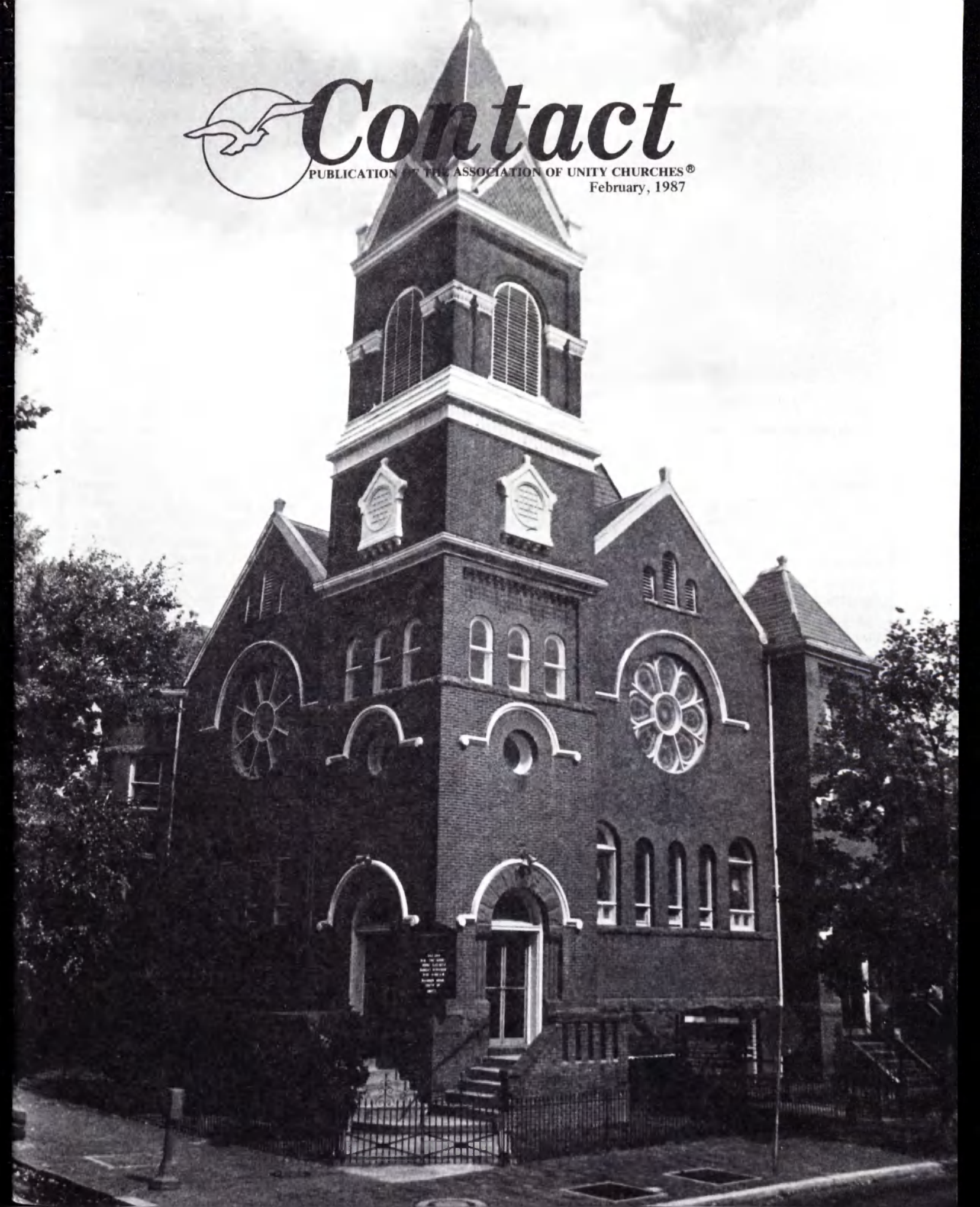




Contact

PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®

February, 1987





Larry Swartz

Unity of Tucson--Tucson, Arizona

One of the joys of serving the Association as its president is hearing from many people throughout the year. Thankfully not all of it is about a problem. The majority of recent correspondence has been in response to having a Sister Church and enjoying the relationship it brings forth.

I liked hearing from Bob Hill and Eleanor Campbell who are ministers of Sister Churches. Dorothy and Phil Pierson and Beth Whitters of Unity of Adelaide in Australia have written to share their enthusiasm over this new closeness among their ministries. Some of our foreign ministers have communicated with me: Peter Wenzel of Germany, Steve Samms of Jamaica, Midge Berkman of Australia, A.K. Udochu of Nigeria, J.U. Eke also of Nigeria, as well as the group in Ibadan, Nigeria. Again, in this country: Steve Bolen, Mary Brown and Freida Olsen, Amalie Frank, Goodie (Wildorf) Goodison-Orr, Maria Vazquez, Bea Copeland and many others have shared their joy at the possibility of each ministry expanding beyond itself.

Unity of Tucson and our Sister Church--Unity of Pompano Beach, Florida--have set March 8th as our pulpit exchange day. March is the month I am encouraging everyone to exchange pulpits if possible. Out of this can come a greater sense of unity

within Unity, a sense of sharing and supporting within a religious philosophy that teaches this is true. What has taken place between you and your Sister Church so far? If no one has yet initiated communication with you, take the first step and telephone to see what is taking place there. Speak to them--a word of support, love and faith; they may need the gift that you have to give. In fact, one of the people who wrote to me about their interaction with the Sister Church program told me that they felt so alone in the ministry; and this sharing was helping them realize a greater family--a caring family. Your letter or telephone call may very well come at a special time of need. If your Sister Church does not respond to a letter or appears to want to be left alone when you call, that gives you a grand opportunity to surround someone in Light and give the gift of your love and prayer that is really requested. I hold no illusions that everyone will appreciate an idea that didn't come from him/her personally, or an idea that asks one to get out of the comfort zone to trust and give more. But if it works for just one, it has fulfilled its purpose; and it is working for many, many people.

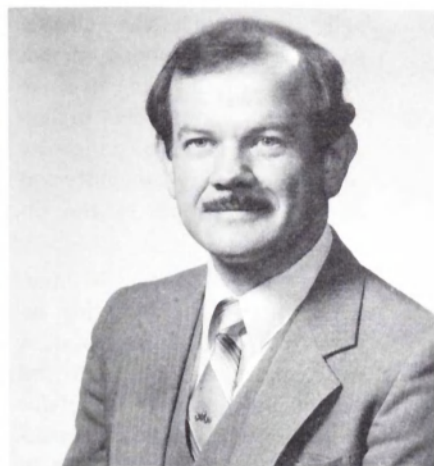
Two Sundays ago (as I write this article) Mary Ellen and I went to Anchorage, Alaska, to represent the Association of Unity Churches when Polly Dozier dedicated her new church. Over the months, if you read "Expanding Horizons" that we send to the ministries, you may have heard me comment on the challenges that our neighbors have given us in our building and relocation of Unity of Tucson. Friends, after hearing what the Unity group in Anchorage has encountered and moved through, you can discount my stories of our saga as pap. Yet they have persisted and now have a church that is architecturally beautiful and spiritually lovely. The sanctuary part of the church is wider than it is long and has many southern windows to let in light as well as capture heat. Polly really

looks like she belongs to the group and they to her. We had two services, each with a ribbon ceremony. The people seemed so very happy, pleased, and proud to have come to that point of ownership...and understandably they should, considering the challenges they moved through with the planning and zoning department in Anchorage as well as the new neighbors. Following the second service Polly said something like, "Well, I've been serious long enough...let's give Larry and Mary Ellen an Alaskan welcome." With that everyone put their arms in the air, started stomping their feet, moving about and shouting. Now, that was a welcome.

How many of us are going through similar things in our moments of growth that few others realize? The Association of Unity Churches should encompass the ability to share these moments in the most positive manner possible and should encourage prayer or idea support from our fellow ministers and teachers. As I think about Polly and her challenges, I know more than a few of us have encountered similar things and would have had meaningful input for her and her board. I can see having a warm and friendly relationship with a Sister Church that could be called upon to join you and your congregation in prayer.

We need to realize more and more that we are not alone in this endeavor of bringing oneness and Unity to the world. Membership in the Association of Unity Churches implies a collective body of ministries and people, not an isolationist philosophy. Friends, unless we are feeling this togetherness by inter-regional and regional participation, and then national participation, we are not a member of the Association in the truest sense of the word; we are just kidding ourselves.

What can you do to help another ministry or minister or Licensed Teacher? A good place to start is to work with your Sister Church. Extend outward and discover the many-fold blessings awaiting this gesture. Isn't this what we teach?



Glenn R. Mosley
Director of Ministry Services

In April, 1984, the Executive Committee, during its Planning and Goals session, commissioned several committees. Some of these committees were "peopled" immediately and others were "peopled" this Fall and others will be meeting for the first time in January.

The Association of Unity Churches Magazine Committee was to assume primary responsibility for researching and conducting a feasibility study for a Unity-oriented subscription publication which would largely be promoted through field ministries and would possibly be available to the general public. In April, 1986, the Executive Committee and President appointed the Editorial Committee to assume the Magazine Committee role.

This report is to update you because of the survey we conducted in previous issues of **CONTACT** and in Minister's Letter. A large majority of those returning the survey forms said they would not only use, but actively promote subscriptions through newsletters, announcements, etc., of such a quarterly periodical. Many also said they would advertise on a paid basis their own cassettes, tapes, books, and workshops.

In addition to the prospective consumer research, the Editorial Committee has identified the types of articles we would request, ads we would accept, size and format, type of paper, etc. We are now researching start-up costs, as well as long-term cost/benefits. It is our

intention to have those figures soon. Although there has been no definite decision yet to develop this magazine beyond the study phase, one thing is clear: we must raise a great deal of money.

In addition to the goal that we all share of balancing our operating budget, we need to: generate program-related revenue (fund raise) to produce the national quarterly magazine; enrich our part of ministerial education (i.e., hire an assistant to the Chairman of Ministry Studies and assist with class trip expenses); recruit, give specialized training to, and maintain a "pool" of Interim Ministers; and finance the already-approved Media Committee national advertising campaign, to name but a few.

The Association of Unity Churches is ministries--a rapidly growing number of ministries. In 1976, we totaled 250 ministries; 1986, 450 ministries. Using the last ten years as a yardstick, and considering our increasing Expansion Department efforts, we anticipate doubling that number of ministries by the year 2000. We also anticipate increasing the number of affiliated study groups from 148 to 250. (During the next 14 years, many of the developing study groups will have become churches.)

Added human resources, and additional equipment, just to provide present programming and to accommodate our continued growth in ministries requires doubling by 2000, most of which is required by 1990. Space needs will double by 1990, and triple by 2000.

At the time of this writing, the newly-appointed Fund Raising Committee is scheduled to meet for the first time in late January, 1987. They will publish their accumulated research, provide bibliographies, and suggest human resources for use by you in field ministries for local fund raising needs. Additionally, the Fund Raising Committee will assist our Association in identifying practical ways we can generate funds to increase ways we can support and strengthen our member ministries by providing more human resources, administrative and educational programs. Just as we seek your ideas as

to ways we may both increase and improve services and programs we provide you, we also seek your ideas and participation in effective fund raising so that we may maintain our present level of support for the projected increase in numbers of ministries, as well as add much-needed enrichment programs and services for all those ministries.

In your own fund raising considerations, perhaps the following excerpt from December, 1986, Communication Briefings, "Identifying People Who Give" will be helpful:

"New research at the University of Florida, Gainesville, has identified the kinds of people who are most likely to be donors and volunteers for charitable causes.

"The findings can help fund raisers locate these people and develop messages that appeal to them. According to the study, *givers and volunteers*:

- **Belong to** community and civic organizations—but not governmental organizations. This was considered the most predictive factor.
- **Are parents**—and the more children, the better.
- **Are well informed** about charitable concerns.

(Continued on page 5)

Volume 20, Issue 2

CONTACT STAFF

Editor-in-Chief Glenn Mosley
Managing Editor Cheryl Vestal
Graphics & Layout Cheryl Vestal
Circulation Glenn Mosley, Jr.

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 education programs.

Cover: Unity Center of Christianity
Washington, DC
Minister: Amalie Frank



Barbara O'Hearne
Management Consultant

MARKETING:

A NEW WAY OF THINKING

Marketing is a topic of growing interest in the nonprofit or third sector. This third sector is made up of thousands of private, not-for-profit organizations. These organizations are socially responsive and service oriented; providing quality-of-life services that neither the government nor the corporate community can adequately provide. They have a definite place and need within our society.

Concepts successfully utilized in business have been successfully implemented in the management of not-for-profit organizations. However, one of the last on the management menu has been marketing. Some people working in the nonprofit sector seem to have a strong dislike for the concept.

Frequently nonprofit institutions are reluctant to identify the marketing activities practiced in the institutions as "marketing." The leadership of these institutions generally feel their products or services are necessary and the consumers/clients need not be cultivated.

Throughout the country many organizations have already implemented marketing strategies without being aware of the potential of the techniques. One important area of organizational operations, fund raising, has developed from a marketing orientation.

Marketing, like other disciplines, is loaded with jargon. "Segments," "publics," "aggregate demand," and "targets" are all part of the language of marketing. It appears to be confusing and of limited value. Once accepted and understood by the nonprofit executive, the business terminology is no longer considered demeaning to the professional cause. It is, in fact, a useful and exciting tool for promoting the institution or organization.

According to William J. Stanton,¹ any interpersonal or interorganizational relationship involving an exchange (a transaction) is marketing. The essence of marketing is a transaction--an exchange intended to satisfy human needs or wants. Exchange is the central concept of marketing. It calls for giving up something of value for something else more valued, thus the motivation for the exchange.

The term "marketing" is not the same as selling. Selling involves persuading targeted audiences/clients that they should accept what is being offered, it is superior to any alternatives. It is the hard-sell attitude that many people find offensive and not *what* is being discussed. Marketing and selling are two different concepts. Selling is often part of the over-all marketing plan.

Why should a nonprofit organization be interested in marketing?

Simply stated, the basic reason is to effectively achieve its objectives. The managing of exchanges effectively and efficiently can be done through the applied science of marketing.

In an article entitled "Third Sector Management--The Role of Marketing,"² the authors discuss two specific benefits of marketing.

1. Improved satisfaction of the target market. Through the use of appropriate marketing strategies an organization can measure the needs and desires of the target market. If this activity is not done, or marginally

conducted, the clients/audience will be poorly served. This can result in negative comments about the organization, loss of participation by people, and an inability to attract new people to the organization.

2. Improved efficiency in marketing activities. Marketing involves the scientific formulation and implementation activities that include product or service development, costs, communication, and distribution. Due to the limited resources of dollars available to market the services of the nonprofit organization, a well-formulated marketing plan is critical. Thus, the decisions about the marketing plan should be based on knowledge and an understanding of the goals and objectives the organization.

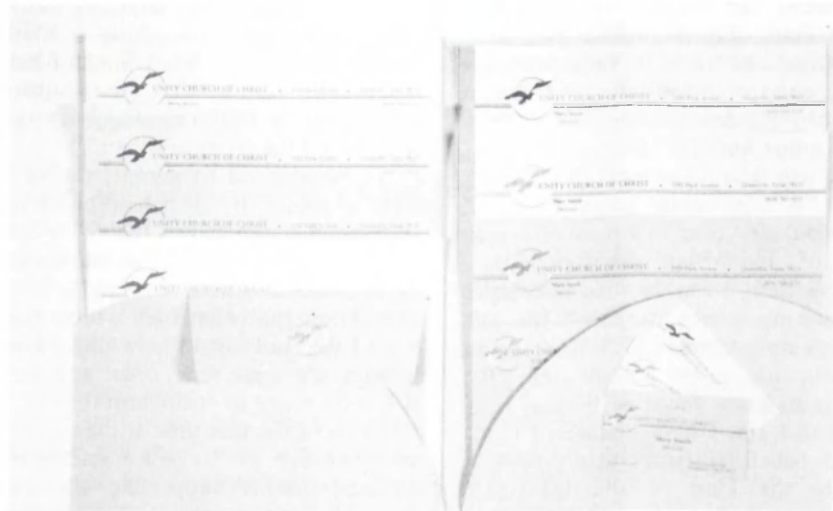
Are their costs involved?--almost certainly, yes. This does not mean the hiring of additional staff for many small nonprofit organizations. It does involve an attitude change on the part of the administrators, employees and often the board members. The clients' needs and desires have to be known and properly served.

REFERENCES:

- 1 Stanton, William J., Fundamentals of Marketing, New York, NY; McGraw-Hill, 1971.
 - 2 Kotler, Philip and Murray, Michael, "Third Sector Management--The Role of Marketing," Public Administration Review, September-October, 1975.
- Andreasen, Alan R., "Nonprofits: Check Your Attention to Customers," Harvard Business Review, May-June, 1982.
- Lord, James Gregory, "Marketing Nonprofits," The Grantsmanship Center News, February, 1981.

FULL LINE OF STATIONERY NOW AVAILABLE

Polly C. Dozier—Chairman, Public Relations-Media Communications Committee



Pictured above is a set of samples for the new stationery. If you have not received your sample packet, please contact the AUC Office.

After much time of study and research, your Public Relations-Media Communications Committee has developed three different qualities of stationery for your use. Whether your ministry is small, medium, or large, you will find a quality and price to fit your needs.

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Deluxe Quality—You have a choice of three beautiful CLASSIC LAID paper in Royal Mauve, Monterey Sand, or Antique Grey. The mauve and grey are complimented with the new AUC logo embossed in silver. The sand is embossed in gold. Matching second sheets, envelopes, business cards, and embossed note cards with matching envelopes are available in CLASSIC

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If you are interested in any of the stationery, please request your set of samples with an order form. (Phone orders cannot be taken for these items.)

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Stationery	\$150.00	\$ 80.00	\$ 30.00
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Business Cards	116.00	73.00	42.00
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"TREASURES UNLIMITED"

1987 AUC CONFERENCE



June 14-19
Unity Village, MO

MINISTRY SERVICES PERSPECTIVE

(Continued from page 3)

- Place a high value on volunteer work.
- Tend to have more than a high school education.

"Also: They tend to be churchgoers, are more likely to listen to classical music stations and use TV and radio less than non-givers do.

"How best to reach them: Use interpersonal messages delivered through the organizations they belong to—churches, women's clubs, fraternal organizations, etc.

"Other findings: An earlier Gallup study showed that most adults volunteer because they were asked by someone, participated in an organization, or had a family member or friend associated with the activity or benefiting from it."

Source: M. A. Ferguson, L. Doner and L. Carson; writing in "Public Relations Review"; 10606 Mantz Rd., Silver Spring, MD 20903.

PARTNERS IN MINISTRY

a network of spouses of ministers



By Karin Mosley & Weaver Hess

Valentine's Day, February's bright spot. The one day of the year when we openly and freely say, "I love you, be my Valentine." You may receive this well before Valentine's Day, but know that on Valentine's Day and every day of the year, "We love you; you are our Valentines."

This month's guest author is **Lila Hancock**, a partner in ministry from Royal Oak, Michigan. Lila shares with us:

MARRIED TO THE MINISTER

The following is an open letter to anyone who has ever been married to a minister. Few, if any, kinds of partnerships present such a wide spectrum of privileges and challenges. This kind of marriage has features that distinguish it from, say, a partnership with a doctor or a plumber. Even if one happens to have a marvelous career outside their partner's ministry, there is still the unique experience of attempting to relate to someone who is totally committed to spirit and/or a church. At times one may compare one's own goals in life to another's in a most negative light. We may ask ourselves: "Are we less dedicated to God just because we don't believe in working eighteen hours a day for the 'flock'?" Another possibility is that we may have felt drawn to the ministry in our own right as an active volunteer, licensed teacher, or minister. Although this may increase our understanding of our partner through shared ground and common interest, we find we are still seeking to

be a friend to that spouse.

A major component of being a friend involves focus of attention. I am still fine-tuning the balance of focus between outer observation and inner contemplation. At first, in early ministry years, outer observations may include: "What have I done to my life?"; "What am I doing here?"; "This is thankless, lonely and false." Let's call this state of mind "A". At some point, focus of attention may turn to a more desirable state of mind that may sound like: "God is here, I can do what feels right for me, my source is spirit." We will call this state of mind "B". What seems to help me move toward the "B" state is an active focus on the very core of what I am. I have discovered unresolved belief structures that provoked exactly the kind of situations that often appear through close proximity to a minister and church family. This process of discovery is accelerated after experiencing the playing-out of a false belief. As instant karma experiences occur we are nudged to heal old wounds of rejection, embarrassment, fear, superiority and inferiority complexes, and lack. I am not yet beyond the place of attachment sometimes. By that I mean the attachment to the desire for things to go well for my spouse and for the church. My coping with these desires and attachments is aided by a commitment to find God in me, to find what is true in me. I ask, "Are things going well for me inside?" "Am I 'riding herd' out of fear or righteous guidance." "Is my primary interest my own spiritual growth?" "Have I assumed that inner work is accomplished through the church?"

If we are not interested in our inner journey we may continue to spend enormous amounts of time, effort and emotion tending to the named and unnamed roles and activities that we think give us our being and our meaning. We may transfer this to our partner, perceiving him or her as minister first, evolving "being" second. Sometimes we may tell ourselves that out of love we will help them tend to "being" their vocation. I have found that trying to be a role or help my spouse to be a vocation, no matter how "holy" the vocation, can lead to some interesting postures such as mother, father, savior, competitor and champion juggler. To

disentangle one's self from the schedule these roles promote may involve asking more questions, "Are the demands of a ministry holier than anything else?" "Are they worth everything a whole family can give?" "What kind of help really helps people?" "Are we shutting off our interior life to serve appearances, whims, and the crises of others?"

To be a friend to myself, to live in state of mind "B," it is helpful for me to remember the call of the "I" within me is paramount. Even if certain contributions to the church seem right, I still must know that what I am is more than what I do. And when I have allowed my interior life some time, order and play, it is a bit easier to distinguish the call of Spirit from the demands of the spouse's vocation. For me to be a friend to my husband means supporting his own inner exploration, supporting his time apart, his spiritual journey and discerning evolving self from outer action. It means reminding him or her to support his/her own spiritual work and helping him or her face the fact that some of the items being juggled may need to be delegated or even allowed to crash to the floor.

Let's give our partners the gift of knowing that they are much more than what they do. Then the song they sing can be unique, sung from the being, not the position. And the song we sing will be for God, and for ourselves.

Thank you, Lila, for reminding us there is more to our partner than the role of a minister.

I know you have your own special story. Be it humorous, how you did it, how you solved it, what happened when you moved, how you celebrate special events with your partner, what has been your most difficult challenge, any or all of the above will be happily received. Don't worry about its being too short--we could even combine a few to make a real "Quilt of Living" article. Have any comments, questions, or requests? Send those too, we could use them in another sharing article. Write--we know you're "out there" and we sure do love you!--**Partners in Ministry, PO Box 610, Lee's Summit, Missouri 64063.** Phone any day of the week (816) 524-7414; ask for Karin. All letters and calls are strictly confidential.

EXECUTIVE COMMITTEE ACTION

September, 1986

* The Executive Committee has approved the Peabody Hotel in Orlando, Florida, as the Conference site for the 1988 Convention.

* The Executive Committee approved honorary ordination status for Gladys Branscum. We know that you will want to be a part of this special celebration, so this ordination will take place at the June 1987 Conference at Unity Village.

* The Executive Committee received a report on CenterLink. This project is still alive and the Course in Miracles is now on the data base (see article on this page). Wayne Manning demonstrated how we can tap into this data base. The corporation is now seeking funds to incorporate Unity into the data base.

* The Executive Committee approved that we adopt policy based on Barbara O'Hearne's recommendation regarding liability insurance as follows:

It is the policy of Unity of that the Board of Directors shall carry Comprehensive Liability Coverage Insurance for members of the Board of Directors. (POLICY MANUAL FOR A UNITY MINISTRY, Board of Director, page 92)

In view of the escalating costs of comprehensive liability coverage insurance and the need for protection against lawsuits, the Board of Trustees of the Association of Unity Churches recommends the following:

1. The individual churches contact one of the following insurance companies that provides the coverage for a price quotation for a separate policy.
2. The board of directors investigate the coverage as part of the church's current insurance plan of coverage. If not available as part of an umbrella policy, investigate companies that will provide the needed coverage.
3. The individual board members be aware of their personal exposure to a lawsuit if there is no coverage.

4. An informed decision is made by the board of directors and minister(s) concerning this coverage.

Our attorney, George Blackwood, also recommends that Unity churches modify their Articles of Incorporation or Bylaws to provide for indemnification of their directors and officers to the maximum extent permitted by applicable State Law.

MALPRACTICE/LIABILITY INSURANCE: If you do not have this type of insurance, you may want to contact one of the following:

Thad C. Merrill
National Accounts Dept.
Huntington T. Block Ins.
2101 I Street NW
Washington, DC 20037-1585
800-424-8830

North Atlantic Treaty Managers
111 Fulton Street
New York, NY 10038

Seaboard Surety Company
New York, New York
212-943-7440

CENTERLINK UPDATE (First Database On Line)

Through an agreement between the Foundation For Inner Peace and CenterLink Information Services Inc., students of *A Course In Miracles* are now able to "search" through the entire 1500 pages of the Course (Text, Workbook and Teacher's Manual) in a matter of seconds.

Every mention of a student's selection of key words and key concepts is available through "on-line" computer access or telephone request.

- On-line access requires a telephone, a personal computer or terminal, registered subscription and a modem.
- Telephone requests received from registered subscribers will be processed by CenterLink personnel and "search" results will be sent by mail.

With the entire "Course" now on line as the core of the Miracles Database, the on-line system will quickly identify every page or every paragraph

in which any word or group of words is repeated. The subscriber may select the "search pattern" as desired. After a brief pause, the computer will display how many pages (paragraphs) contain each word and each combination of words. The subscriber may then request a printout or a rapid "dump" of any particular combination into his own personal computer.

In addition to this core material of the "Course," the Foundation for Inner Peace Editorial Board will be adding on a regular basis, selected articles, commentaries, sermons, case studies, Course study methods and a Newsletter. Also, the total Miracles Database will aim at including an electronic Yellow Pages, a list of Course students identified by specialty (family counselor, speaker, teacher, therapist, yoga teacher, minister, etc.).

All subscribers will automatically have access to:

♦**Electronic Mail:** Permits the sending and receiving of messages, questions to other subscribers, announcements of travel plans, and conference plans to the entire network of subscribers.

♦**Calendars:** Maintained by local and regional Course Groups, a Calendar of Events pertaining to *A Course in Miracles* will be instantly available.

♦**Bulletin Board:** Advertising of services by students of the Course may be placed on the Bulletin Board for as long as five days before "purging" takes place. Travel notices will also be entered here.

♦**Newsletter:** A continuing Newsletter containing commentaries and articles by such students as Bill Thetford, Ken Wapnick, Frances Vaughan, Roger Walsh, Bill Whitson and Judith Skutch will be updated continuously.

The fee structure for the Miracle Database is one of the lowest in the industry: \$20.00 for a one-time sign-on fee; \$10 per month thereafter; between \$10 and \$16 per hour for on-line term.

For more information, or to join this expanding database and network, please write to **FOUNDATION FOR INNER PEACE, PO Box 635, Tiburon, California 94920.**



P.K.'s KORNER

Especially for children of ministers.

Hi!! My paws are all sticky with glue and paper, my scissors won't cut and I have stuff all over my fur. I've been busy making valentines for my friends. You might say I'm covered with LOVE.

What do you think of love? Sometimes when people tweek my nose or ear, I wish they didn't love me. And sometimes when everybody seems angry with me I don't even T-H-I-N-K love.

But something very special happened last year on Valentine's Sunday. It was one of those Board Meeting days--I really think it should be bored meetings. Mom and Dad were at church very late--they are ministers, you know. Well--when they got home I sure wasn't thinking LOVE, but know what? It was the one thing we needed most--ALL of us. Mom and Dad were very tired and they were still board talking (I was bored listening). It was almost dinner time, nothing had been fixed, there were no good smells coming from the kitchen, the table was still covered with the Sunday paper, right where I had left them. My bear tummy started to growl.

"Where's something to eat?," I growled. "Why can't you be like other parents and stay home? Why can't we spend Sundays doing fun stuff?" I started to cry. I went to my room and closed the door. Was this better? I was still alone. My bear tummy was still growling--I sure didn't feel LOVE. Then I remembered that somebody once said, just when you don't feel very loving is when you need it most. HMM... Mom and Dad didn't seem very loving when they got home. Just maybe...

I went to the kitchen. My bear paws got real busy clearing away the Sunday comics. I sat the table with place mats and napkins, plates and silver. I even put a candle in the center.

Mom and Dad were still church talking. They would be surprised!

I decided to make "LOVE SANDWICHES." Here's how you can do it, too:

I heart-shaped cookie cutter
peanut butter
jelly
bread

Cut the bread with the cookie cutter, you will need 2 hearts for each sandwich. Spread one heart with peanut butter, another with jelly and put them together. WOW! Be sure to save the left-over pieces of bread for the birds. Tomato soup tastes real good with love sandwiches.

Well, I put everything on the table and went to get Mom and Dad. I gave them a big hug and told them I had a surprise for them.

Can you imagine how surprised they were? Know what? I sure started feeling LOVE and I got lots of love feelings back. Sometimes I have to give love first. When people are the least loveable is when they need it most. After all, we are love expressing.

HAPPY VALENTINE'S DAY!

You can write to me! P.K., c/o The Association of Unity Churches, PO Box 610, Lee's Summit, MO 64063.

I have decided P.K. stands for Precious Kid, what do you think?

SPARKPLUGS

Talk Topics and Sermon Starters from Unity publications.

*This month: Unity magazine
February 1987*

In the February issue, Unity magazine will feature another of Eric Butterworth's scintillating articles, "I Am What's Happening." Eric always stretches spiritual muscles in his writings, and this article is no exception. You will find a wealth of practical suggestions for spiritual growth and unfoldment.

The basic idea Eric presents is that we are spiritual beings with a built-in power to unfold our imprisoned splendor. As usual, metaphysical understanding and practical suggestions for spiritual unfoldment are brought together skillfully, with a comfortable and easy-to-grasp style.

The word consciousness, which is used frequently in Truth teaching, receives in-depth discussion. In Eric's words, "The word cannot be acceptably defined and yet, without it, nothing else in life can be adequately defined.... At present you are aware of yourself somewhere along the path of evolution between the human and the divine. This level of awareness is your consciousness."


This article is sure to be popular with ministers, licensed teachers, and Truth students everywhere. Any article that brings complex metaphysics "down to earth" is sure to be most helpful to ministers who can incorporate some of these ideas into talks, pamphlets, and classes.

"I Am What's Happening" is just one of many inspiring and instructive articles that appear regularly in Unity magazine. Take advantage of this valuable resource. Unity magazine can be ordered from the Sales Department of Unity School.

Youth of Unity Conference News


The Association of Unity Churches®

February 1987



INTERNATIONAL
YOUTH OF
UNITY CONFERENCE

Created In
The Image



OUR 50TH YEAR
1986

August 10-16, 1986

WORKSHOP IMPRESSIONS GATHERED

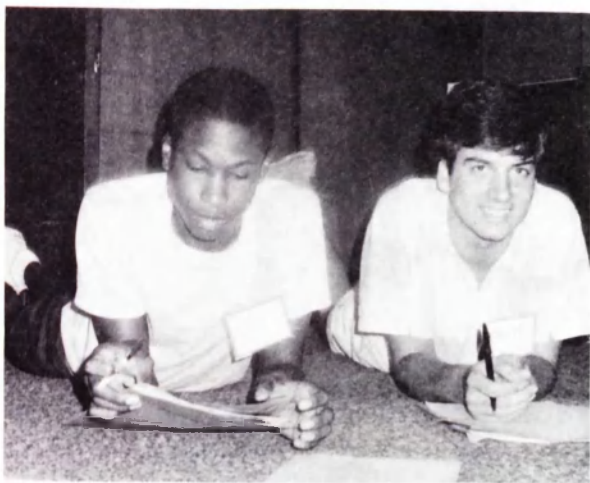
by Jeannine Bell

Here at Conference one way in which we learn Truth Principles is through our workshops. "Workshop Families," as they are called, provide much of our learning here at Conference. Here's what some people thought of their workshops:

Scott Van Oosten—Workshop Number 14:

"I liked the curriculum but I thought there could have been less partner work and more group work.

"I also liked the group discussion where we reviewed what the speakers had to say. In a small group we can express our feelings more easily. We have a really caring group." When asked about the amount of material, he replied, "We had a lot of material but no pressure to finish it."



Karli deVries—Workshop Number 11:

"I thought we had just enough material. I liked the way the journal questions pertained to the theme." She felt the worksheets, however, sidetracked from the topic of discussion. Karli thought it was incredible how the family opened up right away. "We had amazing closeness," she said. "The workshop also helped me to release things that I'd kept deep down inside me. It was super."

Tawnya Clark—Workshop Number 15:

"I liked the material; it helped me to open up more than at Rally. I felt close to the group from the first day. The next day I couldn't wait for family time to start."

Tawnya felt very satisfied with her whole workshop experience and wouldn't change a thing if she could.



Kalei Hampson—Workshop Number 4:

"My workshop was great, fantastic. During the last few days everyone really opened up. In fact today we had some sharing that was really incredible."

As for the material, he said that the journal pertained to the theme. "There was no pressure to finish the material." Kalei's only criticism of the workshop was that the atmosphere was a little too heavy. He said that, "it could have been just as meaningful without being so serious."

STAFF

Writers

Tanya Meyer
Janine Sherman
Maylana Khaled
Nicole Chomycia
Jeannine Bell
Catalin Kaser

Artists

Kevin Cummings
Delaine Due

Editors

Jeannine Bell
Delaine Due
Jack Hallett
Sheyenne O'Neal McMurray

Photographers

Jack Hallett
Jenny Bishop

**1986-87 REGIONAL AND INTERNATIONAL YOUTH OF UNITY OFFICERS
INSTALLED AT THE 1986 Y.O.U. CONFERENCE**



Back row, left to right: Matt Young, Kristina Hinckson, Larry Joireman, Jennifer Noakes, Buddy Pride, Monte Mortenson, Emily Reynolds, Eric Morris, Eric Weston, Rose Marston, Lori Newport, Mike Yates, Melinda Newman; *Front row, left to right:* Catalin Kaser, Scott Hammel, Heather Carlson, Mike McSurely, Marcy Miller.

**THE YOUTH OF UNITY LEADERSHIP TEAM
1986-87**

These are the people who are present to serve you and your Y.O.U. ministry. Please call on them for any support you need in building, maintaining or celebrating your Y.O.U. group.

PRESIDENT
Scott Hammel
M 0703 Jester Center
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512/495-2336

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Larry Joireman 717 E. 27th Ave. Spokane, WA 99203 509/747-4957	Monte Mortensen E 9912 Bigelow Gulch Spokane, WA 99207 509/924-1715	Jackie Green E 11115-29 Spokane, WA 99206 509/928-0896	Mike Yates 15831 Northwind Cr. Sunrise, FL 33326 305/389-5520	Melinda Newman PO Box 876 Bushnell, FL 33513 904/793-5735	Bonnie Barron 106 Gulf Blvd, #205 Indian Rocks Bch, FL 33535 813/593-0781
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Catalin Kaser 7833 Orange Ave. Fair Oaks, CA 95628 916/967-0724	Matt Young 12122 Terrence Ave. Saratoga, CA 95070 408/446-4144	Marcie Howk 5205 Tucson Circle Fair Oaks, CA 92107 916/966-7283	Eric Morris 913 E. Elm, #5 Springfield, MO 65804 417/837-3015	Lori Newport 5036 NE Tarkio K. C., MO 64118 816/452-3880	Carol Gardner 9915 Flora K. C., MO 64131 816/942-9033
SOUTHWEST			GREAT LAKES		
Marcy Miller 2625 E. Hermosa Vista Mesa, AZ 85203 602/964-4784	Rose Marston 12404 Weddington, #1 N. Hollywood, CA 91607 818/760-8768	David Birge 4975 Del Monte Ave, 206 San Diego, CA 92107 619/224-4500	Buddy Pride 7413 Redwood St. Crystal Lake, IL 60014 815/459-7878	Emily Reynolds 331 N. Buehler Bolivar, OH 44612 216/874-3614	Mary Ornelas 9632 Monarch Dr. Ft. Wayne, IN 46815 219/749-8625
SOUTH CENTRAL			EASTERN		
Jennifer Noakes 1718 Lawndale, #337 San Antonio, TX 78209 512/824-4548	Eric Weston 4707 Bicentennial Ct. Houston, TX 77066 713/440-5827 713/440-1367	Rick Rogers c/o MEP Unty Vlg, MO 64065 816/525-0881	Kristina Hinckson 9 Marshall St. Massapequa, NY 11758 516/541-2221	Tishina Fraser 6 Pine Rd. Amityville, NY 11701 516/842-7098	Gailen Twentyman PO Box 53 Roanoke, VA 24002 703/344-6704

WE LOVE YOU, KARL
by Maylana Khalid and Nicole Chomycia

"Karl Anthony, singer, songwriter, performing artist." That's what his card reads, but in fact he's really much more. Not only does he play many instruments, including guitar, piano, and, of course, his famous conga-drums, but he writes songs with real meaning. The songs he writes are based on the Unity Principles. He first got into Unity in 1980 when he visited the Golden Pyramid of Light Church in Houston, Texas, to hear Oman and Shanti sing. It was there that he was inspired.

He got his start in music when he joined the New Thought Theater where he not only developed his voice but he learned to act as well.

He decided he wanted to be a musician and a performer. So he quit everything and spent a year traveling and living in the mountains and on beaches.

Now he's very popular with the Youth of Unity. He feels loved, supported and delighted when he is with the YOU. He says conference is the highlight of his year. It's the closest he has come so far to singing for thousands of people, which is his goal. When asked how he feels about YOU's enthusiasm for him and his music he replied, "I appreciate all the love I receive."

In addition to playing for the YOU, he has done Citizen Diplomacy concerts and tours which he enjoys very much. In September he is going to China on a diplomacy tour with his brother, Oman.

His ultimate goal in life is to just be a wonderful person (which he already is) and have other people be inspired by his creativity and participation in life. We Love you!!



One of the reasons Karl Anthony and his brother, Oman, are so popular with YOU'ers involves their use of songs like, "You Are an Angel." These songs give YOU'ers an opportunity to interact in a loving, Truth message oriented ritual.



Karl Anthony, extreme right, is pictured here performing with Gail and Ed Tossing. Gail and Ed perform together as "Heartsong." Their music was a major high point in the '86 Conference.

When Ed, Gail, and Karl performed together one of the results was ecstatic celebration.



FIVE DECADES OF Y.O.U.

by Catalin Kaser

Nineteen hundred and thirty six. That was a long time ago. That was before a lot of things that we take for granted were even invented. But the people were the same. In 1936, there were teenagers, just like us, committed to a process of spiritual growth and to loving life to the fullest.

The first Youth of Unity Conference was held in 1936, at what was then called Unity Farm. At the Unity Annual Conference, young people and adults spoke about the growing need for a firm youth group network. One speaker, Lowell Fillmore said, "the first young people's group at Unity was started more than thirty years ago. It was called "The Joyful Circle." We did things then that young people today would not do... young people are now more dignified..." (us...dignified?)

At the second Conference, in July, 1937, the Constitution was adopted. Lodging, at that time, was fifty cents a night (!!). Those first conferences were not that different than our own. A banquet, a picnic and a dance have been part of the schedule since the beginning. We just do not have an orchestra at the dance anymore!

The 1938 Conference had 204 people—compared to our 430. Twenty states and Canada were represented. Missouri had the largest number of delegates at 101, followed by California and Iowa with 14 apiece. There were 136 girls and 68 boys—things really do change for the better!

The Tenth Annual Conference must have been an intense one. It was held June 30-July 5, 1946. W. Rickert Fillmore, manager of Unity Farm, opened with this: "I do welcome you to Unity Farm on this a very momentous day of our world's history, not only because it is the opening session of the Youth of Unity Conference, but in about an hour and a half, they are going to drop an atomic bomb.*... I know that this group knows enough to depend upon the spirit and wisdom of God and to have confidence in themselves..." It may have been different people there, but that was the same group that we are today. We, too, "depend upon...God and...have confidence" in ourselves.

The Twentieth Annual Conference was July 3-8, 1956. Two hundred and fifty YOU'ers and 31 Sponsors attended. The Prayer Theme was "I Express Friendship by Radiating God's Love." The 1966 theme was "Truth Corps."

We look back at all the YOU Conferences--the people dressed differently, listened to different music(!), but essentially they were the same as us. They cared about each other, themselves and the world, and were dedicated to practicing Truth principles in their lives. Fifty years of YOU, fifty years of enthusiasm, support, love and growth.

We are still growing and changing lives. You have seen the miracles. Thank you, Youth of Unity and Happy Birthday!!

PICNIC TIDBITS

by Jeannine Bell

When is a picnic not just a picnic? In YOU, of course. This year's picnic, held on Unity's picnic grounds was a celebration of 50 years in YOU! Dean Logan, our first vice-president, started the celebration with a blessing. We then went on to enjoy the picnic classics, bar-b-que and hot dogs with all the trimmings, prepared for us by the Unity Inn staff. Appropriately the staff also provided a cake decorated for the 50 Year Celebration. After the meal Jack Byrd, along with his lovely and funny assistant, Michelle Macris, entertained us with his amazing juggling feats.



Thanks to Janet Manning and the second-year ministerial students in her Educative Core for their help and participation in the 1986 YOU Conference. Thanks also to those first-year students who pitched in.

* testing of the atomic bomb.

WHAT CONFERENCE MEANT TO ME

by Barbie Yates

So often the words "conference changed my life" are heard. Over 400 YOU'ers were touched by that experience at Conference '86, "Created In The Image." I was one of them. Conference did change my life. My self-esteem was boosted and I find myself having a more positive outlook on life. I'm taking more risks, doing what I want to do, instead of succumbing to peer pressure. Constantly worrying about what others think of me no longer haunts me. I feel free and confident to be myself. Challenges are no longer a fear. Knowing that God is with me, the YOU supports me, and most of all that I love ME--I'm ready to face the world. Thank you Unity for changing my life!

WHAT I LEARNED FROM CONFERENCE

by Sheri Gibbs

Conference, for me, was a unique experience to learn more about other people and myself. I realized how special everyone in YOU is, and I learned to recognize the Christ Light in everyone. One thing I learned was to have self-esteem. I never had it before but Conference taught me that I am special. Before I left for Conference many people told me how great Conference would be and that it would change my life. I never expected that to happen but it did! I now see situations and people in a new perspective--all because of the spirit and lovingness of Conference '86.

FREE TIME ACTIVITIES REFLECTED

by Tonya Meyer and Janine Sherman

Each day when free time rolls around spiritual excitement turns to physical activity in all YOU'ers. When the sun is shining the pool fills up with swimming and sunning YOU'ers and many spectators. Sue Glass went to the pool every day during free time. "It's the best thing to do here," she said.

Others can be found roaming through the Rose Garden, catching a nap or turning within at the Peace Chapel. "I usually spend time with my girlfriend or I sit and pray in the Peace Chapel," reported James Smoke.

Radiant voices can be heard singing joy songs from the Activities Center. Gifts can be bought from the bookstore for secret pals and hungry tummies can be satisfied from the great selection of vending machines.

Free time gives YOU'ers the chance to make new friends and become closer to old friends. Delaine Due said, "It's a great way to share the closeness of Conference. It gives friends time to discuss subjects of the day."

COMMENTS ON CONFERENCE '86

gathered by Rose Marston

"Conference has been a truly loving experience."

— Cindy Biggar, Overland Park, Kansas
(First Conference)

"My first week of self-love."

Lori Bushart, St. Petersburg, Florida
(Second Conference)

"A life changing experience of great magnitude for a great multitude."

Julia Allen, Houston-Spring, Texas
(First Conference-Sponsor)

"The best one yet! Because I knew what to expect I observed everyone who didn't. I felt such peace."

Rose Marston, N. Hollywood, California
(Second Conference)

"It was a wonderful, touching experience."

Schanen Norris, Houston, Texas
(First Conference)

"Very uplifting and encouraging, something that will affect the rest of my life."

Tara Robertson, El Cajon, California
(First Conference)

STEP — by Deborah Chagnon

I have stepped toward the mountain.
Such a small distance; to span miles.
Already I have changed.



Timothy Pettet, International YOU/YAU Coordinator, and Molly Hardy, author of "Heaven's North of Here" pose for the camera prior to the banquet and installation.

FAREWELL, FRIENDS

The Thanksgiving holiday is approaching as I write this farewell letter to my friends in the Youth of Unity organization. That is appropriately ironic. A sense of gratitude dominates my emotional landscape as I look back on the two years that I was allowed to serve as International Coordinator.

I give thanks for the opportunity to be in relationship with Sarah, Cathy, Lisa, Brett, Dean, Eric, Scott, Mike, Heather, and all the other YOUers. I am grateful to have been able to work with Sai, Bonnie, Blair, Rick, Carol, Jackie, and all the other coordinators. I was blessed by Linda, Nancy, Dick, Danny, and all the other sponsors and teachers. I was very fortunate to be able to join you in the process of creating retreats, rallies, conferences, our Soviet trip and other events. I am grateful to have been able to witness and participate in the community of love that grew in each one of those events and to have been touched by that community.

The other feeling that shares space with gratitude on my inner landscape is a sense of purpose. When I spoke to the YOU community that was present for the installation ceremony at the YOU Conference I committed myself to that community "to stick around for the harvest."

I shared my commitment, my sense of purpose, my intention to continue being a part of the seasons of birth, growth, harvest and transition that mark the year in YOU. Part of the harvest, especially for those will lead, is learning. I attempted to communicate in the same presentation one of the most important learnings I had realized during the past year.

It, in many ways, is the most important learning that I received during my entire time as a leader in YOU. I learned that it is important for leaders to admit their mistakes and recognize their weaknesses as well as rejoice in their strengths and victories. I learned about the importance of forgiveness as a means for keeping the love alive in our community. I learned that I value honesty and humility over the pretense of some imagined perfection.

My commitment to "stick around for the harvest" can't be realized as I stated it. Circumstances have developed that make it necessary for me to remove myself from the YOU community. However, I know that the learning, loving and harvesting will go on in YOU and in my life. I leave with the sense of purpose in tact.

Our culture and our world is in a great transition. People who are willing to help build communities of love, willing to learn, to forgive and create are needed. As I reflect on the situation, I see that I may have spoken truly after all. Perhaps I did stick around for the harvest. Perhaps I was one of those ready to be plucked.

Please join me in giving thanks for all that is learned, all the love that is released, and all the people that are touched by the ministry that we call YOU. Please join me in knowing that the life and spirit that lives in YOU is greater than any institution of any teaching and that it lives in the humblest of us all. Peace! Tim Pettet

FOUND INVENTORY FROM Y.O.U. CONFERENCE, 1986

Miscellaneous

Luggage with everything a girl could ever need to travel	Electric Shaver (Norelco)
Jean-Michael Jarre cassette tape "Rendezvous"	Charles Brown Video (Scotch T-120)
Small basketball net for putting on a wall	Lens Cap 49mm
Sony Walkman	Leather camera cover
	Key on red plastic slinky chain

Clothes

High top white tennis shoes (LA Gear)	Black Boots, men's size 11
White vinyl nurses shoes (1 pr, no size)	3 pr. flip flops
Men's dress shoes (Florsheim) size 8, black	Girls black flats (shoes)
Men's brown wool herringbone hat	Grey umbrella
Men's navy blue jacket w/white lining, size S	Greengrey light rain poncho
Navy sweatshirt jacket with hood	Girl's slip, long, size L
	Grey jacket w/white lining
	White 100% cotton jacket (Islander), size M

MESSAGES OF LIGHT

CHUCK: Thank you so much for being my friend. Your love is so warm and comforting. Please keep in touch. Thank you for all. I love you. Love, Light & Peace, Delaine

+++++

SOUTH CENTRAL: OOOOO! Aren't we lookin' good! We are too hot!!

+++++

BRETT: Thank you, Love, J.N.

+++++

SCOTT: Hey babe — let's go! Jen

+++++

WORKSHOP No. 2: What would I do and where would I be without all of you? I love you! "GinFernOaks

+++++

HOPESTER: AT&T will love us this year! (Maybe they'll give us a free toaster?!!) Love, Jen

+++++

LARRY: I'm still trying! Guess I need more practice! Love, Jen P.S. Where did you learn how?!!

+++++

"M": Thank you for being there for me. I love you. "J"

+++++

SCOTT: I love you sooo much. I feel so close to you. Congrats on your office. I have every faith in your leadership. You are one spiritual and still fun-loving guy. I'll never forget what we've shared together. I have faith that our bond will stay strong. Love, Rose

+++++

LYNNE: You are a beautiful, supportive and caring person. I love that smile. I forgot to ask about "MOPIRG." What is it? Love but confused, Rose

+++++

ERIC W.: Another Dent lives! I can totally see you as a minister but don't give up the dry cleaning business. Love, Rose

+++++

MIKE McSURELY: I love you sooo(etc.) much! You are such a strong spiritual leader. I feel my bond with you is so strong. Keep up your fun-lovin' spirit. Please remember my idea, K? I love you, Rose

+++++

HEATHER: You are so lucky to be on the international team! I hope I'm as lucky as you next year. Thanks for being a sweet, caring, sharing person. I love you a lot, Rose

+++++

KRISTINA: What spirit! Keep it up. I love ya! Rose

+++++

JENNIFER: You are a truly special child

of God. Thanks for sharing so much of you that was so much a part of me. I love you, Rose

+++++

MIKE Y.: I feel such a close bond with you. Please keep in touch cutie and when you come to S. California call me and we'll go DANCIN! Love, Rose

+++++

LORRIE: Your poem is beautiful and your eyes are so filled with light and love. I love you, Rose

+++++

MARCY: I watched you grow this week and I saw you begin to truly bloom. I feel we both have a long way to go before we bloom into our true potential, but I do believe we are definitely on our way. Love, Rose

+++++

TO THE LEADERSHIP WORKSHOP NO. 2: I love you! Let's get the chain going! Love, Rose. P.S. Remember the "I" messages!

+++++

MATT (COOL AS HELL) YATES: I'm gonna miss ya big guy. Ooh, that hurts big time but come and visit me and Stace again... SOON! Thanx for letting me continue Rubbis Duckie! Dickie lives on! Maybe we'll do S.D. again and stay with Janna this time. Love, Rose

+++++

EVE: Peace! Love, Rose

+++++

ERIC M.: Please keep the ideas flowing. I need them! Love, Rose

+++++

MICHELLE: Your sharing and your leadership taught me a lot. I'm gonna miss you next year but I have every faith that you will be there in spirit. Keep tappin! Love, Rose

+++++

MATT YOUNG: Thank you for supporting and caring and sharing in our workshop family. It helped a lot! Love, Rose

+++++

BLAIR: Thanks for being our workshop leader. Your leadership will help me throughout the year. Especially "I" messages. Love, Rose

+++++

MONTE: U R a beautiful person and I love your smile. You are a spiritual leader and I thank you for all the lessons you've taught me. I love you! Rose

+++++

LARRY: You cutie ya! Thanks for your support. We had some fun on the plane, huh? Keep in touch, babe. Love, Rose

+++++

MELINDA: Keep being the unique leader that U R! I love you for it. Rose

+++++

DAMON (BIG FROG): I'm sorry we didn't get to do more in our prayer partner triads. I love you and please know and remember that. Rose

+++++

EMILY: Thanks for all you shared. It helped me get in touch with my feelings! Keep singin'. Love, Rose

+++++

BUDDY: What a special guy. You're such a caring leader. I'm so glad you and I were in the same family. Keep singin' with Em. You two sound soooo sad! Love, Rose

+++++

STEPH, CASSIE, NICOLE, MALAYNA and JANNA: I love you guys. Rose

+++++

ROB: You are so special to me. I miss your hugs deeply. Thank you for lovin' me the way I do you. Love always, Rose

+++++

KELLY: I'm sooo glad we talked. Thank you. Love, Rose

+++++

PAT 'n WINNIE: Thank you for your love and support and sharing. You two make me look forward to growing up. Love, Rose

+++++

MIKE and MATT (Southwest): I will miss you guys big time. Please keep in touch cause I need ya! Rose

+++++

STACIE: Thanks for your support. Love, Rose

+++++

STEVE Y.: Although you weren't at this conference you were such a big part of it for me. You were definitely there in spirit. I will love you always. Best friends forever, Rose.

NEWS FROM THE FIELD

June Jones, minister in Santa Monica, California, shares the following:

"This past summer one of our teachers, **Sheri Staples**, was invited to speak at 'The California Parks Ministry.'

"This is an inter-denominational program, representing more than twenty denominations, which serves the state parks and recreation areas. This program provides services of worship, religious activities, and Christian fellowship for those who visit our state parks.

"This was the first time a New Thought religion had been asked to participate, and **Sheri** was so well received, she has been invited to speak again next year."

Dale Batesole and **Arthur Hammons** and the respective boards of "There Is A Way" and Christ Church Unity of El Cajon, are delighted to announce that **Arthur** will be the new host minister of the popular television ministry "There Is a Way" (a half-hour interview-type talk show).

Dale, founder of "There Is A Way," celebrated his seventy-fifth birthday on the air on October 27, and announced his retirement as he introduced **Arthur** as the new host. The program is seen in the Los Angeles area and is beamed through satellite each week day at 7:30 a.m. to areas in Texas, Arizona, and New Mexico. It is viewed by over 1,200,000 people.

"There Is A Way" has been a part of the Outreach of Christ Church Unity of El Cajon since its inception (7 years ago). The "There Is A Way" Television Ministry is located in Palm Springs where it has a business office and is produced in the KESQ Television Studios. Eight people are employed on the office staff, and a crew of seven help produce each program in the studio.

DO YOU HAVE A WORKSHOP YOU WISH TO SHARE?

If you have a fully-developed workshop you would like to present, gratis, to the AUC Urban Ministerial Students on a long weekend in Detroit, please send your proposal to Chairman of the Curriculum Committee, **Ron Coleman** c/o Unity Church of Champaign Urbana, PO Box 282, Urbana, Illinois 61801. If your proposal is accepted, your expenses will be paid by the Association of Unity Churches.

AN INVITATION TO PRESENT GRADUATION BIBLES

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

There will be 40 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: **Gladys Branscum**, c/o USRS/MEP, Unity Village, MO 64065. This check should be sent by May 1, 1987, at the latest.

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.

FILLMORE FOUNDATION GRANT

The Fillmore Foundation has renewed its \$10,000 grant given to the USRS-Ministerial Education Program. Besides bringing in Unity field ministers to work with the students, previous grants have allowed for the videotaping of several different Unity worship services. Worship services taped to date include those by: **Joyce Kramer**, **R. Scott Sherman**, **Joan Gattuso**, **Jim Rosemergy**, and **Jay Dishman**.

"Nothing in ministerial education quite matches the learning that occurs from active field ministers teaching students, at significant points in the curriculum," says **Phil White**, Dean of Education. "The Fillmore Foundation grant has been invaluable in helping USRS provide this kind of education."

The Charles and Myrtle Fillmore Foundation board of trustees consists of **Hal Rosencrans**, **R. Scott Sherman**, and **Phillip M. Pierson** of the Association of Unity Churches, and **Charles R. Fillmore**, **Connie Fillmore**, and **Charles J. McGill** from Unity School of Christianity.

CLEARINGHOUSE

Unity Church of the Foothills, in Covina, California, has 45 green Unity hymnals to give to anyone in need of them. If interested, please write to: **Bonnie J. Dickson**, Unity Church of the Foothills, 1111 West Badillo St., Covina, CA 91722; telephone—(818) 966-9002.

Unity Church of Merced would like one or more copies of "What Unity Teaches" by **John Rankin**. If you can help, please write to **Blair Tabor**, Unity Church of Merced, PO Box 1047, Merced, California 95341; telephone—(209) 723-3427.

