. While I was up there sniffing I know I heard this girl that liked Alan snickering at me. Well, I didn't care. I thought I kind of liked this other girl, Patty. By the way, I got the chemicals right. Why not?—a nose like mine is bound to be a Super Smeller.

Dad had told me that now I was in junior high, why didn't I ask a girl to go to one of the youth group activities with me. Patty was the only one I could think of that I'd want to ask. We had a gym night coming up with games, movies and a magic show—I figured that was enough going on that I wouldn't have to think of anything to talk about. The gym night was only two weeks away, which meant I needed to ask her quick.

I thought of lots of ways I could do it. "Hey, Patty, we're having a gym night at my church, can you come?" "Say, Patty, I was wondering what you're doing next Saturday, there's a gym night at the church, want to come?" But every time I asked her in my mind, she just stared at my nose. I didn't blame her.

Finally, I wrote it all out like a letter and I planned how to get it to her. If she didn't see my face when she got it, I'd have a better chance, maybe. I imagined her opening the letter, unfolding it, reading it. Then I saw her laugh and tear it up. "Kenny Greener! The one with the nose like a weiner! Who wants to go out with an anteater?"

I didn't ask anybody to the gym night and in fact I didn't even go myself. Next morning in Sunday school everybody was talking about who did what crazy things, and that basket Alan Magee made from almost the center line. Magee wasn't in class, so I didn't think quite so much about my snorkel and listened to the lesson a little. The teacher said God always answers our prayers. All during church I thought about that, and when the pastor said let's bow in prayer I put my face down between my hands and I thought, *God, please take away this awful nose of mine.* Then I took that back and said, *Don't take it away, just make it normal, make it like everybody else's.*

Don't get me wrong. I didn't expect a miracle. I didn't think I'd look in the mirror and immediately see my schnoz shrunk to normal size. But maybe a slow change—gradual, so nobody would notice it happening, till one day Patty would look at me and say, "You're cute, when did you get that cute nose?"

That night I prayed again, and the next morning. Always the same prayer. The teacher had said we had to have faith and believe in what we pray for. *God, give me a regular nose. In your Son's name, Amen.*

It didn't get smaller and it hasn't gotten smaller yet, although I'm still praying. Maybe some day He will answer. But last week the Sunday school teacher said God made us and we should thank Him for however He made us, tall or short, handsome or ugly. She didn't say "big nose or regular," but I caught her looking at me right then, just when she would have said "big nose or regular," and I know she was thinking I should accept this nose God gave me. I don't understand. If God loves me why did He stick me with a banana in the middle of my face? I'm not bad-looking otherwise.

For a while I did decide I would like it, accept it, enjoy it. Even laugh at it. Hang a veil over it and wear a sign: "50 cents to see the Biggest 7th Grade Snout in the World." Then this week at school I saw Alan Magee talking to Patty, and she was laughing right into his eyes. When I went by she didn't even glance at me.

It's hard having the ugliest pelican beak at Case Junior High. But don't ask me why I've got it. Ask God.

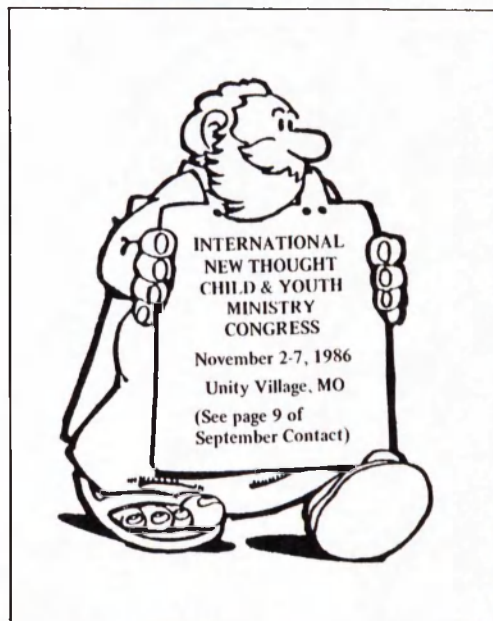
I've been asking since school started, praying and praying for it to go away. And I wonder if you can tell me how to make God answer my prayer.

Do You Know Kenny Greener?

There's a little Kenny Greener in every young adolescent. The problem could be physical attractiveness: feet too big, face too ugly, legs too skinny; intelligence: too dumb, too smart, too average; ability: not athletic, not musical, not coordinated; social status: family too poor, wrong school attended, wrong neighborhood; or any of a number of insufficiencies. All of them can be very real and devastating to a young person, no matter how insignificant they may seem to an adult.

As a leader or parent or as a young person with such feelings, you must be prepared to deal with the Kenny Greener syndrome. Ask yourself these questions as part of your preparation:

- (1) *If God does want the best for us, why does he allow so many uncontrollable imperfections in our lives?*
- (2) *Whether we like it or not, physical attractiveness is important to the world. How can a relatively unattractive young person compensate?*
- (3) *As a leader or parent, do you reward unearned characteristics (good looks, wealth, status, etc.) instead of encouraging efforts of young people (improved grades, jobs well done, acts of kindness)?*
- (4) *If Kenny Greener was your son or in your youth group, what would you do to help him?*
- (5) *Think of the kids you do know who suffer from the Kenny Greener syndrome. What can you do to help them?*



We invite you to join us in putting
GOD FIRST
in all things and in using this prayer for the month of

NOVEMBER 1985

Praise the Lord, whose
never-failing abundance
prosper me.

Unity School Prayer Group

ASSOCIATION OF UNITY CHURCHES
P.O. Box 610 Lee's Summit, MO 64063
(816) 524-7414

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ACTIVITIES

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 BANQUET
 AUTOGRAPH TABLES
 BUSINESS MEETINGS
 CHILDRENS PROGRAM

FOR UNITY MINISTERS & LAYPEOPLE

JUNE 15 - 20, 1986

TOWN & COUNTRY HOTEL

Make your airline reservations early! When making airline reservations, identify yourself as a participant in the Unity Convention in San Diego, California, in order to receive the convention group rate. **ALL PARTICIPANTS ARE ELIGIBLE FOR THE CONVENTION GROUP RATE.** The 2 convention airlines are Eastern Airlines and Western Airlines. If Eastern does not service your city, they will make reservations for you on other airlines at the best available rate, but if your city is serviced by Western, please call Western Airlines. The reservations telephone numbers for these airlines are:

800-468-7022 Eastern Airlines (outside Florida)

800-282-0244 Eastern Airlines (within Florida)

800-426-5249 Western Airlines

THE TOWN & COUNTRY HOTEL – CONVENTION CENTER is a small city within itself with 1000 rooms, four restaurants, two coffee shops, three pools, six lighted tennis courts, and seven handball-racquetball courts. Only 15 minutes from the airport and next to the hotel complex is Fashion Valley, San Diego's premiere shopping mall with 150 stores, shops, theatres, and restaurants. The Town & Country provides the location, restful surroundings, and facilities to make the 1986 UNITY CONVENTION the success it is meant to be.