FINANCIAL STATEMENT

Thank you ministers, ministries, study groups, and lay persons for your contributions to the Association of Unity Churches. The love and faith you incorporate into your gifts make them extra special. We see the door opening for limitless outpouring of the abundance of Spirit into your lives and into your ministries. On behalf of the Association of Unity Churches' staff and Board of Trustees, we are grateful.

ASSOCIATION OF UNITY CHURCHES

Statement of General Funds Operations

Seven Months Ended October 31, 1986

INCOME—OPERATIONS:	September	October	Year to Date
Love Offering	\$81,637.07	\$47,903.15	\$391,432.50
Other Income	<u>3,030.95</u>	<u>789.20</u>	<u>12,388.24</u>
	84,668.02	48,692.35	403,820.74
Less: Tithe Transfer	<u>8,106.77</u>	<u>4,780.59</u>	<u>38,797.11</u>
	76,561.25	43,911.76	365,023.63
Gross Profit Material	<u>6,007.33</u>	<u>2,867.94</u>	<u>22,249.87</u>
Total Income	<u>\$82,568.58</u>	<u>\$46,779.70</u>	<u>\$387,273.50</u>
EXPENSES—OPERATIONS:			
Total Expenses	<u>\$69,315.71</u>	<u>\$58,733.42</u>	<u>\$437,786.95</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$13,252.87</u>	<u>\$ (11,953.72)</u>	<u>\$ (50,513.45)</u>

Unity School Contribution to the Association of Unity Churches Through Services Provided

Month of September, 1986 — \$5,512.61 Month of October, 1986 — \$3,804.70

Year to Date — \$37,928.55

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

♦ ♦ ♦ ♦ ♦ ♦ ♦ ♦

REQUIRED EMPLOYER IDENTIFICATION NUMBER

The current regulations state that each "affiliated" church or center must have its own Employer Identification Number, even if it has no employees (Rev. Proc. 80-27, Sec 5.2.05). If you do not have this number, use form SS-4 and apply to the IRS for one. Study groups that are not yet incorporated may use the I.D. Number of the Sponsoring Center. Study groups operating under AUC dispensation may use the AUC I.D. Number (44-0668175).



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

The Christmas and New Year seasons are great symbols of creation and re-creation, of commitment and re-commitment. The Education Department is certainly not immune to this effect.

The resignation of Tim Pettet as YOU/YAU Coordinator has resulted in a call of "time out" for reflection and evaluation of the Education Department and its commitment of "service to those who serve."

First, Joyce Culey has moved over from the Youth Education desk to that of YOU/YAU, replacing Tim.

Second, we were fortunate to discover Lisa Wissman, who has earned a bachelor of music and master of education degrees with special training as a Montessori teacher. Lisa has replaced Joyce in Youth Education. Lest any should harbor concern for the support and direction of YOU/YAU, YE and Uniteens, the following principles will serve as guidelines effective immediately.

1. **A continuation of partnership in planning.** Lisa, Joyce, Trish, and I have sought, and will continue to seek, your input as we work with you in planning programs. The result of this communication interaction is a . . .
2. **Joint ownership of education programs.** The Association of Unity Churches exists to serve you who also serve. Our responsibility for programs covers all age groups from pre-school through adult; pre-licensing and post-graduate training for licensed teachers; and the development of chaplaincy programs. As Director of Education I accept responsibility for these programs, as I am charged to do so.

I am neither a dictator nor am I all-knowing. Therefore, we need each other--you and I. Please do not be bashful. Help in the planning, and claim your ownership in activities that effect you.

3. **Responsible management of resources.** The Education Department owes it to you and to the Creator to be accountable for the time, energy and money given in support of our work. We have a system of accountability to enable us to do just that. We are open to your questions. If you have any questions at any time do not hesitate to ask.

I would like to claim that we are infallible but good sense demands that I stop short of that claim.

4. **Continued availability of all of us for consultation** with YOU/YAU, YE, and Uniteen leadership, licensed teachers, center ministries and chaplains. The education staff exists to serve you who serve, not as know-it-alls but as professionals who are eager to work with you to strengthen your work. Consultation often leads to the request for. . .
5. **The designing and teaching of leadership education** for coordinators, advisors, and directors. Our purpose is to help facilitate your work through networking with regional and center leaders, and to encourage your networking with one another. Many of you have asked for this service. The result has been growth for you and for us.
6. **Production of center teaching resources.** This is perhaps the crucial contact point between the Association's Department of Education and the YE, YOU, Uniteens, and YAU. It is a high priority for us. It is also very expensive.

Illustration of our priority is the present field testing by 40 centers of a new, hot-off-the-press Bible-based curriculum. This material is appropriate for all ages. It has been designed to meet the needs of both small and large churches.

As I see it, we are on the threshold of a new and exciting partnership. We are limited only by our visions and by the choices we make.

Come, share our re-commitment to excellence. And let us exercise patience with love. To paraphrase a popular song, "GOD IS NOT FINISHED WITH ANY OF US YET."

PAINTING A NEW PICTURE

Lisa Wissman

Youth Education Coordinator

One of the most challenging tasks I can think of is trying to tell people about one's self on a piece of paper and actually convey a semi-realistic view in the mind of the reader. This is what I am faced with this month as the newly-appointed Youth Education Coordinator for the Association of Unity Churches. I am sure you have some curiosity about who I am and I intend to do my best to paint an accurate picture for you in words.

In order to begin painting this portrait with you, I need to first take a good, hard look in the mirror. By outer appearances, you will see a person who has a Bachelor of Music degree, a Master of Education degree, a Certificate in Elementary Montessori Education, and twenty-three years of involvement with Unity churches. As a child I attended a Unity center, and a few years after Y.O.U. I became a co-sponsor. I have since taught all age levels of Sunday school and served as a Youth Education Director.

At this point, it feels like all I've given you from my words is a pencil sketch of myself; yet, here I sit in living color! Perhaps if I tell you about the "insideness" of myself it will help fill in the color and detail.

I love to use my imagination! I get excited about working with children. I get even more excited when children get excited about working with me. I enjoy learning about Truth, and I love living Truth. Actually, I love living Love. One of my favorite things is sharing that "living love" feeling with other people who like to do that, too! That's why I am so thrilled to be in the position of Youth Education Coordinator. The very thing which has always been the thrust of my existence, living love, is now the primary focus of my everyday work--helping others to help others live love in their own lives. I consider it a privilege to be a co-worker in creating the outpicturing of Truth education.

I have a feeling you're beginning to get a better picture of who I am. Add a touch of imagination on your own and I may even become three-dimensional! Allow me to add just a few finishing touches to the portrait you've designed by saying that it is my pleasure to be here to serve you, the children, and your centers, in whatever way possible, to the best of my ability.

UNITEEN RESOURCES



"Uniteen Leaders' Resource Manual" (Available through the Association of Unity Churches)

This very organized down-to-earth guidebook will serve the Uniteen teacher. It provides information about adolescents' needs, wants, desires, likes, and dislikes. It is filled with ideas for lessons, social functions, classroom management and communication.

Growing A Jr. High Ministry by David Shaheen
published by Group Books, Loveland, Colorado

This newly-released book gives practical help in starting or revitalizing your ministry to adolescents.



Turn back a few pages when you're done here and pay P.K. a visit. He's waiting especially for minister's kids, but anyone will enjoy him. He goes through a lot of special things and most of us can identify with him in one way or another. He is there to listen and love's to share; so take a minute to check out P.K.'s Korner.

THE UNNAMED BABY! !

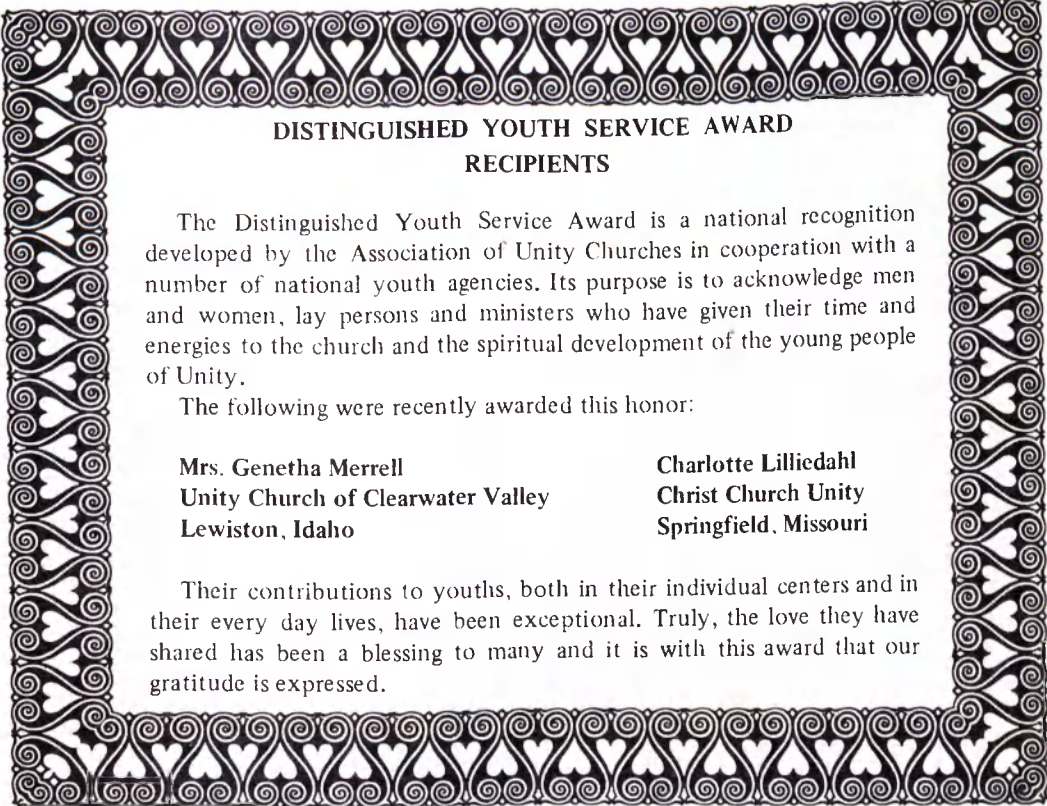
The newly-revised curriculum being developed by the Task Force is now in the process of being field tested. The first packet to be field tested is a set of seven lessons based on The Creation Story. After we receive the evaluations of this material from the field, we will edit and send it to print. At this point, a second packet will be ready for field testing and the same process will continue.

The only part of this exciting story which I cannot share with you is the name of the new curriculum. We have been patiently waiting for your suggestions for names of the new curriculum; yet, to this day, our "baby" is unnamed!

If you have a sudden thought or inspiration regarding a new name for the curriculum, please send it our way.

Send to:

"The Unnamed Baby"
c/o Association of Unity Churches
P.O. Box 610
Lee's Summit, MO 64063



DISTINGUISHED YOUTH SERVICE AWARD RECIPIENTS

The Distinguished Youth Service 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 the spiritual development of the young people of Unity.

The following were recently awarded this honor:

Mrs. Genetha Merrell
Unity Church of Clearwater Valley
Lewiston, Idaho

Charlotte Lilliedahl
Christ Church Unity
Springfield, Missouri

Their contributions to youths, both in their individual centers and in their every day lives, have been exceptional. Truly, the love they have shared has been a blessing to many and it is with this award that our gratitude is expressed.



Joyce Culey
YOU/YAU Coordinator

The months ahead will be busy as the Education Department reviews resources, programs and ways we can better serve you in your Youth of Unity (YOU) and Young Adults of Unity (YAU) ministries. As we begin this evaluation process, please feel free to communicate your ideas, suggestions, concerns, success stories, etc.

An excellent resource is now available from the Association of Unity Churches for both YOU and YAU. More Teachable Moments offers easy-to-follow lessons for developing communication skills (see page 15).

YOUTH OF UNITY NEWS

I am pleased and enthusiastic about once more being part of the national Youth of Unity (YOU) network. Although seven years of my Unity career was in youth education, YOU has also played an important role: as a chapter sponsor, youth education director--training teen teachers and coordinating YOU activities, as a parent of a YOUer (my does that bring a different perspective!), and as the 1985 Conference assistant to Tim Pettet (see Tim's goodbye letter in the YOU Conference News).

Planning for the 1986 YOU Conference is now under way. The planning team members are: the three international officers, Scott Hammel, Michael McSurely, and Heather Carlson; three regional YOU Coordinators, Bonnie Barron (SE), Jackie Green (Western), and Rick Rogers (SCUCA); Dr. James C. Robinson, Director of Education; and Joyce Culey, YOU/YAU Coordinator. This conference promises to be an excellent opportunity for YOUers to learn, share, and serve.

WEST CENTRAL REGION—As you can see by all the smiling faces, this particular YOU Rally was extra special--especially for **Rev. Blair Tabor**! In honor of the many years of love and service given to the West Central Youth of Unity, Blair was presented with the Distinguished Youth Service Award. This national award, developed by the Association of Unity Churches, is to acknowledge those who have given their time and energies to the church and the spiritual development of the young people of Unity. Although Blair's position as regional coordinator ends this February, he will continue to offer his guidance as ministerial advisor for regional YOU activities. Congratulations, Blair!



WELCOME NEW COORDINATOR, MARCIE HOWK! Marcie, a former YOU sponsor, will assume leadership responsibilities for the West Central region. Her enthusiasm for YOU is exciting and contagious! Marcie can be reached at: **5205 Tucson Circle, Fair Oaks, California 92107; (906) 966-7283**. Welcome, Marcie, to the Youth of Unity family!

YOUNG ADULTS OF UNITY NEWS

The past **CONTACT** included a review of the book *Young Adult Ministry* by Terry Hershey. This excellent resource, available from Group Books, offers step-by-step suggestions for the development of young adult groups. The following steps reflect Mr. Hershey's ideas and are offered for your use in developing a YAU group. Upcoming articles in **CONTACT** will further develop the process of planning, organizing, and maintaining an active YAU group:

Continued . . .

1. Prayer

2. Prepare the Foundation—In which direction are you headed? The following points reflect Mr. Hershey's viewpoint of an adequate foundation.

- a. adequate theology-Unity principles
- b. breaks down stereotypes
- c. sees people, not just programs
- d. integrates young adults into the whole church life.

e. reflects the heart of the church

f. serves

3. Identify Needs (survey the congregation)

4. Develop a Purpose—A general statement which reflects the direction your program will take.

5. Develop Objectives—Broad, non-measurable categories or areas of focus. They indicate the involvement necessary to fulfill the purpose statement.

6. Develop Programs—Programs should reflect all the above points.

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When the whole person is vibrant with the desire to learn; when the heart and mind freely allow curiosity to soar beyond time and apparent limitation, this is a teachable moment.

This curriculum, suitable for children, teens, and adults, produces more teachable moments. This is partly achieved by developing awareness and skills in the areas of listening, feeling, mutual support, and constructive communication. Although the lessons do not speak directly of Unity principles, they are easily applied throughout.

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Teacher's Manual—Contains 160 pages with 58 illustrative photographs and 10 cartoons. Bound in a three-ring view-binder notebook with convenient inside pockets and 13 reinforced laminated tabs.

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- * Supportive--Information tips on using the program and a stimulating look at self-esteem, self-expression, and relating as applied to learning.

* Ten Experience/Application Papers--Written by educators and counselors, plus touching letters from students.

* Nine Appendices--Summaries of key tools, 140 Heart Talk topics, take-home information masters, and very informative questions and answers.

Red Velvet Heart--A handmade, five-ounce rainbow-striped heart which is used to focus learning on the only person speaking--the one holding the heart.

Original Heart Talk Book--Written for couples and families in 1979, it stimulated the initial ideas for this curriculum, and describes how to have the 7-step Heart Talk.

ORDER FORM

☐ **YES, I would like to receive MORE TEACHABLE MOMENTS as described above. Cost: \$45.00**

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LIGHT ON THE PATH by Trish Robinson



You can hate an enemy into a GREATER enemy—and that is all. You can LOVE an enemy into a friend—or right out of your life!

If you are experiencing difficulty with someone, try loving them into a more responsive, compatible person, or right out of your life! Here's how: SHOOT THEM WITH LOVE-ARROWS! Mentally picture yourself holding a bow and arrow and LETTING GO WITH THE ARROW trying for a "bulls-eye." Aim for the heart, head, legs, anywhere. Everywhere. "SHOOT THEM GOOD." "SHOOT THEM OFTEN." As the arrow pierces the skin it permeates the area with love, flowing into and saturating the surrounding area where

the arrow struck. Shoot enough and they will be so love-filled that you may not even know them. Have FUN watching as they do not know what is happening. YOU KNOW! But IT IS YOUR SECRET!

You can do it with a child, pet, husband/wife, friend, boss, business associate, lover, employee, neighbor, ANYONE. Everyone. If it is a situation, SHOOT LOVE-ARROWS INTO EVERYONE CONCERNED (even remotely). Be prepared for changes. New, interesting people coming into your life, while others ease out to seek their good elsewhere. Job changes, maybe a promotion. LET GOD TAKE CARE OF THE DETAILS. You just shoot the arrows and ENJOY the GREAT RESULTS. You may even get so carried away that you find yourself standing in front of a mirror shooting love-arrows into yourself. Good. The more the merrier. TRY IT! IT WORKS!

HAPPY SHOOTING

(Don't stop 'til you see the change.)

Date started _____
Person(s) _____
Situation _____
Date of change _____
Date of results _____
What results _____

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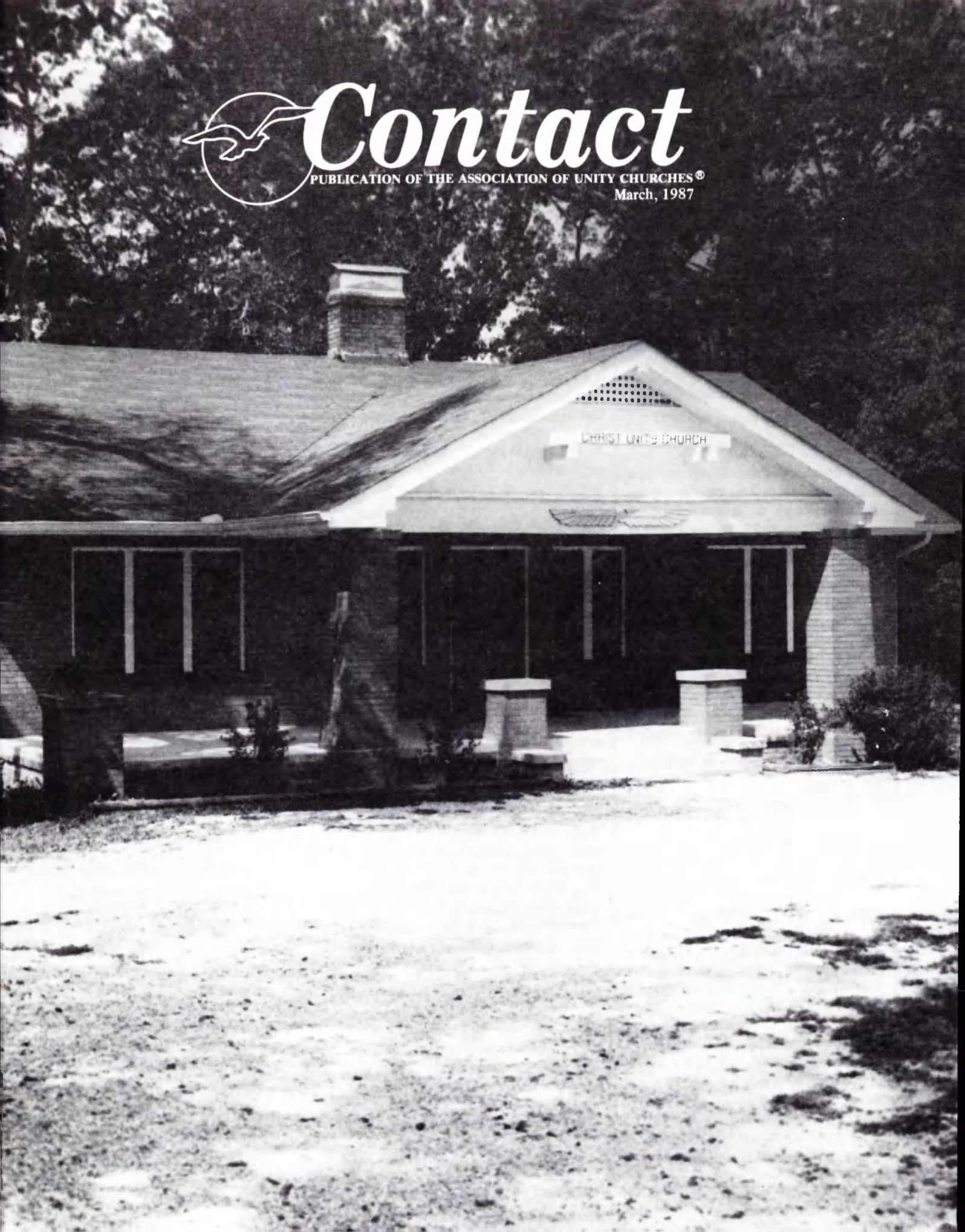
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**1987 SPECIAL CONFERENCE CONTACT
DEADLINE: March 31, 1987**

We need your help for the 1987 Special Conference Issue of CONTACT. Please take pictures, write brief descriptions, and submit them by March 31, 1987, for possible inclusion in the June issue.

PLEASE REMEMBER: When submitting for the Conference 1987 issue of CONTACT, indicate that you want your pictures, articles, etc., to be considered for the "Annual Report, June 1987, CONTACT."

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MADISON WI 53713



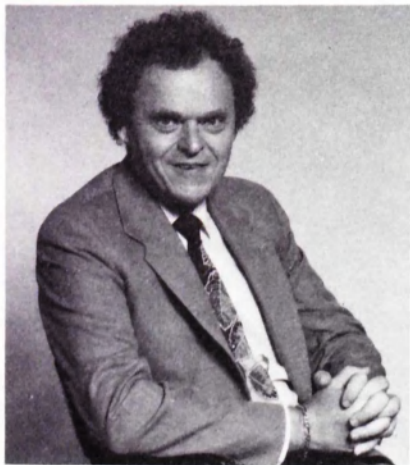
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PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®

March, 1987

CHRIST UNITY CHURCH

THE PRESIDENT'S LETTER



Larry Swartz

Unity of Tucson--Tucson, Arizona

Last year was a very interesting year; it is still in the process of offering me the opportunity to discover parts of myself that need to be released so that I can know peace. The ideas that I share in this CONTACT article are for no other purpose than allowing everyone to see that tenure within a ministry is no guarantee that nothing challenging will take place. This past year has been challenging and the beat goes on. Yet my bottom line (you will again read it at the close of this article) is that I am okay. However, I have an ongoing opportunity to know this and sometimes it takes place during sleepless moments of the night. Ever done any of that?

Mary Ellen and I came to Tucson in 1966, the year of my graduation and ordination. We've always been here it seems, and Tucson is a wonderful place to live. Over a number of steps and buildings and additions, we came to a moment where I sensed that Unity of Tucson had another appointment with growth. This led us to purchase a parcel of land and build the structure that we now occupy. You can imagine that I have left out a few interim steps--visits to lending institutions, fund raising programs, people who didn't agree with the vision and so forth, but at the start of 1986 we were into the beginning stages of construction for our new building.

However, in 1985 we had met a moment in our plans where we didn't

realize the flow of things that we expected. So we and our Board found peace within the possibility that our dream was going to fall apart. Seeing some very obvious figures in black and white, we then opened ourselves to the sale of our land (the sale of which would have told us that it wasn't right for us to build and relocate). Simultaneously we redoubled our efforts to sell our present church, which would have necessitated our doing *something*. What happened was we sold our church and had to do something quickly. We negotiated with the new owners to buy time and pushed the architects to finish drawings. We put up portable trailers on our new site and for four months conducted school and for six months had our bookstore and administrative offices amidst the construction and mud and such. This was more challenging for Mary Ellen than me, yet a picnic it wasn't.

June 1st saw our opening Sunday. We fudged a bit as we didn't have our occupancy permit from the County and many finishing touches were not done--the foyer's doors and other glass were not installed for over 30 days. We were no longer in the Junior High School that rented us its cafetorium for Sunday services and to which we transported various material! Many, many, ministries have done this. We had never done it before and I was eager to depart from the practice.

At the end of 1986, we made a change in our executive staff. This is always a challenging thing for me to do, yet when I see an obvious need I follow my guidance and do what I need to do. This releasement precipitated an interesting chain of events. It seemed as if there were people within our ministry who were just looking for reasons to find unhappiness and to spread all kinds of stories and rumors. I guess like the human organism, churches too seem to have latent "disease-like" qualities or people who are just waiting for a proper environment for their misperceptions to express. Perhaps over the years we were fortunate not to make the environment an active culture for this to happen. Now it was happening.

People were in the parking lot--

"our" own people who were married here, had had their children christened, had relatives eulogized in memorial services, received counseling and financial help--passing out misinformation, mis-truths, as well as maps to meetings. (Half-truths are the most difficult--they are not as obviously laughable.)

Then we faced the unmistakable conclusion that our school would have to be closed as some were more interested in biting off their noses to spite their faces, seeking to strike out and believe the stuff they had heard or were spreading, rather than pull together for their children and our school. However, our school truly must be a God-idea; for after we had formally closed it (and with the closing had a new opportunity to choose student body and so forth), truly interested parents came together over Christmas vacation and made a commitment allowing us to begin again. These were exciting moments as one can imagine.

As I said, the beat goes on. What I know is happening--with the move and first stages of our new vision completed, with the school reborn, even considering those who are discovering their immediate goal isn't unity (or Unity)--is a new beginning for the entire ministry. Sometimes in every church there is a dropping away, for consciousness will not move into successive levels with disharmony and misperceived purposes.

(Continued on page 5)

Volume 20, Issue 3

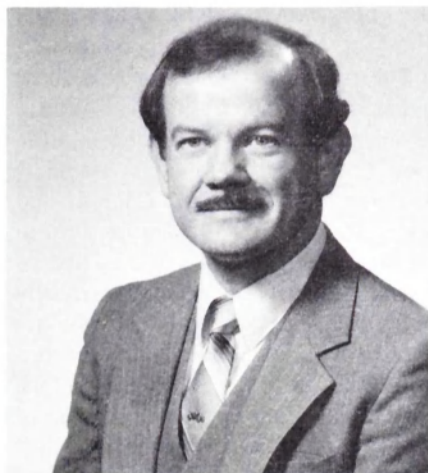
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Managing Editor Cheryl Vestal
Graphics & Layout Cheryl Vestal
Circulation Glenn Mosley, Jr.

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 education programs.

Cover: Christ Unity Church
Chattanooga, Tennessee
Spiritual Leader: Steve Bolen



Glenn R. Mosley
Director of Ministry Services

The title of my doctoral dissertation was, "A Comparison of Secular and Religious Experiential Education Activities in the Adult Religious Education Classroom." Periodically, after colleagues have learned of the subject matter, they teasingly ask, "When will this great epic be available?" The serious answer is that it has been available for several years on microfiche through Ohio State University's Educational Research Institute Clearinghouse. By an overwhelming majority of our colleagues (at least one or two, anyway), I've been asked to publish an abstract of the dissertation.

However, instead of an abstract, I offer here a few excerpts, revised to increase its usefulness specifically to Unity Ministers and Teachers in relation to adults. A sampling of the Bibliography is included. (Perhaps this should appear in the last half of this publication, which focuses on educational helps for adults and children, but here goes):

In every society or culture there exists a set of rules (norms), a value system, and techniques to teach the young so as to make it possible for them to live as members into adulthood with minimum difficulty. Generally there seem to be two broadly defined processes to socialize them; one is intentional instruction, and the other incidental learning.

In general, the rationale for using games (intentional instruction) is that they help create an "atmosphere" in the classroom in which students at various levels of ability can function together to learn communication skills, to develop positive attitudes toward others and the subject matter, and to incorporate knowledge.

Although many clergy seem to resist innovation in teaching techniques, and change in general, theologian Clyde Reid notes that an increasing number of ministers (many of whom are New Thought) and religious educators are using games and experiential education activities as learning-teaching devices in both large and small groups (not therapy), and many have been doing so for the past decade. However, the majority of those doing so seem to rely almost entirely on games and experiential education activities produced by churches and religious publishing houses. This fact may also reflect the perceived need of religious educators to still maintain control, leaving no possibility for anxiety during the teaching process.

Considering the vast store of secular games and experiential education activities as teaching-learning devices used in the fields of business, economics, political science, sociology, psychology, and education, in contradistinction to the small number of similar teaching devices produced by churches and religious publishing houses, two spontaneous questions arise: (1) "Do ministers and adult religious educators need to remain limited to games and experiential education activities produced by churches and religious publishing houses?" and (2) "Can the effectiveness of adult religious education be increased by also using secular games and experiential education activities?"

To help answer these questions, it may be helpful to define terms throughout this article, which are used interchangeably and one which is abbreviated.

The first term for definition, "interpersonal communication," may be advantageously divided. Using the second word first, "communication" can be described as a transactional process

involving an intelligent sorting, selecting, and sharing of symbols in such a way as to help another elicit from his own experiences a meaning or response similar to that intended by the source. Educator/Phychologist Raymond Ross states that communication should be recognized as a process and not simply a transfer of meaning.

Putting the two words, "interpersonal communication" together, specialists in the field, Kim Griffin and Bobby Patton, have said that the term is "...concerned with the face-to-face confrontation between people who are consistently aware of one another."

"Experiential education activities" refers to materials whose design is to promote experience-based learning, and any structured activity designed to teach a subject, skill, understanding of self and/or others, or to effect changes in attitudes and behavior. Rather than always using the full term, "experiential education activities," this article will interchangeably use a coined abbreviation, "x-edacs."

Finally, "games" refers to instructional materials and activities designed to effect experience-based learning and is used interchangeably with the term, "x-edacs," as defined above.

Since there was no significant difference between the groups using secular games and the groups using religious games, it is fair to conclude that the secular games used in this study are as effective as the religious games used in this study. Further, assuming that the games selected from each genre of games are essentially representative, it seems fair to conclude that the games from which these eight games were drawn would be equally effective.

In view of the difference between the small numbers of adult religious education games and the vast numbers of adult secular education games available from the fields of sociology, psychology, etc., no minister or adult religious educator need remain limited to games and x-edacs produced by churches and religious publishing houses.

Because of the foregoing conclusions, it is recommended that ministers and
(Continued on page 5)



Barbara O'Hearne
Management Consultant

EDITOR'S NOTE: The following six paragraphs by our Management Consultant are a clarification of a statement made in an earlier issue of *CONTACT*; the seventh paragraph is an excerpt from a letter I wrote in response to an inquiry:

I wish to acknowledge inquiries from some readers of the December 1986/January 1987 *CONTACT* article entitled "Roles and Responsibilities of the Board of Directors."

The use of the term "supervision" was utilized in the context of a relationship between the Executive Director and the Board as individuals and a group. This relationship is built on trust, respect, and support for the Executive Director. The term "accountability" could be substituted to describe the same relationship.

Several guidelines for successful board leadership were stated in the article. The volunteer serving as a board member is accountable to the membership of the organization who voted for him or her as well as to the other board members and the Executive Director.

The word "supervision" is not meant to be interpreted to mean that the board president or any members of the board assumes any kind of role for the day to day operation of the organization. The board sets policies based upon the bylaws, the existing policies and procedures, and the planning done

by the board and the Executive Director. It is the responsibility of the Executive Director to implement policy. To that end it is helpful to have consistent and on-going communication between the board and the Executive Director.

Board members in not-for-profit organizations operate in an environment of moral, ethical, and legal responsibility. Legal liability is lessened in an organization where the board member is conscientiously performing his/her responsibilities, keeping informed of operations, and having appropriate legal counsel and advice.

I wish to express my thanks and appreciation to Glenn Mosley for bringing this matter to my attention. It is my sincere intention to continue to present good organizational and business practices to the members of the Association of Unity Churches.

"The chief task of the board of directors in a not-for-profit corporation is that of acquiring the services of the chief administrator/minister. Then they are to allow that person to do his or her job and to support him or her in that job. As ex-officio a member of the board of trustees the minister automatically is involved in the decision-making and policy-making process. Then when the board members are no longer present and between board meetings the minister is indeed charged with the responsibility of being the executive director, that is directing the activities from the organizational level... Functionally, the minister may not have to report anything at all or very little in terms of the educational programs that he or she presents within the ministry. Generally the minister has complete freedom to teach the classes he or she chooses to teach or enlist the assistance of teachers, both licensed or unlicensed, present outside workshop programs, and/or conduct any other educational activities without deferring to the board of trustees. This is the fulfillment of his or her charge to be the spiritual leader."

♦ ♦ ♦ ♦ ♦

BETTER BOARD RELATIONSHIPS

The focus of this article is how ministers and boards can cultivate better interpersonal relationships. In the book *The Effective Voluntary Board of Directors* the authors, Conrad and Glenn, state "There is a simple truth in the present climate of voluntary organizations: the staff executive dramatically increases his success potential if he has a harmonious, trustful, and respectful relationship with his board of directors. This does not mean the elimination of conflict, but its successful management."

PROBLEMS

The idea of better interpersonal relationship is a worthy one. But it does present some problems.

Problem # 1:

It takes a lot of time and energy to become friends with six, eight, or ten people. Many people feel they do not have enough time for family and friends. Developing friendships means taking time away from an already lengthy meeting.

The willingness to be open, friendly, and candid with new people is not to everyone's liking. Boards tend to be a mix of personalities, some introverted and some extroverted, and it is often difficult for the introverts to make a lot of "new friends. And besides, there may be people on the board that might not be your first or even eighth choice as a friend, unless you got to know them.

Problem # 2:

It's risky business. If people are willing to be open and candid, they must also be willing to be wrong on occasion and their ideas rejected. Who wants to do that!

Getting to know one another requires trusting people--even running the risk of being deceived or disappointed. It also encourages an unguarded, open give-and-take style which can be very rewarding.

(Continued on page 11)

MINISTRY SERVICES PERSPECTIVE

(Continued from page 3)

adult religious educators increase their present programs of instruction by using instructional games from the secular field as well as the religious field. Two-thirds of the Unity Ministers who cooperated in this study have adopted the use of x-edacs as adjunct teaching tools in their ministries.

Utilizing such an addition to the schedule of Truth classes will require some pre-planning which might include: (1) participating in and/or observing instructional games in progress; (2) determining objectives and reasons for employing a particular game; (3) setting up of play areas and materials (time limits, printed instructions, number of players, etc.); and, (4) a debriefing period should include discussion of the relevance and applicability of playing a particular game, perhaps adding a reason as to why a game was played rather than using a lecture (sermon) or audio-visual technique.

In determining reasons for employing a particular game, it is recommended that the minister-educator note: (1) the extent to which a game meets the definition of an instructional game; (2) amount of challenge offered the intellect of adults enrolled in Truth classes; (3) that there is an element of fun and collaboration (may also include a degree of competition), and simultaneously relate to a principle of interpersonal communication; (4) that active participation by all in the class (or subdivisions thereof), is required; and, (5) that the game requires only an introductory-directional role by the teacher, thus strengthening the role and function of students in determining the outcome (learning) of the game.

Constant ongoing evaluation by the minister with adjustments in material when deemed necessary should improve the local ministry program and keep it up-to-date.

For additional x-edacs information and research, please note the brief

bibliography of "Books" which follows. For published lists of x-edacs and highly usable x-edacs, note especially the "Periodicals and Pamphlets" bibliography.

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THE PRESIDENT'S LETTER

(Continued from page 2)

As you can imagine, I have lost some sleep finding myself hurting for people whose chosen actions indicated they had forgotten they were Spiritual Beings, living in a Spiritual Universe and governed by Spiritual Law. But I must let this be okay.

I have had to come to the point where I have said to myself... "Either God is, or He isn't" I choose that "God is." With this choice my only alternative is to trust His outworking within all His sons and daughters and continue to choose peace within what I feel is mine to do. Now I have to pull back from judgment (as much as I possibly can) and simply trust the outworkings of an idea greater than my perception of it and be at peace within what is happening.

I share this in CONTACT simply because it is informative to hear that a ministry, any ministry, can grow through challenge. It does not matter how long a minister has been in a church or in Unity. It doesn't matter how solid a ministry looks or appears. What we must also hear and see and believe is that our response can never be dictated by those who seem to enjoy discord and not peace. With whatever comes our way, our way must be one of reaffirming our times of prayer and knowing, doing and affirming, moving and acting, but from peace, not fear.

Lowell Fillmore ordained me. He never told me that it was a spiritual pardon from all the stuff of this earth schoolroom. It isn't. Don't expect it to be; but with me, perhaps do this (for this is what we would tell others and what we speak to each Sunday): defuse the perceived pain or harm an occurrence has for us. See it as an opportunity to meet more of the self that can be released. Know that of itself, regardless of its outcome, it is nothing and actually matters not to the Truth of Oneness. Do what you are lead to do, but do it from peace. Reaffirm that, because "God is," the outcome is assured, the judgment upon which is not ours to make. As I said, I am okay, and in Truth, so are you.



Susan Diane Eng

Assoc. Expansion/Conference Specialist

CREDO

What are the necessary elements for a ministry to function effectively? What would a written credo look like from a successful ministry?

If you say the word, "credo" to a ministerial student at Unity Village, the student would probably think of Credo class which continues through all eight terms of ministerial school. In order to do Unity ministry, it is necessary to be clear about what we believe. The Credo class focuses on helping to process beliefs, convictions, revelations and experiences into a coherent structure. We wrote papers and orally expressed our understanding of God, man, and man's relationship to God and ministry. We have to own our faith and externalize it through us in order to function effectively in ministry.

I make it my business to see, read and experience what makes ministries work. I visit churches of all denominations and I walk in with the question: **WHAT MAKES PEOPLE COME BACK? OR NOT COME BACK?**

Since we already know why people first come to church, I don't ask that question. Different institutes specializing in the study of church growth have found that 79-90% of the people attending church first came because they were invited by a friend or relative.

Recently, I flew to Chicago and visited a church where more than six

thousand people worship on an average Sunday. I had read in Leadership magazine about Bill Hybels, minister of Willowcreek Community Church and his success intrigued me.

We are grateful for Bill Hybels' willingness to share his philosophy of ministry. Bill and his staff pioneered their ministry in South Barrington by first going door to door in the area and asking occupants whether they attended a local church? If they didn't attend church, occupants were asked if they wouldn't mind explaining why not.

Four weeks later, the results were tabulated after going to hundreds of homes. The surprising results:

People stated that the **MAJOR** reason they did not go to church was because **THEY ALWAYS GOT PLUGGED FOR MONEY**. Bill and his staff decided that if they were going to pioneer a church, they had better be careful about how to ask people to support God's work.

The **SECOND** most frequently stated reason for not attending church was that the people said church is **BORING, PREDICTABLE AND ROUTINE**. "I know what happens there even if I don't go...so I just save myself the trip." "Everything has been done the same way, the same time, by the same people for years."

The **THIRD** most frequently stated reason for people not going to church was that they said **IT IS IRRELEVANT**. They could not relate what the minister was saying to how it would touch their lives.

At this point, Bill Hybels and his staff made a key decision that gives Willowcreek Community Church its uniqueness. They decided to design the Sunday service for the nonchurched. Wednesday night services are designed for the committed congregants who like the weekly review of the basics on Sundays and want to develop a deeper relationship with Jesus Christ. Bill calls Sunday morning services "Christianity 101 or Christianity 201." When a non-churched person walks into the church, he can feel that he fits in. He doesn't have to deal with words he doesn't understand, unfamiliar songs, robes, and new meanings to words. Everything is

spoken at a 101 or 201 level. The service is such that people can understand and feel that it's for them. On Wednesday evenings, "Christianity 301 or 401" is comprised of classes, worship, prayer, communion, etc.

Every Sunday at offering time, you will hear these words: "If you are visiting with us, please do not feel any obligation to participate in this part of the service." Sunday services are contemporary and creative. There is drama, dance, an orchestra and elaborate use of video and lights. The message is easy to understand. Obviously, much time and thought was put into what nonchurched people wanted from a Sunday morning service.

They concluded that nonchurched people and church people wanted different things. Nonchurched people want:

1. **Anonymity.** If you were invited to attend a Buddhist temple for the first time, would you not feel some anxiety about it? What might go through your mind? "Oh, no, what if they ask me to chant?" "What if they sign me up for something?" "What if they embarrass me?" "What if they ask me to stand up and say my name?" "What if someone in the neighborhood sees me there?"

Bill Hybels' words brought to mind a woman who was at Unity Village for a retreat. She had made a special trip to the AUC Expansion Office to ask if there was a ministry in the area where her mother lives that would invite her mother to attend church. The woman's mother was reading the Unity literature but had never attended a Unity church. Yes, there was a nearby church. Arrangements were made to pick the mother up at her home. But the mother decided not to go. To her daughter's surprise, the reasons her extroverted, professional mother gave all pertained to anonymity.

(Continued on page 7)

EXPANSION REPORT

(Continued from page 6)

2. *Nonchurched people want to hear Truth presented at an introductory level.*

I was giving the Sunday messages at a Unity church when on the fifth Sunday that I was there, three brand new people came walking in the door. I was faced with the dilemma of giving the message that I had prepared and have it fly right over the heads of the new people or I could choose to speak to the new people and leave the rest of the congregation thinking, "What about us?" I can see how Bill's credo would eliminate that kind of tension.

Three of the June ministerial school graduates are presently using the topics from the Metaphysics I and II manuals for Sunday messages. They report that people are pleased with going over the fundamentals.

3. *Excellence.* Nonchurched people want excellence in programming, creativity, humor, relevancy...people come to feel the presence of God.

The Willowcreek Community Church has plans and goals that work for them. Every ministry has its uniqueness and individuality. Every minister's concept of ministry will go on unfolding eternally.

Unity ministry is a ministry of practical Christianity. This means that Unity's teaching is a teaching of the ideas that Jesus Christ taught. Unity ministry is a platform which nurtures and supports humanity by encouraging and facilitating individuals to a realization and acceptance of our relationship with God and to express it in the world.

Unity ministry puts God first. We look to God for guidance and wisdom. Unity looks to God as the one Source and the one Presence. When we hold to the Truth through prayer, we know that the church proceeds in divine order, peace, love and joy.

UNITY SCHOOL NEWS

The Association of Unity Churches is pleased to share the following information gleaned from Unity School's recent press release:

The Board of Trustees of Unity School of Christianity announced today that Connie Fillmore was elected President and Chief Executive Officer on January 6. She succeeds her father, Charles R. Fillmore, who remains Chairman of the Board of Trustees.

Ms. Fillmore is the fourth generation of Unity's founding family to serve as President of the organization, started in Kansas City in 1889. Ms. Fillmore has been involved in the Unity work since college and has served as Executive Vice President and Chief Operating Officer since 1984.

An ordained Unity minister, Ms. Fillmore grew up at Unity Village. She attended public school in nearby Lee's Summit, Missouri, where she was valedictorian of her high school class. After completing her freshman year at Wellesley College, Wellesley, Massachusetts, she transferred to Pomona College in Claremont, California, where she received a bachelor's degree in psychology and was graduated with honors. Ms. Fillmore graduated from Unity's ministerial education program and received ordination in 1976. She is a graduate of the American Management Association's Executive Effectiveness Course.

Ms. Fillmore takes an active interest in community affairs. She serves on the Board of Directors of the American Red Cross, Greater Kansas City Chapter, and on the Board of Directors of the Commerce Bank of Lee's Summit.

Ms. Fillmore is a published writer and editor. She has contributed various articles to Unity magazine, a periodical published by Unity School, and she developed Sunday School material for distribution to Unity churches throughout the United States. She edited the biographical work about her great-grandmother and co-founder of Unity, "Myrtle Fillmore: Mother of Unity," by Thomas E. Witherspoon.

Before accepting an administrative position at Unity School in 1979, Ms. Fillmore served field ministries in Santa Rosa, California, and Jacksonville, Florida. She currently resides in Unity Village where she serves on the Board of Trustees of the township.

SPARKPLUGS

Talk Topics and Sermon Starters from Unity publications.

This month: Wee Wisdom

In the early days of the Unity movement, Myrtle Fillmore had an experience that was later to develop into the periodical Wee Wisdom.

According to Mrs. Fillmore, it was not exactly a dream, but more like a vision. She was before a large audience of people, many of whom were children. The children were restless and undisciplined and were swarming around in great confusion. "Who will take care of the children?" Myrtle asked.

The message that came back to her very clearly was: "You are to take care of the children. This is your work."

The imprint of the vision (or dream) stayed with Myrtle, and from that time on she truly felt that it was indeed her mission to bring the Truth message to children. She strongly believed that children trained in Truth would be able to meet any and every experience that life brought to them.

Wee Wisdom is Unity School of Christianity's second oldest magazine and is thought to be the oldest children's publication in continuous print in the United States. Our highest regard goes to the entire Wee Wisdom staff for the dedicated contribution they have made and continue to make to young lives. Myrtle Fillmore would be thrilled and happy to know how Wee Wisdom has grown and how it continues to grow. Wee Wisdom for every child--what a great goal for every Unity church and center!

PARTNERS IN MINISTRY

a network of spouses of ministers



By Karin Mosley & Weaver Hess

Weaver and I have spent a good deal of time and energy looking for published material directed at, or of help to, husbands of ministers. We are thrilled to tell you our prayers have been answered! Alban Institute has published a new work titled: Men Married To Ministers, by Laura Deming and Jack Stubbs. The study, based on the responses of 258 husbands of ministers representing all backgrounds and career involvements, tells of devotion and support as well as the changes and adjustments that are a part of ministering to the minister.

Along these same thoughts we present **Walter Avis**, partner of a ministerial student, who shares with us. . .

VIEWS AND INSIGHTS OF A FUTURE MINISTER'S SPOUSE

My wife and I have been involved with New Thought, as a team, since 1955, although Mary Ellen's earliest memories include Truth teachings.

During the years, she has been Youth Education Director, and we have both taught Youth Education classes. We have taken classwork, and been active in various capacities of church service, ushering, editing church publications, member of bylaws and building committees, member and chairperson of church boards.

It was during my wife's term as president of the board that our minister died and I got my first inkling that she was interested in the ministry. She had to take charge and keep the church going until we could find a new minister, discovering in the process that she enjoyed what she was doing.

I retired about three years later, and a few months afterward Mary Ellen told me she had decided to go into the ministry.

I should explain a little bit about my wife. During the thirty-five years that I worked for one company, Mary Ellen had to become accustomed to many immediate changes of plan--missed dinners, broken evening engagements, weekend plans erased, disturbing night calls and even relocation to new areas. This she did without complaint, while raising our five children. Knowing the conditions she had contended with over the years, I felt that if she chose to venture into a new experience, the only logical thing for me to do, since my time was now free, would be to support her in her undertaking.

Mary Ellen is now completing her second year of ministerial training and during this time I have been functioning as house husband, taking classes that I hope will help me to assist her in her ministry, and enjoying the different parts of the country I am seeing. If Mary Ellen is not happy with the way I am maintaining the household, which is entirely possible, she at least is not

saying anything about it!

My thoughts about the future? I intend to be supportive of Mary Ellen's involvement, although I have no intention of going into the ministry myself. I will be present to support her during church services, to act as a buffer at church or on the home front, and help her in any way I can.

At this time, it is my belief that I shouldn't be physically involved in church facility maintenance or administration. I will, of course, participate in general work parties and offer any suggestions requested on administrative means for reaching goals; but I don't feel, as the minister's spouse, that I should be a part of the church's decision-making process or that I should be leaned on for church maintenance functions.

With these concepts in mind, I am eagerly looking forward to the varied experiences we will be facing in years to come, no matter when or where. God is in charge. Divine Order prevails.

Thank you, Walt, for reminding us how very important support is to our partner--wife or husband.

If you are interested in obtaining a copy of the Alban Institute study, Men Married To Ministers, by Laura Deming and Jack Stubbs, send \$7.25 plus \$1.50 for shipping and handling to: **Alban Institute, 4125 Nebraska Avenue, NW, Washington, DC 20016**. Visa, MasterCard and choice credit cards are also accepted. **Phone, tollfree, 800-457-2674**.

Blessings on you as you enjoy this month of winds, kites and flights of seed preparing us for wonderful, delicious Spring. While you are at it, spring forth with an article, idea, or whatever to share. Write: **Partners in Ministry, PO Box 610, Lee's Summit, MO 64063**; or phone **816-524-7414**, Monday-Friday 8-5 CST (Wednesday-til 12 noon).



P.K.'s KORNER

Especially for children of ministers.

Hi! I've been out flying my kite today. It's windy here where I live. Is it windy where you are? It has to be windy to fly kites. I haven't always known that.

Once when I was little--well, I'm still little, but when I was younger, I had a big red and blue kite. It had been a present from my grandma. I couldn't wait to fly it! I put it together and ran outside. It was a nice, sunny day and very calm, no breeze, the leaves on the trees weren't moving at all.

I had a new kite! Nothing was going to stop me from flying it. I started running with that beautiful kite trailing behind me. I let out more and more string and ran harder and harder, but the kite wouldn't move up. I became angry. I thought I wasn't doing something right! I became angry with the kite. I thought maybe something was wrong with it. I blamed everything. Then I started really struggling with the problem. Was it me? Was it the kite? Back and forth, back and forth

until I began to feel like a balancing rod (the thing a tightrope walker uses to keep balance while walking on a tightrope). If I did one thing, I would tip too far to one side and if I did something else, I would tip too far to the other side.

Pull and tug and pull and tug. Sometimes I feel torn between people because of a confusion of messages.

Because I'm P.K.--the child of the ministers, some people think I'm a message service. "Please tell your mom the Women of Unity would like her to..." or, "Your dad should know... please tell him for me."

One particular day our youth education director asked me to check with Mom and Dad on a date for the youth education department picnic. Now, there is a procedure at our church--papers needed to be filled out and signed, but I didn't feel right in telling an older person what to do.

So... at home I asked about the date and told who asked me and Mom and

Dad became upset because procedures weren't followed. I felt like that balancing rod again. I don't like being put in the middle--or did I allow myself to be placed in that position?

I thought about it. If I had told the youth education director to follow procedure, I would have appeared to be a "smart aleck." If I hadn't asked the question of Mom and Dad I would have appeared to be forgetful or worse, negligent. Both ways I was to lose. There was the balancing rod again.

Suddenly as I was feeling so completely torn, I remembered that I didn't have to struggle with anything alone. In fact, I didn't have to struggle.

God is my balancing rod, never letting me slip too far to one side or the other. I just need to get quiet and trust God. Oh, thank You, God! I don't have to handle anything alone.

Thank you, my friends, for all your cards, letters and drawings! I love you!

My address is: P.K.'s Korner, c/o The Association of Unity Churches, PO Box 610, Lee's Summit, MO 64063.

NEW THOUGHT MUSIC CONFERENCE

HELD AT:	Mile Hi Church of Religious Science Denver, Colorado
WHEN:	July 9, 10, 11 and 12
COST:	\$120.00, plus expenses
CONTENT:	The focus of music programs is to serve the Truth and serve the church and ministry. We'll deal with how to build a dynamic music program in your church.
INVITED:	Music Directors, Choir Directors, Soloists, Organists, Ministers, Board Members in charge of music.
PARTICIPANTS:	INTA, Unity, United Church of Religious Science, Religious Science International, independent New Thought churches, Divine Science churches.
STAFF:	Will be representative of great New Thought music programs.

For information contact: Jack Kastle
1660 So. Balsam Street
Lakewood, CO 80226

Thank you ministers, ministries, study groups, and lay persons for your contributions to the Association of Unity Churches. The love and faith you incorporate into your gifts make them extra special. We see the door opening for limitless outpouring of the abundance of Spirit into your lives and into your ministries. On behalf of the Association of Unity Churches' staff and Board of Trustees, we are grateful.

ASSOCIATION OF UNITY CHURCHES
Statement of General Funds Operations
Eight Months Ended November 30, 1986

INCOME – OPERATIONS:

	<u>Month</u>	<u>Year to Date</u>
Love Offering	\$53,905.68	\$445,338.18
Other Income	<u>1,956.27</u>	<u>14,160.84</u>
	55,861.95	459,499.02
Less: Tithe Transfer	<u>5,513.02</u>	<u>44,310.13</u>
	50,348.93	415,188.89
Gross Profit Material	<u>1,813.08</u>	<u>24,062.95</u>
Total Income	<u>\$52,162.01</u>	<u>\$439,251.84</u>

EXPENSES – OPERATIONS:

Total Expenses	<u>\$57,157.81</u>	<u>\$498,122.60</u>
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INCOME OVER (UNDER) EXPENSES:	<u>\$ (4,995.80)</u>	<u>\$ (58,870.76)</u>
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Unity School Contribution to the Association of Unity Churches Through Services Provided
Month of November, 1986 – \$3,830.35
Year to Date – \$41,758.90

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

ISSUES IN MANAGEMENT

(Continued from page 4)

A FEW PRACTICAL SUGGESTIONS

Ministers and boards can cultivate better interpersonal relationships by following some of these easy suggestions. All it takes is a commitment to the idea and a little extra time.

1. **Planning Retreats.** One of the most effective techniques to bring people together is to "take them away." An overnight retreat away from the church, business, and family responsibilities sets a different frame around this particular board meeting. The combination of getting to know one another and a planning meeting is generally successful.

Eating together, sharing personal experiences, laughter and times of prayer open up new insights, understanding and appreciation of each individual. Groups who have taken advantage of this opportunity usually come back closer to a more harmonious and goal-directed attitude.

The timing of this board retreat is important. Having it on a once-a-year basis, shortly after the annual election of the new board is an ideal time. The dates of the retreat should be published in the church calendar well in advance. Of critical importance to the success of the event is the attendance and participation by EVERY board member, new and old.

2. **Support the Team Members.** People join boards to satisfy different needs. Some of the needs involve *growth-facilitation* such as something to offer or belief in the cause. Other needs are more *static* such as being asked by a peer or for recognition, prestige, or status. It is not necessary to make judgments on the reasons why individuals join boards. We simply recognize that different needs are there and a willingness to participate is based on the satisfaction of such needs.

Good team players realize that each member comes from different backgrounds, viewpoints, and needs. There will be times in any organization where people will disagree on issues and policies. The ability to negotiate these differences, face-to-face, with courtesy and respect is important. Board members can do great damage to a ministry when they break the CONFIDENTIALITY of the board meetings. Equally damaging is the minister who attempts to settle board disagreements from the pulpit.

Loyalty in supporting the members of the team during the board meetings, as well as when apart, can help strengthen the board.

3. **Time Together.** Scheduling time together, either one-on-one or with a few people, is an effective technique. This time is usually planned in-between official meetings. It can be with spouses in a social setting in the home of the minister or a board member. The major key to success for social gatherings is to plan them well in advance so as many people can attend as possible.

Breakfast or luncheon meetings with board members are frequently arranged to do some planning or work through board matters such as making arrangements for the annual meeting. The setting is less formal and there is a natural time limit imposed if people meet before or during the workday.

4. **Appreciation.** People like and need to be appreciated for their efforts and hard work. Written notes and telephone calls are two ways of saying, "I appreciate you and the contribution you have made to the board." A face-to-face "thank you" is another great source of encouragement. This applies to the minister, the board members, and the congregation. Positive regard and reinforcement usually increases more positive, productive involvement.

We invite you to join us in putting
GOD FIRST
in all things and in using this prayer for the month of

APRIL 1987

The resurrected Christ Spirit
within is my source of divine
ideas; my life is prospered.

Unity School Prayer Group



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

Recently I visited Ruth Mosley, founder of the Urban Ministerial School (UMS) in Detroit. While there it was my good fortune to spend time with some members of the faculty and the students. It was another rich experience and included a trip to Windsor, Canada, with UMS Dean James Green.

On my desk is a sign which I found in Windsor. It reads:

*I know that you believe
That you understand what you think I said,
But, I am not sure you realize
That what you heard
is not what I meant.*

This little gem set my mind to thinking about words and how we use and misuse them.

Have you ever had a conversation, only to walk away wondering what had really been said? And heard?

Words are, after all, tools that enable us to talk about what we think, see, feel, and experience. In recognition of this, one of my professor's favorite admonition was, "Mr. Robinson define your terms, define your terms, always define your terms."

Every academic discipline communicates with its own vocabulary, its agreed-upon symbols. We assume when we send these symbols that they are clearly received and understood as we understand them.

But is my mental picture of "a boat" your mental picture of "a boat"? Can we be sure? My boat is a blue canoe. Is yours?

Those of us who try to communicate about spiritual experiences face even more serious problems, often attempting to describe the indescribable.

This is further complicated if we assume that we share a common definition of terms. If I were to list a Unity vocabulary and ask a group of fifteen to define each word, how much agreement would there be? Further, if I were to ask the same fifteen to re-state those words/symbols in their own words how much agreement would be shared?

I challenge those of you who teach to conduct these experiments yourselves and to share the results, if you are so inclined.

Here is a list to start. Add your own.

ABSOLUTE	AFFIRMATION	DENIAL
BEING	CONSCIOUSNESS	SPIRIT
THE CHRIST	DIVINE ORDER	DIVINE MIND
FAITH	METAPHYSICAL	TRUTH
HEALING	PRINCIPLE	SOUL
GOD		

The point is this: if we hope to connect our minds through symbols, we had better be sure that our definitions are clear. Throwing words like darts may be fun if you are just into throwing darts.

Keep up the good work. Love and Light!

LIGHT ON THE PATH Trish Robinson



STRENGTH FOR LENT.

The Lord is the strength of my life. —Ps. 27:1

As we enter into this Lenten Season, I invite you to join me in making a commitment to yourself to "REFUSE TO SETTLE FOR SECOND TO YOUR HIGHEST SELF." Join me in making a commitment to begin right NOW (if you have not already) to prepare for a more meaningful Easter experience than you have ever had before. There are many tools to help you to stay "on course." Some that I would suggest are: the Unity booklet "Spiritual Preparation for Easter"; Charles Fillmore's book, Keep a True Lent; and Ernest Wilson's book, The Week That Changed The World. If you have none of these and have Daily Word, work with it. Make a commitment to not just read Daily Word through this Lenten Season, but take every message, every day, deep within you to LIVE it. Commit yourself to reading the gospel of John every day for the

(Continued on page 15)



PREPARATION OF THE TEACHER

Lisa Wissman

Youth Education Coordinator

In past issues of CONTACT, we have considered the importance of preparation of the environment on spiritual, emotional, and physical levels. We recognize the environment as a part of the total learning experience. The same care, love, and energy which is put into the environmental preparation, should also be put into the preparation of the teacher.

All too often teachers hastily rush (or are rushed) into a classroom or teaching situation without adequate time taken for preparation. Preparation does not begin an hour or two before the class; it is a constantly evolving process facilitated by the Youth Education Director and nurtured by the teacher. A successful teaching experience is not something that happens by chance. A teacher that is well trained, nurtured, and given the freedom to express the Infinite Christ potential responds with secure, loving, creative interaction with both students and other teachers.

TRAINING +	secure, loving,	} with students & other teachers
NURTURING +	= creative	
FREEDOM TO EXPRESS	interaction	

The Youth Education Director is responsible for the provision of the above which may be accomplished in the following ways:

1. Provide on-site teacher training for new teachers with teaching background.
2. Provide training regarding department policies, location of supplies, Y.E.D. expectations and funding to attend regional youth education workshops.
3. Hold monthly support meetings.
4. Provide opportunities for conversation, consultation, etc.
5. Develop a volunteer recognition program to ensure that all teachers receive acknowledgement for the time and energy given to the program.
6. Provide a library of resources which will aid the teachers in their lesson preparation. If space does not allow for an actual library, offer a written resource list for their use.
7. Provide opportunities for regular communication of program activities through a monthly newsletter or column in the church newsletter.
8. Encourage teachers to share their ideas, opinions, concerns, challenges, etc., encountered as they volunteer.
9. Provide cassette tapes of worship services missed when teaching.
10. Offer a discount in the church bookstore as a thank-you.

LIGHT ON THE PATH

(Continued from page 13)

forty days of Lent. A marvelous change in you and your life will come about. Whatever you choose for your tool to help you prepare for a special Easter experience, let your God-given attribute of strength help you to keep your commitment. Strength in the physical is action. Strength in the spiritual is stillness. It is quiet courage, confidence, the ability to stand firm in faith, in God, regardless of appearances. The realization of this power-packed INNER STRENGTH comes from balance between thinking and feeling. Strength will also HELP you to ACHIEVE BALANCE BETWEEN THINKING AND FEELING, which will most definitely change you and your life in the most fantastic ways. Take a 30-second pause often throughout the day to FEEL divine strength surging through you, bring into your consciousness a sense of oneness with God; a sense of well-being that is confidence, tolerance, patience, and balance. A half

minute ten times a day is only five minutes!

Affirmation:

*Divine strength surges through me now
as energy, encouragement, patience, and balance.*

This is my favorite time of the year, because ever since I started using Lent to discipline myself to increase my awareness of God's presence, God's love and God's wisdom, I have had a more beautiful and meaningful Easter experience than the previous year. It is my pleasure to share with you that this year I am making a commitment to myself to carry throughout the year the discipline needed to have constantly increasing awareness of my REAL purpose! In my prayers I will be joyously thanking God that we are all sharing in preparing for the most beautiful experience we have ever had. An experience of enlightenment, joy, and increased understanding. Love and best blessings.

NOW AVAILABLE FROM THE ASSOCIATION OF UNITY CHURCHES®

WHAT IS A TEACHABLE MOMENT?

When the whole person is vibrant with the desire to learn; when the heart and mind freely allow curiosity to soar beyond time and apparent limitation, this is a teachable moment.

This curriculum, suitable for children, teens, and adults, produces more teachable moments. This is partly achieved by developing awareness and skills in the areas of listening, feeling, mutual support, and constructive communication. Although the lessons do not speak directly of Unity principles, they are easily applied throughout.

Materials

Teacher's Manual—Contains 160 pages with illustrative photographs and cartoons.

- * Ten Lessons--102 pages of easy-to-use lessons.
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- * Ten Experience/Application Papers.
- * Summaries of key tools, 140 Heart Talk topics, take-home information masters, and very informative questions and answers.

Red Velvet Heart, which is used to focus learning on the only person speaking--the one holding the heart.

Original Heart Talk Book--Written for couples and families in 1979, it stimulated the initial ideas for this curriculum, and describes how to have the 7-step Heart Talk.

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Joyce Culey

Uniteen/YOU/YAU Coordinator

UNITEEN YOUTH MINISTRY

Uniteen Youth Ministry (junior high) is a fairly new idea in Unity youth education. In the past, our programs were divided into two areas—youth education (nursery through junior high) and YOU (senior high). Based on feedback from those working with Uniteens in field ministries, it became obvious that this age group has specific needs not being addressed.

My greatest frustration in working with Uniteens has been limited resources. The lesson plans I have worked with do not address my class' age group or needs.

A Uniteen Teacher

The first step to take in providing ministry services for Uniteens is becoming aware of the characteristics of this age group. Uniteens are generally between the ages of eleven and fourteen (many churches include sixth graders). They tend to be shy at first, but once they get to know you they can be a lively, fun-loving, and sincere (although sometimes unpredictable) group of young people. They are busy questioning the inconsistencies of life, trying to make sense out of a world that doesn't always make sense. At no other time in a person's life are so many options considered, changes made, and lives formed. Uniteens are dealing with four main distractions--sudden physical growth, rapid sexual development, a surge toward independence, and readjustments in relationships with parents, peers and authority figures.

An awareness of the physical, mental, emotional, social and spiritual needs of the Uniteen offers the teacher insight, knowledge, support and new tools to work with. This information and much more is now available from the Association of Unity Churches in

the **UNITEEN LEADER'S RESOURCE MANUAL**. This manual, designed specifically for the Uniteen teacher/leader, offers a variety of information, including:

- * characteristics of the Uniteen
- * needs of the Uniteen
- * the tools of teaching
- * discipline
- * social events

To place your order for this exciting new resource, contact the AUC Order Desk or fill out the enclosed order form on page 19.

Future issues of **CONTACT** will continue to provide information of value for the Unity teacher/minister/youth education director in charge of a Uniteen group.

YOUTH OF UNITY MINISTRY

YOU rallies are looked forward to with great anticipation. The opportunity to get together with friends for a weekend of laughter, games, singing and dancing is exciting and "heady stuff."

There is much more to a rally than just fun. Not only is this a time for celebration, but a time for spiritual communion. From the very first planning step, a spiritual foundation is being formed. Each region (coordinator and officers) seeks guidance through prayer in choosing a theme and activities which will promote a spiritual understanding of the indwelling Christ. Rally, with its balance of spiritual and social activities, becomes a time of sharing with others of like mind.

But there is much more to a rally than just celebration and communion. This is a time for living Truth principles, and a time for the development of a team consciousness. The entire team, working together and doing their part, sparks a sense of ownership for the rally. With this, however, comes responsibility. Every person involved is responsible in some capacity for the success of the overall rally experience. The regional coordinator and officers are not only responsible for planning and implementing the rally, but publicity and registration. The minister is responsible for signing medical release and registration forms, and helping prepare the chapter for the experience. The sponsor is responsible for paperwork, transportation details and promoting the spiritual foundation for the rally. The YOU'er is responsible for getting the forms back on time, and to be aware of and committed to rally agreements.

Yes, YOU rallies are looked forward to with great

Continued. . .

anticipation. And in most cases, the anticipation is rewarded by uplifting, fun and inspiring activities. Unfortunately, there are rallies where the anticipation is not rewarded. For whatever reason, there are times when YOU'ers, sponsors, ministers, regional officers and coordinators are disappointed, perhaps even angry, after a rally experience. It does not have to be this way; the key to success is everyone working together and doing their part. In order for this to happen, it is vital that everyone involved know exactly what their part is--how and what to do. That is up to you. What is your involvement with the YOU chapter? What responsibility belongs to you when participating in a rally experience?

The following information is offered to help prepare YOU'ers and adults for rallies. With the upcoming schedule of official regional rallies in mind, won't you join us in committing to successful experiences for everyone? If you are in need of additional information or assistance, please contact your Regional YOU Coordinator (see next page for dates, names and addresses) or the Association of Unity Churches.

SUCCESSFUL YOUTH RALLIES FOR Y.O.U.

Bonnie Lee Barron

YOU Coordinator • Southeast Region

As a sponsor, you will be asked to:

1. Prepare your group prior to rally.
 - A. Obtain signed and notarized medical releases and group agreements (may be obtained from your coordinator) for all new YOU'ers eligible to attend (must be 14-18 yrs. old and a chapter member in good standing). Keep one copy for your files (to be carried enroute) and mail one copy to the coordinator for the permanent regional files.
 - B. Spend time with the group before the rally discussing the retreat theme, group agreements, and what individuals would like to give to and receive from this weekend experience. A description of the weekend might alleviate any anxieties newcomers might be experiencing.
 - C. Encourage your group to get to know as many other people as possible and to give guest speakers their full love, attention and support.
 - D. Hold a prayer time for surrounding the regional officers, committees, special guests and all rally participants with the Christ light and affirming the perfect unity, harmony, and order for the weekend.
 - E. Educate all chaperoning persons to requirements for adult participation and responsibility.
 - F. Make or mail a copy of the rally flyer including location, phone number, and departure and arrival times for parents and your ministry.
- G. Mail your registration form, medical releases, FULL names of those attending, and registration fees to your regional coordinator prior to the deadline date.

Sponsors and other adults at rallies will be asked to:

1. Meet and welcome other new sponsors and get to know names of as many YOU'ers as possible.
2. Remain on grounds throughout weekend.
3. Lock automobiles securely.
4. Contribute to the "oneness" by reading over and keeping all group agreements to which the youths have agreed (participating and attending all activities, lights out, smoking areas, etc.)
5. Be aware of special needs (on-the-spot discipline with a loving, encouraging and firm approach), emotional support and physical assistance (setting up, etc.)
6. Report major disciplinary action to coordinator.

If you are asked to be a cabin sponsor, it will include:

1. Notifying head sponsors (by posting a slip on your door) of anyone on your cabin list who is not present after lights out. Head sponsors will collect these notes and handle the situation.*
2. Cabins cleaned out and swept prior to Sunday breakfast. . .no smoking in cabins.
3. Special awareness. . .nurturing and support.
4. Lights out. . .sharing and meditation time.
5. Special health or medication requirements for cabin occupants.

* Southeast Region

RALLY PREPARATION

Jackie Green

YOU Coordinator • Western Region

The feeling of celebration at rally, like the feeling of celebration at Christmas, depends much on preparation. Avoid last minute rush! Give the gift of communicating expectations early!

Seven weeks prior to rally:

- * contact your regional coordinator for information if you have not yet received a rally packet.
- * hold the rally theme in your prayer/meditation time to prepare yourself for presenting the theme to your group.

Continued. . .

- * talk with officers about the money available in the chapter treasury for rally use.

Six weeks prior:

- * present the rally theme to the group as a lesson.
- * give out medical forms and information flyers to take home.
- * send applications of candidates for Regional Office to Regional Coordinator (official regional rally).

Five weeks prior:

- * have previous rally attenders share the highlight of their experience.
- * ask for a show of hands of who plan to attend.
- * remind YOU'ers that medical release forms and registration fees are due in two weeks.
- * go over the rally agreements and commitment to them.

Four weeks prior:

- * make final decisions with the officers--will the chapter pay any of the registration fee? ...offer scholarships? ...how many? ...pay for transportation?
- * send any agenda items for the regional business meeting to the regional representative (official regional rally).

Three weeks prior:

- * send the medical release forms and registration fees to the regional coordinator.
- * decide how many cars are needed to transport the YOU'ers.
- * have YOU'ers ask their parents if there is a need for drivers.

Two weeks prior:

- * add late fee for any registrations sent now.
- * announce need for drivers to congregation, if still needed.
- * send written details of departure plans home with YOU'ers going to rally.

One week prior:

- * have lesson on the purpose of rally...a spiritual experience...a prayer activity...a bonding of your group...an expanding of your awareness and your friendships...a time that has made more communication between the group and adults (minister, staff, board, congregation, parents).

- * focus on how to get the most out of rally.
- * go over the rally agreements and commitment to them, AGAIN!

UPCOMING OFFICIAL* Y.O.U. REGIONAL RALLIES

Eastern: May 1-3

Gailen Twentyman
PO Box 53
Roanoke, VA 24002
(703) 344-6704

Great Lakes: June 18-21

Barry & Susan Roberts
2227 Fitchburg Rd.
Oregon, WI 53575
(608) 845-9242

Midwest: June 11-14

Carol Gardner
9915 Flora
Kansas City, MO 64131
(816) 942-9033

Southeast: April 10-12

Bonnie Lee Barron
106 Gulf Blvd., #205
Indian Rock Bch, FL 33535
(813) 593-0781

Southwest: May 28-31

Dave Birge
4975 Del Monte Ave., #206
San Diego, CA 92017
(619) 244-4500

South Central: June 4-7

Rick Rogers
c/o M.E.P.
Unity Village, MO 64065
(816) 525-0881

Western: April 10-12

Jackie Green
E. 11115 - 29
Spokane, WA 99206
(509) 928-0896

West Central: April 16-19

Marcy Howk
5205 Tucson Cir.
Fair Oaks, CA 92107
(916) 966-7283

YOUNG ADULT MINISTRY

The following information is offered for YAU groups use during class or discussion. Facilitators are encouraged to establish an atmosphere of sharing in addition to providing Truth lessons.

1. When preparing the lesson plan, choose one concept to teach. Even if the class is discussing a particular book, discuss only one concept per class. For example, if using THE TWELVE POWERS OF MAN by Charles Fillmore, do not attempt to discuss more than one power in each class.
2. Introduce the lesson concept at the beginning of the class. Before proceeding ask the students' understanding of the concept. This is not done to find out if their knowledge is right or wrong, rather to discover where they are with this idea in their life. List

(Continued on page 20)

New From The ASSOCIATION OF UNITY CHURCHES®

YOUTH EDUCATION DIRECTOR'S HANDBOOK

The newly revised Youth Education Director's Handbook has been published and is now available through the Association of Unity Churches. This comprehensive manual is filled with exciting ideas. It breaks down the sometimes overwhelming job of Youth Education Director into bite-size pieces, making it all very easy to swallow!

- * Functions of a Youth Education Director
- * Preparation of the Environment/Teachers/Students/Materials
- * Program Development
- * Volunteer Coordination
- * The Mechanics of Teaching
- * Media as a Teaching Tool
- * Preparing Presentations

UNITEEN LEADERS' RESOURCE MANUAL

This resource manual is designed to offer the Uniteen teacher/leader with insight and knowledge regarding:

- * Characteristics of the Uniteen
- * Needs of the Uniteen
- * Discipline
- * Teaching tools
- * Social events

It is also designed to assist and encourage the teacher/leader through the challenging, awkward times which sometimes arise when working with junior high students.

WHETHER YOU ARE A VETERAN OR A NEW-COMER, THIS MANUAL IS WRITTEN JUST FOR YOU!

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Please send _____ copies of the YOUTH EDUCATION DIRECTOR'S HANDBOOK (inventory # 1351)

YOUNG ADULT MINISTRY

(Continued from page 18)

the students' answers on a bulletin board, poster, newsprint, etc. Use these answers as a springboard for presenting the lesson.

3. Bring the group's attention back to the lesson concept. Present the concept in clear, concise language. Use analogies and object lessons* to bring the abstract idea into the concrete, thus allowing it to become relevant.
4. Encourage discussion. Compare the ideas shared initially and the lesson ideas presented. Are there correlations, contradictions? What ways can the students use these ideas in their daily lives?
5. Provide appropriate experiential activities to support the lesson concept. Be creative and include such activities as sufi dancing, creative expression, group

exercises, role playing, mime, drama, etc.

6. Discuss activities, students' feelings and reactions regarding the lesson's concept. Close class with prayer, recognizing the indwelling Christ Spirit at work in each individual's life.

The journey of exploring and living Truth principles depends wholly upon each individual's life experiences and perceptions. We cannot insist upon the use of a particular principle or method of application in a student's life. As teachers/facilitators, we plant seeds of Truth. We can provide nurturing and support as these seeds sprout. It is not, however, our responsibility to dig them up to check for growth and progress.

*CLIMBING THE RAINBOW (AUC Inventory Number 1347, \$6.00) offers a variety of object lessons, applicable for all age groups.

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PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®

April 1987

UNITY
HERITAGE ROOM

THE PRESIDENT'S LETTER



Larry Swartz

Unity of Tucson--Tucson, Arizona

NOTE: The Executive Committee of the Association decided on January 26, 1987, approved by the Board of Trustees January 28, 1987, that the title of the Director of Ministry Services was to be changed to Executive Director.

Please share this change with your ministry's co-workers as necessary and make changes in printed material accordingly.

*Larry Swartz
Executive Committee Chairman*

On February 27 we had the pleasure in joining (either in body or in Spirit) with Unity School of Christianity for the groundbreaking ceremonies for the new Silent Unity building. What a pleasure it is to see our sister organization succeed in such a beautiful endeavor. We collectively wish them the perfect fulfillment in their step of greater service to people everywhere.

Like many Unity ministers, I was ordained by Unity School of Christianity before the Association of Unity Churches was organized. Our ties are strong and beautiful. In fact, the Association Board of Trustees and I see this bond becoming stronger in our cooperative understanding of the common purpose of our two organizations and in ways we can support each other. The Board of Trustees has worked and talked with so many people from Unity School--including Charles and Connie Fillmore, the members of the joint

Association/Unity School Task Force--and from everyone we feel caring love, a spirit ever-asking, "How can we be of greater service?"

Yes, we are two organizations, each with our own areas of responsibility. However, we interface on many levels from the formal ones of the Ministerial Education Council, Admissions, Licensing, International Ministries Liaison, Association Urban Curriculum and the Association/Unity School Task Force Committees to the simple ones of talk and fellowship.

Unity School is growing and we are growing. Do you realize that by the year 2000 we will need double the space of our present offices and over three times the space for our shipping department? As in our individual ministries, this kind of "problem" is certainly better than one that makes us cut back services. It is a good problem to have and one our Board of Trustees and Executive Director and the folks at Unity School are aware of. Together we are exploring ways this can be realized. The exciting thing will be to see it happen in peaceful ways.

I just returned from my region's meeting. It was held at a retreat center near Long Beach. The immediate neighborhood was truly in keeping with the Unity consciousness of abundance. The homes were large, the horses magnificent and the Jaguar automobile prolific. My kind of people! It has long been my personal feeling that these yearly regional times of business and sharing should be somewhere that reflects the prosperity that our basic Unity message teaches. It is fun to gather at places such as these and enjoy our fellow ministers and teachers.

With the passing of Carol Ruth Knox, the scheduled presenter at our post graduate time, some things happened that allowed the flow of spirit to express itself beautifully. Bill Cameron, with support from Ruth Townsend (LT from Carlsbad), presented a 3-hour seminar on the Bible and some of the little-understood symbology of events and numbers that influence our lives today. Later, Edd Dawson, who organized the regional meeting, Jim Peterson and Mario de Ferrari, presented the material that Carol would have given. They each had been exposed to the program of lay leadership Carol taught and were using some measure of it in their min-

istries. Many felt Carol's presence as the three expressed her ideas and spoke so thankfully of the ideas she launched.

I look forward to the next five months of my office. Each month I have at least one trip to a region, a dedication, or a meeting. I feel thankful to many people who allow me to serve as the level asked by the presidency. I am thankful to Glenn and Joann and the staff in our offices at Unity Village who provide such support and love and many times have either removed my foot from my mouth or have run interference so that it never reached its destination. I am so thankful to my understanding Board of Directors here at Unity of Tucson when I share with them that I will be away for another few days, although it means added responsibility for them. Of course, I am continually astounded by Mary Ellen's positive attitude to my duties. Each departure from this ministry puts the workload of two upon her--both at church and at home (where three godlings have taxi schedules incomprehensible except to another parent with 3 children. God bless those with more!)

I am truly thankful for each person who shares with me the adventure of Unity in our Association. I see more realization of maturity in our regional and national functions and goals.

Volume 20, Issue 4

CONTACT STAFF

Editor-in-Chief Glenn Mosley
Managing Editor Cheryl Vestal
Graphics & Layout Cheryl Vestal
Circulation Glenn Mosley, Jr.

EDITORIAL PURPOSE

The Editorial Purpose of CONTACT is the purpose of the Association. The Association of Unity Churches is dedicated to supporting and strengthening its member ministries by providing human resources, administrative and education programs.

Cover: First Unity Church
St. Petersburg, FL
Minister: Leslie D. Saunders



Glenn R. Mosley
Executive Director

IN MEMORIAM

Dr. Carol Ruth Knox

12/16/38—2/2/87

Twelve-year-old Melisa, President of Uniteens at Unity of Walnut Creek, had cried for hours Sunday, February 1, 1987, after learning that her beloved minister, Dr. Carol Ruth Knox had been slain in her own home early that morning. Suddenly Melisa imaged Carol confronting God for the first time and she said, "Don't anybody bother God for the next few days; He has His hands full with Carol."

The mixture of tears and laughter throughout the week that followed and during the memorial service on Saturday, February 7, marked efforts of friends, family, staff, and congregants to begin healing from a deep feeling of pain and loss. There will be much laughter and many tears for a long time to come.

Carol Knox was from Boston, Massachusetts, and began her career as a concert pianist and music teacher in Connecticut; she was graduated from Unity Ministerial School and ordained

in August, 1970. Carol went directly to Walnut Creek to an average Sunday attendance of 18. In "season," that attendance is now more than 400; out of "season" attendance is slightly less.

One Oakland Tribune reporter quoted telephone interviews with two of Carol's classmates, Scott Sherman and Maya Brandenberger. Scott shared, "She was always questioning, questioning, questioning in ministerial school, even the instructors. Because she was such an iconoclast all the way through school people didn't know how to take her. She loved it."

Maya described response to Carol's forthrightness, "People liked her authenticity. What she gave came out of her own sweat and tears... With mind and heart and soul and body she threw herself into her work."

Carol's indepth search and willingness to share the fruits of her search are epitomized in her poem, "Comes The Dawn" (reprinted from Walnut Creek Unity's July/August 1984 Centerpoint and the back page of the February 7th Memorial program):

*After a while you learn that subtle difference
Between holding a hand and chaining a soul.
And you learn that love doesn't mean learning
And company doesn't mean security
And you begin to learn that kisses aren't contracts
And presents aren't promises,
And you begin to accept your defeats
With your head up and your eyes open
With the grace of a woman/man—not the grief of a child.
And learn to build all your roads on today
Because tomorrow's ground—is too uncertain for plans;
And futures have a way of falling down in mid-flight.
After a while you learn that even sunshine
burns if you get too much.
So you plant your own garden and decorate
Your own soul, instead of waiting for someone
to bring you flowers.
And you learn that you really can endure. . .
That you really are strong
And you really do have worth.
And you learn. . .
With every goodbye—you learn
that there are new beginnings.*

Carol conducted her first doctoral dissertation workshop, "The Prayer of the Heart, A Method of Transformation" at Walnut Creek Unity in 1983. During the nearly four years since, she has traveled about one week in four putting on her workshop in both Unity and non-Unity settings.

Those closest to Carol at the Unity Center spoke during the Memorial service of her practicality, her warmth and her bossiness. Another noted that during the week of so many things to prepare for—meeting with police and press, setting up tents, food, closed-circuit television, writing letters, cleaning, painting, etc., in preparation for the 1200+ mourners (sanctuary seats 220), they decided to put Carol in charge of the weather. Her bossiness paid off again. The Bay area of Northern California had a record-setting 72 degrees for February 7. The day before and the day after were quite cool.

I have a feeling we can all go back to "bothering God" now; He's getting used to Carol Ruth Knox.





Barbara O'Hearne
Management Consultant

PLANNING – AN OVERVIEW

The early 1980's began a new era in the not-for-profit sector. Funding cuts, increased competition, growing emphasis on sound management resulted in increased interest in strategic planning. Many of the planning techniques have been successfully implemented in for-profit corporations for the past twenty years.

"Effective planning is a means of projecting experience into the future and increasing the effectiveness of a plan," according to Plunkett and Hale, authors of *The Proactive Manager*. Good planning results in proactive rather than reactive managers.

It is true that effective managers can become better skilled in "fire fighting," moving from one crisis to the next. They will have greater impact if they prevent the fire/crisis in the first place. Anticipation of problem areas based upon experience can focus attention on "How do I make it work?" The frame of reference becomes the future. Effective planning is a means of projecting experience into the future, thus increasing the effectiveness of the plan.

Definitions of Planning

Writers and experts in the field of planning use a variety of terms to describe the process of planning. It is to increase an organization's ability to be successful in the future. Some of the terms used include:

– **Applied Strategic Planning** is "the process by which the guiding members of an organization envision its future and develop the procedures and operations necessary to achieve that future. The applied strategic planning process helps the organization to create its future."

(Pfeiffer, Goodstein & Nolan)

– **Long-Range Planning** focuses on what an organization intends to look like in five to seven years.

– **Operational Planning or Short-Range Planning** involves the development of annual budgets, yearly goals and objectives and program plans. The period of time is shorter than in long-range planning.

– **Strategic Planning** is "the process of determining what an organization intends to be in the future and how it will get there."

(Barry)

Strategic Planning

Strategic planning can be described as charting a course for your organization based upon a vision for the future. As the leadership of the organization gains more information and experience they will adjust the course.

Strategic planning can be illustrated as "find a fit" among three sets of forces:

- The mission of the organization
- Opportunities and threats the organization faces
- Strengths and weaknesses of the organization

The mission is a clear statement of what business the organization is in—its basic purpose or reason for existence. In developing a mission statement, three questions need to be answered very clearly: 1) What function does this organization perform? 2) For whom? and, 3) How? Clarity about the organization's basic mission is critical to strategic planning. The leadership cannot chart a course for the future when they are not sure what they intend to accomplish.

The second major area force to assess is that of opportunities and threats

(present and future) from outside the organization. These include:

1. Customer/client needs. Identifying the needs of present and potential groups the organization may wish to serve in the next few years.
2. Competitors and allies. All non-profit organizations compete for something, be it funds or clients. Assessing your strength or vulnerability in relation to competitors is important.
3. Social, political, economic, and technological forces. This area covers a wide range of opportunities and threats. They include changing demographics, cultural trends, new legislation, economic trends, general technology and new developments in the organization's field.

The following diagram illustrates the fit among these forces.



It is recommended that there be sufficient overlap between the organization's mission, capabilities and the needs and opportunities. Most certainly without this overlap (fit) the organization is in trouble and may not survive.

In summary, effective strategic planning will help the leadership of an organization find the best fit for its mission, capabilities, and the environment in which it operates. A future article will address the issue of developing a strategic plan.

(See page 6 for References)

THE LEAVING FOLDER

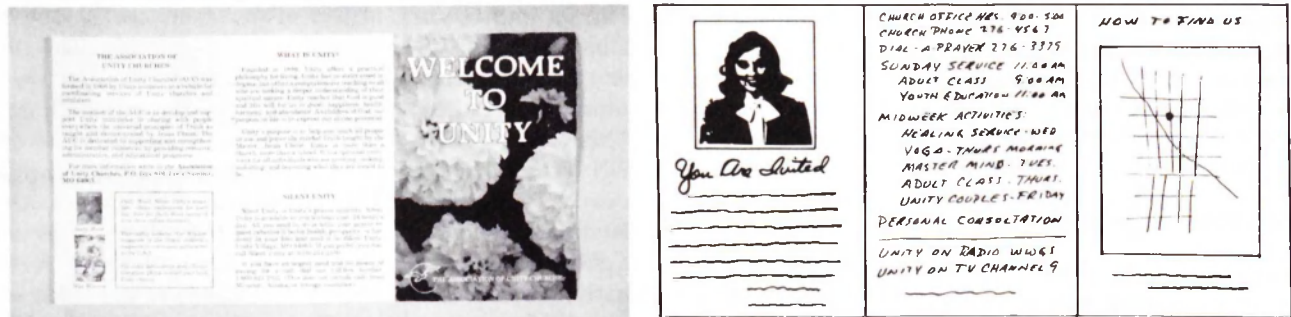
A NEW SEED FOR YOU TO SOW IN YOUR FIELD

by Ron Tyson, Expansion/Conference Coordinator

The LEAVING FOLDER is a brochure featuring a beautiful four-color picture of spring flowers with the title, "Welcome to Unity." On the outside the brochure includes articles about the Association of Unity Churches, Unity School of Christianity, Silent Unity, Daily Word, and Wee Wisdom magazine.

It is shipped to you flat and with the inside blank for you to personalize with your own creative story. Some suggestions for person lization are: a picture of the minister with an invitation to visit, the time of Sunday services, mid-week healing services, classes, workshops, activities, prayer groups, Master Mind groups, Yoga classes, youth education, YOU, YAU, special support groups, the church telephone number, Dial-A-Prayer number, church office hours, spiritual counseling, church address and a map giving the location of the church.

The new LEAVING FOLDER is Order No. 1992; it measures 11" X 5 3/4", ordered in sets of fifty (50); Price \$8.50.



Following are ways in which the leaving folders can be used:

- * Distributed by your local "Welcome Wagon" service.;
- * Included with Daily Word in special Unity free literature racks (see picture below).
- * Strategically placed in the community, by volunteers in some of the following locations:
 - Hospitals — Beauty Shops — Nursing Homes — Hotels/Motels — Doctors' Offices — Bus Stations — Restaurants
 - Businesses that are owned by church members — Place of business where church members work
- * Distributed with other Unity literature in DOOR KNOB HANGERS (see picture below) to neighborhoods, apartment complexes, etc.



The all-new LITERATURE RACK is made of white molded-plastic with neat clean lines. It has two compartments that can hold a good supply of Daily Word and Leaving Folders. A matching Association of Unity Churches logo is affixed with the caption: "Try Unity," Free — Take One. Size: 7" high X 4 1/2" wide X 3 5/8" deep.

Order No. 1991 Price \$5.65, includes decal No. 1990



The DOOR KNOB HANGER is designed to help Unity churches and study groups target areas of a neighborhood or community. Hangers are shipped flat, easy to assemble with crimped sides that can be folded and glued or taped.

The DOOR KNOB HANGER is made to hold a Daily Word and Leaving Folder. Assembled size 4" X 9 1/4"

Order No. 1989

Price \$.25 ea.

SPARKPLUGS

Talk Topics and Sermon Starters from Unity Cassettes

This month: A Path With a Heart by Sallye Taylor

In four powerful and insightful talks Sallye Taylor asks us to consider, "Where is God in our lives right now?"

The essence of her message here is, quite clearly, that our first and foremost objective as evolving spiritual beings is to become what God intended us to be--the Christ self.

Sallye Taylor is chairman of Biblical Studies and Skills at Unity School for Religious Studies. Truth students respond with enthusiasm to her ideas and presentations, and this two-cassette album offers you an opportunity to benefit from her knowledge and experience.

Listen to these cassettes for enjoyment, for enlightenment, for personal betterment, and for ideas to share with others. *A Path With a Heart* is directed to the expansion of individual awareness and finally to the fulfillment of divine potential. For the Truth minister and teacher, these discussions are valuable stimulators, and all who listen to these cassette tapes will be carried to new heights of awareness.

You will want to have this two-cassette album in your personal library and in your bookstore.

Place your order with the Sales Department of Unity School.

ISSUES IN MANAGEMENT

(Continued from page 4)

REFERENCES:

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J. William Pfeiffer, Leonard D. Goodstein and Timothy M. Nolan, *Applied Strategic Planning*; University Associates, San Diego, California, 1985.

Lorne C. Plunkett and Guy A Hale, *The Proactive Manager*; John Wiley & Sons, New York, 1982.



P.K.'s KORNER

Epecially for children of ministers

It's Easter already!!! I'm all decked out in my Easter fine fur. Oh, it's the same wonderfully soft, cuddly fur I wore for Christmas, New Year's, Valentine's Day and the rest of the year, but for Easter it feels special, almost new.

I love Easter! It's the time to get rid of the old and accept the new. Crucify the negative beliefs and give new life to positive thoughts and actions. Throw out those old negative thoughts and...GRAB ALL THE EASTER EGGS I CAN STUFF INTO MY BASKET! !

I love Easter egg hunts! My church has a R-E-A-L-L-Y BIG Easter egg hunt. Probably bigger than the one at your church. Course then, I've never been to your church nor have I ever been to another Easter egg hunt. So what do I know? Sometimes I think my church is the only one in the whole world, that my folks are the best ministers in the whole world (they are!), that I'm the only PK in the whole world, and that my problems are the most important problems in the whole world. Guess what?? They aren't!! Shocking isn't it??

I have problems just like you, but when I really take the time to LOOK at them--really think about them--they aren't really PROBLEMS. Most of them are pretty small things, like having honey stuck in my fur. Now I know not all of you are wearing fur like me; but believe me, honey isn't funny when my paws are covered with it. Then my ear begins to itch so I have to scratch my ear and guess what? Honey on my furry ear, then on my nose, then on my hind foot. Oh, I forgot, you don't have hind feet. Well, you get the idea don't you? You know, problems are kind of like that. First there's one, then another, then another. Springing up like mushrooms after a rain.

Next time you watch mushrooms popping up after a rain, pay attention to what happens when the sun comes out. The warm radiant sunshine surrounds them and before long the mushrooms dry up and wither away.

Anyway, there I am with a whole yard full of mushrooms (problems), mostly of my own making, and I relax and allow the SON--shine of my own being, the God Light, that wonderful God presence that surrounds me and fills me all the time, to shine on all those problems. Guess what happens? They dry up and wither away. POOF!

I don't need problems to get attention. Oh it works. I mean, it really works! I complain to my folks, to my youth education teacher, to the Y.O.U. sponsor, to the board president, and to my friends. This really gets me attention. They all feel sorry for me, "Oh poor P.K. has PROBLEMS." See? It works! But it's not GOOD attention. I'd rather get some GOOD attention. I'd rather have people/bears say, "Here comes P.K.! I always feel good when P.K.'s around! Always smiling, always a kind word; lucky P.K. never has any problems!" Well, that sure feels a lot better!

Oh wow! Gotta hurry. It's time to grab those Easter eggs--green ones, blue, pink, purple ones, jelly eggs!!! I can hardly wait...See you next time!!

P.S. I'm so excited! I've been traveling with my good friends Joyce Culey and Lisa Wissman! It's so G-R-R-EAT to see new places and meet so many of you at the seminars, workshops, rallies and retreats! I'm LOOKING forward to seeing you here at Unity Village in June when your minister parent/s attend the annual Association of Unity Churches Conference. I give great bear hugs! See you soon?

You can write to me: P.K.'s Korner, c/o Association of Unity Churches, PO Box 610, Lee's Summit, Missouri 64063.

PARTNERS IN MINISTRY
a network of spouses of ministers



By Karin Mosley & Weaver Hess

The usher paused at the doorway of the sanctuary, turned to the couple waiting to be seated and in her quiet, Sunday "in-church" voice asked, 'Clapping or non-clapping?'

I love that story. It's about life and choices. The decision is ours--will we celebrate and participate in life or merely sit or stand quietly on the sidelines while the world is carried along for us?

Choices. Each day is filled with them. "Should I brown bag my lunch today or have peanut butter pie at the Inn?" "Is it the yellow tie for me today or the business, navy stripe?" When you tumble (I usually do) from your bed after a wonderful night's rest and face yourself in the mirror, do you grunt, groan, moan and say "yuck! "? Or do you smile and say "Good Morning, Beautiful! "?

J.J. Cochran, multi-talented speaker, trainer and author, says you should smile and say "Hello, Beautiful! " and if you think that's silly, you are the person that needs to do this.

A Unity student and member of Unity Christ Church in Golden Valley, Minnesota, J.J. Cochran generates excitement in her audience; engages them and stimulates their own power, vitality, spirit and self-appreciation. People laugh, applaud and lighten-up. People leave

with concrete, useable ideas and tools, feeling confident of their possibilities and willing to risk and ready to celebrate life!

Does this sound like someone you would like to hear (participate with), in a workshop or seminar? **DO WE HAVE NEWS FOR YOU! !**

J.J. Cochran has agreed to do a one-day seminar especially for Partners in Ministry; on Monday June 14, during the Association of Unity Churches Conference. Underline that date on your calendar, it's the **FIRST DAY OF CONFERENCE**. Because the details are still being worked out as of this writing, more information will be coming your way from the Conference Planning Staff. There will be pre-registration required for this event. Make your plans now to attend. You thought last year's Partners in Ministry meeting was great? We've only just begun! Don't miss this one!

She has a double masters degree in counseling and personnel and a year of doctoral work in counseling psychology. She's worked in a corporation as a trainer, a therapist in private practice and mental health and the assistant director of a counseling center.

As an author J.J. has contributed to five books in the areas of motivation, business, wellness and stress. Currently she's working on two books, *Self-Image and Impact and Changes*.

This is just one of the treasures waiting for you at the Association of Unity Churches annual Conference, "Treasures Unlimited," to be held at Unity Village, Missouri, June 14-19, 1987.

We love you! We bless you! We behold the Christ Light shining through you! We invite you to celebrate life. The choice is yours!

CLAPPING OR NON-CLAPPING? ?

For more information or to send a written article to be used in this column or or for a shoulder to lean on, write to: **Partners in Ministry, c/o Association of Unity Churches, PO Box 610, Lee's Summit, Missouri 64063; or phone (816) 524-7414.**

NEW THOUGHT CHURCHES
UNITE IN WORLD PEACE EVENT

At 3:45 a.m. on December 31, 1986, 350 sleepy people, two Unity ministers and two Religious Science ministers met to "implement" Peace on Earth. The setting was the Plaza Camino Real Cinema in Carlsbad, California, where the Unity Center of Light (formerly Unity Church of Carlsbad) now holds its Sunday services.

Cathy Ellicott Carver, minister of Unity Center of Light, invited Pauline Beauregard, founding minister, and two ministers from Religious Science to participate in the World Peace Event in which fifty million people throughout the world gathered at noon, Greenwich Time (4:00 a.m. PST), to pray and affirm World Peace on the planet in our time.

Cathy commented, "This event was our first service in the new location. I felt that it would be a fabulous time to 'christen' the theater as vibrations of peace, love, and light permeated our whole planet.

"Reverend Nancy Anderson (minister of Religious Science International), San Diego County's Earth Ambassador for the 'First Earth Run,' brought the flame, kindled from the torch that had been carried in 46 countries to the Plaza Cinema to dedicate Unity Center of Light and celebrate the end of the International Year of World Peace."

Cathy added, "I discovered that other New Thought ministers were delighted to participate in this joint effort, and as a result of the success of this venture, we have agreed to plan future events as a group. The World Peace Event was a tremendous consciousness raising experience. Had the Unity Center of Light had more than six weeks to prepare for the program, we would have invited ministers, priests, rabbis, representatives of other religions also."

We invite you to join us in putting

GOD FIRST

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

MAY 1987

The prospering light of God fills
me with fresh ideas, creative
energy, and abundance.

Unity School Prayer Group

COMPUTER INFORMATION SURVEY

To help serve our member ministries more effectively in computer applications, your Association asks that you complete and return this information survey. Our first priority is to determine what computer systems are now being used in field ministries, and how those systems are being used. Your sharing of your experiences and requirements will prevent unnecessary duplication of efforts and help us move toward some degree of standardization, for those who desire it, in data processing procedures.

Please circle the appropriate response, or fill in where asked:

1. Does your church now own a computer system? (yes / no)

2. If you answered "yes" to question $\frac{1}{2}$ 1, please indicate the make and model of the computer system and the type of operating system (CPM, MS-DOS, AppleDOS, etc.)

Make and Model: _____

Operating System: _____

3. If you answered "no" to question #1, please indicate your degree of interest in acquiring such a system.

None Slight Moderate Strong

4. If you are planning to purchase a computer system, please indicate the approximate amount of money you are planning to allocate for the purchase.

Under \$1000 \$1000-2000 \$2000-3000 \$3000-4000 Above \$4000

5. Please indicate in order of priority ("1" is highest) the type of applications for which you use, or would like to use a computer system.

_____ Mailing List _____ Accounting _____ Word Processing

_____ Maintaining Offering Records for Church Members

_____ Bookstore or Other Inventory Control _____ Purchasing

_____ Other (please specify) _____

6. If you now own a computer system, please list the software products (computer programs) you now use. _____

7. Have any of the products you listed above been customized for use in your church? (yes / no)

Would you or your supplier be willing to make the customized application available to other churches? (yes / no)

May we contact you or your supplier to discuss details of your customized application? (yes / no)

8. Please indicate your degree of interest in having AUC develop customized computer application for sale to member churches.

None Slight Moderate Strong

9. Please indicate your degree of interest in the possibility of accessing AUC's accounting and data system by telephone for maintaining your church's financial and membership records.

None Slight Moderate Strong

10. Please indicate your degree of interest in the possibility of accessing an information exchange and retrieval system by telephone. Such a system would include but not be limited to an idea forum, question and answer system for use between churches and between the AUC office and churches, an electronic mail or message exchange system, and possibly direct ordering of AUC material.

None Slight Moderate Strong

11. Please indicate your degree of interest in attending a beginner's level computer workshop at the June, 1987 AUC Conference.

None Slight Moderate Strong

(OPTIONAL)

Name of Ministry: _____

Telephone: _____

Person to contact: _____

The committee's work will be greatly assisted if you complete and return this form immediately to the COMPUTER INFORMATION SURVEY at the Association Office. We appreciate your cooperation and we bless you!

FINANCIAL STATEMENT

Thank you ministers, ministries, study groups, and lay persons for your contributions to the Association of Unity Churches. The love and faith you incorporate into your gifts make them extra special. We see the door opening for limitless outpouring of the abundance of Spirit into your lives and into your ministries. On behalf of the Association of Unity Churches' staff and Board of Trustees, we are grateful.

ASSOCIATION OF UNITY CHURCHES Statement of General Funds Operations Nine Months Ended December 31, 1986

INCOME — OPERATIONS	Month	Year to Date
Love Offering	\$60,233.16	\$505,571.34
Other Income	1,131.49	15,292.33
	<u>61,364.65</u>	<u>520,863.67</u>
Less: Tithe Transfer	6,087.83	50,397.96
	<u>55,276.82</u>	<u>470,465.71</u>
Gross Profit Material	17,781.36	41,824.31
Total Income	<u>\$73,038.18</u>	<u>\$512,290.02</u>
EXPENSES — OPERATIONS		
Total Expenses	\$62,043.70	\$560,166.30
INCOME OVER (UNDER) EXPENSES	<u>\$10,994.48</u>	<u>\$ (47,876.28)</u>

Unity School Contribution to the Association of Unity Churches Through Services Provided

December, 1986 — \$ 7,704.76

Year to Date — \$49,463.66

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

AUC MEDICAL CENSUS FORM

The following census form will assist us in getting information for our new insurance carrier, Traveler's Insurance Company. Whether you want the coverage or not, we ask that you complete this form. It will help those who do want coverage.

Name _____ Street Address _____

City _____ State _____ Zip _____

Birthday _____ ☐ Male ☐ Female ☐ Family ☐ Individual Spouse's Birthday _____

The following questions are optional, but will be very helpful in assisting AUC to find a program to benefit everyone.

Do you currently have insurance? _____ Carrier _____ Rate _____

Brief description of coverage (deductible, out of pocket maximum, etc.)

Are you enrolled in an HMO? _____ Current salary _____

Does your church pay for any portion of your premium? _____ If so, how much? _____



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

On a recent trip to Florida I made a special point of visiting Paul and Margie Funk, director and co-director of Unity-In-The-Pines, a retreat center. I was certainly not disappointed.

Unity-In-The-Pines, Brooksville, Florida, is a unique place of ministry, "situated on a 12-acre wooded site, in a secluded, rustic country atmosphere amid rolling hills, orange groves, and lakes." That's how Paul describes it.

A gentle drizzle greeted me the day I visited but it did not damper my enthusiasm for the large rustic lodge-type meditation hall with high open-beam ceilings and a massive fire place. I liked the attractive metaphysical bookstore, the guest house and dormitory buildings which sleep 40 persons, the large olympic swimming pool, outdoor worship and picnic sites, and the beautiful nature trail which crossed bridges over a winding stream and led to a meditation grove.

I am a whole being now: spirit, mind and body.

So reads the retreat center affirmation. Faith, fun and fitness all contribute to this end.

Paul, the minister and director, and Margie, the artist and co-director, make an unforgettable team in this specialized ministry. Both are models of commitment to renewal through rest, relaxation, meditation, study and play.

I guess I didn't know how tired I was, or how very much I needed to heed my own advice and take some time to re-connect with myself and with the ground of my being.

Blessings to Paul and Margie; and to you, dear friends, through whom and in whom the light of Christ shines.

LIGHT ON THE PATH by Trish Robinson



*The man who has no inner life
is the slave of his surroundings.*

— Henri Frederic Amiel

Isn't it interesting how we know if we want to learn a foreign language or play a musical instrument, learn to type, make the most use of a computer or create a new hobby, it takes **EFFORT, TIME, and PRACTICE!** Even to become more proficient at something takes effort, time, and practice.

Developing a new habit takes the same three things. Changing our attitudes, learning to dialogue with the Lord of our being, communicating with our body takes effort, time, and practice.

Ever notice how much we take for granted that it takes effort, time, and practice for all things in the outer--and how impatient we become when it's an inner thing? We give up so quickly and easily because we don't have results "yesterday."

I feel so privileged that I can share my "reminders to me" with you. Thank you.

Today's Trishism:

*God's never in a hurry — God is never late
Of course, I remind me — God don't procrastinate!*

REMEMBERING WHAT IT'S LIKE

By Lisa Wissman
Youth Education Coordinator

I was recently told a story about a young couple who had a five-year-old boy. They were also the proud parents of a newborn child. In response to this latest addition of the family came a certain amount of jealousy and what appeared to be hostility from the young boy. In an effort to deter any confrontations which might occur, the parents made certain not to leave the two together at any time without supervision. One day, after the parents were becoming more relaxed with their new situation, they noticed their son was nowhere to be found. In a panic, the two rushed to the nursery where the baby was laying in the crib. There, the young boy was standing over the newborn talking to him in a quiet voice. As the parents stood just outside the nursery door, they overheard their son's words. "Help me remember what it's like," he said softly, "I'm starting to forget."

How many of us are "helped to remember what it's like" by our work with children? How often, though, do we feel it is our responsibility to "teach" the children when in reality they can serve to teach us. In Unity's earliest days, it is written that Myrtle Fillmore had a vision in which a huge crowd of people gathered about her. Many were children, and most of them were quite undisciplined. Within her a voice asked, "Who will take care of the children?" The answer, too, came from within and it was, "You are to take care of the children: this is your work." It is important to note that the statement Myrtle made was 'take care of', not 'teach' the children. Myrtle Fillmore acknowledged and accepted the responsibility of taking care of the children, dedicating much of her life to its fulfillment. We, as Unity Truth students, must also accept this responsibility. In looking at the task set before us, it can at times seem overwhelming; yet, we know in Truth that through prayer, all things are possible. We understand that through the use of prayer in our own lives and individual Unity centers, perfection is made manifest. Yet, it is important that our focus of prayer not stop there. It must be continued on into our daily work with the children, helping them to know and understand its importance as a foundation in their own lives, and in this way, allow the process of taking care to begin.

Being with children in prayer comes quite naturally to some while others tend to need more help in "remembering what it was like." Some of us are comfortable with our own methods of prayer and meditation for ourselves, but are concerned as to whether it is appropriate for the children.

I would like to take this opportunity to discuss with you a few possibilities on the subject of prayer and meditation with children which may be of some assistance in helping to establish this important area as a focus within the children's time of worship.

Myrtle described prayer as, "an exercise to change our

own thought habits and our living habits, that we may set up a new and better activity in accord with the divine law rather than with the suggestions we have received from various sources. . . it is to change mind and heart so that God's omnipresent good may fill our mind and heart and manifest in our life."

Let us take a look at what this might mean in a child's life. Children are working on establishing thought habits and living habits in their lives every day. These are the very habits which they will carry with them as they grow and unfold throughout the years. By helping children establish healthy thought habits, we are assisting them in being in accord with the divine law.

In assisting this process, the following may serve as a guide.

- Realize where the children are in their own lives with:
friends — classmates — siblings — parents
teachers — school — toys — natural surroundings

This will help you key in on specifics to mention within the meditation.

- Understand that young bodies want to move and wiggle alot! That's OK!! You may consider taking several Sundays to work on stilling the body:

Sunday No. 1—have the children get into a comfortable position where they won't feel the need to wiggle. While they sit quietly, eyes open or closed, count to 30 out loud. Tell them to see if they can be still the entire time.

Sunday No. 2—same as above, counting to 45 and speaking the numbers only when fidgeting is noticeable. This helps refocus their attention.

Sunday No. 3—same as above, counting to 60 (reassure with a gentle voice that if they are wiggly they can tell their bodies that it's OK to feel that way, but then try to bring it back to being peaceful.)

Sunday No. 4—have a brief discussion beforehand regarding the difference between a doll and a child (the Christ spirit within) and let them know that at the end of their 60 seconds this time you will say a few words directed toward the Christ spirit within. The counting part is to still the body, the talking and the short silence which follows is for the Christ within. Use a brief affirmation statement: *God is love; I am love, I am a perfect child of God*, etc., as you conclude the session.

Prior to and following each time of relaxation and meditation discuss the previous and upcoming session. "Do you remember how long we were still last week? Was it easier to be still today? Did it make you sleepy? Did you hear outside noises?" Again, reassure them that what they are feeling is OK!

Use their comments to judge how quickly you should move in this process. All children are different and each group takes on it's own characteristics. As their ability to sit peacefully increases, gradually increase your meditation session, adding more spoken affirmations and positive

thoughts and time for reflection. Don't force it and don't get discouraged with them or yourself. You're growing together in Unity! Let us help each other "remember what it's like" and together we will "take care of" and nurture the child within each and every one of us.

CONSULTANT OF THE MONTH

Ann Caton, Great Lakes Regional Youth Education Consultant

Ann Caton has served as the Great Lakes Regional Consultant for three years. She brings with her a B.S. and M. Ed. in education and a background of teaching pre-school through college in both public and private schools, as well as teaching in and directing the youth education program at her center, Christ Church Unity in Rockford, Illinois.

Thank you, Ann! You are truly a blessing to us and the Unity movement as a whole.

BEGINNING MEDITATION FOR YOUNG CHILDREN

(Ages 2 - 5)

by Ann Caton

Time: 3-5 minutes

We often lead our children in guided meditations but we forget that the meditation that will be their source of strength and growth is the one that they will be able to do on their own during their own silent time.

Introduction (using a full body puppet--white puppy made by Dakin)

(Hold the puppy up and while "he" is acting like a bouncy wiggly puppy, introduce him to the children by saying): "What is this? How do puppies act? (elicit responses) This is a very wise puppy named Solomon. He is going to grow into a very wise dog. Do you know how he knows this? Do you know how he will? (Have the puppy slow down as you talk) Solomon will become wise and centered as he grows because he is learning to become still. To get in touch with his PUPPINESS within. (Have puppy slow down until his head is on his paws and he is very quiet. If you moderate your voice and have the puppy actively involved with your words it is very effective) He is learning how to enjoy being a puppy more each day. And he has agreed to help us all learn to become still. Let's do what he does." (Puppy does actions while leader talks)

Relaxation—"First, Solomon stretches his legs as high as he can. . . (stretch out puppet's front legs) You stretch out your arms high above your head. . . Then his back legs (do legs). . . He sits in a comfortable place with his back straight in his paws in front. . . then he takes 3 big deep, slow breaths. . . (do together). . . and. . . slowly rolls his head around one direction (demonstrate with puppet) then the other. . .

Concentration—"Now he feels himself becoming more and more still. . . (slow puppet down) his paws are still. . . his feet are still. . . and he is becoming very quiet (slow speaking and moderate voice accordingly). . . he breaths slowly and quietly. . . you can breath quietly too. . .

your hands are still. . . your feet are still. . . and you are so quiet. . . your eyes slowly close. . . we have to pretend that Solomon's eyes are closed because he is a puppet. . . but you can really close yours.

Meditation—(quiet voice) "Very quietly, I am going to count to 5. . . inside yourself say 'I am a child of God. . . I am a child of God' . . . and feel yourself very quiet. . . Inside your head say, 'I am a child of God,' ready. . . quiet. . . (slowly count to yourself)

Returning—"Now slowly begin to feel yourself coming back to this time and place. . . you can hear your friends around you. . . you breath a little deeper. . . and a little deeper. . . you can wiggle your toes a little. . . touch your fingers and thumb together. . . and when you are ready, open your eyes. . . and you will see Solomon is coming back from his Quiet Time also."

Closing—"How did you feel? What happened? (Continue questions as children want to contribute). . . (Have puppet begin puppy activities again). . . "Now, when Solomon rolls, he will enjoy rolling more. . . when he bounces, he will enjoy bouncing more. Why do you think he will? . . . Because he knows who he is. He has been in touch with his Puppiness within. He knows he is a child of God. If you are 3 you can enjoy being 3 even more. If you are 12 you can enjoy being 12 even more--because now you know who you are. . . Solomon will go into his house now, but he will be back to see us another day." (Put puppet away)

Suggest that children can try this same activity at home. They can sit and quietly say "I am a child of God" for 5 seconds, then add time each day for a week. Follow up next week by asking what happened.

Older children can benefit from this simple exercise also and are pleased and happy to "run" Solomon during weeks to come.

Try to spend as much time "coming back" from meditation as "going in." No abrupt endings please, children can be VERY deep meditators.