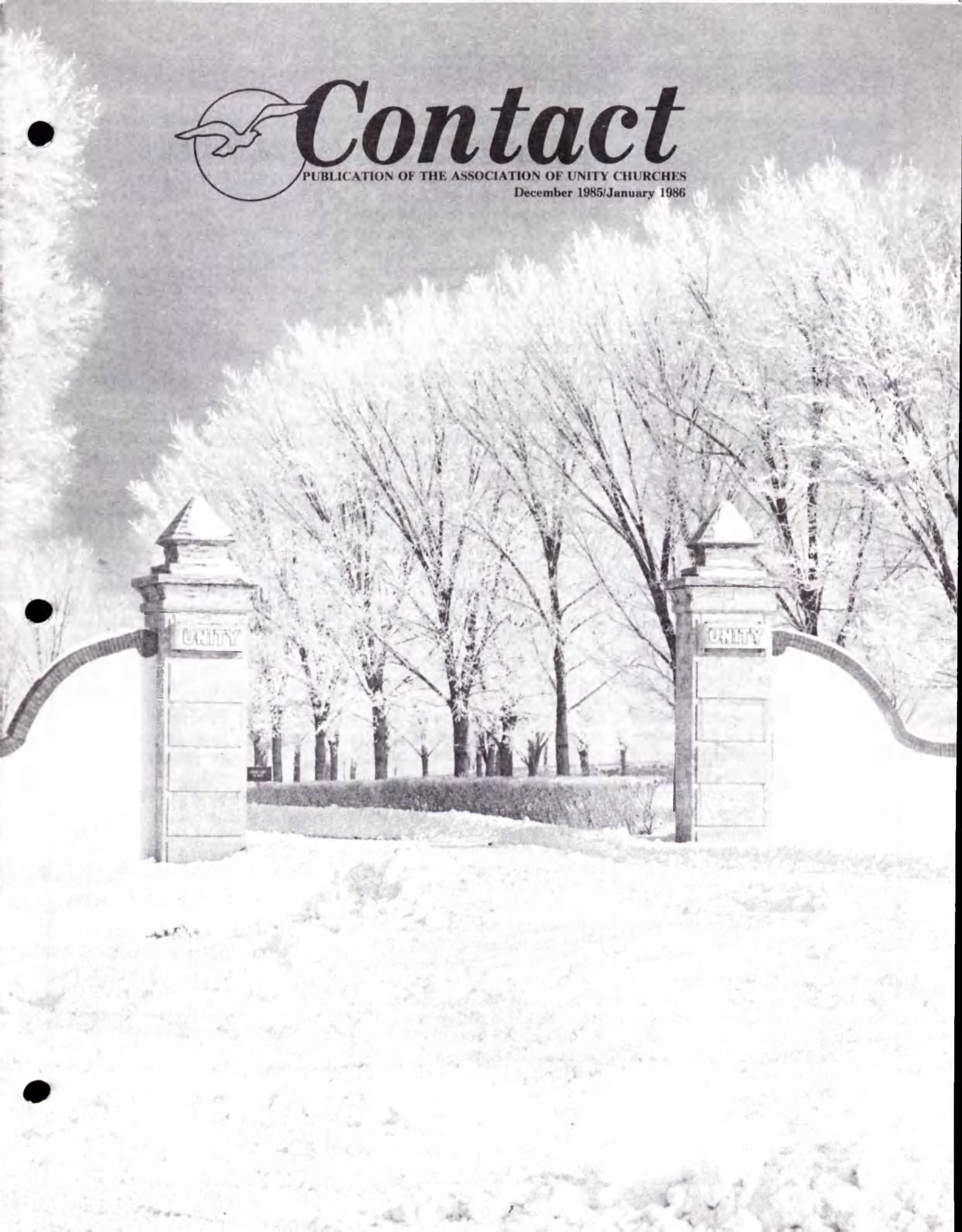
To make reservations, call (619) 291-7131, or write Town & Country, 500 Hotel Circle North, P.O. Box 80098, San Diego, CA 92138, Attention Reservations. Please include \$65.00 deposit to confirm your reservation. Rates are as follows:

Accommodations	Standard	Superior	Deluxe
SINGLE (1 person)	\$58	\$68	\$85
TWIN (2 persons) 2 beds	\$70	\$80	\$97
DOUBLE (2 persons) 1 queensize bed	\$70	\$80	\$97
SUITES 1 Bedroom & 2 Bedroom	CONTACT HOTEL DIRECT		

Contact

PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES

December 1985/January 1986



THE PRESIDENT'S LETTER



Max Lafser
President, AUC
Unity of Bellevue
Bellevue, Washington

In the last few months I have had the privilege of traveling all across the country as your president, meeting with many of you in your regional activities, and personally touching your lives in our unity has been a personal pleasure. I have come to believe even more in our Unity message and more in the Association of Unity Churches. Unity ministers and teachers are unique lights in a world searching for truth. We are a very important link in the renewal of the kingdom on earth.

Yet many of us do not see this about ourselves. Many feel isolated, separate, unheard and no one cares. Many of us have a running scenario about our lives and our work. We want approval and to win and find ways to lose. We are some of the most creative people alive today, but we often use our creativity against ourselves. We have wonderful qualities and talents. We are faithful, loyal, bendable, and quick to help others. We are warm and sincere; we want to make a difference. We let the constancy of ministry get in the way of the consistency of our knowing and acting and being.

I personally have come to know that my greatest gift to AUC and those of you who are

my peers and teachers may very well be to simply be with you in faith and prayer, to listen as much as possible to you personally and talk less, to offer self instead of solutions, to be here in the NOW with you, and to hold out my hand.

So this holiday season I am praying a prayer of peace with each of you. I have divided my yearbook into a daily list for December and January, and daily I am seeing you moving through your Christmas activities with the Prince of Peace reborn to your own soul. I see you truly at peace . . . for what could go wrong? I see you moving into the new year with the mystic power of the peace of Christ teaching you new things, utterly beyond the encompassment of your present understanding, enabling you to do things in the world nobody would have dreamed possible that you could do. It is the very nature of your Prince of Peace to give you just this very soul peace.

Isaiah tells us that when the Prince of Peace comes to us, our demonstrations are not limited. Once it begins, it goes on and on as we rise higher and higher in consciousness, increasing and expanding more and more into the perfect day: "of the increase of His government and peace there shall be no end".

As I reread the last few sentences, they seem preachy. Perhaps you will forgive me. What I want to extend to you is myself; will you join me? As I said earlier, being the president of the AUC is a real privilege, and it has asked of me by the nature of the position to reach out. We could start a new trend with each other, a trend we have all craved from the beginning of time: to be loved . . . to love one another . . . and to be at peace. We could make it happen this year.

We could start today to practice by writing a card to 10 ministers or teachers we don't know,

telling them we are with them, putting them on our prayer list. Better yet, call them up. The sound of another human voice stroking "me" can mean so much. Pick someone new to your region, or someone who has been a recluse. You don't have to get them on your side or talk church business. "I am just here for you" could be enough.

What would happen if by January 1986, we had so loved each other monthly we **demonstrated** a movement of peace and love in the NOW? Could it be that weaker souls, the selfish, the unbelieving, and the distressed should find the good tidings Isaiah spoke about could possibly be true?

Oh, yes, one more thing while I have your attention . . . pray for me; hold me in your heart; I need it.

May this Christmas season bring you every new desire of your heart, and the New Year be truly a turning point for your soul's peace.

Volume 19, Issue 1

MERRY CHRISTMAS and a BLESSED NEW YEAR!

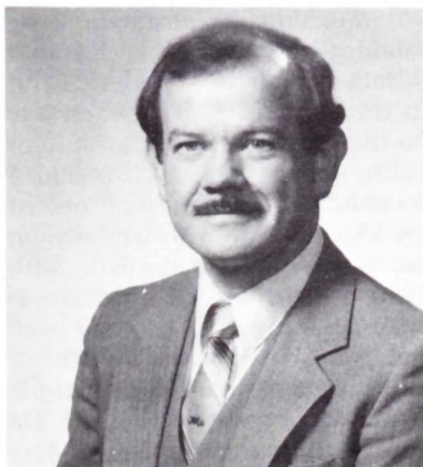
This issue of Contact comes to you for the months of December and January, in order that we may be free to devote our time and energy to the preparation of the new yearbook. The next issue of Contact will reach you in February, 1986.

EDITORIAL PURPOSE

The Editorial Purpose of Contact is the purpose of AUC: The Association of Unity Churches is dedicated to supporting and strengthening its member ministries by providing human resources, administrative and educational programs.

CONTACT STAFF

Editor-in-Chief Glenn Mosley
Managing Editor Chris Gaither
Graphics & Layout Barbara Smith
Circulation Dan Delancy



Glenn R. Mosley
Director of Ministry Services

December is a month symbolic of new births, and January is symbolic of new beginnings generally. With this double-issue of **Contact** we are experiencing a new birth and new beginnings. You will notice the establishment of our Editorial Purpose as well as our "new look." We trust that in reading **Contact** you will also experience a "new feeling," and catch the "new thrust."