Joyce Culey
Uniteen/Y.O.U./Y.A.U. Coordinator

Y.O.U. NEWS

CHAPTER SERVICE PROJECTS

A Vital Part of Y.O.U.

What is a Service Project?

A service project is a donation of time, love, and energy to accomplish good. It is an activity. . .

to make life easier for others.

to help others help themselves.

to share and to express the joy and enthusiasm of life with those who need a "lift."

to give chapter members the experience of joy and meaning which is found in service to others.

It is a planned undertaking designed to benefit the Youth of Unity Chapter, the local ministry, and/or the community. Service projects, in essence, are opportunities to give, and if substance is needed to complete a project, let this portion of the project be considered secondary to the overall goal.

Before definite plans are made to start a service project, invite the approval, assistance, or support of the minister.

The development of the chapter's service project depends on an initial survey of the needs within the Y.O.U. Chapter, the church and the community. A presentation of these needs could be discussed and a decision made as to which one could be the basis of a service project.

The group may want to form a notebook or scrapbook to keep service project ideas and materials for future reference.

The following points should be considered after the kind or type of service project is determined.

1. Function of the project chairman
2. Times and meeting places for working on the project.
3. Relationship of the project to the other aspects of the Y.O.U. activities (educational program, social events, etc.)
4. Appointments to be arranged with persons to be affiliated with the project
5. Cost: materials, etc.
6. Time schedule for the expected completion date of the project (allow for flexibility)

A group spirit of enthusiasm for and interest in the project provides an impetus for its fulfillment. Encouragement, support, and praise as the project evolves can ensure its success. A follow-through of plans and an evaluation of results will provide helpful insights into future projects.

GREAT LAKES REGION'S NEW COORDINATORS ARE:



Susan & Barry Roberts
2227 Fitchburg Rd.
Oregon, WI 53575
(608) 845-9242

WELCOME!

Y.O.U. SISTER CHAPTERS ARE STILL AVAILABLE!

Is your Y.O.U. Chapter interested in corresponding with a chapter similar in size in a different region? If so, contact:

Heather Carlson
International 2nd Vice-President
1542 Lookout Drive
Coeur d'Alene, ID 83814
(208) 772-9359

YOUNG ADULTS OF UNITY NEWS

As you are aware, the Executive Committee of the Association of Unity Churches meets each January to review and approve plans, programs and projects for the coming year. The Young Adults of Unity Conference, sponsored by the Education Department, has been undergoing such a review this past year.

It is the decision of the Executive Committee to cancel the 1987 Y.A.U. Conference, and to remove this event from the program schedule provided by the Association of Unity Churches. The two primary factors which prompted this decision are: 1) the continued yearly decline in the number of YAU'ers participating; and 2) the continued increase in expenses which have resulted in an annual financial deficit of \$5,000.00 to \$10,000.00.

We recognize the impact this decision will have upon those who look forward to this event and hope you will join us in providing similar regional opportunities for your YAU'ers. Listed below are dates of regional retreats for the coming year; we encourage you to publish these and/or to become involved in local church events which will meet the needs of your YAU'ers.

REGIONAL RETREATS 1987

GREAT LAKES *July 19-25* *Augustana College • Rock Island, IL*

For information contact:

Rev Eunice Chagnon (608) 221-1376
Rev Diane Sickler (815) 455-2479

GREAT LAKES *July 26-August 1* *Ohio Wesleyan University • Delaware, OH*

For information contact:

Rev Pat Barker (513) 385-8889
Rev Chris Chenoweth (315) 965-5343

SOUTH CENTRAL *July 19-25* *Snow Mountain YMCA Ranch • Granby, CO*

For information contact:

Rev Richard Rieger (816) 252-4242
Rev Jim Lewis (303) 758-5664

SOUTH CENTRAL *October 2-4* *Heart of Texas Retreat/Camp Waledmar • Hunt, TX*

For information contact:

Rev Joan and Don McKee (512) 896-7575

WESTERN *July 30-August 2* *Crystal Mountain Retreat*

For information contact:

Rev Scott Sherman (206) 622-8475

SOUTHEAST *August 10-12* *Cyprus Gardens, FL*

For information contact:

Joan Goodman (813) 870-0731

WEST CENTRAL *October 9-11* *Asilomar Conference Center • Pacific Grove, CA*

For information contact:

Rev Beulah Ornbaun (415) 537-8982

SOUTHWEST *Fall (Dates not available)*

For information contact:

Rev Robert Hill (213) 838-4761

EASTERN *No Retreat Scheduled*

ATTENTION UNITEEN LEADERS! !

Two new resources especially for your work with junior high students.

- * **UNITEEN LEADERS' RESOURCE MANUAL** (No. 1356 \$6.50)—Subjects covered include physical, emotional, spiritual and mental characteristics of a junior high student, the makings of a great teacher, the tools of teaching and more!
- * **MORE TEACHABLE MOMENTS** (No. 2501 \$45.00)—The ability to successfully communicate with friends, family and teachers can often be frustrating for a junior high student. Already in the midst of constant physical, emotional and mental changes, now the junior high student is also faced with expressing those thoughts and feelings! This curriculum provides lessons regarding communication skills with specific activities for the expression of feelings.

PLACE YOUR ORDER TODAY!

Association of Unity Churches®
P.O. Box 610 • Lee's Summit, MO 64063
(816) 524-7414

— PRAYER MINISTRY —
An Active Part of Y.O.U.

The spiritual foundation of a Y.O.U. chapter is the most important reason for having a chapter. Without strong spiritual programming, the Y.O.U. chapter is not serving its true purpose.

Through prayer, the chapter becomes more fully aware of God as an instant, constant help in all needs. As a prayer consciousness develops, members more effectively understand and hold to God ideas of love, peace, harmony and blessings for the good of the entire group.

A PRAYER PANEL is a great tool for the development of a prayer consciousness. A Prayer Panel consists of a group of individuals (Y.O.U.'ers) who meet regularly to pray for general and specific needs for their group or for others.

To assist the chapter in this process, a monthly Prayer Panel newsletter is written by the International First Vice-President and sent to chapter presidents. This newsletter provides weekly prayer themes regarding the power of the month and can be used during chapter Prayer Panel meetings.

- **Who's in charge of a Prayer Panel meeting?**

The chapter vice-president is usually the leader; however, a prayer chaplain may also be appointed. S/He should be interested in prayer and enthusiastically dedicated to starting and maintaining a prayer panel. It is suggested that s/he lead the first few meetings and then allow other members an opportunity.

- **How often, long, when and where should we meet?**

Most panels meet once a week. Enthusiasm often wanes when meetings are bi-weekly or monthly. The length of the meeting will vary depending upon each group; however, 15-30 minutes is the average. Meetings can be scheduled before or after regular classes, or at a set time during the week. It is suggested that this activity be separate from the regular meeting time. The location of the meeting will also depend upon the group. Wherever the meeting is held, remember to select a location which is free from outside interruption.

- **What materials do we need?**

There are no required materials for this time of prayer. To assist the group, the following suggestions are excellent aids to use when leading the meeting:

- * the International Y.O.U. Prayer Panel newsletter
- * the regional Y.O.U. Prayer Panel newsletter
- * Daily Word

- **How should we pray?**

Many groups form a circle in addition to playing quiet music and/or lighting a candle to represent the Christ Spirit. The following are only suggestions as each chapter will find its own Prayer Panel meeting design:

- * **AFFIRMATIONS:** Charles Fillmore had much to say about the power of the spoken word. The Prayer Panel leader and members may write their own affirmations or use others' compositions.
- * **SINGING:** Singing can also be beneficial to a Prayer Panel. "Let There Be Peace on Earth," "Kum Ba Yah," etc., are examples of songs which might be sung softly to instill a harmonizing consciousness.

- * **PRAYER BOXES:** A prayer box is placed in a highly visible location. Paper and pens are also provided for prayer requests to be written and placed in the box. When the Prayer Panel meets, the prayer box is placed within the circle. It is important not to read the prayer requests, rather to see the love and healing power of God making all things whole. The leader of Prayer Panel will need to empty the box periodically. It is suggested that this be done monthly.

NOTE: Another popular form of a prayer box is a **GOD CAN**. A **GOD CAN** is made from an aluminum popcorn barrel (i.e., from Topsy's) with a slit cut in the lid for those prayer requests that "I can't handle, but **GOD CAN**."

- * **THE SILENCE:** Do not be afraid to explore the silence. The group may choose to open with a verbal prayer and then allow silent meditation with a verbal closing to end.

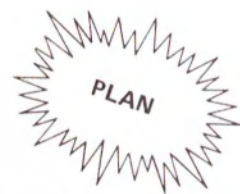
Whatever Prayer Panel method is selected, the activity of prayer will allow each Y.O.U.'er to become aware of the use and value of effective prayer in their lives. This will also allow the Y.O.U. chapter to become stronger, more alive, alert, vital, progressive and to work together in harmony.

SUGGESTIONS FOR LEADING A PRAYER PANEL

1. Remember that you are leading the prayer time for others rather than for yourself. The tendency is to be withdrawn, to turn your thoughts and words inward. Instead, you must project them, send them outward.
2. Speak clearly. You can be spiritual and still be articulate. To speak quietly and yet make yourself heard requires great care.
3. Use simple statements. They may be new to some of your listeners, even though very familiar to you through many repetitions. Make them clear and concise. If you fumble a phrase, accept the responsibility and go back over it. People will appreciate your graciousness.
4. When using affirmations, repeat the statement several times. This will help the listeners to become familiar with it before you ask them to say it.
5. Use the phrasing and emphasis you wish your listeners to use. If you want certain words emphasized, emphasize them yourself.
6. Speak reverently. Never speak flippantly about things that deserve reverence. If you expect others to be reverent of Truth, be so yourself.
7. Be definite. Let the audience know when you wish them to repeat a statement with you. Say, "Together, please." Stress the first word, prolonging it slightly so that the listeners will have time to start with you. Help them to cooperate with you. They will, gladly.
8. Time the repetitions. If you expect the listeners to speak a statement silently and then repeat it aloud, speak it silently yourself so that they will have time to do so, also.
9. Do not use the time of prayer to preach a sermon. Allow time for silent meditation.
10. Let the prayer panel members know when you have finished by saying, "Amen."

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Reservation Deadline August 1, 1987

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SHARE THE WEALTH

We are collecting ideas, materials, lessons, sermons, and other "good stuff" to help you in your work. We want to provide you with a new resource for holidays, special services, and other special days. What to do for Thanksgiving this year; something new for Good Friday; a Mother's Day service that is different--we are working to provide these and much more.

We would like you to share your special days and/or services (weddings, funerals, etc.) with us. Please share what you've done with your colleagues. Give and receive more! !

Please describe what you did and how you did it. In-

clude an explanation of the service or event; the purpose; necessary materials or arrangements; bulletins or programs; and describe any music, songs, graphics, props, slides, videos, handouts, etc.

Send your lessons or ideas, in written form or on tape, to: **David Williamson, Detroit Unity Temple, 17505 Second Blvd., Detroit, Michigan 48203;** or phone (313) 345-4848.


(We are planning a special services resource binder to be available later this year.)

— David Williamson, Chairperson
Special Services Committee

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PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®
May, 1987



THE PRESIDENT'S LETTER



Larry Swartz

Unity of Tucson--Tucson, Arizona

Our annual meetings of the Association are just a month away. A year ago we were looking forward to San Diego and the excitement of a Conference in convention style. Next year we will celebrate with the Southeastern Region when we meet in Orlando. This will be fun for me because I have only been in Florida once (this past March Mary Ellen and I exchanged pulpits with Bob Hungerford, minister of Unity in Pompano Beach, our Sister Church). We were greeted with much love and enthusiasm; I know the friendship is strengthened between Bob Hungerford and my family as well as between the congregations of our ministries. Our three children also enjoyed the richness of the experience. A special thank you to everyone at Pompano Beach Unity. Unity of Tucson enjoyed Bob's visit also!

Plan to attend this June's Conference at Unity Village. This summer's meetings will have a special emphasis on sharing ideas that work for fellow ministers and sharing concepts and practices from professionals outside the ministry. Each of us can learn to do better. Each of us can explore other facets of the adventure of Truth as we minister to our congregations. The Program Committee and our professionals on staff are

making every effort to insure that this summer will fulfill this need.

I wish to say thank you to all those who have responded to the perception of a solid Association of Unity Churches by maintaining or increasing their financial support. The last financial report I received shows our Association only minimally in the red. Thus, our combined support of the Association has improved this figure about 90% in just a couple of months. This shows maturity in our membership. Our congregants sometimes withhold their "vote in green" because of a perceived unsteadiness in our ministries; but as some of us know, and the rest can understand, this only compounds the problem. We as ministers and ministries no longer respond to that level of emotionalism. Before Glenn Mosley became Executive Director, perhaps we didn't have the stability we would have liked, but now things show a direction we can support.

Recently we all received a letter asking us to review what we channel toward our Association and our priorities in support of our collective identity through the Association of Unity Churches. As we did our homework for the letters, a surprising statistic surfaced. Over 130 of our member ministries give very little or nothing to our Association.

I asked myself why. Undoubtedly each would have a reason, yet I find a challenge with flying the colors of the Association and not supporting it financially. Everyone could afford to send five or ten dollars a month! Some might be unhappy with some aspect of our Association; transfer this scenario to your own ministry. If someone who claimed to be a member of your church didn't support your ministry, never attended, and spoke badly of your ministry because of a perceived unhappiness,

what would you desire for that person? Probably it would be to "fish or cut bait."

As an Association which has now become an adult (over 21 years old), we owe it to each other to act like mature and responsible adults. It is only by virtue of membership in the Association of Unity Churches that we can claim to be affiliated with Unity School of Christianity. If we enjoy this affiliation, we owe it to our Association to support it financially. If you don't like something within its structure, then get within its structure to work for positive change. Shooting at it from outside only results in, as Jim Rosemergy would say, circling the wagons and shooting inward. We all have a degree of fear or anger in our consciousness; not giving speaks only of fear; being unsupportive only of anger. Fear and anger aren't selective. They infect our ministries and our lives.

"What does the Association of Unity Churches do for us?" It provides structure for the legitimate
(Continued on page 6)

Volume 20, Issue 5

CONTACT STAFF

Editor-in-Chief.....Glenn Mosley
Managing Editor.....Cheryl Vestal
Graphics & Layout....Cheryl Vestal
Circulation.....Glenn Mosley, Jr.

EDITORIAL PURPOSE

The Editorial Purpose of CONTACT is the purpose of the Association: The Association of Unity Churches is dedicated to supporting and strengthening its member ministries by providing human resources, administrative, and education programs.

Cover:

Unity Church of Christianity
Tulsa, Oklahoma
Ministers: Charles & Nancy Neal



Glenn R. Mosley
Executive Director

The Unity field movement began about 1906 (August 3rd, according to minutes of a Unity Society Board meeting). Collectively, since that date we have established 483 ministries in North America, 267 in the past 20½ years. We created 43 new churches during the 52 weeks of 1986. All of them met fairly stringent minimal requirements; several are far beyond the minimum criteria for membership in the Association.

Our field movement growth curve continues to rise rapidly. Forty-three new churches added to 440 at the beginning of 1986 is just a shade under 10%. If we grow at the rate of 10% per year, we shall double in size in seven years. A more conservative estimate still reasonably allows the North American field movement to double in ten years. Reduction of crisis-management in both ministries and the Association are among reasons for recent growth and projected growth.

The past 3½ years has been a drastic decline in conflict-ridden churches. That does not mean churches do not have disagreements; it does mean that they are finding constructive ways to work through the disagreements which arise, but there is a definite decline in what is considered to be

open hostility within ministries. The result of that is a two-fold blessing; the churches can invest the time they used to spend in confusion in establishing goals and planning for their future growth and development. The other blessing is that your Association of Unity Churches Executive Committee and staff have more time for constructive growth planning and for providing of services which are so desperately needed among the increasing number of field ministries.

For example, we have added Susan Eng to our staff as a full time coordinator of the Expansion programs, we have been accomplishing goals and have additional exciting ones on our goals and planning guide (see the synopsis of accomplished goals on page 11 of this issue). By the time you read this the Executive Committee will have completed its April meetings, the second full week in three years of brainstorming, planning, and goal-setting. We have projected growth figures for the next thirteen years and we're working at providing increasing services to cause and to support that growth. This level of planning and accomplishing was not possible back in the days of constant fire-fighting. The responses we receive frequently by telephone and/or in written form by both ministers and board members, and other significant volunteers in center ministries, is that the management consultant training is one of the greatest services the Association has ever provided.

In addition to support of North American ministries, we have established a joint Unity School/Association International Ministries Task Force and will do whatever we can to assist Unity School in assisting the field movement overseas.

Both the Spanish-speaking and English-speaking ministries in the

Caribbean have always been considered a part of the Southeastern Region although, technically, they are also overseas. In January, through cooperative efforts of ministers in Puerto Rico and Trinidad and Tobago, your Association Board of Trustees, and your staff, we have established two new sub-regions.

The Spanish-speaking, ministries in Puerto Rico and the Dominican Republic, sub-region is known as: Southeastern Spanish Caribbean Sub-Region. **Norma Montero**, co-minister in Santurce, PR, was appointed as the Sub-Region's representative for an initial three-year term (June, 1987 thru June, 1989) by the Association of Unity Churches President, the Southeastern Regional Representative, and the Association Executive Director.

The ministries in the English-speaking Caribbean shall be known as: Southeastern English Caribbean Sub-Region. **Violet Assam**, minister of Unity of Trinidad and Tobago, in St. Clair, Trinidad was appointed as the Sub-Region's first representative (June, 1987 thru June 1989). Violet is also a member of our Association's Board of Trustees.

To facilitate post-graduate class presentation, conferencing, liaison, and public relations tours, both of these Sub-Regions will convene before (or after) the Southeastern Regional Conference. Workshops/Seminars will be presented by one of the following: President, Vice-President, Executive Director, Associate Director, or the Southeastern Regional Representative, along with presenters from local ministries.

Additionally, a joint effort of several people and organizations has produced a new "Unity Training School of Puerto Rico," located in Santurce, Puerto Rico, with **Luis Montero** as Director for an initial three-year term. Luis is co-minister with his wife for the
(Continued on page 12)



Barbara O'Hearne
Management Consultant

DEVELOPING A STRATEGIC PLAN

Last month's article presented an overview of planning. The need for and value of planning were discussed. Several definitions of planning were examined, including strategic planning, sometimes referred to as "change management." In the book, Change Masters, Rosaabeth Moss Kanter writes that strategic planning expresses the important idea of "Deliberate and conscious articulation of a direction." She states what is needed are the skills of strong leaders who articulate direction to create a vision of a possible future.

This future builds on an in-depth analysis of an organization. The areas to be examine include:

- 1) The current mission or purpose statement.
- 2) A lengthy and objective listing of the strengths and assets as well as the weaknesses and liabilities from an internal (inside) perspective.
- 3) Identifying and listing the opportunities and threats that face the organization from an external (outside) perspective.

One way to develop a strategic plan is to set several goals based upon the critical analysis of the organization. Then begin to deter-

mine the best way(s), or strategy, to reach each goal.

Purpose, Goals, Objectives, Strategies are terms used in the planning process. A discussion of each of these terms would be useful. The **purpose** refers to the ultimate result an organization is striving to attain.

Goals are more specific than the global purpose of an organization. Goals are attainable and are expressed in somewhat broad terminology. An example of a goal would be: "Improve Written Communication."

The **Objectives**, being more specific than goals, generally meet several criteria. Some of these are: that it is flexible, feasible, measurable and involves a time limitation. When writing an objective, utilize an "action" verb, such as "develop," "pre-

pare," or "increase." It is possible to have several objectives to meet one goal. An example of an objective would be: "Develop a newsletter to be mailed to the membership (200) within three months."

Strategies are the specific and sequential tasks undertaken to accomplish the objective. Included in a strategy plan are:

- 1) Action Steps
- 2) Date Due
- 3) Person(s) Responsible
- 4) Resources Required

One example of a task or action step might be: "Prepare a budget for the typesetting, printing, folding and mailing of the newsletter."

Thus, a strategy plan for the goal "Improve written communication," would look like this.

STRATEGY PLAN FOR ORGANIZATION "A"

GOAL STATEMENT: IMPROVE WRITTEN COMMUNICATION.

OBJECTIVE: DEVELOP A NEWSLETTER TO BE MAILED TO THE MEMBERSHIP (200) WITHIN 3 MONTHS.

ACTION STEPS	DATE DUE	PERSON(S) RESPONSIBLE
1. Prepare a budget for the typesetting, printing, folding and mailing of the newsletter.	May 15, 1987	John Ford Molly Myers Marilyn Nichols
2.		
3.		
4.		
5. Mail first newsletter.	July 27, 1987	Carol Gibson Bo Myers Brian Donaldson

RESOURCES REQUIRED Budget form.
Bulk mailing permit.
Paper. ETC.

Please note that only the first and last action steps are included. Depending upon the number of other action steps needed, the "Resources Required" would be expanded.

(Continued on page 6)

EXPANSION REPORT



Susan Eng
Associate Expansion Specialist

NEW EXPANSION POLICIES

The Mid-Year Expansion Committee meetings brought breakthroughs in the area of expansion. We reviewed our Expansion Committee Commission Statement, our practices, criteria and policies. Recommended changes were approved by the Board of Trustees of the Association of Unity Churches.

After reviewing a list of 48 ministries which have received funding from the Association in the last five years, some major changes are being made in funding policy. Because funding assistance did not "save" a faltering ministry, we now support and fund **SUCCESS** rather than need or lack. A majority of expansion funds were given as grants to pioneering ministries or ministries experiencing financial challenges. The Expansion Committee's major thrust is now on **supporting and empowering existing ministries** rather than on starting new expansion works. By supporting and empowering our existing ministries, we believe the development of more outreach ministries would be the **NATURAL RESULT**.

Our Commission Statement was changed from: "This Committee assumes responsibility for developing new ministries/study

groups and revitalizing current ministries." to: **"This Committee functions to provide educational, emotional and possible financial support to study groups and ministries involved in expansion and revitalization."**

Starter Kits for starting a new study group will NO LONGER BE DISTRIBUTED except to a Unity minister, a Unity Licensed Teacher, or to the sponsoring ministry. We agreed that the success of the Unity movement depends not only on quantity of new ministries but also on **QUALITY**.

New policy governing funding of expansion works is as follows:

1) All monthly reports and requirements be turned into the Association on time to assure continuation of funding. In the event that a funded ministry does not submit complete reports all funding be suspended until the next Committee meeting, at which time the Committee will review the standing of the grant; 2) All ministers requesting funds meet with at least one member of the Executive Committee or a representative appointed by the Committee before funds are granted; 3) A grant not to exceed \$5,000.00 may be given. Any other funds to be given may require matching funds be generated by the ministry; 4) Funding may be granted for a period of six months. In exceptional cases the committee may consider a second request. 5) A joint statement of purpose and goals be agreed upon by minister and steering/board and submitted with the proposal (form provided with Expansion Funds Request Form). 6) That recommended Association bylaws for ministries be the guidelines under which funded ministries function and when bylaws are established they be approved by the Association. 7) Ministries requesting funds must meet the following requirements: **a)** have been in existence and functioning on a regular basis at

least one year; **b)** have an average weekly attendance of twenty-five (25) persons; **c)** have an average monthly income of \$2,000.00; **8)** Any exceptions to the above policies and requirements to be approved by the Expansion Committee and Board of Trustees.

We believe that the changes in policy will result in wiser, more productive use of the work and tithes of the Association of Unity Churches.

Marketing experts say that:

VISIBILITY COUNTS	60%
IMAGE	30%
PERFORMANCE	10%

Eighty percent of the Unity churches have an attendance of less than 150. We are taking steps toward marketing Unity ministries and enhancing Unity's public image. . . steps toward crashing the "150 obstacle."

Watch for the June/July **SPECIAL ISSUE** of CONTACT which will outline specific changes and new resources now available toward empowering and supporting you, our member ministries.

CLEARINGHOUSE

Unity Church of Peace, St. Louis, Missouri, has 100 of the "Wings of Song" (yellow) hymnals for any church that may want to have them. Contact Joyce Mech, minister, Unity Church of Peace, 3701 Bayless Ave., St. Louis, MO 63125, or call (314) 631-2466.

ISSUES IN MANAGEMENT

Continued from page 4

The value of including the "Date Due" and the "Person(s) Responsible" is great. A commitment to complete a task that is part of a series, within a period of time, distributes the workload. No one individual is over-worked and there is an opportunity for team-building.

Implementing the plan, monitoring the progress, making needed shifts or changes, and updating are part of the planning process. Planning is an on-going process. The plan is not the end product of planning. Implementation of the plan is the key element for success of any strategic planning.

The value of this type of planning process is helping to delineate the relationship between why the organization exists, what you hope to achieve, where and when you will do it, and how you will get it done.

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Fred Setterberg and Kary Schulman, Beyond Profit, Harper and Row, Publishers, New York, 1935.

THE GOOD LIFE

At the Mid-Year Committee meetings of the Association of Unity Churches in January, the Board of Trustees approved the utilization of the generous gift of **Chris Chenoweth**, minister in Rockford, Illinois, of a four-page spread in every quarterly publication of his newspaper, The Good Life. This is the beginning of fulfilling a dream of having a publication in which we can feature Unity ministries or specific articles from Unity ministers.

We would be interested in receiving an article or a series of articles on such subjects as the Bible, relationships, prayer, death and dying, study programs, healing, communications, prosperity, parenthood, world peace, youth education, or poetry. Also, if you have information to share on any of the following areas, we would be happy to review your material for possible inclusion: expansion church, leadership development, volunteerism, celebrities who are part of Unity, testimonials, or an article featuring a church.

Since we are interested in including the Association's four-page spread some time during the summer months, we are interested in hearing from you with your article as soon as possible. Incidentally, articles will be accepted for consideration not only from ministers, but from individual members of a Unity congregation who have expertise in one of the above listed areas or specifically a testimonial s/he might care to share. If you have any questions regarding this matter, please feel free to contact Glenn Mosley or Joann Landreth in the Association office.

Send your article(s) to: the Association of Unity Churches, P.O. Box 610, Lee's Summit, MO 64063.

PRESIDENT'S LETTER

(Continued from page 2)

functioning of hard working committees who support the process of education, placement, materials support, liaison, expansion, group services and more. It affords each ministry or groups of ministries management assistance (first through Louise Iennaccaro and now through Barbara O'Hearne) at no cost. Glenn and Joann are a phone call away. Jim Robinson, Joyce Culey, Lisa Wissman are all available for assistance regarding education. Ron Tyson and Susan Eng are available for anything concerning outreach. Just write or call for ideas or someone to listen to you. The Association stands ready to help everyone in any need. We may not fulfill all expectations, but we are ready to try.

The adult mind realizes moments when the overall good takes precedence over things that, as adolescents, caused us to act in child-like ways. Come join us in June and enjoy the process of fun and growth.

FROM THE PRESIDENT'S PEN:

To: Board Members and Congregants of Unity Churches

Periodically, the Association of Unity Churches receives letters expressing unhappiness about Unity ministers or churches. People seldom write to express joy and pleasure and happiness over the love, dedication, care and steadfastness that their ministers or ministries give. If you find yourself happy and joy-filled over things in your ministry, why not write and share that with your minister, ministry, and the one who usually gets the unhappy letters, the Association's Executive Director. He will rejoice with you in this regard and will find pleasure in hearing from you.

Write: Glenn R. Mosley, Executive Director, Association of Unity Churches, P.O. Box 610, Lee's Summit, MO 64063.



P.K.'s KORNER

Especially for children of ministers

"Oh wow!! I can hardly wait to get home to tell!! Oh, it's just the best news!"

"Oh hurry, run faster, P.K.; hurry home to tell Mom and Dad the greatest news!"

"Oh finally, I'm home! Got to catch my breath! Whew!! Open the door! Where are they? Mom!! Dad!! I've got the best. . ."

"Not now, P.K." (Mom is on the phone.)

"Not now, P.K." (Dad is busy in his office doing some of his minister stuff.)

"Doesn't anybody want to hear my great news?"

"Not now P.K.! Can't you see I'm very busy?"

"But I ran all the way home. I've GOT to tell SOMEBODY!!"

Does this ever happen to you? Well, it used to happen to me, but it doesn't very often anymore. What happened?

Well, it was one of those special days when Mom, Dad and I got to spend the whole day together. We went out to eat at a nice restaurant (one of those places where they have lots of plants and candles on the tables and cloth napkins and NO PIZZA or HOT DOGS! You know the place; where they have never heard of ROCK MUSIC, they only play classical music). We were reading the menu and trying to decide what to order--what a tough decision when they don't even serve PIZZA or HOT DOGS! Finally we decided what we wanted to eat and the person came over to take our order. Mom and Dad gave their order. Then you know what happened? This person LOOKED RIGHT AT ME. I mean, she looked AT ME!! Get it? This person

looked at me for my order. So-o-o-o I gave my order!!

Mom and Dad waited until the person left our table then said, "P.K., why did you look so surprised when it was your turn to order?"

I said, "That person thinks I'm REAL!! People don't LISTEN to me and that person LISTENED to what I said and she really thinks I'm REAL!"

Well, I'm not sure exactly what happened, but things have been different around here lately. I think Mom and Dad think I'm REAL now too.

Like last week. Mom sat down with me when I got home from school and she asked me what I thought about something! Oh, it wasn't anything like solving the problems of the world or dealing with the important things of running a church, but she really wanted to know what I thought. Guess what? She used it in her lesson on Sunday and it was a fun, positive statement! I really felt like what I had said was important to her and that she really LISTENED TO ME!

Guess what happens now when I run all the way home from school with some BIG news to share with Mom and Dad? You guessed it! They listen! And guess what I do when they have something to tell me? I listen!

Do you have a teddy bear? Does s/he look like me? I'll bet your teddy bear is a g-r-r-e-a-t listener too! Try it and see. Then write to me and let me know.

I love you. You are so very important to me!

Write to: P.K., c/o the Association of Unity Churches, P.O. Box 610, Lee's Summit, MO 64063.

SPARKPLUGS

Talk Topics & Sermon Starters from Unity publications

This month: Unity magazine
May, 1987

Unity magazine features an article for ministers, teachers, Truth students, and indeed everyone interested in spiritual growth and personal overcomings, "Constructive Approaches to Anger" by Hal Lingerman.

With skill and practical understanding of metaphysical teachings, the author discusses the importance of getting to the root of anger and expunging it. He writes: "Every anger that can now be let go, willingly and with deeper, spiritual insight, leaves us feeling more open and free for the light that seeks to flow through us. Clearing residual anger also brings healing and renewal, breakthroughs in relationships, and genuine forgiveness, especially in the family, where deep memories, long-harbored and forgotten, may be hindering us from closeness, intimacy, and deeper affection."

The author shares three concrete steps that everyone can take to help conquer anger:

1. Identify signs and behavior of anger, both external and internal.
2. Find the "triggers" that irritate and incite you. Discover who and what "pushes your buttons" and, if possible, why you feel angry at such times.
3. Find ways to disperse and redirect anger--ways that are harmless, constructive, and freeing to your energy flow.

"Constructive Approaches to Anger" is just one of many practical and instructive articles that appear regularly in Unity magazine.

"Constructive Approaches to Anger" is just one of many practical and instructive articles that appear regularly in Unity magazine.

Unity magazine may be ordered from the Sales Department of Unity School.

PARTNERS IN MINISTRY
a network of spouses of ministers



By Karin Mosley & Weaver Hess

This month our guest author is **Patricia Edwards**, a Partner in Ministry from Peoria, Illinois.

* * * * *

There are many rewards in choosing a profession vicariously: meeting new people, going places you've never been before, gifts at Christmas time, and lots of attention! Those things can be rewards if we're in the right frame of mind with ourselves and God; but they can be thorns in the side of us if we're not.

During Eddy's schooling, there were times when I felt apprehensive and insecure, because after eight years of a steady, dependable job, with steady, dependable income and a steady, dependable husband to protect me, I was now married to a different man. He was on a new adventure, with very little security. There were changing emotions that portrayed his spiritual commitment and growth. I personally didn't always feel these emotions from a spiritually centered heart and I didn't always have someone to talk to about these changes. For me they were frightening and at times unnerving. With what seemed to be an abundant source of reassurance

and love coming from his classmates and the school, I began to ask myself, "What does he need me for now?"

My source of security, love, stability, and self-worth were all gone. At least I thought so then.

Then I attended a SOMA (Spouse of Ministers) meeting and I began to discover I wasn't alone in these feelings. Together, we began to realize that our security didn't come from something outside of ourselves, that our love must well up from within and any stability we might feel in life had to come from that still and quiet place within us. But until we were able to talk about it with someone (who didn't feel they had to do something about our unhappiness), until we could hear our own problems spoken to us by someone else, we couldn't seem to gain a new perspective. We were too caught up in ourselves. Ah, the Universal Law we were forgetting: THE LAW OF GIVING. Giving to others, spending some time listening, trusting another person enough to share what hurts, becoming vulnerable once again. At last, we were centered and ready to be in the world, but not of it. So courageously and confidently, I poured myself into being all I could be. I loved Unity, so I chose to support my minister and spouse in every way I could. Sometimes I found I didn't agree with my minister. Sometimes I didn't feel like being nice, but I wasn't just hurting myself when I wasn't. Sometimes I got cornered by well-intentioned parishioners, who wanted me to persuade my husband to do things differently. Sometimes I didn't always make wise choices when handling these situations; but I couldn't go home from my job or my boss to re-think my position, to sort out what was right and good. My boss followed me home at night and so did my job. In spite of all this, our ministry grew; though our marriage

sometimes took a beating. I loved my work most of the time, I loved the church most of the time, and I loved my husband most of the time. As so often happens, however, there comes a time when we have to start loving ourselves. Being Super-mom(dad) and super minister's spouse can take their toll. A re-evaluation time was needed. Sometimes I found it hard to say no to the minister when he needed help. Sometimes I felt guilty taking a day off. But taking time out for me allowed me to give more quality time to the work I did do. It gave me an enthusiastic, new approach to some things that had grown stale from overwork. I discovered some interests outside of the church that I could bring back to our marriage and stimulate conversations other than "shop talk." Along the way, I have met many spouses of ministers, made many life-long friends, and been able to take a different look at myself through their eyes. Our group is invaluable to new spouses as well as long-term spouses.

My biggest project as a spouse of a minister has been to take personal responsibility for my own happiness, security and stability. God is our source and when doubt creeps in, pick up the phone and call another spouse. They're loving, understanding people and will help you get past the doubts and bring out the best in you.

* * * * *

We give our thanks to Patty for sharing with us this month. I know so many of us will identify with her as we silently walk back through time, tracing the steps that brought us to where we are today.

You will have a golden opportunity at the annual Association of Unity Churches Ministers Conference in June. On Monday, June 14, (yes, that is the

Continued on page 12

We invite you to join us in putting

GOD FIRST

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

JUNE 1987

The Holy Spirit moves through
me as divine ideas; I am
abundantly prospered.

Unity School Prayer Group

FINANCIAL STATEMENT

Thank you ministers, ministries, study groups, and lay persons for your contribution to the Association of Unity Churches. The love and faith you incorporate into your gifts make them special. We see the door opening for limitless outpouring of the abundance of Spirit into your lives and into your ministries. On behalf of the Association of Unity Churches' staff and Board of Trustees, we are grateful.

ASSOCIATION OF UNITY CHURCHES Statement of General Funds Operations Ten Months Ended January 31, 1987

INCOME-OPERATIONS:	Month	Year to Date
Love Offering	\$98,768.62	\$604,339.96
Other Income	<u>967.06</u>	<u>16,259.39</u>
	99,735.68	620,599.35
Less: Tithe Transfer	<u>7,387.34</u>	<u>57,785.30</u>
	92,348.34	562,814.05
Gross Profit Material	<u>6,159.93</u>	<u>47,984.24</u>
Total Income	<u>\$98,508.27</u>	<u>\$610,798.29</u>
EXPENSES-OPERATIONS:		
Total Expenses	<u>\$54,959.67</u>	<u>\$615,125.97</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$43,548.60</u>	<u>\$(4,327.68)</u>

Unity School Contribution to the Association of Unity Churches Through Services Provided

Month of January, 1987-\$4,250.99

Year To Date-\$53,714.65

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

ASSOCIATION OF UNITY CHURCHES
May 1987
Goals Recently Completed

The Board of Trustees and Executive Committee are pleased to announce completion of additional goals since our last report. The following is a list of completed goals of approximately the past year. The Executive Committee has scheduled a planning and goals session for their April meetings to continue our planned growth.

MISSION STATEMENT

The mission of the Association of Unity Churches is to support Unity ministries in sharing with people everywhere the universal principles of Truth as taught and demonstrated by Jesus Christ.

PURPOSE STATEMENT

The Association of Unity Churches is dedicated to supporting and strengthening its member ministries by providing human resources, administrative, and educational programs.

COMPLETED GOALS

- > Unity Training School of Puerto Rico created; focus & development plan in place.
- > Southeastern Spanish Caribbean Sub-Region created; representative appointed.
- > Southeastern Spanish Caribbean Sub-Region created; representative appointed.
- > Operational Development Committee.

> Operational Marketing Strategy Committee.

> Operational Computer Feasibility Committee.

> Functioning Association of Unity Churches-Urban Ministerial School Curriculum Committee.

> Ongoing Management Consultant training with Barbara O'Hearne. Barbara schedules on a first come, first served basis. Please call her directly at 913-588-5971. Professional fees and expenses borne by the Association of Unity Churches.

> Operational Lay Participation Task Force.

> Board performing planning and goal setting instead of crisis management.

> Trained liaison representatives in each region.

> Continuing review & revision of Association Bylaws and Recommended Bylaws for centers and churches in response to a vital, growing movement.

> Program specific staff accountability.

> Feedback from field actively sought and acted upon.

> Refinement of Committee Commission Statements and responsibilities.

> Development and distribution of Public Relations Packet.

> Management Training CONTACT article monthly by Barbara O'Hearne.

> Proactive, accountable Board.

> Implemented a clinical pastoral education program.

> Regional Minister Advisor pilot program underway.

> Distribution of church administrative policy manual.

> Performance evaluation structure; for Executive Director and management staff.

> Functioning, ongoing International Ministries Task Force.

> Creative, cohesive, field responsive Education Department.

> Revised Youth Education materials.

> Established CONTACT as the "in-house" resource development journal for ministries.

> Association/Unity School Task Force (ongoing).

> Current Job Descriptions for all management staff; program plan with quantifiable objectives by each manager.

Ministry Services Perspective (Continued from page 3)

Asociacion Unity de Cristianismo Practico, where the Training School will be conducted. The creation of this School was the result of much work and discussion on the part of the ministers and teachers in Puerto Rico, the Association Executive staff, Connie Fillmore, Bob Barth, and your Association Board of Trustees. The Training School in Puerto Rico will begin operating in August of this year; classes will be taught by Unity ministers of Puerto Rico as well as by other specialized professionals.

Growing nationally and overseas is the result of strong intention and planning. As we collectively continue our planning sessions, gratefully acknowledging our progress and strengths, objectively evaluating our weaknesses with a view to making our ministries and Association stronger, we also continue to increase the number of vehicles through which the message of Truth is carried.

A significant time in which we cross-breed our learning experiences and celebrate commitment together with colleagues is during our national convention in June. I look forward to celebrating with you next month.

ATTENTION ATTENTION

Our management consultants have repeatedly made us aware of the need to increase public awareness of our identity and while AUC identifies us among the Unity family, "AUC" does not mean anything to most Unity lay people and certainly not to non-Unity people. Among other reasons, it will eventually reduce confusion between Unity School and the Association and save time for correspondents who write to various people/departments of Unity School, when in fact, they need to write to the Association of Unity Churches. For these and other reasons, we are refraining from using AUC in reference to the Association of Unity Churches either orally or in print. We are calling ourselves the Association of Unity Churches; an acceptable abbreviated term is the "Association."

In written form, such as your ministry's by-laws and other publications in which you refer to the Association of Unity Churches, we would appreciate your cooperation in making this change. This shift requires an educational process involving ministers, licensed teachers, Boards, congregants, and Unity School colleagues. The education begins with us.

PARTNER IN MINISTRY Continued from page 8

FIRST day of Conference--as you requested) multi-talented speaker, trainer, author, J.J. Cochran will present an "especially for you" seminar. This long-time Unity student and member of Christ Church Unity, of Golden Valley, Minnesota, will be with us to share her concrete, useable ideas on how we can make a difference in our own lives. Watch for further Conference information or phone this office for more information.

Til then, know you are loved and appreciated. Write, phone (sing, be joyous!): **Partners in Ministry**, PO Box 610, Lee's Summit, MO 64063; (816) 524-7414.

LICENSED TEACHER RECOGNITION

We welcome the following newly Licensed Unity Teachers: Clair Callihan, Wilmette, Illinois; Darlene Cioffi, Walnut Creek, California; Patricia Young Diercks, Chicago, Illinois; Jordan Ellis, Abbotsford, BC, Canada; Judy Golden, Jackson, Mississippi; Harold and Evelyn Kinner, Sun City, Arizona; Marj Louiselle, Albuquerque, New Mexico; Berry Renflow, Overland Park, Kansas; Mattie Simpson, Chicago, Illinois; Barry Terwilliger, Gulfport, Mississippi; Jean Ulricksen, Unity Village, Missouri; Margaret Ann Wyman, Lee's Summit, Missouri; and Crystal Yarlott, Unity Village, Missouri.

THE USE AND MISUSE OF SYMBOLS IN TEACHING

A Workshop by

James C. Robinson, Ph.D.

Below is an outline of a workshop which is self explanatory and is meant only as a suggestive model.

THE WORKSHOP

PURPOSE: To explore the utilization of symbols as teaching aids.

CONCEPT: A generic curriculum is currently being field tested.

Five (5) Unity concepts form the foundation for this curriculum.

They are:

1. The nature of God Omnipresent, Omniscient, Omnipotent.
2. The livingness of the Christ within.
3. The Law of Mind Action.
4. Non-reality of evil.
5. Activity of thought, prayer and meditation.

This workshop will analyze these concepts as verbal symbols and will develop corresponding visual symbols.

THE WORKSHOP OUTLINE

- I. **The Symbol**
 - a. Definition
 - b. Symbols in Everyday Life
 - c. Jungian Understanding of the Development of Consciousness
- II. **Verbal-Symbols**
 - a. A review of the five (5) concepts
 - b. Small group discussion of each concept/symbol
 1. Metaphysical definition
 2. Personal definition
 - c. A demonstration of teaching a skeptic
- III. **Visual-Symbols**
 - a. A review of the five (5) concepts
 - b. Small group discussion of each concept
 1. Development of the symbolization of each concept
 2. Discussion of each symbol's use as a teaching aid
 - c. Group report
- IV. **The Use and Misuse of Symbols**
 - a. Misuse
 - b. Use

THE WORKSHOP CONTENT

- I. **The Symbol**
 - a. Definition: a sign, a "finger-pointer" that points beyond itself. For purpose of this workshop it may be verbal or visual.
 - b. Symbols in Everyday Life. At this point I asked for verbal and visual examples from the participants.
 - c. Jungian Understanding of the Development of Consciousness.
 1. Why are symbols so important to us? Victor Frankle discovered out of his experience in a concentration camp that people can survive almost anything

mentally if they can find meaning in that experience. Indeed, the "will to meaning" is deeply embedded in the human psyche.

Symbols express the meaning we give to life; they are the intellectual and emotional "glue" that makes life make sense.

Carl Jung took this one step further as a result of a visit in 1929 with Chief Mountain Lake of the Taos Pueblo Indians.

Mountain Lake said, "The Americans want to stamp out our religion. Why can they not let us alone? What we do, we do not for ourselves, but for the Americans also. Yes, we do it for the whole world. Everyone benefits by it."

I could observe from his excitement that he was alluding to some extremely important element of his religion. I therefore asked him, "You think, then, that what you do in your religion benefits the whole world?" He replied with great animation, "Of course. If we did not do it, what would become of the world?" And with a significant gesture he pointed to the sun.

I felt that we were approaching extremely delicate ground here, verging on the mysteries of the tribe. "After all," he said, "we are a people who live on the root of the world; we are the sons of Father Sun, and with our religion we daily help our father to go across the sky. We do this not only for ourselves, but for the whole world. If we were to cease practicing our religion, in ten years the sun would no longer rise. Then it would be night forever"

I then realized on what the "dignity," the tranquil composure of the individual Indian, was founded. It springs from his being the son of the sun: his life is cosmologically meaningful for he helps the father and preserver of all life in his daily rise and descent.

Why is it so important, this "helping the father and preserver of all life in his daily rise and descent?" Because, Jung concluded: "Existence is real only when it is conscious to somebody."

To be conscious of and to participate in creation is to be a co-creator with God. Unfortunately, Jung lamented, we lack a myth whereby life has cosmological meaning, a myth in which we can participate with God in the creation and re-creation of life.

Symbols are indispensable because through them we can participate with God in this creation.

II. Verbal-Symbol

At this point I asked the participants who were seated eight at a table to individually write down the metaphysical definition of each concept. This was followed by defining the concept in their own words. Following a period of sharing at each table I asked for a report from each table leader.

Discussion revealed not only a variety of definitions but an identification of how symbols also interplay in teaching; i.e., world-symbols from students sometimes threaten teachers, leading to feelings of inadequacy, fear, and loss of confidence.

III. Visual-Symbols

A sheet of poster-paper and a set of marking pencils was distributed to each table. Each table was given a number from 1 to 5 corresponding to the concept list found in the outline. Participants were asked to discuss the assigned concept, visualize it and develop a visual symbolization of it.

Table spokespersons were then asked to hold up the group's work and to discuss its meaning and its use as a teaching aid.

IV. The Use and Misuse of Symbols

This discussion arose from the free give and take among participants. I drew from the participants their own ideas.



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

Greetings from Unity Village where the happy chirping birds, refreshing rains, and the buds curiously peeking around, tell us that spring is just a heartbeat away. How exciting!

Our staff (consisting of Trish, Joyce, Lisa, and Karin) is settling in, getting better acquainted and learning to appreciate the magical mixing of D-I-S-C's.

We are eager to continue our partnership with you. To facilitate this I need your help with some guidelines. As you examine what we can do to support you, please ask yourself these questions:

First--"Have I taken a needs assessment?" The results of such an inquiry will enable you to ground your program in the needs and expectations of your attendees. People do not want to go away feeling they have been accidental to the program. If our training is for people, we need to hear their interests and need.

Second--"What is it that I want Lisa, Joyce, Trish, Karin, or Robie to do?" Clues will come, of course, from the needs assessment. You ought to be so clear about your expectations from us that you can write them out in detail. If a telephone conversation is needed to clarify this, please call.

After you can answer these two questions, please send a summary of your needs assessment, and exactly what you want taught, to the person you are requesting. That summary, plus further coordination with you, will enable our staff members to prepare themselves to do quality work. We are flexible but we all share the discomfort of going "someplace" to do "something" and we aren't sure what is expected and there-

fore not as prepared as we want and as you deserve.

Please ask the two previous questions and send us a summary of your needs assessment and what you want us to teach.

Have packed suitcases, will travel!

LIGHT ON THE PATH.By Trish Robinson



We come down on ourselves for so many things so often, and most of us severely beat ourselves for what we call procrastination. It is interesting that we "procrastinate" even more because we expend great amounts of energy in whipping ourselves for having procrastinated. As it has helped many people to substitute the word "choice" for decision, I suggest POSTPONE, SHELVE or RESERVE be substituted for procrastinate. When we begin to think of our putting an "action in reserve" for a better time rather than thinking procrastination, it takes on a whole new connotation. We free ourselves mentally and emotionally, thus receiving an abundant flow of energy for whatever we choose to give our immediate attention. Even more rewards are realized when the "action placed in reserve" is accomplished easily, quickly, and efficiently at a later, and what proves to be, more appropriate time.



By Lisa Wissman
Youth Education Coordinator

I DIDN'T KNOW THAT!

As I sit in my office day after day, I answer the phone and talk to the most wonderful people...all of you! And day after day you ask me your questions and, most often, following my answer your response is, "I didn't know that!"

"Well of course not," I say, "How could you have known that?" (Not that the information I have is a closely-guarded secret, but it doesn't seem to spread on its own without a little coaxing!). So here it is, my loving friends, my attempt to answer the most-often-asked questions pertaining to Youth Education with the hope that it will eliminate a few of the many questions I'm sure you still have without your having to spend 1¢ on a phone call!

DID YOU KNOW...

...that the Association of Unity Churches is divided into seven regions and that each region has its own ministerial regional representative and a youth education consultant who works directly with teachers and youth education directors within that region? ("I didn't know that!")

...that if you have questions, concerns, or need helpful hints for your youth education program, your regional consultants are at your service? ("I didn't know that!")

...that regional consultants do teacher and director training workshops periodically throughout their regions, offering their experience and expertise to you, each in their own loving way? To host or attend a workshop, you are only a phone call away. You need only

contact your ministerial regional representative for the appropriate consultant in your region.

EASTERN

Maya Brandenberger
Unity Truth Center
PO BOX 483
North Hatley, Quebec
Canada JOB 2C0
514-845-5037 (W)
819-842-2507 (H)

GREAT LAKES

Gene Sorensen
Unity of Livonia
28660 Five Mile Rd
Livonia, MI 48154
313-421-1760 (W)
313-433-1543 (H)

WESTERN

Bob Ellsworth
Unity of Vancouver
3814 Franklin
Vancouver, WA 98660
206-696-0996 (W)
206-574-7202 (H)

WEST CENTRAL

Al Abdulky
Unity Ch of Stockton
48 W Poplar St
Stockton, CA 95202
209-466-5569 (W)
209-951-4447 (H)

SOUTH CENTRAL

Nancy Neal
Unity Ch of Christianity
3355 South Jamestown
Tulsa, OK 74135
918-749-8833 (W)
918-663-2507 (H)

SOUTHWEST

Robert Hill
Westside Unity Ch
10724 Barman Ave
Culver City, CA 90230
213-838-4761 (W)
213-649-3894 (H)

SOUTHEAST

William Kozy
Christ Church Unity
2301 Central Avenue
Augusta, GA 30904
404-738-2458 (W)
404-860-2972 (H)
("I really didn't know that!")

...that the Association of Unity Churches offers many exciting programs for youths. Among them are the following:

- **Unity's Religious Emblems Program.** Designed by the Association of Unity Churches to support and give recognition to young people for their achievements at home, in the church, and in their community. Its purpose is to deepen their faith and their knowledge of the Christ within. Work in this program will further a young person's opportunity to relate closely with parents or guardians and with a minister or spiritual counselor.

- **Unity Day Camp Materials.** "Follow the Son," "God's Kids," and "Days of Creation" are one-week summer day camp programs for grades 1-6. Included in each curriculum guide are daily themes, crafts, games and other activities. A leader's book is offered as a companion to the **Continued. . .**

curriculum with detailed information for setting up the day camp. For promotion of each year's curriculum there is available a specially designed promotion kit showing how to advertise the event in several different ways.

- **Image For Living.** This is the two-year program of Bible based lessons for nursery through Junior High. Each quarter provides a teachers manual and take-home lessons for the students. One basic Truth concept is introduced or reinforced each week with scriptural references, prayers, affirmations and activities.

- **More Teachable Moments.** This curriculum emphasizes communication skills and is appropriate for use with all ages.

- **Color Key Program.** This material is based on the twelve powers and provides: 1) An introduction; 2) An outline giving the disciple, faculty of mind and color to be used each month; 3) Rationale; 4) Color samples on which is printed a sample youth education bulletin to be used each month. Also included is one teacher's set and 10 student handout sets covering the entire year.

- **Twelve Powers Clowns.** Included with these activity sheets is the "Good News I AM Clown," and twelve other clowns relating to a particular power. A tip sheet is enclosed offering suggested uses.

...that the Association of Unity Churches has some excellent resources available to you, the teachers and directors of the youth education programs:

- **A Newly Updated Youth Education Director's Handbook.** A resource specifically for youth education directors. Information provided includes tips on conducting teacher training and meetings, the use of Association curriculum and lesson planning.

- **Association of Unity Churches Bible Log.** The Image for Living curriculum is logged chronologically in this booklet. The purpose is to help coordinate weekly lessons and to encourage the study of identical Bible lessons in all age groups.

- **Uniteen Leaders' Resource Manual.** Whether you are a veteran or a newcomer, this material is written for you, the Uniteen leader. Included in the manual are many teaching techniques which apply specifically to working with the Uniteen age group (11-13).

...that there is a special award program for adults called the **Distinguished Youth Services Award.** This award is a national recognition by the Association of Unity Churches in cooperation with several of the 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. Nominations for candidates are reviewed by the Youth Services Committee for recommendation to the Executive Board of the Association.

...that all the materials mentioned are available to you by merely filling out an Association of Unity Churches order form? ("I didn't know that!")

...that we are in the process of field testing a newly revised Image curriculum which will be completed by September of 1988? To be a part of the field testing process call or write to **Karin Mosley, Education Assistant, Association of Unity Churches, PO BOX 610, Lee's Summit, MO 64063.** ("I didn't know that!")

...that if you are just getting your youth education program off the ground and you have a lot of energy and enthusiasm but are missing the "how to's," you can call or write to us and we will send you a starter packet with the basic scoop for free! ("I didn't know that!")

...that we at the Association of Unity Churches are all here to serve you in any way we can. If it weren't for all of you, there would be no reason for us to be here as your support, so let us know how we can better serve your needs.

...that we at the Association appreciate each and every one of you for the love, enthusiasm, and dedication you have for youth education and teaching Truth to our young people.

...that we at the Association of Unity Churches are only a phone call or a letter away at any time. We can be reached by phoning (816) 524-7414 or by writing to us at: **Association of Unity Churches, PO Box 610, Lee's Summit, MO 64063.**

So there you have it! The most-often-asked questions answered at last. As for all the other questions, I'm sure you still have, please let us hear from you. We want your experience with youth education to be one of fulfillment and upliftment sprinkled with love and enjoyment, as youth education truly should be! ("I knew that!")



Joyce Culey
YOU/YAU/Uniteen Coordinator

THE ASSOCIATION OF UNITY CHURCHES YOUTH MINISTRY STATEMENT OF PURPOSE

PURPOSE OF YOUTH MINISTRY:

The purpose of youth ministry is to inspire a sense of independence, responsibility, and spiritual growth within youth of all ages.

PURPOSE OF ADULT EDUCATORS:

The purpose of educators in youth ministry is to inspire a sense of independence, responsibility, and spiritual growth within youth by teaching, developing guidelines, and acting as role models based on a spiritual foundation of Unity principles.

PURPOSE OF THE ASSOCIATION OF UNITY CHURCHES:

The purpose of the Association of Unity Churches Education staff is to foster a sense of independence, responsibility, and spiritual growth within each region's youth ministry team (youth education consultant, YOU Coordinator, and regional board). To fulfill its youth ministry obligations, the Association of Unity Churches staff provides:

- * Support
- * Field consultation
- * Regional Youth Education consultant and YOU coordinator training
- * Educational resources

UNITEEN YOUTH MINISTRY

The following information is an excerpt from the new UNITEEN LEADERS' RESOURCE MANUAL.

DISCIPLINE

"In my experience teaching Uniteens I have found consistency, firmness, honesty, and maturity on my part to be the key to handling disruptions in the class." - Uniteen Teacher

"It's important to remember that a Uniteen who 'acts out' is asking for help and attention in the only way they know how. It's important for us to love them while we are disciplining them." - Uniteen Teacher

HEART AGREEMENTS (House Rules)

It's important for each youth worker to develop his/her own style of disciplining that works for him/her and for the group. This style will develop naturally as a process of being together. In this chapter, however, we will provide some suggestions and helpful hints.

There are basic ground rules that help set the stage for productive and positive class meetings. The best way to establish these are to follow the following suggestions:

1. Pass out a list of suggested agreements (Uniteens don't like the word "rules") including funny ones.
2. Have the group discuss these and make suggestions for others that might be important for their class.
3. Decide on the final list and agree upon the repercussions of broken heart agreements.
4. List these on a piece of paper (perhaps done nicely by a student on parchment with a ribbon and sealing wax) and have the entire group sign the contract at the bottom.
5. Post this on the wall where it's visible and can be referred to as necessary. For example:

Heart Agreements

1. Only one person speaks at a time.
2. Listen respectfully to everyone.
3. Raise your hand when you want to speak.
4. No side talking, put downs, or loud outbursts
5. No eating in class (including gum).
6. Treat each other with loving kindness.

YOUTH OF UNITY MINISTRY

LIVING THE MIRACLE WITHIN

Heather Carlson

International YOU Second Vice-President

The 1987 Conference planning has created much excitement among the International team. The theme this year is "Living the Miracle Within," focusing on the special qualities and feelings each one of us has within and how we share them. Getting in touch with our feelings and learning that we are special people who deserve to be heard are the first steps of communication and a positive self-image.

The centennial of Myrtle Fillmore's healing brings us to another aspect of this year's theme. We are capable of miracles. We have control of our lives. I know this may sound pretty unbelievable when life seems to be full of challenges, but we are the ones who make the hard times good. Look at Myrtle Fillmore--she was given six months to live and she chose to use it as a positive experience, instead of looking at it with fear in a negative way. She lived the miracle within by turning to God within.

This year's conference will provide an opportunity for growth on many levels including spiritual growth, growth in self-esteem, and leadership. All this is happening through the fun of sharing, dancing, and serving. It is going to be a great week!

The Sister Chapter program is doing very well with 22 chapters participating at this time. We thank all those chapters that are involved with this project who are making it work. The support and ideas that are being shared are encouraging as well as exciting. Any chapter interested in becoming a sister chapter is welcome to submit an application anytime and you will be matched with another chapter close in size as soon as possible. Just write on a piece of paper the names and addresses of your chapter, sponsor, and members, along with their offices and the number of those wanting to participate. This list can be sent to: **Heather Carlson, International Second Vice-President, 1542 Lookout Drive, Coeur d'Alene, ID 83814.** You will be sent a packet that includes the name and roster of your sister chapter in a different region. (There is an African chapter that is interested for a chapter who is the right size.) If you are interested in participating, please send your list as soon as possible.

YOUTH MINISTRY RESOURCES

Uniteen Leaders' Resource Manual: \$6.50 #1356

Subjects covered include physical, emotional, spiritual and mental characteristics of a junior high student, the makings of a great teacher, the tools of teaching and more!

Changes Magazine \$2.00 #1355

This one-time issue focuses on junior high self-esteem and age-related issues. An excellent resource for anyone involved with Uniteens--teachers, ministers, parents...

More Teachable Moments \$45.00 #2501

The ability to successfully communicate with friends, family and teachers can often be frustrating for a junior high student. Already in the midst of constant physical, emotional and mental changes, now the junior high student is also faced with expressing those thoughts and feelings! This curriculum provides lessons regarding communication skills with specific activities for the expression of feelings.

Youth of Unity Resource Manual \$7.00 #1330

An outstanding resource for anyone involved with YOU. Subjects covered include the sponsor's role, the YOU network, lesson ideas and much more.

YOU Sunlight Curriculum:

Packet #4 - Jesus the Man \$5.00 #1338

A series of six lessons based on the difference between Jesus the man and Jesus the Christ.

Pkt #5 - Finding the Christ Spirit \$8.00 #1339

A series of eight lessons which allows YOUers to first define the indwelling Christ Spirit and then explore its expression. Student activities, Biblical references and stories, and metaphysical interpretation are offered with each lesson.

Packet #8 - Prayer-The Silence \$5.75 #1342

The activity of prayer is explored in this series of lessons. Student activities are included.

DISTINGUISHED YOUTH SERVICE AWARD

The Distinguished Youth Service 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 the spiritual development of the young people of Unity. The following adults were recently awarded this honor:

Carolyn Kenyon

Unity Church of Clearwater Valley
Lewiston, Idaho

JoAnn Fuller

Unity of Tacoma
Tacoma, Washington

Gregg M. Lowe

Unity Center of Positive Christianity
Woodbury, Minnesota

On behalf of the Association of Unity Churches, our deepest appreciation goes to all of you for your loving service to our youth.

ASSOCIATION OF UNITY CHURCHES®
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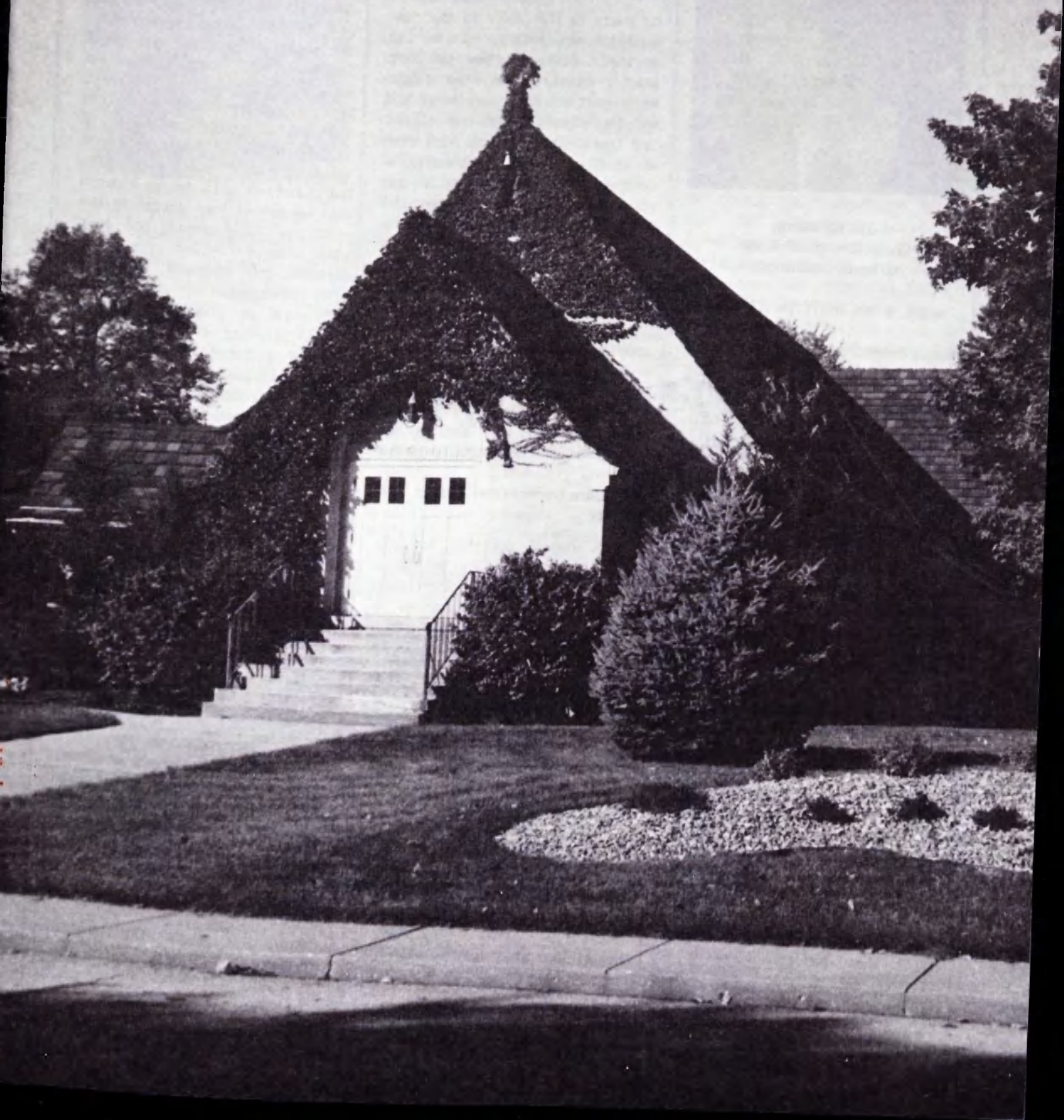
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4/24/87

Contact

PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®

August, 1987





Jim Rosemergy
Unity Church of Truth
Spokane, Washington

WHERE'S THE UNITY IN COMMUNITY

Noble Teachings

My friends, we believe the teachings we strive to practice are the most powerful and transforming on the planet. Steadily, we maintain the belief that our gift to the world and our purpose is to be a rising wind lifting the consciousness of humankind. Noble are our teachings and our vision, but there is an additional vision forming in my mind.

Not only are we to be a rising wind, but a powerful, meandering river moving through the landscape of humanity. This great river has the ability to carry individuals to the sea, an awareness of the Presence, but it also reaches into the community of humankind to water the parched land.

For years we have maintained the belief that we are not to become involved in the raging issues of our day, and I endorse this position. The Christ Spirit is to guide each of us as to our work in the world. But I also feel that our consciousness of truth, rather than the truths themselves, is our gift to the world. Why can't this awareness

weave itself into the community as the great river has tributaries reaching into the countryside?

Where's the Unity in Community?

Where is the Unity in the community? Personally, I am so excited about our way of life that I biasly believe we should be a part of many facets of the helping dimension of our cities and towns. It is not so much what we will do, as it is the addition of the Unity consciousness to our community. Understandably governments, agencies, and institutions are struggling to assist those in need, for there is a missing ingredient in the assistance rendered. This ingredient is the rising wind, the opportunity for people to change inwardly as well as have their tangible needs met. The rising wind, which is our way of life, is not just to be felt during services and classes but throughout the community.

Has the Light Been Under the Bushel?

Our special approach to life is to be like a city set on a hill. This call was given long ago by the one we declare to be the light of the world. Our light is shining, but perhaps it is to be more than a stationary candle. True, our people as individuals carry their lights into the workplace, but imagine the brilliance when many candles are joined. One candle is a beautiful sight, but many candles can help many to see. I think about our Christmas candlelight services. We focus upon the Christ light which shone brightly, but it is when the small candles are lit that people are moved to tears.

The Rising Wind and Meandering River

Speaking of Christmas--in our

ministry we initiate each year what we call a Christmas project. It actually has nothing to do with that special time of the year, but at Christmas we start a project which meanders into our community and the world. This year we are sponsoring Suntastic Day which is a field day where troubled youths learn life skills and enjoy themselves. Surely, these youngsters can benefit from a silent Unity consciousness. It is silent in that we will not speak to them of our way of life. Our function will be to express what we are without words. In the past, we have become pen pals with people behind the iron curtain and involved ourselves with the community food bank (not only did we give food but we placed stickers on the cans which carried a brief, positive message). A most recent project which has touched us is to provide a meal a month to the street kids in our city. The meal

Continued on page 8

Volume 20, Issue 7

CONTACT STAFF

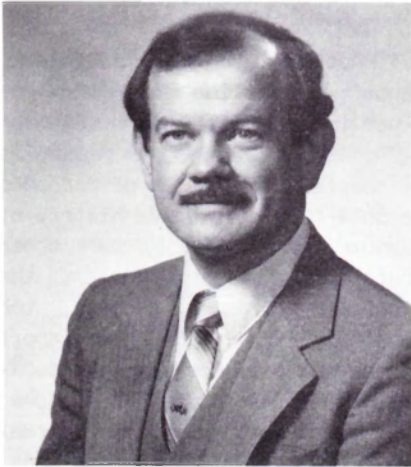
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 Circulation.....Glenn Mosley, Jr.

EDITORIAL PURPOSE

The Editorial Purpose of CONTACT is the purpose of the Association: The Association of Unity Churches is dedicated to supporting and strengthening its member ministries by providing human resources, administrative, and education programs.

Cover:

Unity Church of Peoria
 Peoria, Illinois
 Minister: Eddy Edwards



Glenn R. Mosley
Executive Director

Happily, I have four items to address with you this month.

1) If you attended our Association of Unity Churches' 1987 International Conference in June, you most likely know of the exciting new "Church Expansion By Radio" program under way. A grant given to us by Sir John Templeton, which he announced during Conference, has made this possible. We are grateful to Mr. Templeton and we are pleased that Michael Moran, a newly-licensed minister has contracted with us to be our Radio/Media Coordinator. Read Michael's first of monthly columns in CONTACT on page 6 of this issue. In it, he details seminar information he will present for post-graduate credit at regional conferences this coming year and portions of his job responsibilities for assisting you in acquiring radio time and developing budgets and programs.

Michael Moran has a "Who's Who In Media" professional background,

was a Ministerial Education Program Comprehensive Scholarship Award recipient and is here to share his expertise. Let him help you avoid "reinventing any wheels" in relation to radio.

2) That local clergy association has often been avoided by many of us. Naturally we're busy in our own ministry and if we felt "like a stranger" after we attended a few meetings or luncheons, we may have given it such a low priority that we never returned.

Occasionally a Unity minister says, "Even a discussion of the Bible with a member of the local clergy or church association makes me feel we're discussing two different books." This feeling makes it easy to be "too busy" the next time a clergy group date arrives. I know, I've been there. However, through the years I developed a new awareness. The awareness was that my religious views were not the only ones the other clergy disagreed with. The Baptist didn't agree with the Methodists and sometimes two clergy of the same denomination didn't agree with each other. However, we almost never discussed what anyone believed; we did discuss and work for local religious events in common.

In this month's President's Letter, Jim Rosemergy suggests that Unity laypeople and clergy alike might well invest more effort in service to our communities. A good idea I think, and a specific by-product of local clergy involvement is that while other clergy may think what you believe is "strange," after face-to-face involvement with you, they

won't think you are strange. As the respect for you as a person develops there is also a growing acceptance of what you believe and teach.

3) Please note the Association's synoptic financial statement for the past three years which appeared in the Annual Report (June/July CONTACT). In 1986-87 we had an increase over expenses of \$17,440.00; thank you for helping to make that happen. At fiscal year end March 31, we had 483 ministries worldwide; offerings were received from 418 ministries and 180 individuals. We've added an additional \$80,000 to our 1987-88 fiscal year budget. We need to continue our concerted effort to meet and exceed expenditures. Thank you in your continuing effort to help expand the services of your Association to an ever-expanding field movement.

4) Larry Swartz, in his May CONTACT President's Letter, issued an invitation to laypersons to send letters of appreciation for their ministers to me. I've received several such letters and have made copies of them to send on to share with the ministers. Thanks to those church Board members and congregants who wrote telling of personal and collective blessings received as a result of the efforts of your minister. Thanks also goes to each of you who wrote expressing appreciation for the Association staff and for me. Your notes touched us and are cherished. We love you. If we can help you and those you serve, let us know.



Barbara O'Hearne
Management Consultant

FOR THE RECORD. . .

HOW TO TAKE EFFECTIVE AND USEFUL RECORDS

"As organization/association secretary, how do I take minutes?" In response to this frequently asked question, I will present a summary of books and articles on this topic, as well as the results of discussions with representatives from the not-for-profit sector. While the authors, Fred Setterberg and Kary Schulman of BEYOND PROFIT⁽¹⁾, suggest that the quality of most board minutes is "dreadful," adhering to the following suggestions should help make the task of taking, and later reading, minutes a more enjoyable experience.

By definition, minutes are "the recording of the proceedings of a deliberating assembly."⁽²⁾ This statement has been widely interpreted and implemented ranging from verbatim transcription of a meeting, to a mere listing of the motions and corresponding votes. In general, the minutes should contain a record of what was accomplished at a meeting, not what was said by those assembled.

Usually the secretary of the organization is responsible for taking the minutes of a meeting

and, therefore, s/he ultimately signs the published report. As a result, the secretary will take the blame for any omissions and/or inaccuracies. According to Setterberg and Schulman, "in the worst-possible-case scenario, an ill-turned phrase can weaken the official record of Board action in a legal dispute." Although the authors allegedly are overstating their case, the role of the secretary and the accurate recording of meeting proceedings are important ingredients in the smooth and effective running of an organization.

The following sections will highlight the major components of a typical set of minutes, as well as a standard format.

CONTENTS OF MINUTES:

The first paragraph of the minutes should contain the following information:

1. Type of meeting: regular, special, annual, etc.
2. Name of the organization.
3. Date and time of meeting and location, if it is not always the same.
4. Name of the president and secretary listed as being present or designees.
5. Approval of minutes of previous meeting, as read, or as corrected. The date of the meeting is given unless it was a regularly scheduled business meeting.
6. Listing of members present at the meeting; those members absent and members excused. To facilitate this task, a sign-up sheet is often passed around.

After the introductory, identifying matters separate paragraphs should be devoted to agenda items in the order of the approved agenda. The agenda should have been mailed in advance of the meeting. Typically this would in-

clude such elements as:

7. Action taken: a) Treasurer's report and filing for audit; b) Other reports, and action taken on each. When a committee report is of special importance, or recorded to show the legislative history of measure, the assembly can order that it "be entered in the minutes." In such a case, the secretary copies the full report in the minutes. Accompanying background information may be attached as appendices to the formal minutes; c) All major motions, except those which were withdrawn. The name of the person making the motion should be listed; however, the seconder need not be included unless ordered by the assembly. Likewise, it is important to state whether the "MOTION CARRIED" or "MOTION DEFEATED." If the vote may be of interest later, the number and names of the "yes" and "no" votes and names of abstentions should also be added. Motions may be underlined or otherwise highlighted to indicate importance. All motions should be given to the secretary in writing to insure accuracy; d) Points of Order and Appeal. Under this section, it should be noted whether they were sustained or lost. In addition the reasons given by the chairperson for a ruling should be listed; e) A concise record of general thoughts or solutions when these will affect policy and future committee or organization action. Proceedings of the Committee of the Whole should not be entered, but it should be listed that a report was given; f) All other motions not lost or withdrawn (see c); g) The name and topic of a guest speaker may be given, but the presentation should not otherwise be summarized; h) minutes should not reflect the secretary's opinion, favorably or otherwise, on anything said during the meeting or on any action taken.

Continued...

8. In the concluding paragraph the time and place for the next meeting, if decided upon and such information is available, are listed and ending with the traditional closing, "there being no further business, the meeting was adjourned." The hour of adjournment is also listed.

9. Finally the secretary's signature is added and, if the assembly wishes, that of the president.

10. Mailing/distribution of minutes may be done shortly after the meeting or attached to next meeting's agenda, and mailed 7 to 10 days in advance of the meeting. Minutes should not be distributed at the next meeting.

In addition to insuring the minutes contain the elements briefly summarized above, the importance of making the minutes concise cannot be overemphasized. To facilitate the secretary's job, the format on this page is suggested.

The value of complete and concise minutes to the overall operation and management of an organization is tremendous. Although taking minutes is usually not done with great enthusiasm, it is a task which must not be neglected. Reliance on collective memory and poorly taken notes all too often leads to a poorly run organization and the ultimate loss of credibility among members and/or other interested parties. A simple checklist, such as the one provided on this page, will hopefully serve as a "memory jogger" and help make the job of even the best minute takers a little easier.

REFERENCES

(1) Fred Setterberg and Kary Schulman, BEYOND PROFIT, New York, New York, Harper and Row Publishers, 1985.

(2) ROBERT'S RULES OF ORDER, Newly Revised, Glenview, Illinois, Scott, Foresman and Company, 1981.

BOARD OF DIRECTORS REGULAR MEETING OF _____

Date, Time _____ President: _____

Location _____ Secretary: _____

Members present: _____ (list names) _____

Members absent: _____

Members excused: _____

The minutes of the ____ (date of meeting) ____ Board meeting were read and approved.

TREASURER'S REPORT

COMMITTEE REPORTS

1. Executive Committee

2. Finance Committee

3. Membership Committee (an example)

Mrs. Prater, reporting on behalf of the Membership Committee moved; that Joan Carr be admitted to membership. After debate the MOTION CARRIED (14 yes, 0 no).

The next regular Board Meeting will be held ____ (date) ____ at ____ (location) ____ at ____ (time) ____ . There being no further business, the meeting was adjourned at ____ (time) ____ .

(Signature of Secretary)

MEETING MINUTES CHECKLIST

1. Kind of Meeting (regular, annual, etc.) _____
2. Name of assembly or committee _____
3. Date (including year), time, place of meeting _____
4. Presiding officer's name _____
5. Members present, absent, excused _____
6. Disposition of minutes of previous meeting _____
7. All main motions (except those withdrawn), points of order, appeals, recommendations and resolutions. _____
8. Disposition of those items - CARRIED or DEFEATED, who is responsible for follow-up, and by what date. _____
9. Hour of adjournment. _____
10. Signed by Secretary. _____

(Resource for form and additional information: The Junior Leagues of Kansas City, Missouri)

CHURCH EXPANSION BY RADIO



Michael Moran
Radio/Media Coordinator

About nine years ago I sat doing my radio talk show in Seattle, Washington. The news was the regular menu of international terrorism, hostages, intrigue, cover-ups, war, embargoes, murder, scandal, etc. Quite frankly, it sounded as if the world was out of control, and we were powerless to change it. Call after call came in from people who expressed hopelessness and anger about their apparent lack of control over their future well-being. Everybody was blaming the "other guy" and nobody was accepting responsibility, personal or otherwise.

The thought crossed my mind, "Why doesn't Unity broadcast its message of personal responsibility and hope to the world? God knows it needs it!" That same thought kept recurring over the years, and I began to consider the possibility that maybe I could do something about it...someday. I started asking people why Unity didn't promote itself as a viable alternative, and broadcast its message of Truth to the world. More often than not, I was told something like, "That's not the Unity way, people will find us when they are ready for us."

As a professional broadcaster with twenty years experience I was always in awe of the power of the

spoken word, and the incredible reach and influence of the electronic media. Radio alone reaches over 200,000,000 people per day. Think about that--200 million!.

There seems to be a feeling among some people that to use radio or television is somehow "tacky," or not in line with accepted truth practices. The truth is that broadcasting is here to stay, and its influence is ever-increasing. It can be an extremely powerful vehicle to bless our world with a message that is sorely needed.

Jesus didn't wait until "they" were ready for His message; He took it to the streets, the seashore, countryside, the marketplace and Temple. In other words, wherever there were people, Jesus took His transformative message to them...ready or not. Some heard it and some didn't, but that didn't stop Him from going to them instead of sitting back and waiting for them to find Him. The Spirit of Truth will direct a person to switch a dial just as easily as It can direct a person to pick up a Daily Word or "stumble" upon a Unity church.

Sometimes with pride, sometimes not, we say, "Unity is the best kept secret in town." Are we really meant to be, or should we be sharing our understanding of Truth with a world that desperately needs it...ready or not? I think it's time to proudly stand up and speak out. I would like to assist the field ministries to do just that.

Several months ago Mr. John Templeton wrote Glenn Mosley concerning the Association's use of radio. Since that time the Public Relations/Media Committee (now two separate committees), Glenn, and I have been in contact with Mr. Templeton. In April, we wrote a proposal to Mr. Templeton and asked him to support a new position called Radio/Media

Coordinator and support staff. As you already know, Mr. Templeton has been offering The Templeton Radio Grant to a Unity ministry for the past several years. He accepted the proposal, with some suggested modifications, and offered to fund the new position. He believes in Unity's approach to life, and feels that radio is the most effective way to share it with the world.

I will be presenting a seminar at the regional conferences called "Church Expansion By Radio." This program, which will be offered for Post-Graduate credits, is for the purpose of educating the local ministries in the effective use of broadcasting to expand their outreach ministry, and to educate the public about Unity. If we don't tell our story, somebody else will. I think it's time we were proactive in telling our story instead of being reactive to what has been said about us.

I shall invite representatives from the local broadcast and production facilities to participate in the programs. This will serve as a way to introduce the ministers to the local broadcasters and sales representatives.

These seminars will include:

- * Advice on how to use radio to get you where you want to go.

- * Procedures required for the implementation of effective outreach programs and promotion.

- * How to develop a professional-sounding program.

- * How to negotiate effective radio schedules and time-buys with the local stations.

- * How to set a promotion/program budget.

- * Advice on how the members of the church and other area ministries can organize in terms of manpower and fund raising for a radio program.

Continued on page 9

EXPANSION REPORT



Susan Eng
Associate Expansion Specialist

MORE MINISTERS? ENOUGH ALREADY!

Last June, the Association of Unity Churches licensed 47 new ministers and conferred ordination on 25. Is there employment enough to satisfy all the new ministers?

Placement difficulties may occur because too many ministers look forward to serving a larger church. They choose not to build up the church they are presently serving. The pattern seems to be that a majority of ministers stay in one church for four years. A few are more durable and move after five to ten years in the same church.

In ministerial school, we are educated on how to replace ministers and how to operate a church. Consequently we have a majority of ministers (operators) who know how to fit in and not rock the boat. This is as it should be because most of the people out of ministerial school would not succeed in starting a church. However, this leaves us with a small supply of ministers (catalysts) who start a group from scratch, attracting people and other resources.

In business, a catalyst would be valued and highly compensated as an entrepreneur. Not true for catalytic ministers. Their

strengths are not often valued. Less than five percent of the ministers in the Unity movement have started a church from scratch. We need more catalytic ministers to create ministries one after another.




Yet it seems that those ministers who start churches are not appreciated because they are judged as starters but not finishers. These heroes who can take a dozen people and turn them into a congregation of 50-100 people are sometimes considered nonentities.

Let us bless and appreciate the catalytic ministers for expressing their talents and abilities. These

very special people use their gifts to create jobs for other ministers. Wherever a catalyzer goes, a church is left. Without these pathfinders in the Unity movement, we would not be seeing the expansion that we are experiencing.

Catalyzers tend to be misunderstood. Catalyzers will create work for a liaison representative because of the transitory nature of their work and because they generally have the characteristic of not being able to do all that needs to be done for a church over its lifespan. When a catalyzer gets a church going, we can

Continued on page 12

SPECIALIZED FUNCTION OF:		
CATALYZERS 	ORGANIZERS 	OPERATORS 
Can start a group from scratch, attracting people and other resources.	Can take a jumble of pieces and design an orderly organization, maximizing resources utilization	Can keep an organization going, if main assumptions and philosophy of ministry are not changed.
Tend to become frustrated when size of group begins to require more amounts of time and energy for organizational maintenance.	Tend to lose challenge when original disorder is under control.	Tend to be frustrated when disorder goes beyond normal levels.
These types are rare enough to be in scarce supply.		These types soon become a majority.
In business, valued and compensated highly as entrepreneur.	In business, organizers often advance by changing jobs. They often build upon the work of entrepreneurs.	Operators tend to gain control of on-going systems and <u>if not aware</u> of value of Catalyzers and Organizers will over-value themselves to the extent of discrediting and criticizing the types who preceded them.

REFERENCE:

Charles E. Fuller Institute
P.O. Box 90910 - Pasadena, CA 91109-0910
Write for information on "How to Plant a Church" seminar.

The President's Letter

Continued from page 2

assists these young people for a number of hours, but a vision of wholeness lingers for a longer period of time.

These opportunities to serve have been appreciated by the people of the church, and the community is more aware of the loving Unity spirit. Can you imagine a ministry more loving and open than Unity? But many people see us solely as a cult with the strange teaching of the Christ within. These individuals never venture beyond what we believe to interact with our wonderful people.

As you know, often in our communities Unity is not highly regarded. We point to the dynamics of our teachings, but the world is rightly watching to see if our love transcends our words. Is what we believe transferable into the life of a community? Is what we teach and believe made visible? Our "image" in the community is enhanced when we become the tributary of the great river of truth and make ourselves available to the people of our cities and towns. Then people will know what we believe and teach. However, a better Unity image is not the motivation for becoming the meandering river.

I submit this article to you not as a guideline of what we should or ought to be doing. (However, I admit I did use the word should once. Please forgive me.) It is presented to you as an idea whose time may or may not have come for you and the ministry you serve.

If you choose to become the meandering river, let your creativity first flow and conform to the banks of your consciousness. The result will not only be a river others can drink from, but a wellspring which quenches your thirst as well.

- NEWS FROM THE FIELD -

A Memphis tradition returned when a sunrise service was presented on Easter Sunday at the Overton Park Shell in Memphis, Tennessee. Bernard Dozier, one of the sponsors of this event and minister of Unity Church of Christianity in Memphis, joined together with several other Unity ministers and ministers of other faiths to present the interdenominational Easter Sunrise Service.

Ministers participating in the service were: Baine Palmer, Unity minister of Unity Truth Church; Thelma Hembroff, Unity minister of Unity Christ Church; Mildred Davis, Unity minister of Unity Center of Memphis; Msgr. Paul W. Clunan, St. Louis Catholic Church; and Rev. Amy Fowler, Buntyn Presbyterian Church.

The offering taken during the Sunrise Service went to "Unity Charities," which was organized in 1985 to meet needs that no other organization was meeting. It makes available household supplies to Churches and Synagogues Serving Families, school supplies to MIFA's Clothes Closet, and personal hygiene items (soap, shampoo, deodorant, toothbrushes, toothpaste, etc.) to Hospital Hospitality, Inc., and to the Shelby County Correction Center's Chaplaincy Office.

Bernard reports: "The Easter Sunrise Service was a wonderful way for people of all churches, faiths, and races to join together to worship and to help the people and organizations in our community who are in need of it."

In celebration and dedication of their new church home, Unity Church of Prescott, Arizona, sponsored a "Month of Sundays" throughout March. Each Sunday was highlighted by different Unity ministers.

The celebration began on Sunday, March 1st, with Connie Fillmore, President of Unity School of Christianity; followed by James Lewis, Unity minister of Unity Truth Center in Denver, Colorado; J. Sig & Jane Paulson, Unity ministers; Frank and Martha Giudici, Unity ministers. James Dillet Freeman, Unity minister, finished the "Month of Sundays" celebration with the dedication service for their new church home.

Catherine Garvey, minister of Unity Church of Prescott, comments: "Unity Church of Prescott began in the Spring of 1968 with weekly meetings held in private homes. Over the next few years our numbers grew and on August 1, 1971, we held our first Sunday service in the building on North Summit. This facility served us well for 15 years, but again our needs and numbers grew and we had to look for a new location. Finally, after months of searching and praying, we selected our new church home on 145 South Arizona. We give thanks for this wonderful blessing and for all the members, friends, and special guests who made this "Month of Sundays" celebration all that it was--a celebration of love, fellowship, and thanksgiving."

PARTNERS IN MINISTRY
a network of spouses of ministers



By Karin Mosley & Weaver Hess

When you pick up this copy of CONTACT, Conference 1987 will be over--the memories playing over in our minds. It takes a lot of concentrated, dedicated effort to produce a conference/convention each year and "Treasures Unlimited" was no exception. From "A" (arrangements for housing) to "Z" (who will play the zither?), a lot of people and a lot of cooperation are required.

"Treasures Unlimited." What do you think of? A buried chest filled with gold coins and rare, precious jewels? We could look at the role of a minister's spouse as having treasures unlimited! Oh, come on now! Use your God-given imagination!

For a moment recall all of the wonderful people whose lives you have touched. Treasures!! I'm sure you have had it happen to you, as I have--one particular person (usually the last person you expected it from) said, "You have no idea how much you have helped me!" Treasures!! And take a moment to recall all the beautiful people who have touched your life: What about that glorious day in the spring when the birds were singing, the flowers were blooming, everything was just

right with the world and WRONG with YOU--the alarm failed to wake you, the coffee was bitter, your clothes needed to be pressed, the car refused to cooperate and when you finally did arrive at church, you were greeted by your minister/partner with a grumble and s/he mumbled something about your being late again. Sheepishly you took your "spouse position" in the sanctuary and you looked around. Just then someone gave you one of those adoring glances and blew you a kiss. Treasures!! Or what about the board meeting that didn't last f-o-r-e-v-e-r; a colored Easter egg gift from a child; a Christmas candle that reminded you of the Christ light within everyone; the flowers sent as a surprise for your anniversary at the church; your wonderful soloist/choir who sang your favorite song; the pot-luck supper that was REALLY organized (and the ones that weren't); the time someone said, "I'm praying with you" and meant it; the delightful surprise of arriving home after minister's conference to find someone had mowed the lawn. Treasures!!

Next time you think of treasures unlimited, you will no doubt think of Conference 1987. Perhaps you will think of the buried treasure chest and, maybe, you will remember the REAL treasures we have in our lives--the precious and loving treasures--each other.

You are a treasure. Please write or phone--we'd love to hear from you. All calls and correspondence are kept in strict confidence. All mail addressed to Partners in Ministry remains unopened until it's in my hands. All calls are confidential. No one will even ask your name nor what your call is regarding. Our address: Partners in Ministry, the Association of Unity Churches, P.O. Box 610, Lee's Summit, MO 64063; our phone: (816) 524-7414.

"Church Expansion By Radio"
(Continued from page 6)

- * How to synergize your program and promotion efforts.

- * Examples of programs and promotional efforts that are working in other markets.

- * Advice on where to get existing scripts and services that can be tailored to your church, region, or subregion.

I shall also write a monthly feature in CONTACT which will contain the latest information on all items listed above as well as news from the field. I will help to create a series of promotional announcements which will be available to your ministry.

I am excited about this opportunity to share Unity's message on a worldwide scale in a very tasteful and positive way. I ask for your support and contributions as we develop this new program. I am gathering information for the "Church Expansion By Radio" seminars and CONTACT articles and would appreciate hearing from you about your questions, concerns, and experiences with broadcasting.

Mr. Templeton has provided us with a golden opportunity to share our message in a fresh new way. Let's keep an open mind and work together. I look forward to working with all of you.

CLEARINGHOUSE

Unity of the Valley, McAllen, Texas, would like six copies of Guidelines For Parents by Ann Lee Kreml.

If you can help, please contact **Katharine Cooke**, minister, Unity of the Valley, PO Box 3867, McAllen, Texas 78502; phone: 512-787-4411.

THE CROWNING OF WEST SIDE UNITY CHURCH

A CONCURRENT RESOLUTION TO COMMEMORATE THE DEDICATION OF THE NEW CHURCH HOME OF WEST SIDE UNITY CHURCH

IN 1964, THE REVEREND RUTH M. MOSLEY FOUNDED THIS HOUSE OF WORSHIP, AND SHE HAS GUIDED IT WITH INFINITE WISDOM EVER SINCE. UNDER HER ADEPT LEADERSHIP, THE CHURCH HAS GROWN TO BECOME ONE OF THE LARGEST CHURCHES IN THE DETROIT COMMUNITY AND IN THE UNITY MOVEMENT WITH OVER 800 MEMBERS. THE CHURCH TENDS TO THE RELIGIOUS AND SPIRITUAL NEEDS OF ITS CONGREGATION THROUGH SERVICES, PRAYERS, RETREATS, SEMINARS, AND SPIRITUAL EDUCATION. WEST SIDE UNITY CHURCH BOASTS THE FIRST URBAN MINISTERIAL SCHOOL OF ITS KIND, A FOOD COOPERATIVE, A PERFORMING ARTS DEPARTMENT, AND MANY OTHER PROGRAMS TO BENEFIT THE COMMUNITY AT LARGE. WE ARE PROUD TO BE A PART OF THIS AUSPICIOUS OCCASION AND EXTEND TO THE REVEREND MOSLEY AND HER ENTIRE CONGREGATION OUR WARMEST CONGRATULATIONS

"Behold, how good and how pleasant it is for brethren to dwell
together in unity!

Psalms 133:1

On May 3, 1987, West Side Unity Church in Detroit, Michigan, celebrated the "crowning" of their new building (full dedication of completed facility will occur in the Fall, 1987). The above Michigan Legislature Resolution was presented by State Senator Jackie Vaughn III to Ruth Mosley and West Side Unity Church at this special celebration.

Ruth began this ministry in 1964 with nine members. In 1970 the need for more space to accommodate the growing ministry became evident and the church began a series of expansions. That year the building next to the church was purchased. In 1979 West Side Unity Church bought five adjacent buildings, which greatly increased its space. In 1980 more property became available and the church purchased it and it is now the

site of the new church home for the 800-plus members of West Side Unity Church.

The following is an excerpt from the May 2, 1987, issue of Michigan Chronicle newspaper, which featured an article on the special events and celebration of the new church facility: "Recognizing the trend to construct new buildings in the suburbs or outlying areas of the city, Rev. Mosley, a dynamic force and dedicated community activist, decided to build her new church on a locality dotted with old and deteriorating buildings. 'This is where my services are more needed, hopefully this new structure will encourage further restoration of the neighborhood,' stated Rev. Mosley."

Ruth reports: "With the completion of the new church facility

and the renovation of the existing buildings, the City of Detroit has joined our efforts in revitalizing the neighborhood by installing new curbs and sidewalks on the block. In addition, the city, as part of neighborhood block grant program, will begin shortly to pave the parking lot across the street and renovate the existing building on the lot for the facility to be used by neighborhood youngsters and community to conduct their drama classes and performances. All of these projects will certainly add a new and different dimension to the entire area."

On behalf of the entire Association of Unity Churches, the Association Staff extends our congratulations to West Side Unity Church and to Ruth Mosley on this special occasion.

Especially for children of ministers



Summer is almost over! It sure has been fun! But now I'm thinking about going back to school. My brain is ready for a challenge to get geared up! My friend, Cheryl, made this puzzle especially for you and me! Have Fun!! Don't forget to write: P.K.'s Korner, the Association of Unity Churches, P.O. Box 610, Lee's Summit, MO 64063. Love Ya!!

Z A C C M L P Q N F L E A R N I N G Q U B T K L C
 C T U L V W T Z C V X T P F R C D T E A C H I N G
 A M O T R R E W A R D I N G F Z B L E S S P N M R
 R P Q L T O Q H B M U A M I N I S T E R V M D B O
 I E L W B T T K M D A I Z A B T R L Y R C N N B W
 N A V C W U R L W R D L J L S B X M M E R Y E O T
 G O D G R H Y J T I E C E L E B R A T E E A S Y H
 L B F T I R K R C S Y A K G D S V S Z R Y R S S U
 P M B J H C O E R U T N E V D A G Q E J A X Q X Z
 Q F Q C Q F A Z I L O V E S G P O F Y M R X N K T
 H E L P M D P U L Y Q H J L S H O P E W P X M C V
 M G E O N F H N E O P B N O W P D L N G O U A U T
 V S C E M P W I S D O M J B K F T C F J W G E W R
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 C O M R N D L I N O R K E S P I R I T U A L U Q I
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 R F U Z Y H E S O I E A H N E T A I D A R S V P R
 O V F A M I L Y L Z N P R E S E N C E F S H A R E
 P I G K Y X Q H A E A R Z M M N Y M G U L A U V S
 P U R P O S E D E P E N D A B L E N V K R P I Z P
 U J U W L T K R Z X C U B W P C Z B S T D P H O O
 S D N E I R F P O J T C I Y A L P V Q Q W Y A X R
 A Z T O L O T V W R Y T I N U T R O P P O J A S C
 A C M N L N Z A E C A E P B Y D A I E J T B X A W

Find the words below hidden in this puzzle. They may be horizontal, vertical, or diagonal.

OPPORTUNITY	CELEBRATE	KINDNESS	MINISTER	ADVENTURE	DEPENDABLE
LOVE	JOY	HAPPY	FUN	TRUTH	CARING
SHARE	TRY	LISTEN	FREE	PRAYER	WISDOM
BIBLE	POETRY	PEACE	GROWTH	SPIRITUAL	GIVING
FRIENDS	GOOD	SUPPORT	LEARNING	COMFORT	FAITH
HOPE	TEACHING	PLAY	REWARDING	SERVICE	FAMILY
PURPOSE	UNITY	YOUTH	SYMBOLS	LESSON	TEAM
HELP	GOD	GOALS	PRESENCE	RADIATE	BLESS
AFFIRM	ENJOY	ASSIST	ZEAL		

EXPANSION NEWS

Continued from page 7

replace the catalytic minister with the "organizer" minister.

The organizer continues where the catalyzer left off in the organizational stage. The organizer can take a mass of unspecified expectations and stabilize the church by setting specific goals, making job descriptions and the placement of people in positions appropriate to their skills.

The charismatic and magnetic catalyzer is focused on drawing people and rarely has the insight to match peoples' abilities to jobs. Organizers can arrange people to make durable, stable organization possible. As people are fulfilled in a well-organized situation, additional people can come and the organization expands. People are satisfied because their needs are met, they are being nurtured and they are expressing more of their Christ.

When the church is functioning in an effective manner, the challenge is gone. Organizers become bored and want to find a better challenge. They leave and are most likely replaced by the "operator" minister. Operators have the ability to consistently run a clearly defined church. They are in the majority.

Nobody is misplaced. We can appreciate the uniqueness of a catalyst. The expansion of our work is related to the number of catalytic ministers. The natural flow of church growth is a succession of catalyzers replaced by organizers replaced by operators.

Each category needs each other. The catalyzers are appreciative of operators who give guidance, encouragement, sponsorship and possibly funding sources.

There are more than enough places for all styles of ministers. More ministers? YES! There are right positions enough for every minister.

SPARKPLUGS

Talk Topics & Sermon Starters from Unity publications

This month:

Wee Wisdom's 94th birthday

Do you know of anything more fun to celebrate than a birthday? In August, Wee Wisdom magazine will celebrate the 94th anniversary of its birth.

Perhaps you will want to celebrate by recognizing those in your center or church who "take care of the children." This was God's call to Myrtle Fillmore, co-founder of Unity School of Christianity and first editor of Wee Wisdom magazine. From 1893 until 1922 Myrtle selflessly gave of her talents to "take care of the children." From 1923 until the present, many other editors and staff members have served with the same loving dedication as Myrtle. Surely this attitude has called many to service in your field ministry. Thank them!

Wee Wisdom is a magazine filled

with character-building stories and fun things to do for children aged 4-12. It is also a treasure for the older generation, as we fill subscription requests from many nursing homes. It has been recommended for Alzheimer patients to ease loneliness and loss.

A thoughtful way to share Truth is to give copies of Wee Wisdom to new youngsters who attend your center or church. Let your Unity volunteers give copies of Wee Wisdom to local hospitals, day care centers, special schools, nursing homes, doctor and dental offices, and any other appropriate places. Of course, you will want to receive permission from those in charge, but don't be surprised to receive constant requests and for several issues rather than just one!

Celebrate Wee Wisdom's birthday with us--share this nondenominational, intergenerational Truth magazine. Subscription or single copies of Wee Wisdom magazine may be ordered from the Sales Department of Unity School of Christianity.

THE LORD'S PRAYER

As the result of a book study class conducted at Unity Church of Eureka, California (Larry Davis, minister), Helen S'open Wilson, a member of Unity Church of Eureka, was inspired to write the following version of The Lord's Prayer:

Our Father
Alive in our hearts
Hallowed is thy name
Thy Kingdom's come
Thy will is done
On earth which is one with heaven
We thank you for our daily bread
And for gifting us with grace
Yes indeed our joy is full now
Good friend, our truthful comforter
You have delivered us from error
So ours is the kingdom
And the power
And the glory
Forever
Amen

Thank you ministers, ministries, study groups, and lay persons for your contribution to the Association of Unity Churches. The love and faith you incorporate into your gifts make them special. We see the door opening for limitless outpouring of the abundance of Spirit into your lives and into your ministries. On behalf of the Association of Unity Churches' staff and Board of Trustees, we are grateful.

ASSOCIATION OF UNITY CHURCHES
Statement of General Fund Operations
One Month Ended April 30, 1987

INCOME-OPERATIONS:

Love Offering	\$ 71,256.02	\$ 71,256.02
Other Income	<u>1,090.95</u>	<u>1,090.95</u>
	72,346.97	72,346.97
Less: Tithe Transfer	<u>7,118.40</u>	<u>7,118.40</u>
	65,228.57	65,228.57
Gross Profit Material	<u>7,145.88</u>	<u>7,145.88</u>
Total Income	<u>\$72,374.45</u>	<u>\$ 72,374.45</u>

EXPENSES-OPERATIONS:

Total Expenses	<u>\$52,983.53</u>	<u>\$ 52,983.53</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$19,390.92</u>	<u>\$ 19,390.92</u>

Unity School Contribution to the Association of Unity Churches Through Services Provided

Month of April, 1987 - \$ 3,413.17

Year To Date - \$3,413.17

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

We invite you to join us in putting
GOD FIRST
in all things and in using this prayer for the month of

SEPTEMBER 1987

Infinite supply is mine through
Christ; my life is prospered and
enriched.

Unity School Prayer Group



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

One of the exciting areas of development I've witnessed is that of Unity Chaplaincy. Unity is a member of the National Conference on Ministry to the Armed Forces and the Association for Clinical Pastoral Education. As the endorser for Unity ministers seeking to do ministry in institutional settings, it is my privilege to represent the Association at these and other related meetings.

Are you aware that Unity is now represented in such settings as the Army, a half-way house, a major medical center, and even an airport! There are probably volunteer chaplaincies of which I am unaware.

As I prepared to write this article, Mercedes came to my office with material describing her

chaplaincy in the Michigan Correction Facilities.

Mercedes has started an outreach chaplaincy called "Heritage" which is founded upon Matthew 25:24: "Come, ye blessed of my Father, inherit the kingdom prepared for you from the foundation of the world..."

Heritage teaches the practical application of the Jesus Christ teachings as interpreted by Charles and Myrtle Fillmore to residents of penal institutions, offers spiritual counseling, provides self-help literature, and serves as one of several prison liaisons within the community.

Chapters of Heritage are located in the Jackson City Jail; the State Prison of Southern Michigan; the Jackson Temporary Facility; two minimum security camps, and a half-way house.

Mercedes is open to receiving your gifts of love and support. She would welcome books, cassette tapes, booklets, pamphlets, and song books, etc.

Interested folks who would like to share in this specialized ministry may do so by contacting:

Heritage
Mercedes, Minister
307 N. Grinnell
Jackson, MI 49202
(517) 782-6763

I would like very much to hear about other volunteer, part-time or full-time, chaplaincy programs. How about writing me, so we can share how you are taking Unity to people in special circumstances.



LIGHT ON THE PATH.By Trish Robinson

The May Skills Development Seminar contained some "firsts," one of which generated enthusiasm and excitement: The attendees formed a support group. A tape has been started that will make the rounds with each one adding a few sentences and sending it on to another support group member. Also, plans are in the process for the group to meet in this area next year. At least two workshops will be offered for post-graduate credits plus plenty of time for rapping, sharing, and bringing each other up to date on what's been happening since becoming licensed. We join in their excitement. When this idea was unanimously approved, I made a comment to the ones who had come up with it: "You know what this means, you will stretch and reach higher knowing you are going to be reporting to each other." Neat huh!!

And speaking of firsts, here is a letter from Linda Melin, the Alternate Licensed Teacher Regional Representative from West Central:

When I think back to what it was like when I was licensed ten years ago, all I can say is "You've come a long way, baby!" Ten years ago we had yet to see our first Skills Development Seminar. In fact, licensed teachers were just beginning to say, "We want to be better trained, so we can serve better. We want to be part of Unity's team." I remember the first Regional Licensed Teacher Meetings. We had a lot to share, much of it was hurt and pain and feelings of unacceptance. Those days are long past. Better communication exists between licensed

teachers and ministers--we feel more support and acceptance. To me our Regional Conference this year was the high point. There were so many licensed teacher firsts that it was exciting. I feel we are not only part of the Unity team in our ministries, but on a regional level as well.

First was the appreciation and encouragement the licensed teachers felt from the ministers. Everyone said it was exciting to hear so many ministers speak out in support of teachers. Many were the more recently ordained ministers, which says that Unity School and the Association of Unity Churches are doing a better job at educating the ministers-in-training about licensed teachers.

The changes we made in regional policy and by-laws certainly reflect the new attitude that licensed teachers not only can be a vital part of the ministry team, but the regional team as well.

The by-laws were changed so that we are full members of the region. This means that we can be on any committee or even be elected to the regional Board. Billie Jo Hallmark was nominated for the Board. Although she was not elected this year, I'm sure we will be seeing a licensed teacher on the Board in the future.

Another first is the fact that a licensed teacher (me) will be the Program Chairperson for our January Retreat for ministers, licensed teachers, and their spouses.

For the first time a licensed teacher presented our post-graduate program. Judith Hendrixon, the Licensed Teacher Representative from Southeast, gave her wonderful Bible seminar.

Another first was the recognition by the Association of a Regional Licensed Teacher of the Year. This was established at Licensed Teacher Post-Graduate Week at Unity Village. Ruth Langdon was chosen this year. (Others chosen this year were: Marilyn Olson, Southwest; Phyllis Hoover, South Central; Mamie Saunders, Great Lakes; Betty Fleming, Southeast; Thomas Lockery, Eastern; and Hilda Kellis, Western). I can think of no better person. We salute the Association for having the vision to establish the program of the Regional Licensed Teacher of the Year.

What touches you - touches me, whether it be sorrow or joy, for you are part of me as I of you and together we are in and of God--all that IS! Love and best blessings.



Lisa Wissman
Youth Education Coordinator

"THROUGH THE EYES OF A CHILD"

How many times have you left church on Sunday after working with the children, and asked yourself, "Did the children really get what I was saying? I know the message I had in my mind, but I'm not certain that they now know what I knew I wanted them to know!" We all learn in so many different ways--through watching, listening, thinking, and doing--it is sometimes hard to know if our teaching approach has been effective. Many of us like to learn by abstract reasoning, or by using our hands, or by listening to a lecture, all of which can turn our job of teaching into a wild juggling act.

Just for a moment, let's take a look at the way Jesus, the master teacher, taught his lesson. When Jesus taught, oftentimes he spoke in parables. He knew the language which would best reach his followers. He knew the stories which would best touch their hearts and souls to help them better understand the important role they played in the ever-unfolding expression of their indwelling Christ consciousness. Not only did Jesus talk to his followers and give them examples of what he was teaching, but he was a living example of his teachings.

If we were to analyze Jesus' teaching techniques in terms we could use in our own teaching situations with children, we would probably have a list that looked similar to this:

1. Think about where the children are in their daily lives.
2. Use language and terms they understand.
3. Make sure what you're teaching is relevant to their daily lives.

4. Be a living example of the message you are teaching.

Where are the children in their daily lives?

If we are going to teach the children effectively, we need to know where to reach them and the only place we can reach them is where they are--not where we are. So how can we find out where they are? You may want to try some of these ideas:

- * Get a feel for the music the children are listening to. Ask them their favorite radio stations and then spend some time at home listening to them. (It's not too painful!)
- * Check out some of the television shows popular with your class' age group.
- * See what's playing on MTV.
- * Find out what's going on in their school classrooms.
- * What kinds of toys are "in"?
- * What games do they like to play?
- * Ask questions!! The children love to talk about themselves when they feel someone cares.

Continued...



"So you think this artistic, prayerful approach to teaching is too slow a process? HOW ARE YOU MEASURING PROGRESS?"

"Through The Eyes of a Child" (Continued from page 17)

How is what I'm teaching relevant to their daily lives?

In presenting your lesson the children need to know what importance your message has in their lives; how does it effect them? To better understand how to touch the children's lives with your message, it could serve you well to get in touch with your own inner child to create a common base from which to teach. When Jesus spoke to children, I'm sure he became "like a child." He tapped into that "Christ child" consciousness which enabled him to see with the eyes of a child. This gave him a common base for communication with the children he was teaching. How then can we tap into the "Christ child" consciousness available to all of us? What does it mean to be able to see with the eyes of a child?

When we see with the eyes of a child, we see things with wonderment. We take delight in all things around us as though we were experiencing them for the first time. We live with a sense of excitement and enthusiasm for all our experiences. So how do we tap this constant source of effervescent creativity? Try this:

- * Set aside a few moments each day to relax.
- * Allow this to be a time when you are willing to release the adult we sometimes find ourselves clothed in.
- * Use whatever relaxation or meditation technique you are comfortable with and think back to a time of wonderment in your childhood (Christmas, a birthday, a walk in the woods, etc.).
- * Focus for a few moments on the good feelings those times brought with them.
- * Imagine now that you are going to be the child in the lesson you will be teaching. Bring those good feelings of wonderment with you. How would you want the lesson to be presented?
- * Let the child within you lead the way. Be in touch with the give and take of creativity.
- * Can you feel a sense of excitement and anticipation about what you will learn?

While creating your lesson for Sunday reflect back upon your times of relaxation. Recapture the ideas and feelings which emanated from the experiences and apply them to your lesson, remembering to see it through the eyes of a child.

How can I be a living example of what I'm teaching?

What we are all teaching is LOVE--loving ourselves, loving each other...no matter what. During each class period there are plenty of opportunities for us to set examples. For instance, in the middle of a lesson about friendship, Jeremy sits on Susie's hand...Susie screams and hits Jeremy for hurting her hand...Jeremy screams back...and waits for you to do something. What he is waiting for is not what you may think he's waiting for. He is not really waiting for you to punish anyone (though that may be what he says). What he is doing is waiting to see if you are going to practice what you preach. He wants to see how you will handle this whole situation...so how will you? The way you choose to work with situations in your classroom setting will play a large part in the effectiveness your teaching will have. Your classroom will take on a character of its own, largely determined by your behavior and personality so be sure that what you are is what you want to teach.

A few points which may be helpful are:

- * Come to class prepared.
- * Keep things organized. This helps establish a very needed sense of order within the children.
- * Practice being courteous to the children as you would expect them to be to you.
- * Express yourself lovingly.
- * Establish classroom agreements.
- * Be consistent with your agreements.
- * When the issue of discipline arises, be firm, consistent, honest, loving. The statement, "I'm not really comfortable with your behavior and I don't see any reason why I should be." can be said very firmly, yet with love.
- * The more quietly you correct a child's behavior (a whisper in her/his ear) the less s/he will feel the need to retaliate.

These are just a few suggestions you may choose to use in your classroom environment. The techniques you choose must be those which feel most comfortable to you. They should, however, be a reflection of love. After all, it is love that we teach; it is love that our wayshower, Jesus, taught; and it is with love that our lessons will be heard--through the eyes of a child.

RESOURCES

NEW YOUTH EDUCATION INVENTORY ITEMS

Now Available Through The

ASSOCIATION OF UNITY CHURCHES®

P.O. Box 610 - Lee's Summit, MO 64065

TEACHER RESOURCES -

I CAN MAKE A RAINBOW - A 300-page resource which contains hundreds of activities with wonderful illustrations and clear-cut directions, plus tips on organization and care of supplies.

Inventory #1706 \$14.95

PUDDLES AND WINGS AND GRAPEVINE SWINGS - A 300-page resource filled with activity ideas which incorporate things to make and do with "nature's treasures." It is designed to give children a "hands-on" appreciation for nature.

Inventory #1707 \$14.95

CHILDREN'S TAPES -

WEE SING SILLY SONGS - This 29-minute tape is filled with fun songs which uses a delightful combination of words and music. Included is a 64-page booklet with the words, music and illustrations as well as activities.

Inventory #1708 \$8.95

YOUTH EDUCATION TEACHING SUPPLIES -

"SUNNY NEWS!" - Achievement awards with pineapple Scratch "N" Sniff.

Inventory #1705 \$2.95/36

FANTASTIC! AWARD RIBBONS

Inventory #1704 \$2.98/36

TERRIFIC! Shiny-Times Stickers.

Inventory #1701 \$1.35/36

HAPPY BIRTHDAY! Shiny-Times Stickers.

Inventory #1702 \$1.35/36

RESOURCES FOR UNITEEN, YOUTH OF UNITY, YOUNG ADULT OF UNITY TEACHERS/SPONSORS:

THE NEW GAMES BOOK & MORE NEW GAMES - Each of these books offer non-competitive games for all groups, regardless of age or size. The emphasis is on cooperative play rather than competitive, encourages an environment of togetherness and team-building.

Inventory #1361 & 1362 \$7.95 ea.

CREATIVE SOCIALS & SPECIAL EVENTS - A creative special event which is well-planned, offers sheer fun for both teens and youth workers. Creative Socials & Special Events offers a wide variety of "tested" program ideas, including theme events, scavenger hunts, sports and seasonal events, fund raisers and more.