Because this is a two-month issue of **Contact** (see page 2 for explanation of why), it is still twenty pages in length. Future issues will be sixteen pages and will contain 2-8 page inserts designed to pull out, punch holes in, and file for future reference. This insert Resource File will

include Sermon/ Lesson material, youth services and education material, administration helps, licensed teacher aids, etc.

Regular features by the President, Director of Ministry Services, Vice President, Expansion/Conference Coordinator, Director of Education, Youth Education Coordinator, etc. will continue. A new feature article called "Breakthrough" is being added. The editorial committee is looking for articles on what happened in your personal growth and/or your ministry which was a "breakthrough" experience for you. We hereby solicit your contributions for this feature article.

Another "new beginning" next June will be the publication of **Contact** in newspaper format. We see the Conference issue of **Contact** as an annual report, not so much on AUC located here at Unity Village, but an annual report on events, celebrations, anniversaries, groundbreakings, dedications, etc. of our AUC family in the field. Please take pictures, write brief descriptions, and submit them anytime between now and March 31, 1986, for possible inclusion in the June issue. Our present plan is to issue a newspaper format **Contact** twice yearly, beginning with June, 1986.

During a discussion period led by our President, Max Lafser, at the Western Unity Regional Conference in August, Pete Rhea commented that the AUC is forthright in admitting frailties and that it was "OK" to discuss its strengths and accomplishments. Max proceeded to do just that and, taking

a cue from that, I wish to share with you a few goals completed recently, some of which have been in planning and development stages for the past few months to a couple years. One of the most requested services AUC is providing directly to ministries is the organizational training delivered by CMA through Louise Iennacaro. We have implemented a clinical pastoral education program; approved applications by Western and West Central Regions for Regional Minister Advisor Services and implemented the human resource search; developed church policy and administrative procedures manual for field distribution as soon as printed; and developed the Public Relations Packet, featuring the "Try Unity" concept.

We know that you, the AUC membership, committees, board members, and your staff continue to work and to be "...dedicated to supporting and strengthening its (AUC) member ministries by providing human resources, administrative and education programs."



Rev. Larry Swartz
Unity of Tucson, Arizona

This past summer Mary Ellen, our three children, and I went down for the second time to La Paz, Mexico, for a mid-week stay. Here in Tucson we are not that far by air and the rates are not that expensive; yet just flying on Aero Mexico becomes a story in itself—consumer orientated they are not! After a brief misunderstanding at the desk as to our rooms and a resulting telephone call back to our travel agent, we were settled into two rooms with a view to the Bay of La Paz, as well as the street below. La Paz is an interesting provincial city that is used as a vacation spot for many Mexican people as well as Americans, for it retains a simple beauty that isn't often to be found outside Baja.

We shopped and ate and watched the kids as they hunted shells in the Bay and swam in the pool. We walked and talked and read books, and then we ate some more, shopped some more, and watched the kids some more. Really not too much was happening, but this is La Paz. On one day we bought tickets for a bus, taxi, van ride down to Cabo San Lucas which is on the very tip of Baja and an area under development with grand hotels and sport

fishing. We rode down the Pacific Ocean side and back up the Gulf of California side. The trip was interesting, as was the scenery.

However, we were not alone in the van. Along with us were two young men from the Los Angeles area who were in Mexico for pure pleasure; one of them had a very large hangover that morning and wanted to share his unhappiness with others in the van, and the other had a language problem that seemed to be stuck in four letter words. The others in the van were Mexican Nationals on their way down to Cabo for sightseeing. Initially several things were happening. We were in close company with people not of our choice, with some we had a language barrier—perhaps with all of them we had a language challenge of one kind or another. The driver wanted to play a tape of music loud, except that the only speakers that were working were in the back of the van, right by us. The American young men had fishing rod holders under our feet, for they didn't trust them on top of the van, but not under **their** feet either.

Mary Ellen and I looked at ourselves and wondered what should be the best course of our actions. I made a decision to push a little bit about the music, for I couldn't see a trip of three plus hours sitting next to blaring speakers of music I couldn't understand. It wasn't appreciated by the young men, but at least we had quiet for the ride. I knew that the stuff underfoot wasn't going to be underfoot for the return trip as the two were going fishing, so I made my peace with that. The kids slept a little, and Mary Ellen and I enjoyed the scenery.

Once at our destination we found a very enjoyable day that included an hour's boat ride out to the very tip of Baja where the Pacific Ocean meets the Gulf of California, a good lunch, and a pleasant conversation with one of the Mexican Nationals who was on vacation from Guadalajara with his two daughters. His English was broken, but we got along very well and enjoyed each other's company as we watched our children frolic in the white sands of the Gulf. He also taught me the "correct" Mexican way of drinking tequila, but that is also another story.

Now, I have been in the Unity ministry for close to twenty years—all of it here in Tucson, and an interesting similarity flew into my mind as I sat in that van on our way down to Cabo San Lucas. How very similar was the company in that van to the mixture of all the various people who comprise the Unity ministry. Some of us almost seem to speak another language one from the other. Some of us seem to be so one-pointed that in our effort to achieve our goals, oftentimes our awareness of those around us—fellow ministers—seems to be misplaced. Some have different agendas in that we are programming ourselves to get off when the ride is half over rather than staying on for the full ride. And, some of us simply don't do what others think we should do.

I also found myself acknowledging the things that were similar and which bound us together. We are all Spiritual Beings, Sons/Daughters of God. We are all on a

common journey and have made a common commitment to serve within the ministry—no matter how uniquely we might interpret this. We have common things that we share, and when we really think of it, the common things far outweigh the differences, but we often have to force ourselves to stop and see them. Yet on this trip, I must admit, I didn't have a real desire to get close to the young men from California, and I actually was pleased when they left our group. But that judgment on my part was totally faulty, and I missed an opportunity to know and express all the things that we teach, but I have made that okay.

Where I am leading to is the fact that the Unity ministers close to you or far away from you have needs very much like yours and mine. We may not always do, think, or say the things that everyone approves of our goals or agendas may not be identical, but unless we can individually and collectively learn to converse with each other and support each other, our movement will be a collection of isolated people and sub-groups with no real cohesiveness and no real growth. If we have heard one thing drummed into our heads, it is that we are in Unity because we are mavericks, and yet this attitude keeps us from even supporting our regional activities 100%, let alone summer Conference. It keeps us from financially supporting the AUC with the monies needed to provide the services to the field that we are bringing on-line as quickly as we can. Maybe such thinking was a "normal" part of our collective childhood years and adolescent years, but we as the AUC are now approaching twenty years of age, and we are all in the van together.

Imagine what Unity could be were we to really have a commitment to the greater picture and support each other in this commitment. Imagine what we could share with one another were we to ALL come together regionally as well as nationally with a sense of caring and supporting and loving. In your region or in your city right now someone might really need an ear to speak to or even an arm to lean on. But so often we wait for someone else to initiate communication, or we fall back on the old thinking that we are not needed, or that the Region or the AUC is headed in a direction not to our liking. Nonsense! We are ALL in the Spiritual van heading toward the Truth, and the sooner we realize it and practice it, the better for each of us and the AUC as a whole. Certainly we each have an individual good, but there is also the collective good. Commit to it. I feel that Unity has less and less a place for adolescent mavericks, and more and more a place for caring, supportive adults. Call someone who might need your input and love. Attend a regional meeting or a national one; even cause one to happen sub-regionally. Make a commitment to caring, sharing and supporting, and Unity shall the quicker become the Truth it already is.

MEMORIALS

Mary Dunning, ordained Unity minister, made her transition August 29, 1985, in Canada. Funeral services were held September 1, with **W.O. Detweiler** and **Margaret Conn** officiating. Mary was ordained in 1948 and retired in 1979 after serving over 30 years as associate minister at **Unity Church of Truth** in Toronto, Canada.