Inventory #1360 \$7.95

TENSION GETTERS I - Tension Getters is a book of strategies designed to assist teens on transferring what they learn in the classroom to daily life. A wide variety of discussion starters regarding real-life problems and predicaments" for today's youth offers opportunities for values clarification.

Inventory #1358 \$7.95

GREATEST SKITS ON EARTH - Excellent for all ages, this fun-filled collection of skits is grouped into seven chapters:

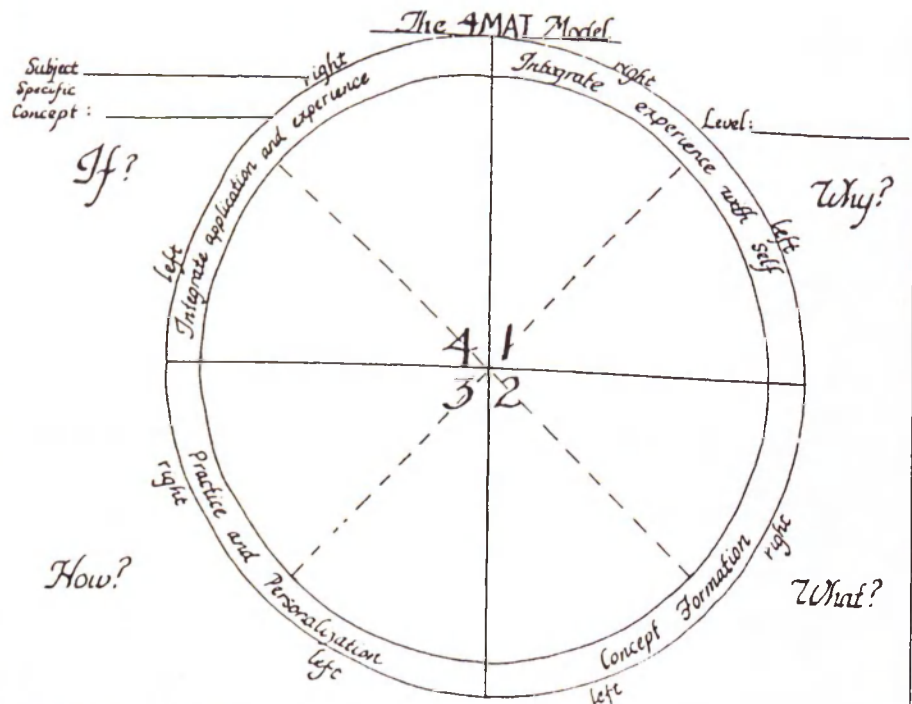
Short one-act skits
Slapstick skits and sight gags
Famous Interviews
Classic Skits
Stunts
Audience participation skits
Groaners, one-liners

Inventory #1359 \$10.95

THE S.A.L.T. CONFERENCE...in Ames, Iowa? by Lisa Wissman

In March 1987, Joyce Culey and myself attended the S.A.L.T. Conference at Iowa State University, Ames, Iowa. S.A.L.T. (Society for Accelerative Learning and Teaching, Inc.) is a nonprofit corporation for research and application of efficient teaching techniques.

It was our finding that one of the "new" techniques strongly supported by the S.A.L.T. conference is the 4-MAT system, a system which addresses the four styles of learning. One particular interest in this fact was that our new IMAGE curriculum, now being field tested through the Association of Unity Churches, is being modeled after such a program. In addition to the 4-MAT system being used in our Youth Education programs, our standard practices of incorporating meditation, relaxation, visualization, music and movement in our learning settings, puts us solidly into the small segment of educators who utilize all the latest in accelerative teaching techniques. Of this fact we can truly be very proud.



For information as to how you can become a field tester of the newly revised IMAGE Curriculum, please contact: Karin Mosley, Education Assistant, Association of Unity Churches, P.O. Box 610, Lee's Summit, Missouri 64065; or phone, (816) 524-7414.

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PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®

September, 1987





Jim Rosemergy
Unity Church of Truth
Spokane, Washington

THE HOLY FIRE

THE MATURING

The Association of Unity Churches is maturing. The result benefits us all, for the Association is better able to serve us, and creative energies are released through our member ministries.

As I reflect upon the past years, three areas of growth are apparent: management, church growth principles (I call them "ability to better serve" principles), and the deepened spiritual lives of the center leaders. For the last several years, the Association has offered its member ministries the services of consultants to assist ministers and boards in understanding their roles and responsibilities.

Recently, we turned our attention toward the principles of church growth. This turn is actually an education process in which we discover the "things" which have proved beneficial for other ministries. It is an expanded version of what takes place when we gather for conferences. We walk, talk, and share ideas enabling us to better serve our people. The sharing we have at the beginning of each conference day

is a manifestation of our desire to learn from one another.

LIFE IS CONSCIOUSNESS

However, it is possible for a ministry to be well managed and implementing ideas that have worked for other churches, but still remain stagnant and arrested in its ability to express the power and presence of the Christ. The reason is simple. LIFE IS CONSCIOUSNESS. Ultimately, the unfoldment of a ministry is not a function of management and church growth principles. CONSCIOUSNESS IS THE MOTHER OF THE MINISTRY.

Let us continue with our understanding of sound management practices and the principles which create an atmosphere in which a ministry can serve and grow, but let us not neglect the need for the deepened spiritual life of the minister. Unless our relationship with God is unfolding, the ministry will not unfold.

A spiritual center is like a stool supported by three legs. If any of the three legs is missing, the stool will not fulfill the demands placed upon it. Two of the legs, management practices and church growth principles are in place and growing stronger. Let us not forget the third leg--the deepening of our spiritual lives. I believe the quickened interior life rises because we are willing to experience the HOLY FIRE.

THE HOLY FIRE

The responsibilities and time requirements placed upon a center leader are immense. The demands and activities of the ministry constantly beckon for attention. In our fervor to serve, we often forget to enter the HOLY FIRE. There are a number of possible reasons for this. The first reason is experienced by all people. The current king, the pygmy self, knows that if we are still and give our attention to Spirit, his

reign of limitation and doubt will end. Therefore, it offers excuses and avoidance techniques to keep us from the HOLY FIRE. The natural activities of a church create the alibis. "There is so much to do. People need help. Surely my God would want me to do these things." We fail to realize that even fruit trees do not bear fruit in every season.

As I read the gospels, it is evident that Jesus was extremely busy. There were literally thousands of people turning to Him with their needs, but He did not forget His need to be warmed by the HOLY FIRE. He did not hesitate to come apart awhile.

There are different methods for staying green and growing. We can attend workshops, seminars, and read the latest books relating to spiritual unfoldment. We can even conduct classes and write books about the interior life, but there comes the time when these are put aside. The HOLY FIRE, solitude, awaits us.

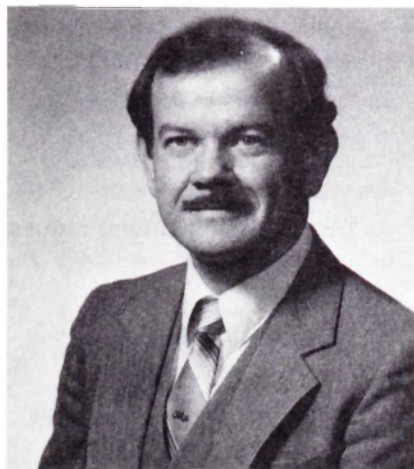
RETREATING

For many years, I have practiced daily prayer and meditation, and it has kept me green and growing. However, now I can sense another quantum leap before me. My soul is demanding extended times of renewal and communion. For me, slowly over the course of many months of hard work, the mind becomes overactive and potentially reactive. The truly still mind takes longer to achieve. This happening is a sign for me. The HOLY FIRE beckons.

I don't know where this yearning is leading me, but I can see in the future I will ask my board to allow/encourage me to retreat for a week every seven weeks. In this way, my consciousness is deepened. This time away will be a most fruitful time for the ministry and it will come when

Continued on page 12

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

We have some good news, and some good news, and then...we have some more good news.

Late in his Presidential year, Larry Swartz invited congregants and lay leaders to share their expressions of appreciation in writing and to send them to me. Some of you, ministers and laity alike, wrote your notes of praise and encouragement to me and our Association staff. I thank you for those notes; they are appreciated by all of us very much.

Many, many of the letters have shared high praise for selflessness and performance "above and beyond" the call of duty for their minister(s). I've thanked the letter writers and encouraged them to send copies to the minister(s) being praised. In this column, I'm sharing excerpts from two such characteristic letters.

I'm also including another letter; this one from a minister to his congregation immediately after June Conference, 1987, in which he reflects on the great experience the 1987 Conference was, ways he and his congregation will continue to benefit in the years to come, and he also shares his excitement about the Association's new position of "Marketing Director."

Finally, by request, I'm in-

cluding a brief excerpt from my Conference report regarding the rate of growth of field ministries during the past twenty-one years.

Heading into our twenty-second year, the Closing Ceremony of Conference, led by newly-installed President Jim Rosemergy, had an estimated attendance of 650; imagine that! Two years in a row with great attendance and excitement through the last program (at Convention '86, ministers and laity numbered about 850). Imagine with us 2000 people for the entire Convention '88 in Orlando. The "closer walk with God and man" theme for this year is reflected in the following three letters as well as in the concluding growth report.

The first letter is from Texas:

"...Our ministers, Frank and Margaret Pounders, are shining examples of dedication in action. Because they live the principles they teach they are an inspiration to all who are touched by their work.

"Frank and Margaret have truly given their whole selves to the ministry and its progress and expansion. They are very sensitive to the needs and concerns of the congregation. They fulfill their ministerial duties plus much more by taking an active role in all areas of church life.

"Frank and Margaret work many hours and do so enthusiastically and without requesting any recognition for the personal sacrifices they have made, because they do not consider it a sacrifice. However, they never fail to recognize and support all those who contribute to the church in any capacity.

"I am proud to be a part of Unity Way Church and I am grateful to have Frank and Margaret Pounders as ministers.

Sincerely,
Pam Trest
President, Board of Dir.
Unity Way Church"

The second letter of praise is from Michigan:

"Dear Mr. Mosley: Let the rejoice begin! I am one of the great majority of joy-filled people so pleased and happy that I am a 'Unitic' and a member of Unity of Greater Lansing, and that L. Richard Ammons is the 'Leader of our Pack.' All of the superlatives mentioned in Larry Swartz' recent item in CONTACT magazine (which invited happy, sharing letters) aptly apply to our minister, whom we dearly love.

"Today we wish to share with you some of our recent exciting 'happenings.' The enclosures will tell you about Richard having been selected 'Boss of the Year' for Laureate Chapter of the American Business Women's Association. This is an organization of employed women from all lines of business; there are seven chapters in this area, and Laureate Chapter has 115 members representing Greater Lansing's business world.

Continued on page 6

Volume 20, Issue 8

CONTACT STAFF

Editor-in-Chief.....Glenn Mosley
Managing Editor.....Cheryl Vestal
Graphics & Layout....Cheryl Vestal
Circulation.....Glenn Mosley, Jr.

EDITORIAL PURPOSE

The Editorial Purpose of CONTACT is the purpose of the Association: The Association of Unity Churches is dedicated to supporting and strengthening its member ministries by providing human resources, administrative and education programs.

Cover:

Bremerton Unity Center
Bremerton, Washington
Minister: John W. Payne



Barbara O'Hearne
Management Consultant

VOLUNTEER MANAGEMENT

Volunteer activity provides an opportunity to work for "something you believe in." The involvement and work of volunteers is everywhere: in schools, churches, hospitals, cultural events and civic projects. Volunteers are involved in every type of work: policy-making, management, direct services, fund raising, and supportive activities such as office work and maintenance. Some are very visible while others work behind the scenes. Many nonprofit organizations could not exist without volunteers. Meaningful volunteer experiences are the result of planning. This article will discuss the volunteer board of directors responsibilities in planning for effective volunteer management.

ROLES AND RESPONSIBILITIES

Effective communication and the clear understanding of the roles and responsibilities of the board, staff and volunteers is critical to the success of a volunteer program. It is possible that there could be conflict between a full-time staff person and a volunteer if the staff perceives their job may be threatened by a

volunteer. Volunteers provide "organizational enrichment," they do not do the staff person's job. The board should consider the number of volunteers needed when setting policy, formulating plans, and developing the budget. The board may choose to establish policy procedures to insure volunteer needs are met.

A volunteer coordinator helps to insure the success of a volunteer program. This person can be a staff person or an experienced volunteer. The person managing the volunteer program will be accountable to the executive director. In turn, the executive director should report to the board specific information on: the number of volunteers, the number of hours of volunteer time, length of commitment made by volunteers, and qualitative and quantitative impact of volunteer involvement. It is suggested that board members be up-to-date on the trends that affect volunteer involvement. This information is available in such publications as The NonProfit Times, Nonprofit World and the books listed in the reference section of this article.

PLANNING FOR EFFECTIVENESS

An assessment of what is currently happening in the volunteer program is an effective way to find out what's working, what needs to be improved, what needs to be initiated, and what is not needed. This can be accomplished through a written survey or an informal interview.

A Volunteer Management Survey suggested by Israel Unterman and Richard H. Davis, in Strategic Management of Not-For-Profit Organizations, includes some of the following questions:

1. Is there a planning process for volunteer management?
 - * Do board members, staff, volunteers and members

participate in needs assessment and planning?

- * Does the volunteer management program have a specific budget?
2. Do the job descriptions reflect what is needed by volunteer involvement?
 - * Do all volunteer positions have job descriptions?
 - * Are these job descriptions reviewed annually and updated if needed?
 3. Are there the specific types of volunteers needed and a sufficient number recruited?
 - * How are they recruited?
 - * What is the cost of recruitment (staff time, forms, etc.)?
 - * Is the recruitment process effective?
 4. What is the orientation process for volunteers and staff?
 - * How many new volunteers attend, how many do not?
 - * Are the orientation sessions evaluated for effectiveness? How is the evaluation used?
 5. How are the volunteers placed? To meet their needs? To meet specific needs of the organization?
 - * Were all of the volunteers placed? Were more needed?
 - * How many volunteers completed their commitment?
 6. What percentage of staff time is allocated to supervision of volunteers?
 - * Is the staff given training in supervising volunteers?

Continued...

7. Is there a good system of relevant recordkeeping in operation?

- * Are records of general information about the volunteers kept and updated. Are work records kept and the effects/impact of the volunteer's involvement?

8. Is there ongoing evaluation of the volunteer program?

- * How often is this information given to the board?
- * Are the results of the evaluations used in planning?

9. Is there volunteer recognition?

- * What recognition activities are used and when?
- * What is the budget for these activities, and how many volunteers are recognized? Does this keep the current volunteers involved and/or recruit new volunteers?

Upon completion of the survey a

simple check list, such as the one listed below, can determine the management areas that are effective, the ones needing improvement or initiation, and the priority.

A 1981 Gallup study states that 52 percent of American adults and 53 percent of teenagers volunteered between March 1980 and March 1981. People are able and willing to volunteer for a variety of reasons. People are retiring earlier and living longer. Many people have more discretionary time and they want their talents to be utilized. Teenagers engage in volunteerism as part of high school or college classes, for career exploration, work experience, and commitment to idealism.

Effective boards realize the value and need for a well-organized volunteer program that meets the needs of the organization as well as the needs of the individual.

SHARE YOUR THOUGHTS AND IDEAS

The readers are invited to send their "volunteer success stories." Your success story can be written around any of the management tasks listed below. Condense them to one or two typewritten paragraphs and mail to Barbara O'Hearne, Management Consultant, 4311 Rockhill Road, Kansas City, Missouri 64110. They will be edited and included in a future column.

REFERENCES

Cathaleen Finley, "A survey of benefits for volunteering--and eight ways to use it"; The NonProfit Times, Vol. 1, No. 3, June 1987.

Fred Setterberg and Kary Schulman, Beyond Profit, Harper & Row, New York, NY, 1985.

Israel Unterman and Richard H. Davis, Strategic Management of Not-For-Profit Organizations, Praeger Publishers, New York, NY, 1984.

MANAGEMENT TASK

EFFECTIVE

NEEDS IMPROVEMENT OR INITIATION

PRIORITY

Planning

Job Descriptions

Recruitment

Orientation

Placement

Supervision

Recordkeeping

Evaluation

Recognition

EXECUTIVE DIRECTOR'S LETTER

Cont'd from page 3

"Selection of the 'Boss of the Year' is made by a panel of impartial judges from written resumes submitted by employees. Consideration is given to community activities, business experience and accomplishments, what the nominee has achieved in a business way and the member's recommendation giving reasons why she believed her boss should be 'Boss of the Year.'

"On Sunday following the annual Boss Night Dinner it was my privilege and pleasure to make this announcement to the members of the congregation and to read the letters from The Lieutenant Governor and the Governor of the great State of Michigan; these letters representing a 'first.' It was so thrilling to see the standing ovation which followed that many were emotionally moved.

"Easter Sunday, April 19, brought with it some other joyous occasions--the anniversary of 10 years for Reverend Ammons at Unity of Greater Lansing and also the anniversary of the date of his birth. We surprised him with a beautifully decorated Anniversary Cake and a Birthday Cake which were served following the church service. Added to this surprise, in celebration of the tenth anniversary of his Lansing ministry, the members of the Board of Directors and the church secretary and office manager presented him with a diamond tie tack...

"There is more, but will save some for another time...

With every good wish!

Lee Allen

President, Board of Dir."

The letter from Don Jennings, minister in Topeka, Kansas, to his congregation follows:

"Dear Unity Friend: Carolyn and I have just spent one of the most informative, renewing, exciting

weeks at Unity Village since we started attending Association of Unity Conferences in 1972. The energy, the consciousness, the willingness, openness, and love that was expressed there was an inspiration to us all, and can be the hallmark of a new, revitalized Unity movement worldwide. The programs were designed for ministers and partners in ministry (Carolyn attended a fantastic full-day workshop with other partners in ministry [spouses]), and we found treasures in each that will be of benefit to you and our center for years to come.

"One of the most exciting ideas expressed in the conference was the concept of marketing our center ministries so that the world knows that Unity is here, alive, and available. The message we have had almost exclusively for the last 100 years is being picked up by other denominations and the secular world in a big way (even the US Army says 'Be all that you can be').

"This is a two-edged sword. On the one side, we are ecstatic that this is happening. On the other, it is taking away one of the reasons we had for maintaining a very low profile all these years. Now the Association (you and I and others like us in over 400 Unity centers) are having to look at the real question: 'Is the rest of the world going to pass us by, DOING what we have been TEACHING?'

"Ministers from Nigeria, London, New York, Seattle, and Topeka, Kansas, spent the last week saying 'No!' to that question!

"We listened to and questioned Rev. Blaine Mays (Phoenix, AZ), Rev. Jack Boland (Detroit, MI), Rev. Peggy Bassett (minister of the fastest-growing Religious Science ministry, Long Beach, CA), and Howard Kelly (Marketing Director for churches listed above plus the Crystal Cathedral in Garden Grove, CA; Robert

Schuller's church). These represent some of the most successful ministries in Unity and New Thought. They all said the same thing: 'YOU can double the number of people you serve in your community THIS YEAR without getting into fund raising or proselytizing!

"The first step is VISION. A minister, to lead, must have a vision for the center s/he leads. While I have had such a vision, it has never been refined so that it could be put down in words for all to read and for us to measure our progress against.

"This, then, is my commitment to you: that I will be working to complete the vision I have for our Unity Center in Topeka in words that can be read, understood, and measured. I know we all have the desire to see our Unity center grow to a place of service in our community that neither the community nor our congregation need be concerned whether Unity will continue to succeed in Topeka.

"As we continue to work together toward common goals, I will be writing to you again to share more of the exciting things that are happening in Unity for the world, and for each of us individually.

Blessings!

Don"

A portion of my Conference report regarding our 21-year growth statistics follows:

NUMBER OF MINISTRIES

June, 1966	216
June, 1986	479
June, 1987	494

RATE OF GROWTH

1966 to 1971:	1.1 to 1.7%
1971 to 1981:	2.57 to 3.9%
1981 to 1985:	4.3 to 7.7%
Year 1986	8.0%

Continued on page 9



Michael Moran
Radio/Media Coordinator

Recently, I read a couple of articles in two major publications that graphically attest to the growing acceptance of metaphysical thought and experience. One was in the June, 1987, issue of *Forbes* headlined MAINSTREAM METAPHYSICS. The other was in the May 18, 1987, issue of *Adweek's Marketing Week* titled AS BABY BOOMERS TURN BACK TO THE SPIRITUAL, THE NATION'S MARKETERS FACE NEW CHALLENGE.

Much of the world is just now waking up to the dawning of the New Age and are excitedly preparing for it. Sometimes it seems that we have been with it so long that we have lost some of the early enthusiasm. This often happens with many of the fore-runners of any social or religious movement. By the time everybody catches the vision, it is old news to the old-timers and they are left behind muttering, "I said it first," or "Where were all these believers when I was out there beating the bush?" It doesn't have to be that way.

What became obvious to me after reading these articles was that our society is more than ready for what we have to offer in the form of spiritual nourishment. The concepts and principles that used to be considered radical are now widely accepted and used in main-

stream society and corporate America. Executives are now taught to "image" success and "to tap into that creative powerhouse within." Olympic diver and two-time gold medalist Greg Louganis openly discusses his use of meditation, affirmation, denial, and creative visualization during his training and competition. Sound familiar? What is missing in all of this is the spiritual emphasis, and that we can and must provide.

Yep, "the times they are changin'," and they're shifting back in our direction. In *Adweek* magazine, it states that the marketers and social scientist who have followed the generation from Mickey Mouse Club to Woodstock and Vietnam will be under increasing pressure to respond to the shift back to spiritual values. "Honesty and integrity will be the new buzzwords," says marketing guru, Faith Popcorn (her real name) of New York consultancy Brain Reserve. Her indicators show that people do not necessarily want "Jesus Christ as spokesman," rather "the concepts of religious thought."

The article goes on to say that "there is a feeling of being lost and looking for something greater. People know that technology hasn't worked for them. It hasn't done anything for their souls."

Marilyn Ferguson, author of the *Aquarian Conspiracy*, says: "There is an escalation of disenchantment. There has been a kind of agreement that it's OK to cheat. But, people are beginning to realize if you want a certain quality out of life, you have to give it to the world."

The time has never been better for Unity to broadcast its message to an eager and hungry world. The world is finally ready for us. The real question is - are we ready for the world?

I would like to thank all of you who responded so quickly to

the broadcasting survey we sent out in July. The information that we obtain will help us to develop a very useful service.

At this time, we are doing research into models of religious broadcasting; and I would like to enlist your participation in this effort. Many of you have already contacted me and have offered scripts and tapes of your broadcasts. There has been a real sense of cooperation and a willingness to share materials. Please continue to send them in, as we are filing them according to format, length, and subject. I plan to organize and distribute the scripts to those interested as soon as possible.

I would also appreciate it if those of you who have used radio would take the time to write, in detail, about your experiences with broadcasting. I am interested in what worked, and what didn't work...especially what worked.

Here are some interesting little tidbits I came across while looking for something else:

Did you know...

Unity was one of the very first religious organizations in the world to broadcast its message?

Myrtle Fillmore called radio "a symbol of God's omnipresence?"

at one time an estimated two and one-half million people were listening to Charles Fillmore's Saturday night broadcast?

during the time Unity was broadcasting regularly on radio, 63% of the people who wrote to Unity did so as a result of hearing the broadcasts, and they were persons who had never written or attended Unity?

(As you can see), Unity was not only a pioneer in turn of the century religious circles, it was also a pioneer in the early days of broadcasting. Charles Fillmore

Continued on page 9

WHO IS THE ASSOCIATE?

By Sim Graves

The question could also be asked, "What is The Associate?" This new person/thing is actually the Association of Unity Churches' newest service. The Associate is an electronic bulletin board. Just like the name "bulletin board" implies, The Associate is a keeper of important news flashes, a place to leave messages to your fellow ministers and Association staff members, and a way of receiving important information concerning your ministry and Unity as a whole. Its advantage over the printed word and the mail service is that The Associate is a versatile correspondent who can respond to queries and current events at a speed which keeps all of its information relevant. A good example is this article which is being written on June 30, 1987, and could be placed on The Associate's bulletin list tomorrow, July 1. If you will glance at your calendar as you read this article, I believe that you can see the advantage of this new service. The Associate will also be able to receive information such as resumes, current events at your church, and your questions, while keeping this information as public or private as you desire.

Your next question is, I'm sure, "How can I talk to The Associate?" If you or your church has a computer (almost any computer) you are almost there. To talk with The Associate via the telephone line you need a Modulator/DeModulator. That's right, a MODEM. Your modem is then connected to a "voice quality" telephone line. A good modem (i.e., Hayes Compatible) costs about \$100. The Associate can run at 1200 baud. That's 1200 bits of

information per second moving across the phone line. It can also run at only 300 baud; but, believe me, this speed seems tediously slow. Soon there may be documents available to you as long as 100 pages and at 300 baud it would take over 30 minutes of long distance phone time to receive this document.

Another factor to keep in mind is that The Associate is running on an IBM compatible machine with IBM compatible software. So even though you can talk to The Associate with an Apple or Commodore computer, there are some slight problems. Every now and then a weird character may appear on a non IBM compatible machine. For example, on some non IBM compatible machines the sentence:

"Here is a new selection of sermons."

might look like:

"Here is^^& a new se/ection of sermons."

The communications software that you will need to run your modem may not be much of a problem. If you own an IBM compatible computer there is "shareware" available. Shareware is software offered by the authors on a "love offering" basis. The communications software that I prefer is called Procomm and, yes it's shareware! There may be shareware available for your non-IBM machine. Ask another user if s/he knows of any. Many local bulletin boards have shareware available so that you need only "download" it to your machine.

Once you have your modem installed, simply connect it to any phone line. (I use my home phone line with a double jack from Wal-Mart. The call waiting function on my phone line sometimes causes problems, but the phone company can tell you how to

get around these little annoyances.) Now that you have plugged into a phone line you can run your communications software.

Most communications software will allow you to type in several frequently-called numbers so that the computer dials the number for you automatically. Remember, the number for The Associate is (816) 525-6865. Your last task before talking to The Associate is to push the key indicated by your software to dial.

"WELCOME TO THE ASSOCIATE" will be the first message that you see. The Associate will then ask you a series of questions. Your answers to these questions allow The Associate to give you a security clearance. Don't be surprised if someone from The Associate calls you to make sure that "you are you." We want to give you the opportunity of reading and sending private information. These questions make security possible. Now the worst is over!

From this moment on, just like a close friend, The Associate will respond to you by your first name. In the first menu that you encounter, you will see the "magic (H)" option. By hitting the "H" key on your keyboard, The Associate will give you helpful hints as to how to proceed. Look around and don't be intimidated. You can't hurt it and it won't hurt you. Everything in The Associate is accessed by choosing functions from menus. You need only see a function that you want and hit the key indicated. Here's the main menu:

Continued...

THE ASSOCIATE MAIN MENU

B)ulletins	O)perator	H)elp	D)oops
C)omment	P)ersonal mail	L)ines per page	F)iles
E)nter message	Q)uick scan	X)pert on/off	G)oodbye
I)ntial welcome	R)ead messages	?)Functions	U)ilities
J)oin Conference	S)can message	K)ill message	V)iew Con.

If this seems confusing, you know what to do... That's right, choose (H) for help. After the (H) key, there is one more equally important key, the (G).

The Associate appreciates politeness. If at all possible try to use the (G) key when you want to sign off the system. Saying goodbye to the system resets it

for the next caller; but if you accidentally become disconnected the system will, after a while, realize that it has been deserted and recycle for the next caller. See!, you can't hurt it.

The systems operator (SYSOP) for The Associate is Sim Graves, a second-year ministerial student. Like "Clark Kent," Sim is a very

close friend of The Associate. He would be very happy to try and answer any questions that you may have regarding this new service. Sim's home phone is (816) 525-5789, or leave a message to the SYSOP on The Associate (816) 525-6865. We at the Association look forward to your using this wonderful new service.

EXECUTIVE DIRECTOR'S LETTER Cont'd from page 6

We presently have 160 formally-affiliated study groups and approximately 80 informal (fewer than 20 people attending) study groups in varying stages approaching formal affiliation.

Tithes and offerings during fiscal year 1986/87 were received from 418 churches and study groups, all 7 regions, and 180 individuals, making a total of 598 organizations and individuals. Eighty percent of the churches supported financially.

EXCESS OF INCOME OVER (UNDER) EXPENSES

1984/85	(\$86,720)
1985/86	(\$43,416)
1986/87	\$20,295

With Susan Eng as full-time Expansion Coordinator since July, 1986, a full-time volunteer assisting, a part-time word processor, and Ron Tyson giving part of his time to Expansion, we have reason to believe our growth curve of 8% last year will maintain or increase. For much of the

Association's 20-year history, Expansion has been a part-time assignment to a staff member. If we grow at the rate of 10% per year, per year, we shall double our 1986 total of 479 in 6.7 years. More conservatively, even at 8% per year, per year, we shall double in 9 years, or by 1996; nine years' growth will result in 958 ministries, plus study groups.

REMEMBER to send us pictures and stories of your ministry's special events by March 31, 1988, for inclusion in our Special Annual Report June/July issue of CONTACT.

Church Expansion by Radio Cont'd from page 7

was always interested in science and the latest technology. He believed in the awesome power of the spoken word and saw radio as an

effective way "of spreading Christ's glad message."

much of the early growth in the Unity movement was because of the commitment the Fillmores made to broadcasting Truth. Mr. Fillmore recognized the enormous potential of radio broadcasting and formed a new department that would concentrate solely on building a radio ministry. The following paragraph appeared in an article in the Unity News of September, 1924:

"We feel that the new department is a big step upward in Unity's great work of spreading Truth into every corner of the earth. The testimonials that we receive from people all over the country speak eloquently of the work that can be accomplished through radio. Ever alert for new methods, Unity has welcomed this opportunity to improve radio service to its friends."

It looks as though we are back on track with the creation of the Radio Media Department! Stay tuned!

PARTNERS IN MINISTRY
a network of spouses of ministers



By Karin Mosley & Weaver Hess

LOVE IS ALL THERE IS!!!

I watched the movie Anna Karenina this past week. Something she said echos yet today: "If only love were enough!"

I have a feeling she was speaking of the love she felt for the handsome young Count. There must have been a void in her life she couldn't fill even with this totally involved love.

What voids do you have? Are you filling them with the "role" of minister's spouse? Are you putting your life on "hold" while you satisfy the church's needs, your minister's needs? What happens to your needs? Do you find yourself feeling overwhelmed by tasks, tired, restless, unhappy, "bored"? -- Realize this is a choice! Is there just something that doesn't "click"?

Of course you love your minister! Yes, you love the church. Granted, there are the routine tasks we all loathe--but!! How about that person in the mirror? Take a good look. Do you LIKE that person? Can you look into the eyes of that person and say sincerely, "I LOVE YOU, JUST THE WAY YOU ARE!"?

If that is difficult, take a good look at those things in your life you have put on "hold." Are you really worth them?

I remember several years ago jumping into all sorts of things while "holding" a number of others. Wallpapering and painting were my favorites. Oh yes! I even wallpapered an entire room, stood back, decided I didn't like it and spent the next two days scraping it (and the glue) off the walls. The point here isn't the wallpaper. What I was doing was leaving everything else on "hold"--the college degree, the position, the painting class, etc. By totally immersing myself in this "mindless task" (scraping wallpaper doesn't take a lot of concentration) I didn't have to "DO" anything else. I probably wasn't worth it anyway. I not only did this once, I repeated this again and again. One time it took me three months to scrape a hallway--someone else's papering job, not mine. (For those into papering, the walls hadn't been sized.) What are you DOING while your life is on "hold."

Look down for a moment at your feet. Are they firm enough to stand on? Can you stand on your own? Think now for a moment about your supports. Imagine yourself standing on ice in your first pair of ice skates. Surround yourself with those things/persons who support you--a spouse, a job, the church, home, children, friends. Feel secure? Now imagine them all skating off around you. You are left standing on your own. Oh, they still love you, smile approval of you, cheer for you. You are, after all, still you. You look down at your skates. They are large enough to support you. Now what? One step, then another, and another until you find yourself using that support from within. There you are a whole, complete independent (within-dependent) skater! You're

even better looking, that glow of accomplishment! You're more interesting - a new skill, new horizons, new goals (maybe a "camel spin"?).

We have to love ourselves and trust enough to take that first step. Sometimes it isn't easy. Someone in sales (the door-to-door variety) once told me the toughest door to get through is your own! The only person putting your life on "hold" is YOU!!

Maybe love is enough. Not the smothering love of a new involved relationship where all your thoughts revolve around that person, but love of self.

Back to the mirror. Look into those eyes. Are you worth being a whole, complete being, standing just as you are on your own two feet? I think so! Get your life off "hold" and go for it! I'm here to cheer you on.

Love is enough, Anna, you just have to re-focus!

All telephone calls and letters addressed to Partners in Ministry are kept strictly confidential. You are so very important to us. Write: Partners in Ministry, Association of Unity Churches, P.O. Box 610, Lee's Summit, Missouri 64063; or phone, (816) 524-7414.

PLEASE NOTE; This is a restatement of a policy begun April 1, 1981: It is necessary for us to charge a restocking fee of 25% for any ordered merchandise shipped to your ministry and which is later returned to the Association. Thank you for your understanding and cooperation.

SHARE THE WEALTH

We are collecting ideas, materials, lessons, sermons, and other "good stuff" to help you in your work. We want to provide you with a new resource for holidays, special services, and other special days. What to do for Thanksgiving this year; something new for Good Friday; a Mother's Day service that is different--we are working to provide these and much more.

We would like you to share your special days and/or services (see list at right) with us. Please share with your colleagues what you have done with these special services. Give and receive more!!

Please describe what you did and how you did it. Include an explanation of the service or event; the purpose; necessary materials or arrangements; a copy of bulletins or programs used; and describe any music, songs, graphics, props, slides, videos, handouts, etc.

Send your lessons or ideas, in written form or tape, to: **Sally Corley, Unity Church of Truth, 430 Centre Street, #52, Newton Corners, MA 02158.** If you have any questions, please phone Sally at (617) 965-8911.

(We are planning a special services resource binder to be available later this year.)

NEW YEAR'S EVE WATCH SERVICE
 NEW YEAR'S PROSPERITY SEMINAR
 WHITE STONE SUNDAY (Rev. 2:17)
 MARTIN LUTHER KING DAY
 VALENTINE'S DAY (SUNDAY)
 BLACK HISTORY MONTH (February)
 ST. PATRICK'S DAY (Sunday)
 ASH WEDNESDAY
 LENT
 PALM SUNDAY
 MAUNDAY THURSDAY
 GOOD FRIDAY
 EASTER: Easter Sunrise
 Easter Service
 MOTHER'S DAY
 FATHER'S DAY
 GRADUATION TIME
 STUDENT HONORS DAY (for those
 who took classes in min-
 istry for credit that year)
 MEMORIAL DAY
 FREEDOM DAY (July 1 - Canada Day)
 (July 4 - Independence Day)
 COLUMBUS DAY (USA)
 THANKSGIVING DAY (Canada-Oct. 13)
 HALLOWEEN
 VETERANS DAY (USA)
 REMEMBRANCE DAY (Canada-Nov. 11)
 THANKSGIVING (USA) Sunday
 Eve
 Day
 ADVENT
 CANDLELIGHTING SERVICE
 CHRISTMAS SUNDAY
 CHRISTMAS EVE
 WORLD PEACE DAY (Dec. 31)

ATTENTION!! ATTENTION!! ATTENTION!!

Beginning Sunday, October 4, 1987, Unity School of Christianity will institute a four-day work week, from 7:30 a.m. to 5:00 p.m. Since savings on heating and cooling is a large factor in making this decision, and since the Association's heating and cooling is not separate from the rest of the Administration Building, we also need to go to a four-day work week. The Association will adopt a four-day work week beginning **Monday, October 5, 1987, office hours will be 7:30 a.m. to 5:00 p.m., Monday through Thursday.**

ASSOCIATION OFFICE WILL BE CLOSED ON FRIDAYS!!

Sparkplugs

Talk Topics & Sermon Starters from Unity publications

This month: Unity magazine

The September issue of Unity magazine carries a thought-provoking article by Arthur E. Holt, new editorial director of Unity School of Christianity. The title, "Isness: The State of What Is" may not hint at Arthur's secret love, but the first sentence tells all. Arthur loves golf and writes about the game to explain the state of isness.

Isness is clearly an appropriate discussion subject, and using Arthur's comparison to the game of golf will spark special interest in lovers of the game. He points out how futile it is for the beginning golfer to commiserate about how the ball gets into uncanny spots; the professional golfer knows that the immediate problem is to get out of the spot and into a winning position--a predicament that faces every human being on the course of life. The author dwells on the idea that an awareness of where we are is important for successful problem-solving. Dwelling on how we got where we are or analyzing past circumstances and events will not get us where we want to be: "It just is what it is."

Accepting ourselves as we are (and where we are!) is the first step in getting to where we want to be. This acceptance opens minds, hearts, and doors to better things. Though difficult at first, such acceptance paves the way to our good.

This fine article will start ideas flowing about isness as a concept that needs to be talked about and used. The September 1987 issue of Unity magazine can be ordered from the Sales Department of Unity School of Christianity.

FINANCIAL STATEMENT

Thank you ministers, ministries, study groups, and lay persons for your contribution to the Association of Unity Churches. The love and faith you incorporate into your gifts make them special. We see the door opening for limitless outpouring of the abundance of Spirit into your lives and into your ministries. On behalf of the Association of Unity Churches' staff and Board of Trustees, we are grateful.

ASSOCIATION OF UNITY CHURCHES Statement of General Fund Operations Two Months Ended May 31, 1987

INCOME-OPERATIONS	May	Year To Date
Love Offerings	\$ 80,594.07	\$151,850.09
Other Income	<u>2,986.31</u>	<u>4,077.26</u>
	83,580.38	155,927.35
Less: Tithe Transfer	<u>7,968.46</u>	<u>15,086.86</u>
	75,611.92	140,840.49
Gross Profit Material	<u>2,443.05</u>	<u>9,588.93</u>
Total Income	<u>\$ 78,054.97</u>	<u>\$150,429.42</u>
EXPENSES-OPERATIONS		
Total Expenses	<u>\$ 62,962.03</u>	<u>\$115,945.56</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$ 15,092.94</u>	<u>\$ 34,483.86</u>

Unity School Contribution to the Association of Unity Churches Through Services Provided

Month of April, 1987 - \$3,413.17

Year To Date - \$ 3,413.17

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

PRESIDENT'S LETTER

Cont'd from page 2

we realize that the consciousness of God is the real workhorse in a ministry, not the physical being called the center leader.

Currently, I go away for three days. I am alone, in an austere setting, without books or tapes. It is just me and the Father and my willingness to know the Father and I are one. I speak to no one and even take my own food so as to maintain my cloistered setting. It is amazing how the mind eventually stills and becomes an avenue of wisdom.

However, I must tell you there is a heat in this fire. It draws

out and eventually purifies my weaknesses and unwholesome leanings. The HOLY FIRE is a mirror reflecting who I think I am and also a single eye revealing God's image.

THE RESERVOIR

Life is always lived from our level of consciousness. There are times when we are pressured, but have time to turn inward for guidance and strength, but there are other times when we do not have the luxury of being still and waiting for guidance. The result is that we act (react?) and live

from our current level of awareness. I suspect that some of the "interesting" things we do as ministers occur when our well of spiritual consciousness is relatively dry. Retreating is the filling of the reservoir so God is the beginning from which we live and act.

During the months to come, let us remember Jesus' example of retreating and renewal. Each of us is destined to not have to reach deep within the well for drink, but to be a wellspring overflowing with eternal life. God bless you, my dear friend. It is my joy to drink with you from the cup that is God's Presence.

We invite you to join us in putting

GOD FIRST

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

OCTOBER 1987

The love of God fills my heart
and attracts to me every needed
good.

Unity School Prayer Group



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

A major objective of the Association is stimulation in the interest of non-traditional, specialized ministries. Evidence of such commitment is the Association's active membership and vigorous participation in the work of the Association for Clinical Pastoral Education and the National Conference on Ministry to the Armed Forces.

The Annual Conference which met in San Diego in June 1986 expanded its recognition of ministry to include that performed in special settings. These include chaplain ministry, prayer ministry, ministerial/spiritual education, retreat ministry, media ministry and lecture workshop ministry.

The Association has designated the Director of Education as ecclesiastical endorser for Unity chaplains, and the person responsible for stimulating interest in doing specialized ministry.

Currently, I am happy to report, Unity already has people busy doing ministry at Research Medical Center, the US Army, St. Louis International Airport, the Michigan State Corrections, and D.R.A.G., a half-way house.

How many of you ministers and licensed teachers are currently doing such ministry? If you are, I'd like to know. I am aware that some Unity ministers have volunteered their time in such settings. If you are doing specialized ministry full or part-time, paid or volunteer, would you please take the time to drop me a line?

I'd like to develop a network of those doing such specialized ministry, and I'd like to include you.

October 30 through November 4, 1987, DIALOGUE 88 will meet in Minneapolis, Minnesota. It will be an interdenominational gathering and sharing of organizations dedicated to ministering to those in need in settings from communities to hospitals, from prisons to factories. DIALOGUE 88 will also be a part of unfolding the Congress on Ministry in Specialized Settings.

DIALOGUE 88 is the growing edge of specialized ministries. And Unity will be there, too!

Are you interested in such ministry? There are professional organizations that are committed to just that. They would welcome your inquiry:

The American Association of
Pastoral Counselors (AAPC)
9508a Lee Highway, Fairfax, VA 22031

American Protestant
Correctional Chaplains Association (APCCA)
5235 Greenpoint Dr, Stone Mountain, GA 30088

The Association for
Clinical Pastoral Education (ACPE)
1549 Clairmont Rd, Suite 103, Decatur, GA 30033

The Association of Mental Health Clergy (AMHC)
12320 River Oaks Pt, Knoxville, TN 37922

The Canadian Association for
Pastoral Education (CAPE)
PO Box 96, Roxboro, P.Q., H8Y 3E8, Canada

The College of Chaplains of the
American Protestant Health Assoc. (CC of APHA)
1701 E Woodfield Rd, Suite 311, Schaumburg, IL 60195

The National Institute of
Business and Industrial Chaplains, Inc. (NIBIC)
Wesley Medical Center
550 North Hillside, Wichita, KS 67214

Medical Center of Independence, Inc. (MCI)
17203 E 23rd St, Independence, MO 64057

Please write me today and share the good news of your specialized ministry.



Lisa Wissman
Youth Ministry Coordinator
Pre-Primary/Primary

NO MORE PURPLE CURTAINS!

In our work with Youth Education, it is sometimes difficult to determine the particular needs of the center in which we serve. We take into account the individual needs of the minister(s), board, congregation, staff and children, and oftentimes, as the saying goes, just when we think we've found the answer someone changes the question. The situation of finding the "answer" to the needs of the center brings to mind the story of a young boy who, after being asked to buy a loaf of white bread comes home from the store empty-handed. When asked why he returned without any bread for the family, he responded, "They only had rye bread so I thought it better not to get any." The young boy's mother was amazed at his decision-making process and told him, in no uncertain terms, that next time if he can't find exactly what she requests, at least get something; now the family had no bread at all! Some time later, the mother asked the young boy to go to the store for some yellow kitchen curtains. She gave him money and sent him on his way. When he returned, much to his mother's dismay, he had bought curtains but they were bright purple. His mother was horrified. "Why would you buy purple curtains when our kitchen is yellow?" The young boy's explanation was simple, "The store was out of yellow curtains. All they had left was purple so I thought it better to buy something than to bring home nothing at all."

In our work with Youth Education, we may feel that the question is constantly changing, and in

a way it is. What is changing are the needs of the people. So how can we do our jobs effectively and meet these needs if the needs to be met keep changing? A tool which is used in businesses all over the world in meeting the needs of the public is called needs assessment surveys.

When administered on a regular basis, once or twice each year, needs assessment surveys supply answers which would otherwise be unavailable. The art of administering needs assessment surveys is fairly simple when laid out step by step. I have found it to be so effective, that I would like to take this opportunity to share with you the basic techniques in using needs assessment surveys.

PREPARATION OF A NEEDS ASSESSMENT SURVEY

STEP ONE:

Prepare a simple questionnaire of eight or ten questions which will generate subjective viewpoints and opinions. An example of such a question would be the following:

1. What do you feel are the strengths of our Youth Education Program?

Distribute the questionnaire to a small portion of the congregation. (Statistics show only about 25% of these first questionnaires will be returned due to the lengthy answers sometimes required.)

STEP TWO:

After collecting the first sample questionnaire, list all the responses to each question separately. Look for patterns and/or similarities. (Include one-of-a-kind answers; it may be that no one else thought of it!)

STEP THREE:

Rewrite each response as a positive statement. List each response on the left side of a sheet of paper with the ratio scale to the right. This will allow each participant to easily indicate their evaluation of each statement.

Ratio:

5=Strongly Agree; 3=Neutral; 1=Strongly Disagree

An example of this, using the previous question as the sample, would be:

Continued...

1. The teachers in our Youth Education Program are well trained. 5 4 3 2 1

Distribute this questionnaire to everyone who could possibly be involved: teachers, parents, children, sponsors, board of directors, etc.

STEP FOUR:

Collect the objective evaluations. Compile the results for a more complete picture of the focus group's needs.

STEP FIVE:

Share the results with your minister, board, staff, or anyone else who is interested. Plan a goal-setting meeting with interested

participants. Make it a fun time--you're growing!!

The best advice I can give you now is TRY IT! Don't let this information sit waiting for your TO DO list to shorten itself. Put needs assessment at the top of your list and determine if the answers you have come up with for this year's goals are really answering the right questions. How wonderful it will be to know that the long hours you are putting in are truly in answer to the needs of your church. None of us wants to find ourselves bringing home purple curtains when it would be better to have no curtains at all. Each of us would like to have the right answer to the right question. Not all the guesswork can be taken out of our jobs, but certainly by using needs assessment surveys it can be lessened greatly. Enjoy! Let us know how it works for you.

LIGHT ON THE PATH....By Trish Robinson



It seems there are so many organizations cropping up that are working for WORLD PEACE. I hear and read a lot about the activities, energy, and time devoted to this end.

It occurred to me (are you ready?), what if... just WHAT IF... it is NOT for planet earth to have world peace?

Most of us seem to agree that this is a school. A place to learn, grow, experience, apply and so on. I guess it confuses me when I see people promoting world peace when there is evidence that they have not yet achieved REAL peace within themselves. Peace that radiates out into their life circumstances and relationships.

Speaking for myself, I feel it is a full-time job to attain and maintain peace and harmony within me and I find that when I am doing my job it automatically spills over, radiating into relationships, situations, and the circumstances of my environment.

When I feel myself getting on the defensive, getting annoyed, irritated, disgusted, or just plain impatient with myself or another, I KNOW there is work, inner work, for me to do.

Does it not bring questions to your mind when someone is promoting WORLD PEACE and they display prejudice and have conflicts?

Peace-makers we assuredly are to be. Yet do we really hear (and live) the words of the song we sing so often, "and let it begin with me"? And that's another thing that interests me; ask a dozen or so people their definition of peace, world peace, and conclude by asking how they think that can be brought about. Listen to the different answers. It is very enlightening.

Please don't misunderstand me. I am in support of WORLD PEACE and I do advocate people getting involved when they feel so moved. I just have a question. How does one know what's right and best for their neighborhood (let alone the world) when they cannot seem to "right" their own house?

Speaking of questions, I find it very beneficial to periodically ask myself, "Am I doing my job or am I trying to do someone else's job? Am I trying to do God's job?"

DO YOU HAVE ANY GREAT IDEAS TO SHARE?

Joyce Culey
Youth Ministry Coordinator

Travel has played an incredibly large part of my role as Youth Ministry Coordinator. As these journeys have led me from region to region, one particular question has been repeatedly asked, "Do you have any great ideas to share for _____ (fun raisers, social events, lessons, service projects)?" Usually when this question was posed, I found that the very group doing the asking already had the most ingenious, creative, and fun ideas imaginable! The key? Sharing. That solution seemed simple enough for that particular group.

But the question, "Do you have any great ideas to share?" continues to haunt me. What about the sponsor in a small center with no other Unity churches around, who is "brainstormed out" of ideas for group growth? What about the new sponsor who is looking for a creative way to raise money to pay for rally expenses? Or what about the minister who is trying to train a new sponsor with lesson ideas?

I remember being a sponsor; juggling family, career, and school, all the while constantly searching for new ideas. I remember wishing for somebody--anybody--who would collect all the great ideas that worked in youth groups, type them up, and mail them to me--monthly. Unfortunately, that wish never came true. And so, like many sponsors, I spent hours looking for resources, adapting material from other denominations to fit what Unity teaches, all the while wishing, "Wouldn't it be wonderful if somebody would put together some kind of sharing information network?"

Well my friends, that somebody has arrived. I like to think of this arrival as a miracle, but I have been advised otherwise. This arrival is quite simple, quite scientific and quite stupendous! COMPUTERS are, I'm told, quite common these days.

The details regarding how this sharing information network will work are not yet complete; however, it's not too soon to begin planning. Do you have a great idea to share about lessons, service projects, fund raisers, etc.? Write them down and send them in right away so that when the details regarding the

computer are complete, the ideas can be typed in ready for distribution.

The following fund raiser idea, sent in by Catherine Moffet, Unity Village Y.O.U., is only ONE example of our sharing with each other:

LET'S DO A PLANE WASH!

This year, while studying Lessons in Truth (accepting our individuality and creativity), someone suggested, "Let's wash airplanes." After calling several local airports we met John at McComas Airport in Lee's Summit to discuss our idea. He was very excited and willing to help us with all the details which needed to be worked out first:

The Airport had to check their insurance for any potential legal problems due to damage to airplanes or injuries to workers.

The Church needed to check their insurance for any potential legal problems.

The date was then set. Announcements of the event were made and distributed to other airports. Local newspapers were also notified which resulted in an article of the event.

Parents of YOU'ers made arrangements for a food booth during the event on love offering basis. They decided on hot dogs, chips, brownies, and lots of liquid.

A date was set for the YOU'ers to learn how to wash airplanes. And did we learn! Washing cars is no comparison to washing planes. Each plane must be washed according to specific instructions; not because the airport was picky, but because of safety factors.

The big day arrived! We began our day with prayer and started washing planes at 10:00 a.m. Moving a washed plane out and a dirty plane in took 10 minutes. The average wash and rinse time per plane was 20 minutes, approximately 30 minutes total per plane. John had arranged in advance for six planes from his hanger and six more planes flew in to be washed on a love offering basis.

The result? We learned a lot about planes, got some good summer sun, the parents got to know each other better, and we made \$225.00. We ended our day by tithing 10% of our earnings back to John as a reminder of how important it is to keep the circulation going.

UNITEEN MINISTRY

As the new school year begins, bringing with it new students, the question of discipline always arises. The following information is from the Uniteen Leaders' Resource Manual:

Heart Agreements (House Rules)

It's important for each youth worker to develop their own style of disciplining that works for them and for their group. This style will develop naturally as a process of being together.

There are basic ground rules that help set the stage for productive and positive class meetings. The best way to establish these are to follow the following suggestions:

1. Pass out a list of suggested agreements (Uniteens don't like the word "rules") including funny ones.
2. Have the group discuss these and make suggestions for others that might be important for their class.
3. Decide on the final list and agree upon the repercussions of broken heart agreements.
4. List these on a piece of paper (perhaps done nicely by a student on parchment with a ribbon and sealing wax) and have the entire group sign the contract at the bottom.
5. Post this on the wall where it's visible and can be referred to as necessary. For example:

Heart Agreements

1. Only one person speaks at a time.
2. Listen respectfully to everyone, including the teachers.
3. Raise your hand when you want to speak.
4. No side talking, put downs, or loud outbursts.
5. No eating in class (including gum).
6. Treat each other with loving kindness.

YOUTH OF UNITY MINISTRY

FAREWELL FROM INTERNATIONAL OFFICERS

Endings. Beginnings There is no true difference. Like the wind and the sea constantly moving with rhythm of the universe, there is no ending and no beginning. The wind blows on and the rolls her mightiness to all corners of the

earth.

As I reflect back on this year and consider what lies before me, I see peace. The wind has just begun to blow in my sails and calm seas lie before me. I know that storms will come as they have before; but just as before, they too will pass into peace.

Y.O.U. has truly transformed me and has prepared me in mind and in spirit for my next lesson. It appears as though this is the end, but I know in truth that there are no endings and it is by divine order that I leave to search out my good. I want to thank all of you beautiful people that have come into my life and been my teachers! And that is every single individual that I have come in contact with. There are no mistakes. We were all put here in this particular place at this particular time to teach and to learn with each other. And as the life experience continues, we all know together that we are truly blessed in this truth. We are all teachers unto each other.

There are no Endings and Beginnings--the wind blows on and the sea flows forth. Eternal love prevails.

In Love and Light,

Scott Hammel

Inter'l YOU President

By the time this is printed YOU Conference '87 will be over and so will my life as a YOU'er. Even though this chapter of my life is closed it does not end with sadness, rather it holds excitement and anticipation of the sequels.

Life is full of lessons. The knowledge, experience and friends that I have gained through YOU are not to be forgotten. They will always be with me helping me as I meet new challenges.

This year I will be a freshman at Whitman College in Walla Walla, Washington. I will have the opportunity to live the truth principles on my own. This will be another new beginning for me with a total change in lifestyle. I am looking forward to the new friends I will be meeting and the experiences we will be sharing.

Youth of Unity will always be in my heart as a part of me. I love you!

Blessings,

Heather Carlson

Inter'l 2nd V. P.

RESOURCES

NEW YOUTH EDUCATION INVENTORY ITEMS

Now Available Through The

ASSOCIATION OF UNITY CHURCHES®

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

TEACHER RESOURCES -

I CAN MAKE A RAINBOW - A 300-page resource which contains hundreds of activities with wonderful illustrations and clear-cut directions, plus tips on organization and care of supplies.

Inventory #1706 **\$14.95**

PUDDLES AND WINGS AND GRAPEVINE SWINGS - A 300-page resource filled with activity ideas which incorporate things to make and do with "nature's treasures." It is designed to give children a "hands-on" appreciation for nature.

Inventory #1707 **\$14.95**

CHILDREN'S TAPES -

WEE SING SILLY SONGS - This 29-minute tape is filled with fun songs which uses a delightful combination of words and music. Included is a 64-page booklet with the words, music and illustrations as well as activities.

Inventory #1708 **\$8.95**

YOUTH EDUCATION TEACHING SUPPLIES -

"SUNNY NEWS!" - Achievement awards with pineapple Scratch "N" Sniff.

Inventory #1705 **\$2.95/36**

FANTASTIC! AWARD RIBBONS

Inventory #1704 **\$2.98/36**

TERRIFIC! Shiny-Times Stickers.

Inventory #1701 **\$1.35/36**

HAPPY BIRTHDAY! Shiny-Times Stickers.

Inventory #1702 **\$1.35/36**

RESOURCES FOR UNITEEN, YOUTH OF UNITY, YOUNG ADULT OF UNITY TEACHERS/SPONSORS:

THE NEW GAMES BOOK & MORE NEW GAMES - Each of these books offer non-competitive games for all groups, regardless of age or size. The emphasis is on cooperative play rather than competitive, encourages an environment of togetherness and team-building.

Inventory #1361 & 1362 **\$7.95 ea.**

CREATIVE SOCIALS & SPECIAL EVENTS - A creative special event which is well-planned, offers sheer fun for both teens and youth workers. Creative Socials & Special Events offers a wide variety of "tested" program ideas, including theme events, scavenger hunts, sports and seasonal events, fund raisers and more.

Inventory #1360 **\$7.95**

TENSION GETTERS I - Tension Getters is a book of strategies designed to assist teens on transferring what they learn in the classroom to daily life. A wide variety of discussion starters regarding real-life problems and predicaments" for today's youth offers opportunities for values clarification.