Elsie M. Eckert of St. Petersburg, Florida, passed from our sight on August 18, 1985. Ordained in 1933, Elsie served churches in St. Louis, Missouri, Fort Worth, Texas, and **First Unity Church** in St. Petersburg.

Mary Ellen Fryer, licensed as a Unity teacher in January 1972, passed from this plane of existence recently. Mary Ellen was active at **Unity-by-the-Side-of-the-Road** in Cincinnati, Ohio, where she served as teacher and secretary until her retirement.

Vasco Oji, ordained Unity minister, made his transition on October 2, 1985, in Cleveland, Ohio. Native to Nigeria, Africa, and ordained in 1984, Vasco served as minister of the **Catherine Ponder-Hehamon-Unity Centre**, a prayer ministry in Nigeria.

Mavis Harris Rankin, licensed Unity teacher, passed from this plane of existence on September 20, 1985. Memorial services were held in Indianapolis on September 23, with **Ron Potter** officiating. Mavis was licensed in 1981 and was active at **Christ Church Unity** in Orlando, Florida, initiating a satellite group in Kissimmee, Florida, which has grown and now has its own minister.

SPIRIT'S JOURNEY '86 UNITY CONVENTION



Town & Country's west tower and one of hotel's four swimming pools.

SPIRIT'S JOURNEY '86 UNITY CONVENTION

For Ministers and Lay People
JUNE 15-20, 1986
San Diego, California

TOWN & COUNTRY HOTEL

The Town and Country is the largest hotel in San Diego County with 1000 sleeping rooms (including 62 suites), 5 restaurants, coffee shop, delicatessen, 5 lounges/nightclubs, game arcade, six specialty shops, and the great convention complex.

This beautiful resort hotel is located on 32 acres in the heart of San Diego, close to the airport and the city's major attractions. Its proximity to major highways and city roads puts it within a few minutes driving time of Sea World, San Diego Zoo, Mission Bay, the Embarcadero, Old Town, Balboa Park, and other sights.

A footbridge connects the hotel to Fashion Valley, one of San Diego's premiere malls with six major department stores and more than 130 smaller specialty shops, theaters, and restaurants.

Tijuana, just across the international border in Mexico's Baja California, is only a 30-minute drive from the Town and Country. Bargains may be found in the numerous colorful shops and stores of this duty-free port.

REGISTRATION FEES

Listed below are the registration fees (per person) for anyone attending the '86 Convention in its entirety. To register, please make checks payable to: AUC, P.O. Box 610, Lee's Summit, MO 64063.

- | | |
|-------|---|
| \$100 | pre-registration prior to April 1, 1986 |
| \$125 | pre-registration prior to June 1, 1986 |
| \$150 | registration after June 1, 1986 |
| \$ 45 | daily registration |

Registration fees on a daily basis will be: \$15 for the morning session, \$15 for the afternoon, and \$15 for the evening activity.

THURSDAY NIGHT BANQUET

The full 5-day registration fee covers all convention activities, including the Thursday night banquet (excluding other meals, room, and transportation). Additional banquet tickets can be purchased separately for \$25 each.



CHILDREN'S PROGRAM

A child care program will be provided for ministers and laypeople who wish to attend the convention and bring their children. Listed below are the registration fees for the children. The fees cover the cost of a qualified paid staff, plus crafts, supplies, and other materials necessary to have a successful program for the children. These fees include Thursday evening dinner. They do not include other meals or any field trips that might be taken.

\$45 weekly fee for one child
 \$25 weekly fee for each additional child
 \$10 daily fee

All meals with the exception of Thursday evening will be the responsibility of the parents.

The hours of child care are as follows:

Morning 7:30 a.m. - Noon
 Afternoon 1:00 - 5:00 p.m.
 Evening 6:30 - 11:00 p.m.

Child care for children of parents attending evening activities ONLY will be on a love offering basis. Weekly fees include the evening activities for children of parents who have registered for the entire week.

HOTEL RESERVATIONS

To make reservations write to:

TOWN & COUNTRY HOTEL

500 Hotel Circle North

P.O. Box 80098

San Diego, CA 92138

(please include \$65 deposit to confirm reservation)

or call one of the following numbers:

800-542-6082 (inside California)

800-854-2608 (outside California)

619-576-1282 (Canada residents)

Check-in time is 3:00 p.m., and check-out time is 12:00 noon.

Look for the schedule of activities, guest speakers, and other important updates on your '86 Convention in the upcoming issues of Contact.



AIR TRAVEL

We've made attending this convention as easy as possible. Special convention desks at Eastern and Western Airlines have been staffed with responsible, knowledgeable coordinators who will handle all the details of the convention. We have provided a special toll-free telephone number for the convention desk and a specially assigned access number to identify you as an AUC convention attendee.

800-468-7022 Eastern Airlines
 (outside Florida)

800-282-0244 Eastern Airlines
 (within Florida)

800-426-5249 Western Airlines

Listed below are the rates for hotel rooms and suites:

Accommodations		Standard	Superior	Deluxe
Single	(1 person)	\$58	\$68	\$85
Twin	(2 persons) 2 beds	\$70	\$80	\$97
Double	(2 persons) 1 queensize bed	\$70	\$80	\$97
Suites	1 bedroom & 2 bedroom	Please call 619-291-7131 for rates		

We invite you to join us in putting

GOD FIRST

in all things and in using this prayer for the month of

DECEMBER 1985

The Christ, active in my mind
 and life, reveals avenues of
 supply and abundance to me.

Unity School Prayer Group

Talk Topics and Sermon Starters from Unity publications

*This month: UNITY Magazine,
December 1985*

The birth of Jesus has stimulated wonder and excitement for centuries and continues to be the greatest time and reason for celebrating today. According to the "Writings of Charles Fillmore" in the December issue of UNITY Magazine, **this new birth is the goal of every Christian. . . . How to overcome material thoughts and raise the body to energy should be the theme of every sermon this holiday season.** In his article, Charles Fillmore addresses the concepts of new birth, change of heart, and saving grace. Now is an opportune time to talk about these often misunderstood terms, which are used in most religious teachings.

Advent, traditionally, begins four weeks before Christmas as a time of prayer and fasting. Advent can be a time of preparing for a new birth, a time to look at the metaphysical interpretation of being born again. In the "Writings of Charles Fillmore," you will find excellent material as a basis for an in-depth study.

Also in this issue of UNITY Magazine are meaningful articles that provide sparkling insight, poetry to enhance the real Christmas meaning, and Christmas-oriented questions answered by Marcus Bach. Facts on how to observe this holiday season will help you prepare to understand a deeper meaning of the new birth and what it does for you.

You will want to prepare for the New Year experience in a manner that everyone understands—that of preparing for a birth. Get ideas for:

- **nurturing** the soul with proper spiritual food through reading "Being a Child" by Susan Downs and "Me, a Scrooge? Bah, Humbug!" by Phyllis Stover;
- **watching**, as did the shepherds, for signals from God, suggested in the poem, "Christmas Sonnet" by Winifred Brand;
- **making ready** a birthing place by following the signs as pointed out in "No Vacancy" by Joan McKee;
- **releasing** light from within with the help of Marcus Bach's "Questions on the Quest" about the Star of the East;
- **sharing** the right gifts as described in the poem, "What Will You Bring?" by Susan Thompson;
- **rejoicing** in the new birth as does the article, "The Second Cosmic Event" by Jim Rosemergy.

These ideas and more are found in UNITY Magazine, December 1985, available through the Sales Department of Unity School.

CHANGE IN UNITY SCHOOL SALES POLICY

One of the primary ways that Unity School of Christianity serves humanity is to create and distribute Unity literature throughout the world. Over the past year, the Board of Trustees has further clarified this to mean that the School ought to provide services that are uniquely "Unity" and not duplicate services provided by other organizations.

For this reason, the School has decided that effective January 1, 1986, it will no longer distribute by mail or phone materials that are not created and produced by Unity. This includes textbooks and other materials by outside publishers, such as **Discover the Power Within You**, that are routinely handled by the Shipping department.

All items listed on the Unity School Dealers Order Form will continue to be available through the Sales department. Items not listed on the Dealers Order Form will not be available by mail or phone.

Outside publishers' books currently carried by the Bookstore are readily available from other sources, such as DeVorss. Where possible, during the time of change, the Sales department will have information about suppliers of materials you have been ordering from Unity.

The Bookstore will continue to carry books and other educational materials related to the CEP and MEP curricula, some school supplies, and a limited number of Unity souvenirs. These items are for the purchase and use of visitors to Unity Village and will not be available by mail or phone to either centers or individuals. Regular discounts will continue to apply when items are purchased at the Village.

Thank you for your cooperation and prayers for orderly implementation of these changes.



By Claudell H. Koch

Merry wonderful Christmas to you! We know you are enjoying all of the preparation and hustle-bustle activity of this time of year. We, too, are actively finishing the end of the second term and preparing for holiday travel and holiday fun. Amidst all of this excitement we are reminding ourselves of our inner center of peace and quiet, realizing that it is in this inner center where the Christ is born. Let the joy and excitement we feel always be grounded and have its origin from that inner sanctuary, known only through prayer and meditation, where we are one with God-mind and one with the Christ-idea. Many blessings in this season are yours now.

Meet more students from the class of 1986:

Kriss Cross is from Denver, Colorado. She has a master's degree in psychology and is currently working part-time as a consultant and psychotherapist for a treatment center in Independence. At the Unity Church of Living Truth in Denver, she served as a child therapist and led prayer services. Kriss has also worked in the Silent Unity Prayer Room.

Larry Davis: After nearly seven years in the Public Relations Department of Unity School, Larry entered the Ministerial Education Program. He first encountered Unity in San Francisco, which led to his moving to the Kansas City area in 1977. Larry serves as co-chaplain of the MEP classes. His interests include singing, reading, movies, and walking.

Susan Eng is from Unity Christ Church in San Francisco where she taught classes and served as president of the Board of Directors. Susan was the top salesperson in northern California for Century 21 Real Estate. She and another partner opened a real estate office and mortgage company. Susan has served as AUC Expansion/Conference Specialist, and is currently MEP class secretary.

Eva Gabrielle was born and raised in Norway, above the Arctic Circle. She has enjoyed living in the USA for the last eighteen years. She comes from the Unity Center of Walnut Creek, California, and is presently the Y.O.U. sponsor of Unity of Independence, Missouri. As a medical assistant, she worked for an ophthalmologist. Eva has three children. "The Unity teachings have helped me tremendously, and I am looking forward to helping others apply these principles in their lives."

Gary Baebenroth, from Eisenach, Germany, has been a Truth student for over 15 years and is a member of Unity Church of Denver, Colorado. His professional background is computer management, and he holds a bachelor's degree in Technical Management and an associate degree in Computer Science. He serves as Vice President of the Class of '86 and currently works as the German translator for Silent Unity in the International Department.

Nat Carter is formerly from Pittsburgh, Pennsylvania. He has served as chaplain in a retirement community and is currently serving as the minister of Unity of the Ozarks in Rolla, Missouri. Nat teaches yoga and meditation in the Kansas City area. He is also currently completing a master's degree in divinity at St. Paul School of Theology.

Jerry Chores is a Michigander by birth but now makes his home in Lee's Summit with his wife Ann and daughter Cristy, one of eight children. Jerry works in the Silent Unity phone room. He also is ministering to an outreach in Sedalia, Missouri. Jerry's home Unity center is Pontiac, Michigan, where he was the board president for four years, before entering the ministerial program.

CLEARINGHOUSE

The **Unity Church of Springfield** has 130 gold **Unity in Song** hymnals available for any center that can use them. If interested, please contact: Unity Church, 417 Cordelia Street, Springfield, Illinois 62703.

CORRECTION

In the September **Contact** article about Janalea Hoffman's new children's meditation tape, the suggested age range was given as 7 - 11. The correct age range is 2 - 11.

Highly recommended material regarding Board/Committee/Volunteer structures: **The Board Member's Book**, by Brian O'Connell: The Foundation Center, 1985.

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Cost: \$16.95

May be ordered from: The Foundation Center, 79 Fifth Avenue, New York, NY 10003, or CMA, 1 West Armour Blvd., Suite 302, Kansas City, MO 64111.

FINANCIAL STATEMENT

ASSOCIATION OF UNITY CHURCHES Statement of General Funds Operations Five Months Ended August 31, 1985

INCOME—OPERATIONS:	<u>Month</u>	<u>Month</u>	<u>Year to Date</u>
	July	August	
Love Offering	\$ 50,730.34	\$ 41,510.34	\$ 242,258.76
Other Income	1,052.48	833.28	5,372.16
	<u>51,782.82</u>	<u>42,343.62</u>	<u>247,630.92</u>
Less: Tithe Transfer	(5,062.72)	(4,151.03)	(24,225.87)
	<u>46,720.11</u>	<u>38,192.59</u>	<u>223,405.05</u>
Gross Profit Material	4,151.10	4,901.47	21,657.70
Total Income	<u>\$ 50,871.21</u>	<u>\$ 43,094.06</u>	<u>\$ 245,062.75</u>
EXPENSES—OPERATIONS:			
Total Expenses	<u>\$ 46,210.67</u>	<u>\$ 70,605.31</u>	<u>\$ 298,674.32</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$ 4,660.54</u>	<u>\$(27,511.25)</u>	<u>\$ (53,611.57)</u>

Unity School Contribution To The AUC Through Services Provided
July 1, 1985 – August 31, 1985: \$ 14,207.47

(Note: This contribution is a non-ledger item and does not appear on the AUC financial statement)

Thank you for your love offerings!
August – \$ 41,510.34
September – \$ 42,953.27
We love you! We bless you!
We appreciate you!



James C. Robinson, Ph.D.
Director of Education

Holiday Greetings from your Education Department! As we go to press I feel hard-pressed to enumerate all the programs and activities to which we are giving our energy.

Highlights include: Y.O.U. Conference planning; participation in the Southwest Unity Spiritual Retreat; the Skills Demonstration Seminar; the Licensed Teacher Post Graduate Week; and, of course, planning for the June Conference in San Diego.

I want to offer a special thanks to all you ministers and licensed teachers who have responded to numerous questionnaires you have been sent. Program planning is best done with accurate information on field needs. I invite your continued candid comments on our attempt to best serve you.

Some Tips on Teaching

I was recently given some helpful tips on teaching. They were presented by Eric Butterworth at the 1964 Pre-Conference Seminar. From these gems I have selected the following:

1. A teacher **teaches people**, not subjects. This means we must take the time to know our students, their backgrounds, and levels of consciousness. To which I would add, people are not empty milk bottles passively waiting to be filled with a fire hose. Nor do they come without a history. What we teach must make sense to them in light of their personal and present circumstances.

2. A teacher is a **sparkplug** and not a fuel pipe. It is not enough to provide knowledge, to be a fuel pipe. A sparkplug awakens an interest in truth and encourages others to pursue it for themselves.

3. A teacher should provide **handles for learning**. If the teacher is to do this, he must help the student take hold of truth for himself by developing thought discipline and prayer practices that work for him.

4. A good teacher makes **herself (himself) progressively unnecessary**. This means setting people free through Truth, not developing a personality cult. The mature teacher strives toward helping the student find the Holy Spirit within herself (himself).

I would like to underline: A good teacher **creates an environment** that stimulates and nurtures personal and spiritual growth. This implies respect for others, an eagerness to listen and to share, and a willingness to let loose ideas and concepts, bless them on their way, allowing them to take on their new life.

May the richness of this Holiday Season bring us a spiritual blessing as we stand in awe with the shepherds of old.