Inventory #1358 **\$7.95**

GREATEST SKITS ON EARTH - Excellent for all ages, this fun-filled collection of skits is grouped into seven chapters:

Short one-act skits
Slapstick skits and sight gags
Famous Interviews
Classic Skits
Stunts
Audience participation skits
Groaners, one-liners

Inventory #1359 **\$10.95**



WHAT IS A YOUTH EDUCATION WORKSHOP?

The Youth Education Workshop is to acquaint teachers with the principles, methods, and techniques for teaching that will prepare them for their important responsibility of teaching our Unity Youth.

WHO SHOULD ATTEND?

Youth Education Directors, Youth Education Teachers, Licensed Teachers, Uniteen Leaders, Youth of Unity Sponsors, Ministers, parents and anyone involved in teaching in the church.

Youth Education Directors and Teachers are encouraged to take part in this workshop before assuming responsibilities as a member of the teaching staff.

FOR ADDITIONAL INFORMATION

**CALL YOUR LOCAL UNITY CHURCH OR THE
ASSOCIATION OF UNITY CHURCHES' EDUCATION DEPARTMENT**

(816) 524-7414

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



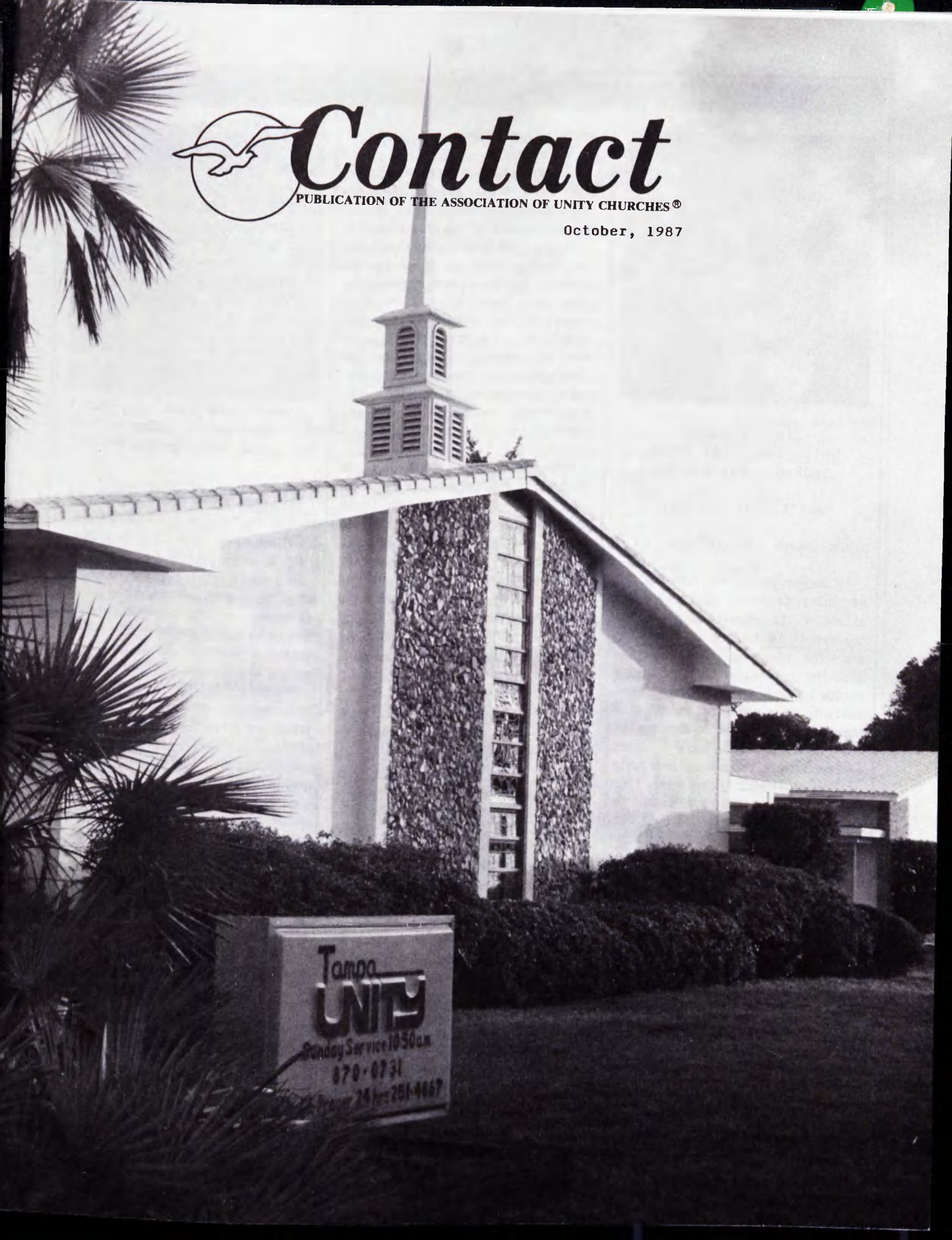
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PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®

October, 1987



Tampa
UNITY

Sunday Service 10:50 a.m.

870-0731

24 hr. 281-4467



Jim Rosemergy
Unity Church of Truth
Spokane, Washington

"WHITE UNTO HARVEST"

DIVINE DREAMS COME COMPLETE

In recent years, the Association of Unity Churches has given its attention to strategic planning. The result is a sense of direction and the feeling that we are attuning ourselves to the onward stride of God. Our management consultants have likewise shared with numerous church and center boards the need to let divine ideas emerge from within the leadership of the ministry. These ideas then take tangible form and enable us to be about our Father's business in ways that only Spirit can direct.

Perhaps in the ministry you serve you have expanded your horizons and can see the service the ministry can render in the community and the world. HOWEVER, then you realize that money is required if these God-ordained dreams are to become reality. My dear friend, please know that direction coming from within always comes complete. If money is required, it is available. If volunteers or additional staff are necessary, the individuals are close at hand. If a new building is required for additional ser-

vices to be offered, then it is to be accomplished.

I imagine there are ministries that know their mission because the board and minister have shared the excitement of several planning sessions. The board, minister, and congregation are on the verge of serving and therefore growing as they never have before. Once this stage of the unfoldment for the church is complete, there is a need to become receptive to the bounty of God's Presence. In other words, the center leadership is to now become receptive to the resources necessary for the plans to bear fruit.

Undoubtedly, there are ministries now poised and ready to know that the "fields are white unto harvest." Initially, this is not a matter of money and fund raising techniques. It is a matter of consciousness and vision, the consciousness to see that the kingdom is to first be sought and then the added things shall be added.

PIERCING THE VEIL

Years ago I determined that I was going to strive to live my life based upon spiritual principles. Either these ideals are livable and applicable to ministry or they are not. I declared that I would try my best to not dilute the teachings as I understood them, but to try to live the ideal. As the years marched on, I must honestly say I did not always live according to what I know to be true, but there was always the return to center.

This was particularly true in the dimension of ministry called prosperity. How tempting it was to give my attention to the "added thing" or the "needed thing" as I viewed it, instead of seeking the kingdom. Jesus' statement, ". . . lift up your eyes, and see how the fields are already white unto

harvest," was a friend during those times when the human of me wondered if God's work was to be left undone.

I can see Jesus walking with his disciples during a season in which the fields were barren, and Him stretching forth His hand across the hillside and saying, ". . . see how the fields are already white unto harvest." As a minister I assume this statement is accurate, and therefore if I do not see the harvest it is because something clouds my vision.

I don't know about you, but I have discovered a number of self imposed veils hiding "the fields."

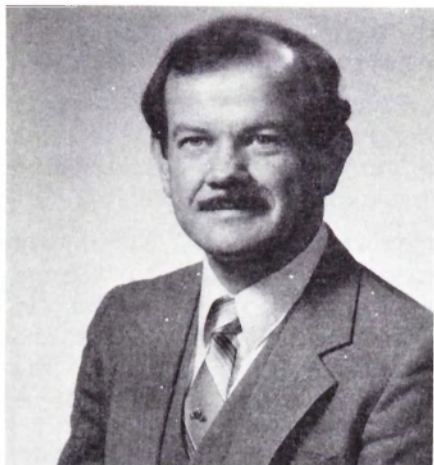
VEIL ONE: THE BOARD AND I LOOKED TO THE PEOPLE, INSTEAD OF GOD, AS THE SOURCE.

We thought, "If the people would only give more. Don't they value what we are doing? People give more money for a movie than they do for a class or Sunday service. Where are their values?" Such statements affirm the people are the source, and therefore the fields white unto harvest remain hidden.

Often our letters informing people of the "crisis" at the church and the need for money are affirmations that the leadership believes the people are the source. Certainly, it is acceptable to let people know the state of the ministry or of some special project, but any letter should also be a call to lift up our eyes. This lifting of the eyes is a remembrance that God is the Source.

Personally, I believe that prayer is the eye uplifted or consciousness to see the fields Jesus saw. If there is a need for a closer walk with God as Source, then let the minister, board, and congregation join together in this prayerful walk until there is no need. **Continued on page 9**

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

"Growing Unity Ministries" is another way of stating CONTACT's editorial purpose. It is the reason for the products and services the Association of Unity Churches provides.

The spontaneous pledging of money beyond regular tithes by Association Member Ministers at Conference to fund a Marketing Director will soon allow another service to begin being realized.

At this writing, we have 35 individuals and or agents as applicants for the Marketing position as a result of your letting prospects in your ministries know of the opening. The applicants will be narrowed to a half dozen by Friday of this week (August 14). Those six will be invited for interviews which we trust will result in the "perfect person" being elected by August 31, and being operative as soon as possible thereafter.

With the marketing position up-date complete, for another vital approach to the subject of marketing, I direct your attention to the super-excellent article in this issue of CONTACT by Susan Eng. The Media and Market Index to which Susan refers combines a look at demographic data of an area along with psychographic profiles, both vital information for

reaching your target audience. Invest the time in behalf of your ministry by reading Susan's article.

Another event currently taking place is the 1987 International Youth of Unity Conference. As their ministers and parents, you have every right to be proud of every teen representing your ministries. This Conference is "crowned" with success in every way you can measure success.

The International Officers team of Scott Hammel, Mike McSurely, Heather Carlson, and Youth Ministry Coordinator Joyce Culey have worked long and diligent hours through the year. The Coordinators, Sponsors, and youth delegates present are the perfect "mix" to make that work pay big dividends for all who are here. I've been with them in mutual sharing periodically this week; it's a real privilege for me. If these young people here this year are Unity's future, as I believe they are, we have a great future as well as a great "now."

As an extension of a portion of my letter last month, I close with excerpts from a letter of high praise for, and appreciation of, another of our ministers. The author sent a copy to me with permission to use it:

"Dear Reverend Mation (Mike): I attended Unity of Rockford yesterday and Chris Chenoweth's lesson was entitled, 'The Great Physician.' I talked to Chris afterward about how I came to attend Unity services and the healing of a skin condition over the past two years. Chris suggested that I tell you the same story since you were directly involved and would more than likely appreciate hearing how your ministry has contributed to my life and spiritual enfoldment....

"To this day, I remember what she (Sara) said about God's availability. I remember her saying that all God has to do is talk and

listen to me, twenty-four hours a day, seven days a week. That one idea all by itself went in and stuck. I was used to hearing how very busy God is and cannot be bothered with picky, non-crisis kinds of things. If one is eating, clothed and lives in reasonable living quarters, what more can one ask? I left wondering if maybe God wasn't capable of much more than that and maybe didn't want me to have more as well?...

"I was particularly struck by your use of language. As a member of Alcoholics Anonymous, what had become important to me was the permission for each individual to believe in a Higher Power of his/her understanding. I did not, and still do not, like 'God, the FATHER' and 'God, HE.' You said, 'God, He/She/It,' which felt

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Volume 20, Issue 9

CONTACT STAFF

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EDITORIAL PURPOSE

The Editorial Purpose of CONTACT is the purpose of the Association: The Association of Unity Churches is dedicated to supporting and strengthening its member ministries by providing human resources, administrative and education programs.

Cover: Tampa Unity
Tampa, Florida
Minister: Ross Goodman

Photo Credit: The New Studio
Lochridge & Lochridge



Barbara O'Hearne
Management Consultant

THE ART OF FINANCIAL STATEMENTS An Overview

At all times the organization must be able to account full for the funds it has received and expended in pursuing its basic objective. (Wacht)

During the past year-and-a-half a variety of articles dealing with management issues in the not-for-profit (NFP) sector have been presented. In addition, I have enjoyed the opportunity and challenge of working with many churches and community organizations throughout the country in such areas as board leadership development, goal setting, strategic planning, board/minister partnership and fund raising. Among the many documents reviewed prior to management training workshop are financial statements. They come in a variety of formats. Some are concise, while others are VERY long and complex for the size of the organization. Many follow generally accepted accounting principles (GAAP) and are readily understood, while others are quite confusing and are lacking information needed to make good financial decisions.

Ongoing professional reading (often in airport terminals!) in such publications as The NonProfit Times, Nonprofit World, as well as the references at the end of this article, have stressed the need to develop standard accounting procedures within nonprofit organizations. An article by G. Stevenson Smith entitled, "Redefinition of Nonprofit Accounting," clearly states that "...sweeping changes in financial reporting for nonprofit organizations are likely to be required by the Financial Accounting Standards Board (FASB)."

Public awareness of the financial aspects of NFPs and increased competition for donations suggest that not-for-profit organizations issue meaningful, relevant financial information. In order to do this, there must be an appropriate level of financial expertise both within the management ranks and on the board. All board trustees must be able to read and understand financial figures correctly. The time spent in board meetings going over the financial statement is an important responsibility of the board.

This is the first of a two-part article dealing with financial statements. The areas of discussion for the first article include the objectives of financial reporting and the differences in accounting in the for-profit sector and the nonprofit sector. Part two of the series will include the analysis of financial statements.

OBJECTIVES

The objectives of financial report by not-for-profit organizations are set forth in the Financial Accounting Concepts No. 4, "Objectives of Financial Reporting by Nonbusiness Organizations." The term used by FASB is "nonbusiness organization" and includes a wide range of not-for-profit organiza-

tions.

These objectives include:

- *Providing information that is useful in making rational decisions about the allocation of resources of an organization.

- *Providing information to help present and potential resource providers and other users in assessing the services that the not-for-profit organization provides and its ability to continue to provide those services.

- *Provide information that is useful in assessing how managers of a not-for-profit organization have discharged their stewardship responsibilities and about the other aspects of their performance.

- *Provide information about the economic resources, obligations, and net resources of an organization, and the effects of transactions, events, and circumstances that change resources and interest in those resources.

- *Provide information about the performance of an organization during a period.

- *Provide information about how an organization obtains and spends cash and other liquid resources.

- *Include explanations and interpretations to help users understand financial information provided.

Boards of directors need to be provided with financial reports that are designed to meet the above objectives. These include a balance sheet, statements of revenues, expenditures, changes in fund balance, and sources and uses of funds statement.

These financial statements are objective, they present qualitative data that measured, compared, and manipulated arithmetically. Financial statements, expressed in

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Susan Eng
Expansion Coordinator

GROWING A UNITY CHURCH

"I WASN'T INVITED." This is the MAIN reason the unchurched give for not attending church! While there is not a conscious decision on the part of the minister or congregation to exclude the unchurched, there is a strategy that could be used to strengthen a ministry and attract more new congregants.

A prerequisite for starting a new church is a general survey of the geographical location where a new church is wanted. The purpose of the survey is to obtain information about an area to understand the different perspectives and opportunities. A restudy should be conducted every three to five years in order to stay aware of changes in the community and to adjust plans as needed. Effective ministry and long-range planning

depends upon knowing about such changes in order to understand and meet the needs of the people.

A demographic study to examine the outreach possibilities for the Unity movement must accurately answer the following questions:

1. What kinds of people are in the community?
2. Who is the target audience?
3. What are the needs of this group?

This office provides information on how to conduct a step-by-step demographic study in order to start a church. The first step in a demographic study is to obtain statistical information from places such as city and regional planning offices, local Chambers of Commerce, libraries, newspaper research departments, radio stations, ministerial groups, public utility companies, school boards, and realtors.

In addition to published materials and talks with people in the above-mentioned places, your own research will prove helpful. Drive through an area and make observations, conduct door-to-door and telephone surveys, talk with ministers in the community; and use tools with a response mechanism such as newspaper ads, flyers, coupons, and pamphlets.

The problem is that most church leaders do not have the time to develop the skills to conduct such a survey and interpret it in a helpful way for planning church growth or a new church.

However, a great deal is known now about planning and research for church growth. Max Lafser, minister of Unity on the Plaza in Kansas City, Missouri, the church's Board of Directors, and Marketing Committee met with Radio KMBZ/KMBR, a Bonneville subsidiary which designed a marketing information system called "Media and the Market Index" (MMI) which consisted of reviewing two million bits of information about the Kansas City market.

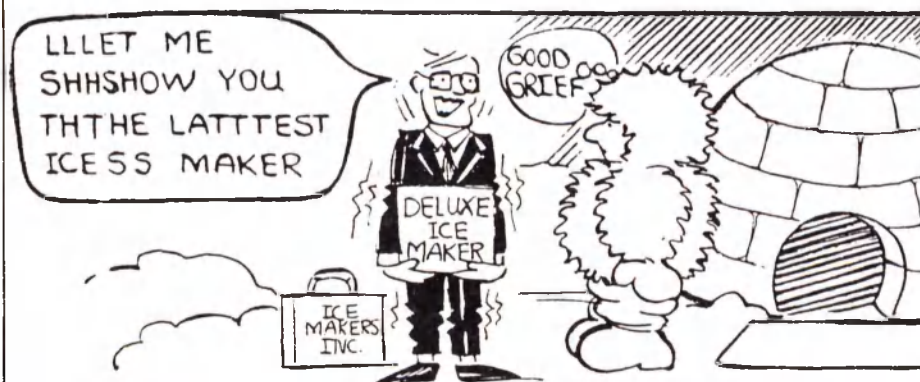
The MMI shifts from an approach that only looks at demographic data to one that incorporates psychographic profiles. This is similar to the approach that the modern advertising community uses in selling a multitude of products and services to the American public. The benefit of this approach is that it acknowledges the psychological differences among people.

For instance, look at the difference in two women, both 53 years old: one with a positive outlook may be more open to Unity principles; the other with very traditional attitudes might not find as much appeal in the Unity way of life. Unity on the Plaza would then frame their language and activities to appeal to those groups most likely to respond. This would be done not only through paid advertising but also in weekly bulletins, announcements, newsletters, and flyers.

Unity on the Plaza is shifting from a discussion of the simple features of their programs to emphasizing the benefits. Tracy Thomas, public relations volunteer at the Plaza, stated that, "Too often we assume that our congregation already understands the benefits and therein lies the danger."

Programs are designed to meet the needs of the people and to accomplish the goals of Unity on the Plaza. Growth is maintained as

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CHURCH GROWTH BY RADIO

By Michael Moran
Radio/Media Coordinator

Thanks again to all of you who took the time to fill out and return the broadcast surveys. The information received is proving to be very useful.

The surveys reveal that less than 5% of our ministries are currently using any form of broadcasting to share their message with the community.

Talk about feeling like "the voice of one crying in the wilderness." Contrary to what many believe, radio is more effective today than ever before. It is now a highly specialized medium and it is a powerful way to teach Truth. I hope to motivate more of you to do just that.

Let me share with you more of the information gathered from our survey. According to your estimates, our church profile looks something like this:

- 65-70% female
- 30-35% male
- 92% are between 35 and 55 years of age
- 47% are 45 to 55
- 45% are 35 to 45

Of course your church may be quite different depending on location, etc., but I feel that this is a fairly accurate picture for marketing purposes.

It is very important to define your audience before you form a marketing strategy.

Recently I studied two different churches in two different cities that experienced very rapid growth. The only thing that they had in common was the fact that they used radio as the primary medium to inform the community of their presence and their message.

One of the churches, a rather liberal Methodist church, went from under 50 members to over 350 in less than nine months. The other, a non-denominational church, went from 50 Sunday

worshippers to over 800 in about one year.

Both of these churches used a very simple and effective programming strategy. Instead of broadcasting a lengthy message on Sunday morning, they used 60-second spot programs during prime time Monday through Friday.

The religious spot program is a short inspirational message which is not unlike a commercial advertisement in its format.

For economic reasons alone, this model is very attractive. It provides for the maximum exposure at the lowest cost per listener. This is ideal for those on a limited budget. In sixty seconds, you can introduce an idea, focus on an issue, ask a startling question, and elicit an emotional response. It is a provocative form of teaching and producing insight.

Research has shown that we have been conditioned to receiving our information in short bursts or chunks. It confirms that "spot" programs are more effective at getting attention and stimulating thinking. The longer the program, the least effective it will be and the smaller the audience.

Radio programming is now carefully formatted to communicate to a particular audience. Radio is quite different from what it used to be. People are just not willing to sit and listen to long program segments; that has long since been conditioned out of us.

There are several facts about radio that anyone who uses it should understand. First, it doesn't make a lot of sense to broadcast when people aren't listening. So, carefully research what times offer maximum listenership for the type of person attracted to your church, or that you want to attract. Usually a safe bet is to stick with "drive times" -- 6:00 a.m. to 10:00 a.m. and 3:00 p.m. to 7:00 p.m. I would suggest between 6:00 a.m. and 6:00 p.m. In most cases, this is the

most expensive time to buy. It is also the most effective.

Radio relies on frequency or repetition for its greatest influence. If you have a choice between a 30 minute broadcast to be aired once a week, or 30 one-minute spot programs to be aired throughout the week, the latter wins "hands down" for church growth. Most church programs are aired on Sunday morning during what is called the "ghetto hours." This is the lowest listener period of the week.

The method used by the aforementioned churches was similar to this:

- Buy airtime during peak listener hours, usually between 6:00 a.m. and 6:00 p.m. Monday through Friday.
- Buy time on popular stations that appeal to the 25 to 49 years old demographic.
- Try to get a "set" time in morning or afternoon; i.e., 7:54 a.m.
- Run your schedule in "flights." In other words five to seven weeks on the air followed by five to seven weeks off the air. This gives the illusion that you are "on" all the time.
- If possible, use print; i.e., weekly shoppers and newspapers to carry on your campaign while you are off the air.
- Have a "call for action" at the end of the spot such as, "If you would like to know more about Unity, call 000-0000 for a free cassette (or literature). This gives them something of value; it gives you a name and address. It is also a good way to measure effectiveness.
- Make sure that your church has a full load of classes, groups and fellowship opportunities. The programs will bring them in the

Continued on page 7

"DOWNLOAD"

We are pleased with the quick response that this Bulletin Board has received from our friends in Unity. The users have come on the system from as far west as California, as far east as Florida, as far south as Texas, and as far north as Washington State. The system is indeed a "National" Unity Bulletin Board.

We are also glad to announce that five wonderful volunteers from the MEP classes will increase the staff of the bulletin board 500%. You will be able to see their input almost immediately as more information is added to the system.

We have noticed that very few users have taken advantage of the Download function on this system. We are assuming that the reason that you are not using this function is due to its seeming complexity. Downloading is simply the act of retrieving a file from the list on the bulletin board. Already we have a wonderful selection from which to choose. These files include documents and computer programs. Some of these programs, like "Banner," no church should be without.

The programs are listed in a section called FILES. You must choose this option from the Main Menu. Once you choose (F) for files you are given another menu. From this Files Menu you must choose (L) to list the file categories. For practice we suggest that you choose category (9), computer files. After choosing (9) you will see a listing of all of the files that can be Downloaded to your computer. Use your communications software to print this screen if you can. It is difficult to remember the exact name and extension of each file.

Once you have decided on a file to bring home, hit the return

(i.e., ENTER key) on your computer to bring back the Files Menu. Now choose the Download option, (D). You will then be prompted to enter the file name. This is the tricky part! You must type the full file name including the extension. For example, if you wanted to Download the following file:

BANNER ARC

you must enter the name like this:

BANNER.ARC

There must be a period at the end of every file name, BANNER, followed by a three letter extension, ARC. Most of the files on the bulletin board are ARC files meaning that they have been squeezed to a smaller size for transmission.

Now that you have entered the file name, you will be prompted to give the protocol on which you wish to send the file. Choose XMODEM. This protocol is the type of "social manners" from which the two computers will communicate. It is as if the two computers are saying to each other, "Oh! What is this thing that you have sent me? It is very nice. Thank you and please send me some more of the same!" Or the computer conversation could go like this, "This stuff that you have sent me has holes in it. What you said that you were sending is not what you sent. Please try again."

That kind of computer talk is protocol. Both computers must be using the same style of protocol or they can't communicate. They must be using the same kind of good manners on both sides.

So after choosing the type of protocol for the bulletin board you will be prompted, "Ready to begin transmission." If you haven't set your computer's protocol to XMODEM, hurry and do so. If you waste a lot of time at this point you will cause a time-out error on the bulletin board.

You can now tell your computer

to Download the file. At this point you must know your own computer software to complete the job. You will probably have to tell your computer where to put the file. That is, on which disk drive or in which directory the file is to go. After a short wait the file should arrive intact. Most communications software will let you watch it coming in terms of the number of blocks of data transmitted. When you are prompted, "Transmission complete" simply say "Good Bye" to The Associate and enjoy your new file.

P.S. The first file that you should download is one called (ARC-E.COM). This file will allow you to un-squeeze ARC files. For more information on ARC-E see the bulletin "What is ARC."

CHURCH GROWTH BY RADIO

Cont'd from page 6

door--only you can keep them coming back.

Of course, this is a very simplified explanation, but it should give you something to work with. Keep in mind that there are many different types of programs, formats and strategies to use. Your congregation, radio market size, cost per listener ratio and station availability will determine which is best for you.

We now have a number of 60-second spot program scripts ready for you to use and adapt to your own style and personality. I am available to assist you in anyway that I can. I look forward to seeing as many of you as possible at the regional ministers conferences. Stay tuned!

EXECUTIVE DIRECTOR'S LETTER

Cont'd from page 3

wonderful to me. I loved your enthusiasm and style of presentation. I felt entertained and not bored.

"As far as content was concerned, you told a story about a man who had recovered from AIDS using Unity principles. I was sitting there with excema on various parts of my body. I had been born with it, it was supposedly hereditary and since it was not gone by seven years of age, I was expected by everyone to keep it. Of late, it had become progressively more irritating and interfering in my life. Once limited to the winter months, it now appeared during the summer, activated by the heat and irritated by perspiration. My skin oozed pus and I routinely had to tear my clothes off my skin after the fluid had dried, attaching my clothes to my skin. I did not sleep through a night since the itching would wake me up, necessitating applying cold washcloths or taking baths. I went to various doctors, who gave me a variety of supposed remedies, all of which I followed and obtained temporary relief, only to develop an allergy to the prescribed medication. Then, I had an allergic reaction on top of the previous symptoms. I easily spent several hours each day just attending to my skin. Later, it appeared on my face and that was the final indignity. I felt sorry for myself and very much like God wanted to punish me. It was all I could do to leave my house. I spent a lot of time crying in frustration and self-pity. I really was at quite a loss about the whole thing, and just expected to keep living under these circumstances.

"Well,' I thought, 'AIDS, huh? That is certainly more fatal than excema. Maybe this too can be healed.' I left with the hope that this skin condition could be

healed after your service, a hope I had not previously entertained.

"That was the beginning of what at times seemed like a long process. I definitely had to keep asserting that I was healed, despite appearances. The condition got worse, before it got better. There were times I could not see any progress in the direction of healing and stopped believing it was even possible and that you had lied about that man or that I was a hopeless case, and God did not like me as much as him. I'm sure I don't have to tell you about some of the thoughts and feelings I had.

"I used Unity principles to allow the healing: For one thing, I had to stop claiming the excema as 'mine.' I said, 'The excema' and then stopped calling it anything. I asserted to others, including family members, that it was healed when it was visibly red and inflamed. I had to stop complaining about it, which verbally attached it to me. I asked God to help me understand the lesson of it, the good of it, and discovered that I felt obliged to enter this life to suffer a certain amount in exchange for the equivalent amount, or lesser amount, of joy and good. One night, I woke up scratching and cried in sheer desperation. God told me then that S/He never REQUIRED my suffering and the tears changed to ones of release, which lasted for hours. I let God know that I was willing to be healed and also willing to do my part. I agreed to do whatever I was guided to do, no matter what I rationally thought about it or what it cost. I knew the healing would not come through traditional channels, as it was clear Western medicine would not be the channel of this healing. I simultaneously knew that I would contact outside channels but that the healing would be God's. . . .

"Of course, as you can tell by

the above, sitting in church on Sunday, a 'regular,' my skin is clear everywhere and has been for months. In fact, at one point, I stopped doing anything, knowing my part was done and the healing was complete and finished. The irony of it is I don't know when the outer change occurred. One day I was aware that I slept through the night and did not scratch myself. I have no idea how long my skin has been clear--the beauty of these changes really being that you expend energy in more positive directions. Lessons, like Chris', remind me what it used to be like but even I must admit, with some wonder, that that was ever a part of my life. The people who know me now cannot tell that my skin was ever different from what it is today.

"My intention has been to return to your church and tell you this story in person and express my gratitude for those ideas two years ago. I rave about you to my Unity friends. Your style, etc., greatly impressed me. Chris encouraged me to tell you now and I agreed, knowing it is important to hear about the effect you are having, affirming that you are being an effective channel, whether you know it or not.

"I give you my permission to use this story in any way you choose. I am sending a copy to the Association of Unity Churches, as well; since I think they need to hear when ministers affiliated with them are doing a good, inspiring job.

"Since I am no longer operating at a survival level, as my skin necessitated, I am free to work toward a prosperity demonstration in the area of money. When next you hear of me, I will be demonstrating financial independence! Thanks to you and others like you, I accept and believe that anything and everything wonderful and wondrous is possible with God."

And so do we all!

THE PRESIDENT'S LETTER
Cont'd from page 2

VEIL TWO: I AM TO TAKE MY NEED TO GOD.

This erroneous belief results from a misinterpretation of Jesus' statement, "Ask, and it will be given to you, seek. . ." The stillness has declared to me that my asking is not for something, but for an awareness of the Presence. Surely, a consciousness of God as my Source must result in daily bread. For instance, the prodigal son was in great need, but he did not ask for his need to be met. He simply turned to his Father.

The stillness has also revised the first verse of the 23rd Psalm. The Lord is my shepherd, I do not want. When I am consciously in God's Presence, I do not want, and I have no need. I am content; I am fulfilled. There can be no asking. In fact, if I ask for anything, it is a sign to me that I am not yet consciously in God's Presence, and therefore there is no need to look unto the fields heavy with the harvest, for I will not see them. I still need to lift up my eyes.

IN CONCLUSION

My dear friends, if the plans you pursue at the ministry have risen because you have lifted up your eyes, all is well. Now take the next step and join with the people in prayer not asking for God to meet your needs or to fulfill the divine dream, but rest together in stillness until there is no need. How natural it will seem when these words pour from within you, "THE LORD IS MY SHEPHERD, I DO NOT WANT." Please do not think that you will perpetually sit and "do nothing," for one who has no need is a great blessing to the world.

ISSUES IN MANAGEMENT
Cont'd from page 4

dollars, provide the primary ingredient for financial decision making. As stated before, financial decision making is a major responsibility of boards of directors.

DIFFERENCES BETWEEN FOR-PROFIT AND NONPROFIT ACCOUNTING

There are acknowledged differences in the basic purposes of for-profit organizations--earning profits and generating cash for its owners' benefit, in contrast to not-for-profit organizations--acquiring and allocating resources to fulfill the desirable needs of the membership. These differences have resulted in the accounting profession developing a specialized approach to accounting for nonprofit organizations.

OPERATIONAL ACCOUNTABILITY. Profits or losses are identified as a for-profit business central economic activity. Through analysis of accounting reports, management can be held accountable for decision making by the firm's owners and creditors. This data can also be used by the managers to improve the firm's efficiency, profits and cash flow.

DOLLAR ACCOUNTABILITY. Charitable organizations, churches and other nonprofit groups do not operate from a profit framework and do not always receive direct cash flow from their central economic activity. As a result, the financial statements reveal the organization's activities in terms of dollar accountability rather than operational accountability.

What can be gathered from this type of an accounting system is certification that the cash and resources were expended to meet the intended purposes. What is lacking in this system is a way to

measure how efficiently the resources were used.

SETTING THE FRAMEWORK FOR ANALYSIS OF FINANCIAL STATEMENTS

Certain problems are inherent in the presentation of standardized and familiar formats. The formats used in the for-profit sector are not always appropriate in the not-for-profit sector. Frequently there are board trustees who do not understand financial statements, and are reluctant to ask questions that need to be asked. A complete explanation of the financial statements must be done at each reporting period by the board treasurer. The same explanation should be given to the entire membership at the annual meeting and any special membership meeting where the issues of finance is the key topic.

Next month's article will examine the different types of financial statements and the "art" of interpreting the statements.

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Ron Tyson
Special Services
Coordinator



EXCELLENT

TREASURES UNLIMITED

A Tremendous Success

Yes, most of the 521 ministers, licensed teachers, spouses, and friends agreed that this year's Conference was the best ever.

We want to recognize the different people that contributed to this success...the Program Committee, the professional staff of the Association, special speakers, workshop leaders, opening and closing ceremony participants and all those who contributed to the special fellowship and social periods.

But most of all we want to embrace the participants who came with their enthusiasm, their interest, and their receptive minds and hearts to all the wonderful divine ideas that were expressed during the Conference.

FAMILY PICNIC

Mmmm-good! You just can't beat good food and fellowship. Especially with "Good o'l Summertime" music by Jack Coffman and his Unity Village musicians. Participants enjoyed Unity's Jolly Wagon ride to and from the picnic grounds.

SPECIAL ACTIVITIES

Thirty-nine men and women enjoyed the "Best Ball Tournament" held on Monday morning. Players were divided into four teams. There were also fourteen energy-filled joggers who joined in the "Fun Run" and six sports enthusiasts who participated in the Tennis match. Trophies were presented at the picnic. All participants were winners, proudly receiving a blue ribbon for their participation.



LOUISE HAY

Louise Hay, minister of the Church of Religious Science, kept the conference body sepllbund with her affirmative message of spiritual healing. Ms. Hay has devoted much of her time and energy to terminally ill patients, alcoholics, and AIDS victims.



LIGHT OF GOD EXPRESSING AWARD

John M. Templeton, founder of the coveted "Templeton Award," shared with the conference body the concept of his award. The Templeton Award recognizes men and women for their efforts in promoting spiritual growth for humankind, much like the Nobel Peace Prize for world peace.

The Light of God Expressing Award for 1986-87 was presented to Mother Teresa and John M. Templeton.

Mr. Templeton also announced his support to the Association in the hiring of Mike Moran as Radio Media Coordinator.

WORKSHOPS

Two of the most popular workshops of the conference were the "Marketing Workshop," presented by the Marketing Strategy Committee, and the "Church Growth and Development Workshop," with Howard Kelley and Peggy Bassett, presenters.

Repeating again what Charles Fillmore once said, "The only treasures that are worth saving are those we lay up in the heavens of the mind." The 1987 Conference has come and gone. We now look forward in joining some 2,000 of our Unity family at the Peabody Hotel in Orlando, Florida, June 12-17, 1988. Make plans now to attend the '88 Convention.

EXPANSION REPORT

Cont'd from page 5

a priority. New groups are started to incorporate new people. Six guest speakers who would appeal to the target groups are scheduled through January.

The Plaza's public relations approach is to look for the news value of what they are doing. The local media have shown an interest in special events more than on-going activities. In order to maintain a high profile in the community, the Plaza will continue to have a target of special events.

In Kansas City, the Plaza is now in the process of customizing research for its target markets in selected zip codes. For more information and the Research of the Lifestyles and Value Groups report, please call "The Associate" (Bulletin Board computer for the Association of Unity Churches) at 816-525-6865.

The Association of Unity Churches is committed to support your ministries in growth. We are ready to help your church by providing materials or consultation so that more of the unchurched are invited to hear the good news of the Unity way of life. To receive more information on sources of demographic and psychographic information, call or write the Association of Unity Churches, PO Box 610, Lee's Summit, Missouri 64063; attention: Expansion Department; or phone 816-524-7414.



P.K.'s KORNER

Especially for children of ministers

I missed you last time. Where were you? Oh, I was the one missing!?? I'm happy you missed me. I was awfully busy getting all my new "stuff" to go back to school. You know how busy that can make you. Why don't you write to me and tell me all about your school and what you like best? OK!?

One of my special friends recently wrote to me and shared with me a poem she had written. Her name is Kim Clugston. She is the Youth Education Director for Unity of Ann Arbor in Ann Arbor, Michigan. Thank you, Kim, for letting me share your poem with all my friends!

WHO AM I?

I am one of many colors;

I am one of many races, creeds,
and religions.

I am one of many families
with many brothers and sisters;

I am one of many countries -
near and far;

I am one citizen of Planet Earth;

I am one child of the Universe;

I am one with God
and as such I live in harmony
with myself, my family,
my friends, and all fellow
beings of God's loving creation.

WHO ARE WE?

We are the many members
of God's loving family.

We are the many musical notes
of God's harmonic song.

We are the many colors
of God's rainbow of humanity.

We are the many dancers
of God's Divine Ballet.

We are the many unfolding buds
from God's Tree of Life.

We are the many bright stars
in God's constellation of
all creation.

Together, with God, we are the Hope,
the Joy, the Love,
and the Light of the World!

PARTNERS IN MINISTRY
a network of spouses of ministers



By Karin Mosley & Weaver Hess

At one time or another, we all seem to get caught up in the "role" of being a minister's spouse. "Should I do this or that...what would be the proper thing for the spouse of a minister to do...what would the congregation think...it would be in front of God and everybody!..." and the thoughts go on and on.

A special friend wrote to me recently and shared the following thoughts (my friend wishes to remain anonymous).

THE ABSOLUTE OF APPROPRIATENESS

"So then," I say to myself, "perhaps I have not been appropriate."

"What?!!," says mySelf back to myself, "you've never concerned yourSelf with that before!"

"Well," I say, "I've not been mySelf lately."

"Then let us take this opportunity," says mySelf, "to analyze the absolute of appropriateness."

If we are to define appropriateness, we find that it is the state of being suitable for a particular person, condition, occasion, or place; proper or fitting. Well now, it would seem that not only is suitability a subjective term, but also one which inherently

brings with it limits and boundaries. In my experience, brief though it may be, I don't remember God having any boundaries nor Jesus referring to any limits except to love one another and to love thy God. If those are the boundaries and all things within those boundaries are suitable or appropriate, then all things outside of those boundaries are inherently inappropriate. Ah! However, love has no boundaries, and knows no limits. This is beginning to make some sense. If we choose to behave in a way that is anything less than loving, we have chosen to behave inappropriately, for which there can be no definition due to the nature of all-encompassing love. If we choose, for example to judge, chastise, or create boundaries and limits aside from the limitlessness of love, we have chosen to behave other than appropriately.

Appropriateness then, is being one with and expressing fully and completely, the all-knowing ever-present love of God to its very fullest. "Is all else inappropriate then?" To label something as being inappropriate, inherently brings with it a judgment which we have determined to be other than appropriate. Perhaps, then if we are in a position to recognize appropriateness, we are not seeing things appropriately?! Because the absolute appropriateness of love completely permeates the possibilities of inappropriateness to exist, therein lies the absolute inappropriateness of appropriateness

Thank you, my friend, and fellow Partner in Ministry, for sharing with us this month. I know this article will be read and re-read.

Please do the appropriate thing, write! Know you are loved and thought of more often than you will ever know! Partners in Ministry, P.O. Box 610, Lee's Summit, Missouri 64063 (816) 524-7414.

SPARKPLUGS

**Talk Topics & Sermon Starters from
Unity publications**

This month: Genesis and the Creative Process, a new cassette album by Eric Butterworth.

In every group, there are people who recognize their creative ability and there are those who do not. You have heard the latter make comments such as "I can't do anything" or "I wish I had his talent." Eric Butterworth, in his newest album, Genesis and the Creative Process, encourages people to recognize their inherent creative abilities, and he outlines ways to increase creativity, thus making the album appropriate for everyone.

Eric discusses the seven days of creation described in the book of Genesis as being personally symbolic of seven steps that are essential to all creative endeavors. He contends that the book of Genesis is a poetic account of the principles of divine creative activity, of which we ourselves are an activity within the field of divine mind.

Opening the flow of imagination, developing the powers of understanding and discernment, aligning your will with the greater will, and establishing dominion over ideas--these are some of the topics in this powerful series. You can share the ideas from this album--or perhaps portions from the album itself--in a seminar or class, and you can use the individual ideas as talk topics and sermon starters.

Genesis and the Creative Process, an eight-cassette album, can be purchased from the Sales Department of Unity School of Christianity.

NEWS FROM THE FIELD

Several months ago, Phil Pierson, co-minister at Christ Church Unity, Sacramento, California, submitted the following article, by Kauai Goring, in The Maui News - Friday, January 9, 1987:

"Unity Church's energetic minister Elizabeth Smith was dining with poet James Dillet Freeman and his wife at Mama's Fish House last week when she spotted singer Willie Nelson at another table. On the way out she stopped to invite him to hear Freeman at their Sunday service at Kaahumanu Church. To her surprise he showed up with a friend and sat discreetly in a back row. The scheduled singers had spent the day before moving and had only prepared one song. When they told Nelson, he offered to do the other, and church members were treated to a moving rendition of 'Amazing Grace.' Smith owns up that being a Texan girl, she loves Texas men. 'You can take a girl out of the country,' she says, 'but you can't take the country out of the girl.'"

* * * * *

The following is an excerpt from an article that was published in The Star News, a local newspaper in the El Cajon, California, area and submitted by Arthur Hammons, minister of Christ Church Unity of El Cajon. Arthur states, "I think when anyone of us gets in print and shares our positive message it is a blessing for all! So I want to share this with you."

"When the Rev. Robert Fekkether delivered the sermon to his Unity

by the Bay congregation a few weeks ago, instead of listening to a litany of prayers, the followers heard a sermon on dedication.

"It was the first time Unity by the Bay had joined together to worship at its new location. Finding a new place to worship at the Chula Vista Women's Club on G Street, however, wasn't the theme of that Sunday morning service.

"Rather, Fekkether said, 'We are not here to dedicate a building, but to dedicate ourselves to increasing our own conscious awareness of the risen Christ. Christ in you, your hope of glory is the promise we strive to realize.'

"Unity, he said, emphasizes the belief that God is good, God is love. Therefore, his will for you is good, in happiness, health, whatever contributes to your growth.

"Above all, he added, Unity stresses the belief that God is within you. You have a divine potential. And the religion does not demand that you subscribe to a creed. And it does not require you to perform certain rites and practices. In all these matters, the religion leaves you free.

"The ministry of Unity is one of prayer, he said. 'The world prayer and Unity can be used synonymously.'

"We also practice the idea called Practical Christianity seeking to apply the teachings of Jesus Christ in our daily lives in order to experience peace, prosperity, health and illumination in our minds, bodies and affairs,' he said.

"Unity leaves no one out and we invite everyone to come and worship with us,' he added."

NOTICE!!

Unity School and the Association of Unity Churches receive many requests for the scattering of ashes at the Village. These requests are handled by the Unity Village Chapel staff.

THE ONLY AUTHORIZED AREA FOR SCATTERING IS THE ROSE GARDEN.

Procedures are quite simple. After notifying the Chapel of the need for a scattering service, the cremains can be brought to the Chapel office in person or can be sent by mail. They need to be accompanied by a letter containing the deceased's name, date of birth, date of passing and last address. This information is transferred to a permanent record card and forwarded to the Heritage Room to be filed.

It is important that the cremains arrive at the Chapel office at least the day before the scattering in order to be properly prepared for the service. Damage to the roses can result if this is not done or if scattered within a one-foot radius of a rosebush, or if several scatterings are done in the same area in a short period of time.

Unity Village Chapel will provide a minister to perform the service, or the visiting minister may do so. Either way, the above procedures remain the same. Also, if family or friends are to be in attendance, a day and time must be arranged in advance. Notification of the service will be sent to a designated person when this information is received by the Unity Village Chapel.

The Chapel is pleased to be able to provide the comfort and blessing this service imparts, and is thankful for the cooperation of all involved.

CALLING ALL KIDS!!

I would like to ask for your help in finding children for my book "How One Child Can Make A Difference." I am looking for children up to the age of 18, who have made an impact on the lives of their peers as well as adults. An example would be Samantha Smith who wrote a letter to the General Secretary of the Soviet Union and later went to the Soviet Union. She became both a Soviet and American hero. There was another child who wanted to help the street people in Philadelphia and started a whole movement.

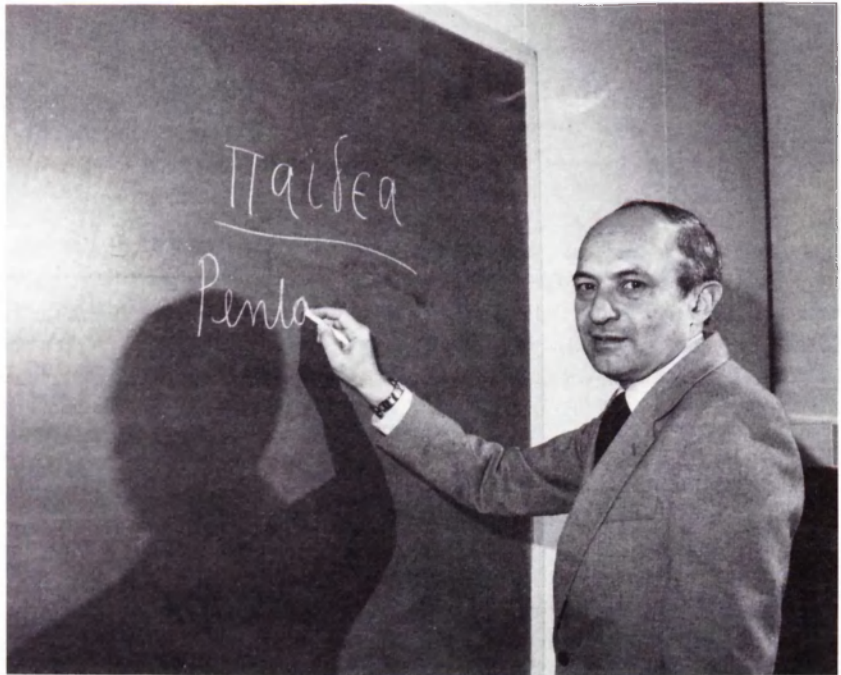
Names of children or newspaper stories you have would be greatly appreciated. They can be sent to me at the following address:

Jerry Jampolsky, M.D.
21 Main Street
Tiburon, CA 94920
415-345-1622

Thank you for your assistance.

CAN YOU HELP?

Recently flood waters damaged and/or destroyed the library, \$6000 worth of books in bookstore, and Sunday School material at Unity South in Bloomington, Minnesota, Philip Laporte, minister. If you would like to share one of multiple-copy books or any other items you may have, with this ministry, please contact Unity South, 7950 First Avenue South, Bloomington, Minnesota 55420 or call 612-884-6656.



Dr. Joseph Schultz, a visiting professor from the University of Missouri in Kansas City.

FILLMORE FOUNDATION GRANT RENEWED

The trustees of the Charles and Myrtle Fillmore Foundation have renewed, for the fourth consecutive year, a \$10,000 grant to the Ministerial Education Program (MEP) of the Unity School for Religious Studies (USRS).

This grant is to be utilized to help defray the costs of Unity field ministers and area instructors who provide the MEP students with firsthand knowledge of field situations and activities. The visiting teachers provide an invaluable resource to the students and the faculty of USRS-MEP. This opportunity for interaction between the students and visiting teachers has had a history of leaving both with a feeling of heightened enthusiasm for and about ministry.

The continuation of the grant has provided for an expansion of

the program from 12 visiting teachers in 1984/85 to over 30 in 1986/87.

The Foundation's board consists of Charles R. Fillmore, Connie Fillmore, and Charles McGill from Unity School of Christianity; Phil Pierson, Hal Rosencrans, and Scott Sherman from the Association of Unity Churches.

If you would like the opportunity to participate in the work that the Fillmore Foundation supports, please send your contribution to the Charles and Myrtle Fillmore Foundation, c/o Unity School/Office of the Treasurer, Unity Village, Missouri 64065. (Please make checks payable to Charles and Myrtle Fillmore Foundation.)

The Charles and Myrtle Fillmore Foundation grant is playing a major role in the education of the ministerial students which ultimately has an impact on the entire Unity movement.

FINANCIAL STATEMENT

Thank you ministers, ministries, study groups, and lay persons for your contribution to the Association of Unity Churches. The love and faith you incorporate into your gifts make them special. We see the door opening for limitless outpouring of the abundance of Spirit into your lives and into your ministries. On behalf of the Association of Unity Churches' staff and Board of Trustees, we are grateful.

ASSOCIATION OF UNITY CHURCHES Statement of General Fund Operations Three Months Ended June 30, 1987

INCOME-OPERATIONS

Love Offerings	\$ 69,516.26	\$221,366.35
Other Income	<u>3,384.60</u>	<u>7,461.86</u>
	\$ 72,900.86	228,828.21
Less: Tithe Transfer	<u>6,934.85</u>	<u>22,021.71</u>
	65,966.01	206,806.50
Gross Profit Material	<u>3,642.45</u>	<u>13,231.38</u>
Total Income	<u>\$ 69,608.46</u>	<u>\$220,037.88</u>

EXPENSES-OPERATIONS

Total Expenses	<u>\$ 69,276.26</u>	<u>\$185,221.82</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$ 332.20</u>	<u>\$ 34,816.06</u>

Unity School Contribution to the Association of Unity Churches Through Services Provided

Month of May: \$ 3,423.77

Month of June: \$ 7,716.77

Year to Date: \$14,553.71

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

We invite you to join us in putting

GOD FIRST

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

NOVEMBER 1987

I thank God for abundant
supply. Every area of my life
is prospered and enriched.

Unity School Prayer Group

**OUTLINE OF
MARKETING STRATEGY WORKSHOP**

June, 1987 Conference

Session by Freida Olsen

WHAT WORKS - WHAT DOESN'T

Areas to study: What kind of community are you in?

 What are its unique characteristics?

 What are the unique characteristics of the group?

 What do you "have" that people are willing to give away?

 Example: Music talent - produce a cassette album.

 What do you have that is marketable?

Ask yourself: "What would I like to learn?" and then pursue it! Example: Radio Program

What are the unique characteristics of the building? How can you best utilize space. What are the liabilities of the church facility? Open the building up for use by 12-step recovery groups, yoga, dancercise, etc.

What enhances "wholeness"? Holistic Health Seminars, yoga, dance, meditation, etc.

Borrow ideas and learn what works in other ministries.

Most important aspects for growth:

1. Professional staff.
2. High quality music.
3. High visibility in city. Advertise--radio, newspapers, TV.
4. Invite/host dynamic guest speakers.
5. Plan annual goals, 5 year goals and 10-20 year goals. Include Department Heads in planning.
6. Take Risks.

What doesn't work for me:

1. Not holding people "accountable" for their areas of responsibility.
2. Lack of order and cleanliness.
3. Plastic flowers.
4. Unprofessional staff or unprofessional music.
5. Trying to please everyone.
6. Not listening and not responding to inner guidance for rest and recreation of self.
7. Taking it all too seriously. Forgetting to have fun.

As Eleanor Roosevelt is quoted as saying: "Don't take yourself too seriously, you will be criticized."



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

What are little boys made of?

Snakes and snails and puppy dog tails!

What are little girls made of?

Sugar and spice and everything nice!

Isn't fantasy wonderful! How dull would be our lives if it were not for thought clothed in the garments of non-literal, playful images. Fantasy is to mind as exercise is to physical health.

As I was growing up it was very common to be chastized with the words: "Stop daydreaming and get your mind back to reality." The ethic is, of course, that responsible people don't waste time on flights of fantasy.

I rejoice with you that educators are joining others in recognizing the need to recover many of the childhood joys we lost in "growing up." We now call this return to playful mind "creative imagination." And we have even legitimized this activity by assigning it a physical home in the brain.

New Age thinkers find natural identification with Dr. Carl Jung as he traversed the jungles of Africa in search of "primitive innocence" untouched by Western rationalism.

Having made a case for the legitimacy of fantasy I want now to examine critically a fantasy held about the role of the minister.

Most psychologists are in agreement that we human beings are motivated by pleasure (a carrot), pain (a stick), conditioning (stimulus-response), habit (training until it's natural), or anticipation (a vision of something valued and wanted or not valued and wanted). Most also agree that singular motivation is very rare.

What motivates you who are ministers? What ministerial role(s) hold the greatest attraction for you?

Ministerial students open their eyes and sharpen their ears in classes on Bible and metaphysics. These are, obviously, important studies.

Not so obvious is a sometimes depreciation of the role of the minister as educator. In this light, I offer the following questions for your thoughtful consideration:

1. Are you aware that you are always teaching? It was not by accident that Jesus was called rabbi, teacher. Wherever he went, whatever he said and did both disciples and adversaries watched every moment and hung on every word. Do you remember when he was asleep in a boat during a storm, and at a party where the wine ran out, and talking with a Roman officer concerned for his servant, and breaking bread in the upper room?
2. Assuming we are always teaching, what do you really know about the people you teach? What are their hopes and fears, their joys and sorrows? What great stories are writ large in their personal book of adventures? What have you to teach them? What have they to teach you? We teach people not subjects and people are not empty milk bottles to be filled, or open mouths to be watered with a hose, or human dogs to be conditioned with food and bells.
3. If you are teaching people are you translating what you teach into a language they can understand? I've experienced teachers who take concepts and hurl them at students like they were hurling darts at the wall. "Of course this is a dart, get it? OK, here it comes. Now tell me about the dart, quickly now. What do you mean you don't know? I threw it; didn't you see it, didn't you hear it go by?"

But of course spiritual understandings are not darts and learners are not dart boards.

A college professor has been defined as one who lectures his lesson from his notes to the students notes without that lesson passing through the mind of either.

I learn best when a teacher helps me translate the lesson from the teacher's language and experience into mine. Then I can own it, I can honor it as a pearl of great price. Failure to help me do this is like casting those same pearls before swine. They are un-

Continued...

appreciated, and perhaps even resented because I know I ought to understand but I cannot. So there must be something wrong with me.

4. How aware are you of age group needs, challenges and accomplishments?

Observant parents have always known that children develop in stages, that both heredity and environment influence this development; that each stage brings its own challenges and has been arrived at because of prior development; and that the developmental tasks of children, adolescence, young adults, middle adults, and older adults all differ.

But it took the work of early developmental psychologists at the University of Chicago in the 1930's to study and systematically describe the developmental tasks of children. We also owe much to the pioneer work of Jean Piaget who described cognitive development and Erik Erikson who studied psychosocial development.

What is my concern with all this? We who teach need to beware lest we are eagerly answering questions NO ONE is asking! Unless, of course, you are into throwing darts.

Teaching that is intentional is most effectively translated by students when the teacher is aware of the cognitive, ethical, and psychosocial development of those students.

I remember very vividly the frustration I felt while sitting through a lesson written for young people. It was splendid. They would have liked it and been stimulated by it. Unfortunately, they were not there.

As I studied the folks present it was obvious that most were retired, elderly and facing different challenges than the young.

Good as the lesson was, it missed the mark. The result was a group of kindly, tolerant elderly who left without any recognition of who they were, what they had accomplished, and what would have been helpful to them in their spiritual development.

Every minister is a teacher, like it or not. The question is, are we aware of this role, sensitive to the needs of our learners, and striving to be relevant?