LIGHT ON THE PATH

EVENT: Licensed Teacher Post Graduate Week

DATES: February 23 - 28, 1986

WHERE: Unity Village, Missouri

THEME: "Teaching Is Not Telling"

FORMAT: Learning new and varied teaching techniques. Many contributions to be made by licensed teachers.

BENEFITS: Knowledge, fun, creative idea expansion, fun, contagious energy, fun, and much, much more.

CREDITS: Ten (10)

Are you excited? We are also. 1985 Post Graduate Week was great, which you know if you were here, and 1986 will be greater. We learned a lot at November '85 SDS, which will result in benefits for those who attend Post Graduate Week '86. Therefore, those you work with and serve will also benefit. There will be a lot of **SHARING**. Sharing of the things that work best for you, what you do best, and the way you do it.

We will all be rejoicing that we were at "the Place to BE".



Joyce Culey
Youth Education Coordinator

CHRISTMAS TIME IS HERE AGAIN!

Your first glance at this article will most likely occur during the annual Christmas program panic. Listed below are three typical panic-button pushers and 'true-life' incidents as proof that panic won't do any good anyways!

1. "What if the pre-schoolers freeze on stage and won't sing?"
... quiet has descended upon the sanctuary as a spotlight focuses on daintily clad angels arriving at the manger. A piano begins playing softly and a collective breath is heard as the angels prepare to sing. Suddenly a scream erupts, shattering the silence, and an angel cries in horror, "Oh poor, cold baby Jesus! He don't have any clothes on!" ...
2. "What if someone forgets his part?"
... the music whispers its final note, the children begin bowing, and the audience enthusiastically applauds. It is over—finished—done—and a success which brings a sigh of relief to all involved. A wonderful play with everyone cooperating. Joseph, now intent on his responsibility of leading the exiting procession (but forgetting to assist Mary), heads regally up the aisle. Mary, furious upon realizing she has been left behind, leaps in outrage off the stage. With baby Jesus flapping behind her, she races after Joseph, jerking him back with a firm grip upon his cloak. ...

3. "What if Santa forgets which Sunday to come?"

... Santa has arrived! With his bulging sack of goodies and his twinkling brown eyes, packages are distributed to the children clustered about. As a gift is handed to the small red-headed boy standing next to the microphone, words of awe are heard throughout the room, "Gee, Santa, you've got boots just like Daddy's! Did you get yours at K-Mart too?" ...

Needless to say, the final outcome of the annual play can never be pre-determined. What can, however, and should be remembered is the sense of accomplishment and interconnectedness shared upon completion. Thank you directors, teachers, volunteers, ministers, musicians, cookie bakers, Santas, and children for your continuing part in this priceless gift. Every single moment of involvement, whether panic- or joy-filled, is truly worth it. Don't you agree?

TAKE A MOMENT TO READ ABOUT THESE YOUTH EDUCATION RESOURCES!

Church Teachers is a journal of the Association of Church Teachers and National Teacher Education Program. NTEP is well-known for their educational resources designed for professional and/or volunteer church teachers. The magazine is published five times per year and is written by teachers from various churches and denominations. Subscriptions are \$15.00 per year and may be ordered through Church Teachers, 7214 East Granada Road, Scottsdale, AZ, 85257 (602) 949-1003.

The Clown Ministry Handbook by Janet Litherland offers a practical, how-to approach in becoming familiar with the art of 'clowning'. Descriptive information is provided about clown types, make-up tricks, wardrobe, props, and performance techniques. Published by Meriwether Publishing LTD, Box 7710, Colorado Springs, CO, 80933, \$7.95.

Peacemaking Resources available through Cryphon House, P.O. Box 275, Mt. Ranier, MD, 20712 (301) 779-6200. Resources available include books for parents and teachers, and a special selection for children. Write or call for a copy of materials available.



Tim Pettet
International
Y.O.U./Y.A.U. Coordinator

WHAT IS THE ROLE OF ROCK IN YOUTH MINISTRY?

With the strains of "We Are the World" and the global significance of the Live Aid concert still fresh in my memory, I overheard a group of Y.O.U. officers talking at conference this summer about the spiritual message they hear in a lot of contemporary rock music. This memory came to mind as I grappled with the question that heads this article.

There is no doubt that contemporary music and music videos play an important role in the lives of youth. For the early adolescent the rock experience often provides an opportunity to assert cultural independence from parents and other adults. It also gives the early teen a readily available resource for peer association and acceptance.

Older teens find expressions of their experience articulated in rock music. Many of the issues that are paramount to them are addressed honestly in the poetry of rock artists. This may be the only place where a teenager can experience that kind of affirmation. The issues of teenage life are often spoken to in patronizing and condescending fashion if at all. As 'the Boss' puts it: "We learned more from a three minute record than we ever learned in school" (Bruce Springsteen).

It is sometimes not easy for adults to understand what is happening in the rock experience. Even those of us who grew up when social commentary was discovering a voice in music still have this difficulty. My son, as a 5th or 6th

grader, used to really identify with the lyrics of a popular song, "Hey teacher, leave those kids alone. . . We don't need no education." The lyrics were shouted and there was a clear anger present. I was a committed Unity student and full of the ideals of looking for the positive and was really troubled by the message of the song.

However, if I put that lyric and emotion into the context of the young teen experience in a Texas junior high school where swats are meted out to the students for violations of the dress code, I find myself ready to not only understand, but to sing along.

The question of the role of rock music in youth ministry has more answers than I can think of or have room to include. However, two answers come to mind in terms of Sunday morning programming ideas. Since the kids in your group probably represent a resident population of experts on this question, why not ask them about the significance of rock music in their lives. Ask them which songs they really like and why. Invite them to bring a tape or a copy of the words to the next meeting to share with the group. You may want to familiarize yourself with songs in advance so you can have questions prepared that will help them become conscious of why they like the song. Find out what issues it speaks to in their lives. What does it tell them about themselves and their search for truth.

If you prefer to have more control than the first idea might allow, then you might want to develop a program around a specific song or songs of your choice. Can you imagine the response of your YOUers if you began a Sunday morning presentation with a recording (or better yet, a video) of "On the Road to Nowhere" by Talking Heads? Let me know if you try it, because I would like to hear what that song means.

A recent recording by Billy Joel may be worth considering. "You Are Only Human (Second Wind)" is a response from this popular poet and songwriter to the epidemic of teen suicide. Available on the CBS recording **Billy Joel Greatest Hits Vol. 1 & 2**, and seen on video, the lyrics might be put to good use in discussing the issue of suicide.

Some of the lyrics from "You Are Only Human (Second Wind)" by Billy Joel:

You're havin' a hard time lately, you don't feel so good
You're gettin' a bad reputation in your neighborhood
It's alright, it's alright
Sometimes that's what it takes, you're only human
Allowed to make your share of mistakes,
you're only human

You better believe that there will be times in your life when
 you'll be feelin' like a stumblin' fool
 So take it from me you'll learn more from your accidents than
 anything that you can ever learn at school.
 Don't forget your second wind, sooner or later you'll get your
 second wind
 It's not always easy to be livin' in this world of pain
 You're goin' to be crashing into stone walls again and again
 It's alright, it's alright
 Don't you feel your heart break, you're only human
 You're going to have to deal with heartache
 Just like a boxer in a title fight you got to walk in that ring
 all alone
 You're not the only one who has made mistakes but they're
 the only things you can truly call your own
 So don't forget your second wind
 Wait in your corner until that breeze blows in
 You be keepin' to yourself these days 'cause you're thinkin'
 everything's goin' wrong
 Sometimes it's just to want to lay down and die that emotion
 can be so strong
 But hold on 'til that old second wind comes along
 Probably don't want to hear about someone else
 I wouldn't be tellin' you if I hadn't been there myself
 It's alright, it's alright
 S...S... Sometimes that's all it takes, we're only human
 we're supposed to make mistakes
 Well I survived on those long lonely days
 When it seemed like I did not have a friend
 'Cause all I needed was a little faith so I could catch my breath
 and face the world again
 Don't forget your second wind
 Sooner or later you'll feel that momentum kick in



PALO ALTO Y.O.U. RECEIVES PEACE PROJECT GRANT

It was Peace Sunday at the Palo Alto Community Church, and as a part of his message Rev. Stan Hampson talked about the focus of the Y.O.U. Conference and the international service project. As a result, one of the congregants was moved to give a \$6,000 grant to the Palo Alto Y.O.U. chapter.

The money is to be used on a project of the group's choice. The Palo Alto Y.O.U.ers have issued an invitation to other chapters in the West Central Region to give them ideas for a peace project. If they use one of the submitted ideas, they will share a portion of the grant money with that chapter.

Reporter's comment: "Wow!"

REACHING OUT FOR PEACE

Y.O.U. Service Project Gets Better Definition

The team of international officers, Brett Tillander, Dean Logan, and Eric Barron, have given the International Y.O.U. Service Project '85-'86 the title "Reaching Out For Peace". They want to make it possible for every Y.O.U.er to participate in some way in the international project. They feel that this spring's Soviet trip does not allow for the total participation a service project should have.

The new concept allows the Soviet trip to just be one part of the service project. It also makes the chapter's efforts to participate in peace projects of their choice an important part of the international "Reaching Out For Peace". Brett says, "The goal of this project is to bring all types of people together and increase awareness about our world."

A list of peace resources and peace projects are available from the Y.O.U. coordinator, AUC, P.O. Box 610, Lee's Summit, MO 64063. The international team would love to hear from you about your chapter and regional service projects.

OFFICER SHARES GOALS OF SOVIET PEACE TRIP

The International Service Project, "Reaching Out For Peace" includes a trip to the Soviet Union this spring. Details of the trip can be obtained by contacting the International Y.O.U. Coordinator at AUC.

Following are some comments from Dean Logan, International First Vice President, about the purpose of the trip:

"I see the service project as sharing a love and light with a culture that doesn't always get to see that connection and bond. I see it as a service to the whole world by bringing two cultures, who know little about each other, together in an expression of love and a desire for friendship and harmony. I see it serving the people we meet by relieving possible fear of us and vice versa. The whole idea is a way of bringing about harmony between people who very much want to understand and respect each other."

"Those of us who will be able to go will be serving all of the Youth of Unity by bringing back our experiences and our insights to share at next year's conference and also in our regions."

CREATING A Y.O.U. MINISTRY

Blair Tabor

Y.O.U. Coordinator, West Central Region
Minister of Unity Church of Merced, CA

The power of creativity comes into expression when you make a choice to begin or reactivate your Youth of Unity Chapter. This creative energy can carry you through doubts and fears into a new and vital expression of service for your church.

At a recent MEP class facilitated by Tim Pettet, International Y.O.U. Coordinator, a group of MEP students developed a step by step outline that enables a minister to proceed from a beginning point of having three or four teens and no sponsor to having a viable Y.O.U. program.

- Step 1. The minister meets with the teenagers. Start with prayer. Find out who your teens are. Be open and get in touch with how they see themselves.
- Step 2. As soon as possible get the teens into high visibility in positive ways. Things like: wash windshields of members' cars during the service, valet parking service, bake-aways (bake things and give them away), and other types of services and activities that are not money-making events. (These can come later.) This not only lets adults know that the teens are there, but also establishes them as a loving part of the congregation.
- Step 3. Meet with your Youth Education Director, Board Members, and/or volunteer coordinator to identify potential sponsors.
- Step 4. As minister, approach and interview those people in person (not by phone) to explain Y.O.U. sponsorship and to answer questions. This step may be facilitated by your Regional Y.O.U. Coordinator being there or sending information to you. Also, a nearby sponsor from another church could be helpful in explaining Y.O.U.
- Step 5. Select a person to be the key sponsor and two or three secondaries. This provides a support team to help avoid burnout.
- Step 6. Identify a space in the church that will be occupied by the teens. If possible, let them decorate this space by painting, making posters, etc. See that they feel comfortable in that space.

Step 7. Schedule an informal "funshop" (Y.O.U. workshop that is full of songs, games, and other fun activities). The purpose of the event is to introduce sponsors and secondaries to the teens in an informal setting. Your Regional Y.O.U. Coordinator or nearby sponsor and Y.O.U. Chapter might be resources to facilitate this event.

Step 8. Begin with a month or so of classes, activities, and meetings for group development and learning about each other. Watch for natural leaders to emerge.

Step 9. Hold an organizational meeting that identifies ministry ground rules and regional activities and ground rules. Choose (elect) group leaders and hold planning sessions.

Step 10. Keep congregation informed through all phases of Y.O.U. organization during worship services, board meetings, newsletters, etc.

Step 11. As minister, meet with Y.O.U. once a month. This keeps lines of communication open and demonstrates your interest in their success.

As was stated at the beginning, this is an outline to provide a framework for creating your Y.O.U. group.

Throughout this article, I have tried to use "your" when referring to the local Y.O.U. group because the attitude and interest of the minister are of key importance. Just as the consciousness of the minister sets the tone for other center activities, here too, it is the foundation for growth and success.

As in all other areas, prayer should be the key note, the beginning point, and constant theme. If you have concerns, fears, or doubts about Y.O.U., release them and be open to Spirit through prayer. Through prayer continue to bless all those involved and their activities.

Youth programs bring energy and excitement to a center and to those involved. They provide a laboratory for learning and applying truth principles in creative ways.

The youthfulness of Spirit quickens and sustains you now!

Note: Be certain to inform the international coordinator of the formation of new chapters, or the selection of new sponsors so your Y.O.U. can have the benefit of being a part of the whole Y.O.U. network.



Mrs. Jean Bilohorka receiving the Youth Services Award from Brett Borders, first recipient of the GOD IN ME award in the southeast region.

YE ACTIVITIES FROM THE FIELD

News of activities taking place in field ministries is always welcome for sharing. As your youth education department participates in or creates a new event, send that information to us in order that a networking system may develop for the exchange of ideas.

From Unity of Merced, Merced, California--The first children's retreat was held in August. The commitment to help for an entire week of camp appeared at first as a major stumbling block. This, however, was overcome upon realizing that 'camp' could be for a day as well as a week. Four adults and fifteen children shared and grew together. The day began with prayer and songs led by Rev. Blair Tabor and continued with crafts, organized outdoor play, a walk, spiritual dancing, and a guided visualization meditation. Perhaps the best way to sum up the success of the day is the question of one excited third grade boy, "Are we going to do this every Friday?"

From Unity of the Palm Beaches, West Palm Beach, Florida--As part of AUC's Religious Emblems Program, Unity of the Palm Beaches recently held a beautiful and moving ceremony honoring Mrs. Jean Bilohorka. Mrs. Bilohorka, currently the director of the Wee Wisdom School, was awarded the Youth Services Award for her years within the youth education field. She began her career in youth ministry as a Sunday School teacher and went on to be the Sunday School Superintendent, a member of the teaching staff, and then Head Teacher for the Wee Wisdom School. Our thanks and congratulations go to Mrs. Bilohorka for her dedication and gifts shared.

LET THERE BE PEACE ON EARTH...

The words, "let there be peace on earth and let it begin with me," could easily be considered as a traditional part of Unity. While other denominations may include the PEACE SONG as part of their Christmas festivities, this song has become a regular activity in several Unity centers.

What many may not realize is that not only is the PEACE SONG not a Unity publication, but it was sung for the very first time in 1955 at a California Youth Conference. Jill Jackson Miller, writer of the song, tells the story behind the simple yet catchy melody in her book, **Let There Be Peace on Earth** published by Amity House.

Mrs. Miller, currently a resident of California, is well-known today for her peace-making activities. She has been a part of rallies, special events, tv and radio programs all across the country. As part of her daily routine, Mrs. Miller stays informed on activities taking place in order to share with others her vision of peace on earth. When asked what people should do to help bring peace, Mrs. Miller's response is, "Ask yourself, how can I become more loving and caring? What can I do? Peace is the chain reaction of love."

COMING EVENTS

South Central Region

"HEART-TO-HEART COMMUNICATION"

WORKSHOP—January 18, 1986 Irving, TX
For more information, please contact Iris Williams, 900 E. 17th St., Plano, TX, 75074 (214) 233-7106.

Southeast Region

REGIONAL DIRECTORS WORKSHOP

January 3-5, 1986 Leesburg, FL
For more information, please contact Betty Fleming, Rt. 1, Box 290, No. 5, Tarpon Springs, FL, 33589 (813) 934-0282.

West Central Region

YE DIRECTORS/YOU SPONSORS RETREAT

January 25-26, 1986 San Rafael, CA
For more information, please contact Sarah Ann Gaevart, 3923 Camden Ave., San Jose, CA, 95124 (408) 266-5128 or Rev. Blair Tabor, Unity of Merced, P.O. Box 1047, Merced, CA, 95340 (209) 723-3427.

SEXUALITY, MONEY, PARENTS, APATHY ARE . . .

all issues that have been chosen as focal points for past issues of **YOUTHWORKER; THE CONTEMPORARY JOURNAL FOR YOUTH MINISTRY**. **YOUTHWORKER** is a quarterly publication for Christian youthworkers.

In each issue the publishers, Youth Specialties, Inc., call on a broad inter-denominational network of professionals and volunteers to comment on different aspects of an issue in the lives of the teenagers with whom they work. Voices from outside of youth ministry are also heard.

For example, in the issue on sexuality Tony Campolo, chairman of the Sociology Department of Eastern University explores the relevance of "Christian Ethics in the Sexual Wilderness." He asks some tough questions about the pat answers of the traditional Christian ethic and resolves the issue in a way most Unity students would probably find helpful. He calls on the work of a Jewish existential philosopher, Martin Buber, to promote the idea of not allowing ourselves to treat others as objects, but as children of God. "If the other person in a romantic relationship is viewed as a mystical incarnation of God, then there will be reverence and respect in what is said and done. Exploitation of that person for the purpose of sexual gratification will be out of the question."

The same issue of the journal shares the insights of a registered nurse, Alice Huskey, on "What You Need to Know About Sexual Abuse." It also features articles on the whys and hows of sex education in the church. Pregnancy counselling, abortion, the struggles of youthworkers with their own sexuality, and what to do when a member of the youth group gets pregnant are all discussed.

Along with the feature focus for each issue, the journal carries a series of regular columns that are designed to inform, amuse, and nourish the youthworker. The theological language ranges from traditional to evangelical Christian. That may be a hindrance to some who have fled those traditions recently or were never able to find a home there. However, the emphasis is on service and ministry to the needs of youth and youthworkers. The writing and composition are professionally done, and it is one of few publications that really care about what happens in the lives of youthworkers.

If you are moved to order a sample copy from Youth Specialties, 1224 Greenfield Dr., El Cajon, CA 92021 (619-440-2333), you might also ask for a copy of their catalog to see what else they have to offer. You will probably be pleasantly surprised.

UNITEEN LEADER ALERT! THIS BOOK CAN HELP!

There are few mysteries as intriguing or sometimes as frightening to the adult as the world of the early adolescent or junior higher. If you or someone in your youth department has taken on the tough, but rewarding, job of working in this world as a Uniteen leader, then you should know about, read, and use the book **Junior High Ministry; A Guidebook for the Leading and Teaching of Early Adolescents** by Wayne Rice.

Published by Zondervan, this book is available at many Christian bookstores or can be ordered through Youth Specialties (619-440-2333 x13), 1224 Greenfield Dr., El Cajon, CA 92021.

Junior High Ministry takes some of the mystery out of the early adolescent world and offers Uniteen leaders a much-needed sense of confidence and direction. Wayne Rice does not pretend to have all the answers, so enough mystery remains to leave a sense of adventure in relating to Uniteens.

The book explores the value and rewards of junior high ministry for the adolescent, for the leader, and for the church. It offers a description of what to look for in an effective leader and some tips about recruitment. The author draws on the work of several well-known child development experts and on his own years of work with the young adolescent to provide information and insight into the young people themselves. His approach to youth ministry is 'need centered,' and he identifies the needs of the early adolescent in terms of physical, social, mental, emotional, and spiritual development.

The final half of the book covers valuable information he retrieved from surveying 94 junior high youth leaders, and he offers very specific programming ideas for junior high groups. The last two chapters contain some wonderful ideas for activities, games, and creative learning strategies **things to do with your Uniteens**. Check it out!



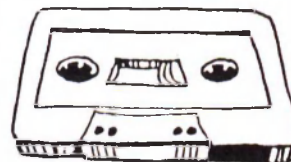
TWELVE POWER CLOWNS

If you are studying the Twelve Powers in your youth education department, or the children in your class are captivated by clowns, this new fun activity packet is for you.

Each set includes the GOOD NEWS, I AM clown plus 12 other clown drawings, each one illustrating one of the twelve powers. You also receive a 'tip' sheet that offers creative ways to use these great drawings.

Cost: \$2.00 plus postage

Order from: AUC
P.O. Box 610
Lee's Summit, MO 64063



1985 Y.O.U. CONFERENCE TAPE CATCH THE SPIRIT

Music and Song from

- * Heavensong
- * Karl Anthony
- * Y.O.U. Conference delegates

Message and Dialogue with Danaan Parry

Recorded Live! If you were there you will want to relive it. If you were not there, you will want to get a taste of the life, joy, enthusiasm, and spirit of the Youth of Unity Conference.

Cost: \$7.00 plus postage

Order from: AUC
P.O. Box 610
Lee's Summit, MO 64063

THE BEST OF AGAPE A New Youth Education Resource

The BEST ideas from previously published issues of the former youth education newsletter AGAPE have been compiled by subject in this terrific 180+ page resource manual.

This book is a must for anyone in youth education as a volunteer or paid staff. Areas covered include:

- Administration, recruiting, and training
- Teaching the Bible
- Bulletin board and the classroom environment
- Activities and presentations
- Holiday ideas
- AUC Image Curriculum
- Lesson planning, teacher prep, and the Wonder Word
- Meditation and prayer
- Music
- Plays, puppets, and storytelling
- Many other special ideas

This loose leaf, 3-hole punched manual is guaranteed to be a working resource for your youth education department. (Notebook not included.)

Cost: \$9.95 plus postage

Order from: AUC
P.O. Box 610
Lee's Summit, MO 64063

FAMILY WORKSHOP PEACE CURRICULUM

The curriculum materials used by the family workshops at the 1985 Youth of Unity Conference are now available for your use. The materials can be adapted for use in Uniteen, Y.O.U., YAU, and even adult Sunday School or workshop environments.

It is designed around the three step process used at conference: (1) peace within yourself (2) peace with your family and friends (3) peace with the world. It contains:

- * A specifically written introduction to provide support for adaptation and use
- * A recently compiled appendix of peace issue oriented groups and resources
- * Fun group games and activities
- * Directions for prayer and meditation experiences
- * Hand out sheets for individual focus activities
- * Forgiveness Focus exercises
- * Hands on creative exercises
- * Spiritual dances
- * And more

Cost: \$7.00 plus postage

Order from: AUC
P.O. Box 610
Lee's Summit, MO 64063

1986 CHILDREN'S PEACE CALENDAR



You have been hearing about it, you participated in its creation, you have anxiously awaited it, . . . and here it is! PEACE BEGINS WITH ME is a full color, 9 x 12 calendar with all the artwork created by Unity children. It is now available through AUC inventory.

Hang this monthly peace reminder in your home or office. Share it with your family and friends. It will make a wonderful Christmas gift for your youth education teachers. Don't miss out on this opportunity to let the vision of children speak to you all year. Peace begins with you!

Cost: \$7.95 plus postage

Order from: AUC
P.O. Box 610
Lee's Summit, MO 64063

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