LIGHT ON THE PATH....By Trish Robinson

I am doing a paper on Cycles, Cycles within Cycles, and changes, or differences, in rates of vibration. I was discussing some of this with one of our licensed teacher regional reps when she asked me to please get this completed and into the field. It came to me that though the "paper" is not yet complete, the part that she most wanted me to share with you can be shared now. We have different rates of vibration which I hear people refer to as "ups" and "downs." I've noticed that when someone is in a slow rate of vibration and they label it "down," or as "having a downer," that very often they move from that into a state called depression. It frequently becomes deep depression and takes awhile to move out. However, the people that I have worked with on this all have had the same results in that they no longer go into depression. Neither do they stay as long in the slow rate of vibration.

Our rates of frequency vibration are like radio wavelengths. We move the dial on the radio to another frequency when we want to change what we are listening to. And though we may not do it consciously, we change our rates of vibration for the same reason. There are times when our super-conscious is trying to get a message to our conscious and a change in vibrational rate is necessary for that to happen. It seems to me that there are times when our soul, body, or subconscious also require a change in our rate of vibration to get our attention.

When we see it as a change in rate, and that each rate of vibration is important, we get whatever we need quicker and easier. When we label a slow rate "down" our concept of "down" comes into play and it is almost automatic for some to slip from "down" into depression; usually without having received the message that rate has for us.

It sometimes amazes me how just sharing the above has been such a tremendous benefit to others. Becoming aware, and no longer labeling a slow rate of vibration "down," but consciously opening myself to what each rate of vibration holds for me has made a considerable difference in my life and others.

Love and best blessings.



Lisa Wissman
Youth Ministry Coordinator
Pre-Primary/Primary

REFLECTING UPON Y.O.U.

I THANK YOU!

Every now and again I like to set aside some time just to be grateful. This is one of those times. I am always grateful for the wonderment life holds and for the love and beauty I experience each day; but, today, I'd like to take the opportunity to appreciate the work all of us are involved in--education of youths in the Unity movement.

As you are reading this, the leaves are perhaps beginning to turn color and the smells of Autumn are in the air. But as I am writing this we have just concluded the Annual International Y.O.U. Conference and air is filled with lingering feelings of love.

I am so grateful to have been able to experience teenagers who represent the culmination of all you have taught, all you have loved, all you have given. When children are young, we sometimes hold our breaths and hope they are retaining some of what we teach. After spending this last week with 400 of our Unity teenagers, I can honestly say to you that all your work has truly paid off. Throughout the week, the YOU'ers shared unforgettable experiences together as they talked, laughed, cried, danced, and loved. Our Unity teenagers are truly shining examples of the principles we teach. Their never-ending vitality and enthusiasm for life is such a gift. Their unconditional love is in constant expression. The love the YOU'ers gave us at Unity Village is immeasurable. I am not only grateful to the YOU'ers but to those of you who have been with them along the way. For all the

time, love, energy, and dedication our Youth Education workers and ministers have given throughout the year, and for all our YOU'ers have grown to be, I am truly grateful. Thank you.

"GOD IN ME" AWARDS

On Mother's Day, May 10, Ross Goodman, minister of Tampa Unity in Tampa, Florida, pinned the "God in Me" award on the Brownie uniform of Marisa Kranz, daughter of Patrick and Diane Kranz; and on the Girls Scout uniform of Christina Pulliam, daughter of Steve and Sharon Pulliam.



"God in Me" award winners Christina Pulliam and Marisa Kranz.

"LIGHT OF GOD" AWARDS

After months of intensive study, two students from Unity Church of Tacoma, Washington, received the "Light of God" award.

Jacob Wilhelm has been a Truth student for a little over a year and what a student!! Dan and Julie Wilhelm are his proud parents.

Christian Dickinson is 13 years old and has been a "life-long" Truth student, being very faithful in attending Sunday School. He is the son of Cathy and Jim Dickinson.



"Light of God" award winners Jacob Wilhelm and Christian Dickinson, with Ann Thomas; JoAnn Fuller, counselor; and Robert Thomas, minister of Unity Church of Tacoma.



SPECIAL APPRECIATION

Two of our Regional Consultants, Betty Fleming of the Southeast Region and Ann Caton of the Great Lakes Region, are moving on from their regional positions. To both Betty and Ann we say with deep gratitude, "We love you, we bless you, and we truly appreciate you," for all you have given to our Youth Education programs throughout the country.

A WARM WELCOME

We would like to extend a warm welcome to Reverend Marjorie Kass as the new Southeast Regional Youth Education Consultant. Marge has an extensive background in both education and Unity. This includes a Bachelor of Music Education Degree from Syracuse University, six years of public school teaching, and twenty-seven years of choir directing (both children and adults). Marge was ordained as a Unity minister in 1973 and has been the minister at Church of the Open Road in Baton Rouge, Louisiana, for over twelve years. With her rich background, Marge brings with her an enthusiasm and zeal for working with our Youth Education programs. We are truly blessed to have Marge as one of our new Regional Consultants. Welcome, Marge!

SOUTHEAST REGIONAL YOUTH EDUCATION CONSULTANT

Marjorie Kass
1772 McQuaid Drive
Baton Rouge, Louisiana 70810
* 1-504-769-3447

*If Marge is unavailable, leave a message. She always gets them!

UNITEEN/YOUTH/YOUNG ADULT MINISTRY

"LIVING THE MIRACLE WITHIN"

International Youth of Unity
Conference - August 9-15, 1987

by Joyce Culey
Youth Ministry Coordinator
Uniteen/Pre-Adolescence/Adolescence

"The child must know that he is a miracle,
that since the beginning of the world there
hasn't been
and until the end of the world
there will not be another child like him.
He is a unique thing,
from the beginning to the end of the world.
Now, that child acquires a responsibility:
'Yes, it is true, I am a miracle.
I am a miracle like a tree is a miracle,
Like a flower is a miracle.
Now, if I am a miracle, can I do a bad thing?
I can't, because I am a miracle.'"

Pablo Casals

"I AM A MIRACLE" - Simple, yet incredibly powerful, these words were heard over and over again throughout the Conference experience. The individuals speaking and the settings varied, but the words remained the same, "I AM A MIRACLE."

- * The activity of prayer, a vital part of the Unity movement, was explored by each workshop family. Led by Rev. John Strickland, Director of Silent Unity, Conference delegates participated in a Silent Unity Healing meeting. This time not only offered a visible reminder of the power of prayer at work, but an experiential activity which allowed personal growth.
- * Dr. Gerald Jampolsky and Ms. Diane Circionne interacted with the entire Conference body, sharing their vision and belief in humankind. Their message of love permeated the entire auditorium, touching the hearts of 410 listeners.
- * In a "Silent Walk With God," led by Rev. Glenn Mosley, Conference delegates experienced a closer interaction with the Spirit of their being. In complete silence and non-verbal communication, YOUNG ADULTS and adults explored their surroundings. This time of quiet was followed by a creative expression of experiences using paper, pens, markers, yarn, pictures, and personal sharing.

- * Through listening and participation. Conference delegates joyously celebrated their uniqueness with the music of Karl Anthony. Karl's unlimited enthusiasm, love, and light embraced all in attendance, as he too shared his belief in the miracle within.

The list goes on forever -- large group experiences, personal experiences, small group experiences, partner experiences...healings, transformations, acceptance, commitments...a lifetime of growth in a short span of only six days.

NOT-FOR-PROFIT INDEMNIFICATION STATUTE FOR STATE OF MISSOURI

Missouri House Bill Number 700, approved April 14, 1987, effective July 1, 1987, in effect, says, any officer or director who is not compensated for service to a tax-exempt 501C(3) (which a Unity ministry or Regional Association is) is granted immunity and is indemnified from punitive damages as long as s/he is not guilty of negligence or fraud.

According to our Association's firm of attorneys, most states have recently adopted, or are considering adoption of similar statutes.

The above statute refers only to members of the governing body (Board of Directors); not to other volunteers.

You may wish to inquire regarding the extent to which the state in which your church (or region) is incorporated, allows not-for-profit indemnification, and whether or not it extends beyond Board members. If not, you may wish to inquire whether or not your church (or region) has a provision of insurance for Board, sponsors, and coordinators, especially regarding counseling, advising, and responsibility for physical well-being when working with teenagers.

We suggest that each ministry/region investigate local laws in order to design appropriate release form(s); i.e., the Association's Youth of Unity Medical/Liability Release form which requires the Minister's signature to be notarized. Indeed, we recommend use of such form(s) even in those instances where states and/or insurance provides legal indemnification.

Thank you for your caring service to our young people.

The Association of Unity Churches

This past 1987 Y.O.U. Conference was made possible by you--ministers, congregations, Sunday School teachers, Y.O.U. Sponsors, parents and friends--who believe in Unity and youth ministry. From the first time the small child enters the Sunday School classroom, he receives the message of love and acceptance. By the time that child joins the International Youth of Unity, that message has become reality, and sharing with the world is the next step. Love and acceptance radiate from our youth as they graduate from Y.O.U. and move on to their new role in the "adult" world. Their impact upon our world will be great; for you see, they live securely in the knowledge of the Christ Spirit at work in their lives. It matters not that their paths are varied--college, business, medicine, the military, marriage, labor, the arts--for each one is truly a light bearer, bringing love, joy, and Truth to everyone they meet. Thank you for allowing this miracle to go forth.

1987-88 INTERNATIONAL YOUTH OF UNITY

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ATTENTION!! ATTENTION!! ATTENTION!!

Beginning Sunday, October 4, 1987, Unity School of Christianity will institute a four-day work week, from 7:30 a.m. to 5:00 p.m. Since savings on heating and cooling is a large factor in making this decision, and since the Association's heating and cooling is not separate from the rest of the Administration Building, we also need to go to a four-day work week. The Association will adopt a four-day work week beginning Monday, October 5, 1987, office hours will be 7:30 a.m. to 5:00 p.m., Monday through Thursday.


ASSOCIATION OFFICE WILL BE CLOSED ON FRIDAYS!!

ASSOCIATION OF UNITY CHURCHES®
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PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®

November, 1987



THE PRESIDENT'S LETTER



Jim Rosemergy
Unity Church of Truth
Spokane, Washington

PRAY FOR YOUR ENEMIES

Wouldn't it be wonderful to be serving in a ministry where there were no ill feelings and contention with other people? Ministry contains many challenges, but nothing captures our attention and limits our ability to be about our Father's business like unsettled feelings toward even one member of the congregation.

Ministers and licensed Unity teachers do many things, but basically our function is to be attuned to the Presence of God. Eloquent lessons and prayers/meditations can be given. We may have insight into the human dilemma and the processes of transformation, and therefore our counseling schedule is immense, but it is our consciousness of Spirit which ministers. However, we know that when we experience feelings of anger and resentment, we are not attuned to the Presence.

I think often of the time in Jesus' life when He was on His way to the ruler's house to raise his daughter from the dead. As He traveled, a woman moved through the crowd toward Jesus thinking, "If I only touch his garment, I shall be made well." Her hand, symbolizing her receptive soul, touched the garment and she was healed. Actually, it was not cloth but consciousness she touched. Undoubtedly, Jesus' attention was upon His Father as He walked the dusty road. He was attuned to Spirit, and this consciousness

of Life and Wholeness "ministered" to the woman.

Those who spend even a little time in stillness and prayer are taught that this is God's way of ministering. Therefore, we often give our attention to awakening to the Presence in which we perpetually reside. However, there can be much aridity as our God seems just beyond our grasp. There is usually one reason why the sense of separation we know is a lie seems so real- -UNFORGIVENESS. As a minister, I have certainly discovered that my ill feelings toward someone in the ministry frustrates my ability to serve. In truth, the fullness of joy and peace will not be experienced by me as long as I am angry or resentful toward another person.

It is interesting that whenever Jesus spoke of prayer, He usually spoke of forgiveness. "And whenever you stand praying, forgive, if you have anything against anyone. . ." (Mark 11:25). Another subtle example of this principle is recorded in Matthew 5:23-24, "So if you are offering your gift at the altar, and there remember that your brother has something against you, leave your gift there before the altar and go; first be reconciled to your brother, and then come and offer your gift."

These verses and others indicate that we shall not experience the Presence while there is a need for forgiveness. We shall not be the hem of the garment, and God's way of ministering is unavailable to the people unless love becomes our way.

This way demands spiritual wakefulness. Perhaps, the feelings of anger and resentment continue because we are unwilling to see the "contentious one" as our teacher. Maybe we have failed to see that the other person wants our love and we have been unaware of this and unwilling to adhere to Jesus' commandment, " . . . Love one another." Personally, I have erred in these ways and in another. I have thought my good was outside of me- -in the passing of a board motion, in the success of some program, or in obtaining someone's approval. When this was my belief, peace was not restored until I remembered that my good is within me. My good is my consciousness of God, and who can stand between me

and my God?

I trust that these ideas are helpful to you, but there is a freeing truth yet to be revealed. The revelation is in the opening sentence of this article, "Wouldn't it be wonderful to be serving in a ministry where there were no ill feelings and contention with other people?"

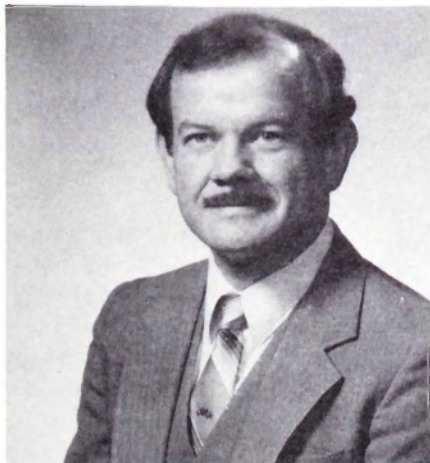
The truth is, I am not in contention with other people. I am at war with my *concept* of the other person. The reality of the other individual is the Christ. Surely, I would have no ill feelings if I saw him or her accurately. Some say I am to love the other person and I agree, and I believe that love is the ability to "see" the Christ.

My ill feelings are a reminder that I do not see. Prayer restores my vision. I pray for "my enemy" . . . not to go away or to see it my way, but that I might see. My purpose is to know this person to be the image and likeness of God. Obviously, I must look beyond appearances and maintain the single eye. Amazingly, actually naturally, the feelings subside and I place no demands upon the other person. At this point, the minister or teacher is healed.

Then, of course, I reenter my outer world and usually interact with the person I failed to see correctly. Sometimes, we are like Jacob and Essau, and unity is restored. At other times, he or she leaves and at still other times, I leave. We may speak with one another and my words may be strong, but they are from a consciousness which sees the truth, and therefore they are imbued with divine order.

My dear friend, do not think for a moment that anger and resentment are our destiny. The kingdom of God is at hand, within our grasp; and when we open our hands we will not find contention. We shall be free, for we have prayed for our enemy and seen the Christ.

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

Two vital updates are included here: one pertains to the hiring of our Church Development and Marketing Director and the other pertains to my participation in an ecumenical worship service with Pope John Paul II.

By now you have a letter dated September 2, 1987, announcing that Richard "Dick" A. Connor, Jr., was hired in the new Development/Marketing position. At this writing only a few days have passed and we already have exciting plans unfolding. Dick is committed and dedicated to Unity and its message and he comes to us from Unity of Fairfax in Oakton, Virginia. For the present, he will continue to live in Springfield, Virginia, and will fulfill his commitment to the Association in an independent consulting role. He is currently the Board President for Unity of Fairfax and is a frequent platform assistant and speaker.

As indicated in the September letter already mentioned, Dick has a B.S. in Business Management and an M.Ed. in Counseling Psychology. Dick is currently the president of Dick Connor, Inc., an international consulting firm serving consultant and professional services firms worldwide. Earlier Dick was Associate Professor of Management for General Motors Institute and instructor for the University of Buffalo's Creative Problem Solving Institute.

Dick is also the author of Marketing Your Consulting and Professional Services, published by John Wiley and

Sons. A new book entitled, Getting New Clients will be released by Wiley in October. He is also a contributing author to The Encyclopedia of Professional Management.

Dick is scheduled to meet with the Executive Committee in mid-September, and soon to attend a couple of Barbara O'Hearne's and Susan Eng's trainings. He will meet with the Association Staff soon and attend to further orientation for himself as to what we are already doing so we can completely avoid duplication of effort.

Dick's contract begins September 15, and he will be "fully operative" by October 1. It is our intention to continue updates in CONTACT, Minister's Letter, and by personal letter, as required. We are excited about Dick's joining the Association of Unity Churches in this position. We look forward to his leadership in the area of church development and marketing; we know you will enjoy meeting and working with him. To talk with Dick, please call him directly at (703) 569-9139.

Thanks to Bill Kozy, our Association's Southeastern Regional Board Representative, and his friendship with Catholic Bishop Vereb, I was invited by the Most Reverend William H. Keeler, Bishop of the Diocese of Harrisburg, and chairman of the Bishops' Committee for Ecumenical and Interreligious Affairs, to represent the Association of Unity Churches to participate with Pope John Paul II in an ecumenical worship service at the University of South Carolina, in Columbia, on Friday, September 11, 1987.

While at the University of South Carolina, the Pope will also visit privately with 27 religious leaders from the United States representing church families with which the Catholic church has been in dialogue.

I'll share more on this in the next issue. . .

ATTENTION

The Spanish translation of The Mental Equivalent by Emmet Fox is available for purchase from **Luis Perez, Unity en Colombia, Apartado Aereo 56659, Bogota, Colombia**. Please write directly to Luis if you are interested in purchasing copies of this pamphlet.

Volume 20, Issue 10

CONTACT STAFF

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Circulation. Glenn Mosley, Jr.

EDITORIAL PURPOSE

The Editorial Purpose of CONTACT is the purpose of the Association: The Association of Unity Churches is dedicated to supporting and strengthening its member ministries by providing human resources, administrative and education programs.

Cover:

Christ Church Unity
Rockford, Illinois
Minister: Christopher Chenoweth



Barbara O'Hearne
Management Consultant

THE ART OF FINANCIAL STATEMENTS *framework for analysis*

In last month's article, "The Art of Financial Statement--an overview" two main points were discussed. First, the objectives of financial reporting by not-for-profit organizations as set forth by the American Institute of Certified Public Accountants were discussed. Financial statements communicate the ways resources have been used to carry out the organization's objective. It requires reporting the nature and amount of available resources, the uses made of the resources and the net change in fund balances.

In addition, the financial statements should identify the organization's principal programs and their costs. The evaluation of program accomplishments are not available in this context. Another aspect of financial reporting is the disclosure of the control used by donors over use of funds. The financial statements should help the reader evaluate the organization's ability to meet its fiscal objectives.

The second main point discussed was the differences between for-profit and not-for-profit accounting. The concept of *operational accountability* in the for-profit sector measures the extend and efficiency of reaching the profit objective. In contrast, not-for-profit or-

ganizations produce financial statements that reveal the organization's activity in terms of *dollar accountability*. This system can only certify that cash and resources were expended to achieve the purpose for which they were intended. Little insight into how efficiently these resources were used is provided.

These two points provide a basis for developing a framework for the analysis of financial statements in not-for-profit organizations. A wide variety of persons and groups are interested in these financial statements. Included are: contributors to the organization, board directors and trustees, employees, governmental units, creditors and potential creditors and constituent organizations. The suggestions discussed below are designed to help individuals interpret financial data more successfully:

1. **Organization's Operating Procedures.** When any of the interested individuals and/or groups review the financial statements they should realize they are reviewing the results of the organization's operation. To that end, the way in which the operations are conducted, the people served, the goals and objectives of the organizations must be taken into account.
2. **The Accounting System.** How an organization assembles its accounting data, processes the data and reports results must be kept in mind. The outcome of operations using the cash basis of accounting can be significantly different from results reported using the more widely accrual basis of accounting. In addition, "standard" accounting terms are often interpreted in a variety of ways that lead to misunderstanding and confusion.
3. **Purpose of the Analysis.** Clearly defining the reason(s) for the financial analysis is important. It is recommended that only one dimension at a time is examined. The procedures utilized in checking on management's skill in managing the operation would differ from the procedures used in examining the investment portfolio of a restricted

account.

4. **Separate the Functions Performed.** The *trading* function or the production or purchase of goods and services for resale should be separated from the *nontrading* function where the cash flows into the organization and is consumed by operations or invested. Many not-for-profit organization receive resources restricted for particular purposes. The use of fund accounting can assist in segregating the resources for accounting and reporting purposes.
5. **The Professional and Financial Management Goals.** Consideration must be given to the professional management goals and the financial management goals. In situations where there is an overlap of responsibility, indications of inadequate financial or professional performance may not be completely accurate.
6. **Standard Ratios.** The use of standard or prescribed ratios is discouraged. Not-for-profit groups are not a homogeneous group. As a result, there may be a need to modify accounting data to permit the use of more familiar ratios in analyzing the organization.
7. **Indicators of Efficiency.** As stated above, dollar accountability cannot easily be used to measure efficiency or even the cash generating capacity of the organization. Measuring output (sales) with input (labor) may not measure efficiency.
8. **Hasty Conclusions.** It is through the analysis of the financial statement that questions are raised about the organization's operations and financial position. Careful scrutiny of unusual account proportions or financial indicators that appear out of line is recommended. Before labeling such indicators as bad performance, questions should be asked about the management decision that was made.

Continued on page 7

CHURCH GROWTH BY RADIO



Michael Moran
Radio/Media Coordinator

In the October issue of *CONTACT*, I wrote about an effective programming technique that has worked very well for many churches of all denominations, the "spot" program. The one to two minute spot program is easy to implement, and it will show the most rapid results in increased church attendance. The spot model provides for the maximum exposure at the lowest cost per listener.

Howard Caesar used this format very effectively in Olympia, Washington. He was on the radio every morning during "drive time." His purpose was to establish credibility for Unity within his community. "I felt I developed the respect of the people there. It (Unity of Olympia) became much more of a high profile when I went to radio. We went to radio spots and I felt that you could get a lot more done in one minute spots as opposed to the thirty minute program. It became very popular."

It's important to remember that before you embark on this type of campaign, be sure that "your house is in order." In other words, clean it up, have a full range of classes, services and support groups for the newcomers to plug into. The programs will bring them in; only you can keep them there.

Unity Viewpoint

For years, this was the mainstay of Unity's broadcasting efforts. It's a five,

ten, or fifteen minute Truth talk, and it has introduced millions of people to Unity's message. A number of our Unity ministers such as Eric Butterworth and Charles Roth are still using this format.

Recently, Charles Roth sent me a sample of his daily broadcast in San Francisco. He feels that the Unity Viewpoint type of program is "by far the best." He writes, "Radio is a magnificent tool for teaching. Instead of twenty in a class, or one-hundred on a Sunday morning, a Unity minister can reach thousands on a radio program.

"A fifteen minute radio talk should be as carefully planned and structured as the Sunday lesson. Its purpose is the same. To teach, to inform, to inspire to action. The problem is: you do not have a 'love offering' time on a radio program! It is then that we should ask ourselves, 'Are we teaching Truth for the love offering, or to help as many people as we can?'"

"I have found that when your real motive is to teach and to help people, somehow the center grows and the supply is there..."

"For instance, here in this new position of mine in San Francisco, a fifteen minute spot was available on Monday and Tuesday from 11:00 a.m. to 11:15 a.m. The radio station isn't the best and the time is not what one would desire. But we are reaching people. We are building a strong foundation on the Truth principle that 'It is impossible to give, with a right motive, without receiving in return what you gave--plus!'"

At one time, Charles was broadcasting Truth on 14 separate stations in numerous markets. He was sending out an average of 1,800 transcripts bi-weekly. Eventually, these broadcasts became self-supporting.

Eric Butterworth is another who has been broadcasting his Truth message for many years with tremendous effectiveness. In a conversation with Marj Britt of Walnut Creek, California, Eric said, "My ideal has been to reach out to people as much as possible to acquaint them with what we have to say, and do this through the radio broadcasts which I have worked with for years. It's a means of reaching people outside of their religious experience. It's kind of like a

church without walls; although I don't like the idea of the church because that is somewhat limiting.

"It provides the person a place to become involved in a religious experience without identifying his religion. This is why we have so many people of other religions, because they don't think of it as religion. They think of it as a philosophy with a concept that is practical and helps them to apply the religious principles where they are. We have letters from many ministers, protestant denominations as well as many priests who write to us and ask for literature and suggest they have been reached by the radio broadcast and tell us how much it has helped them.

"We feel that the Truth as set forth by Unity and as we interpret it in a very practical sense, is a dynamic force and can be a tremendous force in the lives of people. As I said, this program that we have in New York is made effective, in a supportive sense (financially) and in an ideological sense, by the radio broadcast. We broadcast every morning on one station and Sunday morning on another station. Seven days a week we have fifteen minute broadcasts. This helps people become acquainted with the Truth as we share it and perhaps insights them to do something more about it. Then they come down and go to Sunday morning classes, or workshops, or seminars, or retreats. This is our ideal, this is our goal. We have no illusions. We are not trying to set up an organization. We are interested only in helping people to know themselves through Truth. It's a very effective program here in New York at least."

It has also been very effective for Joyce Kramer in Virginia Beach, Virginia. She has broadcast her pre-recorded Sunday morning message called, "Dynamic Religions For Modern Living" for over twelve years. She writes, "I see radio as a wonderful way to re-educate people regarding generally-accepted Scriptural ideas in a non-threatening atmosphere. Often I presented topics that provided a very different perspective; yet on familiar concepts. In this way, the Unity way will move into other
Continued on page 7

SUPPORT SERVICES UPDATE



Ron Tyson
Support Service Coordinator

ASSOCIATION MEMBERSHIP PACKAGE

The Support Services Department is in the process of developing an Association of Unity Churches Membership Program. This program will be initiated January of 1989 with each minister receiving a membership package which would include an embossed membership card, an automobile clergy decal and a corporate discount guide listing national hotels, auto rentals, restaurants, entertainment, etc.

At present, the discounts are gradually becoming effective for you to use. We will keep you updated in the monthly CONTACT.

Specifically, with hotel discounts, each hotel chain has established their own set of "rules" applied to their corporate program - as to their benefits, restrictions, etc.

Hotel Corporate Rules

1. Rates are subject to change.
2. Contact in advance for reservations, information, questions and updated changes.
3. Corporate rates normally applies to single/double rooms only.
4. Many (not all) hotels will pre-assign a number identifying you as an Association of Unity Churches

member to their corporate rate program. You must use this pre-assigned number to receive the corporate discount.

5. Many (not all) hotels require that a major credit card be used to guarantee advanced reservations.

Hospitality International, Inc.

All Unity ministers and licensed teachers are now Identocard members of Hospitality International, Inc.! Hospitality International, Inc., services the following franchises: Master Hosts Inn, Red Carpet Inns, Scottish Inns. You will receive a 10% discount at all these hotels.

When making a reservation, please call Hospitality International, Inc., at 1-800-251-1962 and identify yourself as an Association of Unity Churches member using the pre-assigned corporate number: 10015820.

Example:

"I would like to make a reservation. My corporate identicard membership number is 1001582."

You also are eligible for a 10% discount auto rental with Hertz. Your identification number is 57995. (This also is a benefit offered through Hospitality International, Inc.) Please call Hertz at 1-800-251-1962 and give your assigned identification number.

Example:

"I would like to rent a car. My identification number is 57995."

If you would like to receive your own personalized Hospitality International, Inc., identicard and Hertz discount card, just call Hospitality International, Inc., at 1-800-251-1962, and tell them that you are an Identocard member with the Association of Unity Churches, your number is 10015820, and you would like to have your own personalized card. You will receive two cards and a travel directory. (One card will have the Association of Unity Churches identicard number on it with your own personal name. The other card will have the Hertz

identification number on it with Hospitality International's name.) You will also be placed on a mailing list whereas you will receive an updated travel directory twice a year. It is not necessary to have a card to make a reservation, but you must know your pre-assigned number. Enjoy your Hospitality International, Inc., Identocard membership!

Best Western International

All Unity ministers and licensed teachers are now members of the Best Western International Corporate Travel Program! Best Western is the world's largest chain of independently-owned and operated hotels, motor inns and resorts. The corporate identification number is 520600. All corporate reservations, changes, and cancellations must be made through the following toll-free numbers: (Please identify yourself by using the above corporate identification number.)

U.S.A.
1-800-528-1236
Arizona and Canada
1-800-528-1234

Our corporate identification number enables us to receive Best Western International's unpublished corporate rate which is lower than the lowest published rack rate. New travel directories will be available January of 1988. Another discount for your traveling need!

We encourage you to stay at these hotels which are offering special rates (this will enable us to acquire even lower rates in the near future). We encourage you to write and let us know of your positive and/or negative experiences with any of the above individual corporate programs. If you have any questions, comments, problems, or need further information, please contact:

Association of Unity Churches
ATTN: Debby Henry,
Support Services Asst.
P.O. Box 610
Lee's Summit, MO 64063
(or call 816-524-7414, ext. 45)

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CHURCH GROWTH BY RADIO

Cont'd from page 5

religious groups and be a blessing."

As you can see, there is a lot to be said for this type of program. It's a marvelous way to teach Truth. Unfortunately, it is getting more difficult to find stations that will allow longer programming during high, or even moderate, listener periods. They feel that the longer programs drive listeners away. I realize that there are exceptions. So, if you have found a good station that allows the more lengthy Unity Viewpoint Programs, and it is working for you, then by all means stay with it. Don't fight success!

A number of you have asked about Sunday morning broadcasts. The Sunday morning program is usually the least effective model for church growth. They have a very limited audience and take considerable time to build a following. The worship service does not translate well to radio, because of the extended silences and prayers. If you are broadcasting a Sunday morning worship service, then I suggest you delay the broadcast one to three weeks and edit out the silences, and announcements, etc.

I would appreciate hearing from as many of you as possible about your views on radio broadcasting in ministry. Please share your wealth with all of us. If you have scripts or tapes available (we will transcribe), we will put them to good use. Remember, "As you give, so shall you receive."

Stay tuned!

SUPPORT SERVICES UPDATE

Cont'd from page 6

In the meantime, remember this business TRAVEL TIP: When making a business hotel reservation in person (not an advanced reservation) and with no pre-assigned corporate number, always ask for the corporate rate. (Many hotels have unpublished rates depending on the season, location, size of property, etc., and will offer them to the average businessman upon request - these are called "off-the-rack rate walk-ins.")

SPARKPLUGS

Talk Topics & Sermon Starters from
Unity publications

This month: Wee Wisdom magazine,
November issue.

Wee Wisdom, Unity's magazine for children through age 12, is often thought of as an entertaining and educational publication just for children. This is not Wee Wisdom's only virtue! You will find excellent material from which to draw ideas, anecdotes, poetry, and quotes as you work with individuals and groups that span generations.

The November issue of Wee Wisdom has two delightful stories that could only have been written about today's children - one concerning the responsibilities of latch-key children and the other about spending too much time with computers. This issue also features stories that deal with "traditional" challenges that face children such as talking too much in school, whether or not to believe in superstitions, and the value of planning ahead. Of course the November issue also includes a Thanksgiving poem that you can share with any group. The stories and poems in Wee Wisdom are written in styles that appeal to children, and the ideas that are presented will help form good habits and character.

Being spiritual beings in human settings, our situations and experiences become lessons through which we develop our spiritual understanding and they help us to establish divine order in our lives and in God's world. You can increase your awareness of the challenges of the Eighties by reading Wee Wisdom, and you will find ideas to present in your own way to those to whom you minister. Wee Wisdom magazine can be ordered from the Sales Department of Unity School of Christianity.

ISSUES IN MANAGEMENT

Cont'd from page 5

CONCLUSION

The title of this two-part series was "The Art of Financial Statements." The *art* implied is the skillful performance of analyzing financial statements acquired by experience and study. Thoughtful interpretation of accounting data, using the suggestions above, will help improve the quality of financial decisions that are made with the not-for-profit organization.

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EXPANSION NEWS



Susan Eng
Expansion Coordinator

YOU DESERVE DOUBLE YOUR SALARY

Those Leaders of the Church who fill their office well should be considered as deserving twice the salary they get, particularly those who labor in preaching and teaching. (I Timothy 5:17)

How do we determine the salaries when we start a new outreach group? Is the answer to this frequently asked question congruent with Unity teachings of abundance and prosperity? Do we not teach richness in all areas of our lives, including finances?

If the goal of the outreach group is to become a full-fledged church, then it must be treated as a business from the beginning. Our product is our service. This article will focus on salaries because it is the biggest expense of a business. In general, a budget guideline for a church would look like this:

Salaries (ministers/teachers/staff)	50-60%
Church building (mortgage payments, rent, public service, phone bills, etc.)	20%
Insurance, debt service, etc.	10%
Equipment that you're making payments on (e.g., computer)	10%
Advertising	5-10%
Supplies	5%
Total Income	
(Except for specifically designated gifts)	

New outreach groups should spend closer to 10% on advertising, less on the building. As the ministry unfolds, perhaps you will spend more on the building and a little less on advertising.

Here is the results of a survey taken at the 1987 Association of Unity Churches Conference in which 131 Unity ministers responded:

Average Sunday Attendance:

Base Salary:

	High	Average	Low
Under 50	\$19,000	\$11,983	\$ 0
50-150	\$35,000	\$20,838	\$ 1,500
151-250	\$60,000	\$30,194	\$14,000
251-500	\$65,000	\$41,826	\$21,000
501-2,000	\$80,000	\$58,800	\$36,000
Associate Ministers:	\$32,000	\$15,680	\$ 5,000

Participation in Social Security:

YES = 60% NO = 40%

Almost all of the ministers were authorized to attend regional meetings and the annual Association of Unity Churches conference with their expenses paid by the church. Twelve ministers paid a portion of their conference/meetings expenses and four churches paid no expenses for either.

According to USA Today, the following salaries and bonuses were paid in 1986:

Jim and Tammy Bakker:	\$1.9 million plus two PTL-provided Mercedes Benzes, two resort houses and unlimited expense accounts.
Richard Dortch:	\$130,000 plus bonuses of \$220,000.
Billy Graham:	\$74,500 with no extras.
Pat Robertson:	\$60,000 (donates it to CBN. He pays bills with book royalties and speech fees. CBN University owns his house and car.)
Robert Schuller:	\$80,000
James Robison:	\$60,000 and a \$24,000 allowance for housing and utilities.
Jerry Falwell:	Told the paper he makes \$100,000.

In Truth, who decides how much you are worth? Is it easy or difficult for you think of the church as a service business? *If a person desires the office of a minister, s/he is aspiring to a noble task.* (I Timothy 3:1). Should you not be adequately supported in accomplishing a noble task?

Three percent (3%) of the people write their goals and 3% of the people lead 97% of the population. Be in the 3%. By writing your financial goal, you will have taken a step towards changing the prevailing consciousness that a minister should earn a lower salary than other business leaders.

Name _____ Date _____ Financial Goal 1987 _____ X2 = _____ Total _____
Why double your financial goal? BECAUSE YOU DESERVE IT!

NOTE: Call the Association office for a copy of the Association's model Contract for Ministers or if you have questions about other church staff salaries which we may answer from the National Church Staff Salary Survey published by the National Association of Church Business Administration, 7001 Grapevine Highway, Suite 324, Fort Worth, TX 76118-5103, phone (817) 284-1732.

JOIN A CONFERENCE!

Our new electronic bulletin board operates on Spiritual principles. This sounds absurd at first. With a little reflection, however, the truth of this statement will become clear. Most data information systems charge a large fee for their use. Former proposals for a data base system for Unity also included a charge for users. The Associate, on the other hand, is being operated by electricity and the Law of Giving and Receiving.

One might well expect my next line to read: "And your check for fifty thousand dollars would be greatly appreciated!" At this point in our development, the Associate needs something much more valuable than your dollars. We need your thoughts! We need your ideas! We want your consciousness! The great-

est value of The Associate is as a "networking," sharing, giving medium.

A conference on the bulletin board is one good method of giving. Hopefully, some of the users of the system will soon volunteer to be conference chairpersons. A conference is simply a way for us to share our thoughts about a particular subject. When you join a conference on the bulletin board with the <J> option from the jain menu, you are asked to respond to a particular question. Our first conference called "UNITY" asks the question, "What is Unity?" As users begin to respond to this question we can compile a wonderful resource for your personal use and for use in your center. One minister in the South had this question and a different response as a part of each Sunday service. The congregation loved learning more about Unity in this way.

You may want to start your own

conference on The Associate dealing with your pet question or issue. All you need to do is to leave a comment for the Systems Operator (SYSOP), and we will set up your conference for you. In the future private conferences may also be available. In a private conference, only registered members will be able to be involved.

There are also other ways for you to give in this electronic environment. In the files section of the bulletin board there is a function called "UPLOAD." This function allows you to send long documents, like sermons, etc., to be shared with your Unity friends. You can also send us (public domain) computer programs. REMEMBER, however, PUBLIC DOMAIN programs only. The "UPLOAD" function will be the subject of our next letter.

We are looking forward to your conference comments!



Peggy Elia
September 8, 1926
August 3, 1987

MEMORIAL

Peggy Elia, minister of Unity Church of Truth in Massillon, Ohio, was killed on August 3, 1987, in an automobile accident.

Peggy was ordained in 1977 and served ministries in Waco and Temple, Texas, and Albany, Georgia. Prior to entering ministerial school, Peggy taught elementary grades in the Public School System of Shreveport, Louisiana.

We bless Peggy on her new experience in expression. God enfolds her in love and light on her path.



P.K.'s KORNER

In my house at Thanksgiving time, the focus is on food. Setting a full table is important and, sometimes, the giving of thanks is not the prime serving of the day.

Of course, we all, each in our own way, do give thanks and keep the reason for the day and season first in our minds, but we have to work at doing that!

Here is a fun play you and your friends can do. I love plays and this one has a special message.

Characters needed: P.K., Pumpkin, Crust, Turkey, Ham, Sweet Potato, White Potato, Brown Rice, Cranberry Sauce, Apple, and Stuffing.

Pumpkin I can hardly wait for Thanksgiving. That is MY big day! I will be the STAR!!!--the desert that everybody waits for!

Crust Wait a minute, my fat friend. Without me you are nothing. I hold you together and don't you forget it!!! Thanksgiving is OUR big day!

Turkey What do you mean you two are the stars of the day? I am the big attraction on Turkey Day!

Ham Turkey Day! Ha! You can be replaced by a big, juicy ham, my feathered friend. Lots of people don't even like turkey.

Sweet Potato Well, everybody likes sweet potatoes all warm and buttery. I know I will have a special place on every table.

White Potato Oh Yeah! Everybody knows that mashed potatoes and turkey gravy are the only way to go on Thanksgiving.

Brown Rice Both of you can be

eliminated and instantly replaced this year. Brown rice is IN!

Cranberry Sauce Well, there is one thing that people never do without and that is the beautiful, red cranberry. I can be made into sauce, juice, pies, cakes...

Apple What about me? I am just as beautiful as you are. In fact, I can be red or green or colors in between; And, I can be made into pies, juice, cakes, sauce, cider OR eaten just as I am! Now that makes me REALLY important!

Stuffing Don't forget me! I am perfect with either turkey or ham, with or without gravy, potatoes, rice or any of you other guys! I am just plain good with anything!

All argue loudly I AM BEST, MOST IMPORTANT, etc.

P.K. (steps in) Wait a minute! You all are important! Each of you helps to make Thanksgiving special--the Thanksgiving dinner, that is. But that's not the point. THANKSGIVING DAY is for giving thanks not for worrying about which food is most important.

Turkey But you do agree that Thanksgiving is built around ME?

Other foods BUT WHAT ABOUT ME? I'm good, too!

P.K. Hold it! I did say that you All are important! But you forgot the other part of what I said.

Brown Rice What did you say?

P.K. I said that Thanksgiv-

ing is for giving THANKS! That's the most important part. We give thanks to God for blessing us with enough good food like each of you. That makes each one of you part of the blessings.

All Foods Well, that's more like it. Of course, etc.

P.K. Everything that God made to put on the earth is important. Every leaf, every drop of water, every bit of food, and every person, too.

Apple What do people have to do with it?

P.K. God created you, Apple, and all the rest of you, for people to eat so that they can be thankful and know that God loves them. That's what I'm saying, everything is important to God's earth! Each person and each thing has its place and reason for being here.

Sweet Potato I don't get it!

Brown Rice Well, I know what you mean about water. I couldn't grow if there was no water for my roots to drink.

Cranberry Sauce That's right. I have to be covered with water in the cold weather so I won't freeze.

Stuffing Yeah, Crust and I have to have wheat to make us what we are and wheat has to have sun to make it what it is.

Apple Ah ha! You are saying that God makes sun and rain fall on all of us the same?

(Everyone laughs except Turkey & Ham)

Turkey Well, I like water and need the sun to grow just like everybody else!

Continued on page 11

PARTNERS IN MINISTRY
a network of spouses of ministers



by Karin Mosley & Weaver Hess

As the turkey is roasting, the potatoes baking and the wonderful smells, sights, and sounds of Thanksgiving abound, again I am reminded of all the blessings in my life. Especially all the blessings I receive by having you in my life. Another wonderful blessing I am so thankful for is "Boots," the most wonderful dog in the world! Oh, go ahead and laugh. The resident at the Veterinary Hospital in Columbia, Missouri, laughed too; but he now agrees she is a wonderful dog. And now even more of a wonder.

In August of this year, Boots was experiencing some real severe health challenges. A visit to her veterinarian suggested that there was a stricture on the bowel with pari-anal fissures creating some real problems. He further suggested surgery as a method of treatment. However, something as massive as she needed really called for specialists and trained persons with the latest technology. Columbia, Missouri, is the home of the University of Missouri's Veterinary Medical School where she would receive the very best attention.

Needless to say, I felt most of my world had crumbled that day. Friends prayed with me as we surrounded Boots with love, light and perfect health. We also prayed with the doctors, surgeons, assistants and other care givers. Silent Unity prayed, our close friends were praying, the Association Staff prayed. I really believe Boots is probably the most

prayed over dog on the planet. Craig, Boots' wonderful, loving personal caregiver, phoned the day after we had checked Boots into the hospital to let us know what all of her test results were. I told him about all the friends, the Association of Unity Churches and Silent Unity praying for Boots. Not knowing what his reaction might be, I paused for a moment; and to my surprise, he said, "We had a dog here a while ago and Silent Unity was called for prayer and everything worked out fine!" And he added, "Thank you!"

Boots came through the surgery fine, but there were going to be problems we were told. She would not be able to control her bowel because of the extensive surgery. So, because she is the world's most wonderful dog, we immediately set about changing and preparing to change our environment as well as hers to accommodate the problems. Prayer was still at work--even though our "practicality of busying ourselves with changes and foreseeing complications (a dog in diapers??) captured our attention.

She has made medical history through it all. And what's more, she has control! She is happy, healthy, and back home again spreading her own brand of joy into our lives once again.

A minister friend stopped by my desk the other day after having heard about Boots and said what a miracle it is she was so beautifully healed.

I told him that I really had had a tough time dealing with the surgery and separation from her (it is 122 miles to Columbia). There were times we didn't know if she would ever come home. But, I said our prayers and prayer from a number of beloved friends really worked! I paused, and said, "You know I shouldn't be surprised nor so awed when I see a miracle like this. We are taught prayer works and should expect positive results."

"Ah," my friend said, "I liken prayer to fireworks. You know what to expect, and yet when those fireworks are shot off, you can't help but say, 'Ahhhh, isn't that beautiful!'"

Know you are surrounded in light and love and that we are praying with you, beloved friends.

God is blessing you richly this Thanksgiving!

Write: Partners in Ministry, P.O. Box 610, Lee's Summit, Missouri 64063; or phone (816) 524-7414. All letters and phone calls are held in strict confidence.

P.K.'s KORNER
cont'd from page 10

Ham All growing things
 need sun and water!
 But I never thought much about being
 thankful for such things.

P.K. Now, at least you do
 understand. You can
 see that you are all important.

Cranberry Sauce So we really are part of
 the blessing of
 Thanksgiving Day!
 People always bless the food they eat,
 you know

Ham You make good sense,
 Sauce!

P.K. Now that we have that
 all straightened out,
 Thanksgiving Day will mean more to
 each one of us. All of you will be more
 thankful for the important things in your
 lives--the sun, the rain, and the good
 earth to grow in. And we will be especially
 full of thanks for the way you bless
 our lives when we prepare you for our
 tables. Without the sun and rain you
 could not grow. But BECAUSE of you,
 we CAN grow up to be Thanks Giving.

(Adapted from THE BEST OF AGAPE)

This Thanksgiving, I remember to
 give thanks for all my blessings, and for
 YOU, my friends! Did you find the special
 message in the play? Write and tell
 me what it is! Write to: P.K.'s Korner,
 Association of Unity Churches, P.O. Box
 610, Lee's Summit, MO 64063.

FINANCIAL STATEMENT

Thank you ministers, ministries, study groups, and lay persons for your contribution to the Association of Unity Churches. The love and faith you incorporate into your gifts make them special. We see the door opening for limitless outpouring of the abundance of Spirit into your lives and into your ministries. On behalf of the Association of Unity Churches' staff and Board of Trustees, we are grateful.

ASSOCIATION OF UNITY CHURCHES Statement of General Fund Operations Four Months Ended July 31, 1987

INCOME-OPERATIONS

	Month	Year to Date
Love Offerings	\$58,197.70	\$279,564.05
Other Income	<u>1,577.36</u>	<u>9,039.22</u>
	\$59,775.06	\$288,603.27
Less: Tithe Transfer	<u>5,726.03</u>	<u>27,747.74</u>
	54,049.03	260,855.53
Gross Profit Material	<u>3,549.97</u>	<u>16,781.35</u>
Total Income	<u>\$57,599.00</u>	<u>\$277,636.88</u>

EXPENSES-OPERATIONS

Total Expenses	<u>\$63,599.00</u>	<u>\$248,551.19</u>
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INCOME OVER (UNDER) EXPENSES:	<u>\$(5,730.37)</u>	<u>\$29,085.69</u>
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Unity School Contribution to the Association of Unity Churches Through Services Provided

Month of July: \$17,923.81

Year to Date: \$29,063.75

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

We invite you to join us in putting

GOD FIRST

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

DECEMBER 1987

The Christ within fills me with
creative, constructive ideas
which I use to make life better.

Unity School Prayer Group

LIGHT ON THE PATH.....Trish Robinson



Recent Survey From Teachers and Ministers:

There is an in-depth study being made, as the results hold a lot of information. There are a few things I would like to share with you now which you may find of interest. The first tally was completed September 4th (they are still trickling in as of this writing).

Returns from ministers: 188

Returns from licensed teachers: 168

Licensed teachers pleased with their performance:

seldom = 7 mostly = 42 very = 8

Licensed teachers receive support from ministers:

seldom = 7 mostly = 14 very = 88

Ministers pleased with performance of licensed teachers:

seldom = 16 mostly = 35 very = 90

Ministers receive support from licensed teachers:

seldom = 10 mostly = 15 very = 88

According to both ministers and teachers, we have licensed teachers doing everything from janitor to assistant to the minister. A few are spiritual leaders. One thing that seems very clear to me from the comments on the surveys is that the majority of the ministers and teachers are working for better communication and working together to strengthen the ministry and be a contribution to the community.

Art of Spiritual Church Administration Retreat:

The feedback has been excellent from those who attended this retreat in August. There were licensed teachers, ministers, board members, youth education directors, and YOU sponsors. They commented on the many benefits they received from the workshops and from

the sharing they were able to do among themselves. I highly recommend that you put it on your calendar for June 18-24, 1988. If you have not already talked to someone who attended, please do so.

Comments Prompted by the Survey and Retreat:

When I came to work here in the summer of '85, Jim Robinson and I talked frequently about more and better networking--more and better communication with and between everyone. There IS more and better. It can be better yet and so many signs tell me it is continuing to improve (we ARE all working for the same Boss, or Creator if you will).

Some of you are doing remarkable things. A few of you have expressed that you often feel alone and cut-off. We need each other to give and receive. We *are* complete parts of the whole. "There is a universe inside us." And, we are also inter-dependent. There are times when we all need a warm fuzzy; a word to uplift, inspire, motivate; the sharing of an idea that often sparks and idea within us or gives legs to one that was lying in wait.

Be a friend first to yourself and you'll be a better friend to others; and remember, we are teaching something to someone ALL the time.

ATTENTION!

Licensed Teacher

Post-Graduate Week

February 21-25

YOU ASKED FOR IT!!

**MARK YOUR CALENDAR NOW
for**

JUNE 18 thru 23, 1988

**TO ATTEND THE SECOND
"ART OF SPIRITUAL
CHURCH ADMINISTRATION
RETREAT"**

If you think it might be good for you to attend -
IT WILL BE.

If you question the benefits -
ask someone who attended the first one.

The first one was GREAT! And, due to the excellent suggestions of the remarkable individuals that attended, the June 1988 will be even GREATER!!

YOUTH EDUCATION NEWS



Lisa Wissman
Youth Ministry Coordinator
Pre-Primary/Primary

LOOKING FOR THE GOOD

I recently heard about a newspaper in Ontario, Canada, which printed the following message on the front page, "Within the contents of this newspaper, you may find several typographical errors. These have been included purposely, as we are a newspaper aiming to meet the needs of all people and there are many who just aren't happy unless they find mistakes." (O.K., you say, how is she going to relate this one to Youth Education!?).

My point in relaying this to you is that, according to the Law of Mind Action, if what we are looking for is mistakes. . . what we will find are mistakes. Similarly, if what we are looking for is "the good," then quite naturally what we will find is the good.

It probably comes as no surprise to you that this principle also applies to our Youth Education Departments. As administrators and teachers, it is important to be aware of areas for improvement, but it is equally important to be aware of those things which are going very well.

In goal setting, one of the first things we want to do is take note of all the "positives" in the program. What have we done well so far? The questions you may want to ask yourself and a focus group are:

- * The things I like most about this program are. . .
- * The areas of this program which have gone well are. . .
- * I feel supported in this program in the following ways. . .
- * Areas I see room for improvement are. . .
(Remember, improvement is positive!)

Use this information, in addition to the Needs Assessment Survey information you have received from the congregation (see August issue of CONTACT), to begin setting goals for your Youth Education Department.

Goals are important in giving your program a direction to build toward. Brainstorm a list of goals for the program by asking questions such as:

- * What is your vision for the Youth Education program?
- * What do you want to achieve in the Youth Education Program?
- * What do you want the children to learn?
- * What kind of environment do you want offered?
- * What spiritual commitments are you willing to make?
- * What expectations do you have of those involved in the program? From the Y.E.D.? Minister? Board of Directors? Teachers? Children?

From this list, it will be possible to develop some objectives. These objectives will provide specific, measurable steps to take to insure the success of each goal.

EXAMPLE:

Goal

We will have enough teachers for our Youth Education Program.

Objectives

- For each class we will have two well trained teachers, plus three substitutes on call each Sunday.
- We will have a comprehensive volunteer recruitment program for our teaching staff.
- We will have a comprehensive training program for our teaching staff.
- We will offer many avenues for volunteer recognition.

Make certain that these are attainable steps which are measurable, so that an evaluation process can take place.

Now we're getting down to the nitty-gritty of it all!

Developing Strategies: Strategies are the action plans or designs which allow the objectives to be met. Strategies answer the questions:

- * How?
- * Who?
- * What?
- * When?
- * Where?
- * Funding Required.

Continued on page 16

YOUTH MINISTRY NEWS

Cont'd from page 15

Lets use a previous objective as an example:

Objective:

We will have a comprehensive training program for our teaching staff.

Strategies:

* How?

Each teacher will be required to attend quarterly training seminars and monthly teacher meetings. Before teaching, they will be required to observe for at least four Sundays and co-teach for two Sundays. In addition, each teacher will have attended at least one of the quarterly teaching seminars offered through the Youth Education Department.

* Who?

Any person interested in teaching will participate in said training. The training will be provided by the Youth Education Director.

* What?

The training will include teaching skills and techniques combined with Truth principles and effective classroom management techniques.

* When?

Teacher meetings will be on the first Sunday of every month from 12:15 to 1:15. Teacher training seminars will be held on August 1, December 1, April 1, from 9:00 a.m. - 3:30 p.m.

* Where?

All training and teacher meetings will be held in Fellowship Hall unless otherwise notified.

* Funding Required

\$10/mo. for snacks, coffee, and additional materials.

Once these strategies are put into action, make sure you review and evaluate them periodically, using the first set of questions you asked yourself ("The things I like most. . .," etc.).

Program planning is a continual process of evaluating, goal setting, formulating objectives, creating strategies, implementing, and re-evaluating. Remember though, when it's done with an attitude of looking for the good. . .that's exactly what we'll find. There may be those who just won't be happy unless they find mistakes, but that's O.K. . . .we'll just keep right on looking for the good anyway!

Additional information can be found in the Youth Education Director Handbook available through the Association (Inventory #1351).

THIS IS OUR YOUTH EDUCATION DEPARTMENT

"This is my Youth Education Department. It is composed of people like me. WE make it what it is. I want it to be a department that is a Light on the path of pilgrims, leading them to Goodness, Truth, and Beauty.

"It will be, if I am. It will be friendly, if I am.

The Room will be filled, if I help to fill it.

It will do a great work, if I work.

It will bring other children into its worship and fellowship, if I bring them.

It will be a department of loyalty and love, of fearlessness and faith, if I who make it what it is am filled with these.

Therefore, I dedicate myself to the task of being what I want the Youth Education department to be."

ANONYMOUS

YOUTH MINISTRY LEADERSHIP

Joyce Culey

Youth Ministry Coordinator

(Pre-Adolescence/Adolescence/Young Adults)

The definition of a leader varies with each individual interpretation. For most, an acceptable definition is, "a leader is the person who is in charge of something."

In the youth ministry setting, there are multiple facets of leadership constantly interacting with each other. The minister is a leader, the sponsor/teacher is a leader, the chapter officers are leaders and each group member is a leader. The style of leadership encouraged is one which allows all members to take part in leading the group's activities. The advantages offered include:

- * Fulfilling basic needs of people - to feel they belong, to feel loving and loveable, and to feel a sense of personal worth.
- * Encouraging a climate that fosters personal growth in openness, understanding, valuing and acceptance.
- * Encouraging greater use of feelings as an aid to interpersonal communication and understanding.
- * Encouraging youth to establish and work at their own goals rather than having goals forced upon them by others.

This type of leadership does not, however, just happen. In order for the group's goals to be successfully accomplished, everyone involved must fulfill their assigned role.

Many people believe that leadership is a learned set of skills. For the leader working with the group, this means not only utilizing certain skills personally and providing opportunities for group members to learn these same skills, but also ensuring that the individuals know what their role consists of and how to do it.

Two major actions which are necessary for groups to be effective are as follows:

1. REACHING GOALS:

What goals do the leaders have for the coming year? What exactly would the minister like to see accomplished in the youth group? Is there a particular goal the sponsor/teacher would like to achieve while working with the teens? What is important to the youth? What do they want to accomplish?

These are important questions which deserve attention. One of the traps of youth ministry is its busy calendar. As the year unfolds with its scheduled rallies, conference, lock-ins, fund raisers, etc., it is easy to lose sight of the main goal - Why are we here? What is our purpose?

2. MAINTAINING A GOOD WORKING ORDER.

An excellent way for a leader to accomplish such is by using the Five Phases of Ease. When training new leaders (whether they are officers or non-officers) the following steps apply:

- * **I DO IT:** Before delegating, the leader models the steps involved to accomplish the goal.
- * **YOU AND I DO IT:** Invite another person (teen and/or adult) to work with you, sharing the steps involved to accomplish the goal.
- * **YOU DO IT, I WILL SUPPORT:** The newly trained leader is now ready to take on their role, with you by their side, offering support and encouragement.
- * **YOU DO IT, I WILL MOVE ON:** This phase of leadership doesn't mean you physically walk away. As a leader, you are still responsible for overseeing the mechanics of the group, but the new leader is capable and aware of their responsibilities. So let him/her do it!
- * **YOU TEACH SOMEONE ELSE:** This part of youth ministry is a constant process as newcomers arrive; therefore, Phase One begins again!

The definition of leadership, therefore, becomes one of a great balancing act: to lead, yet not pull; to guide, yet not push. As we work in Truth and apply this to our daily living and style of leadership, this too becomes an expression of the principles we teach.

THE INTERNATIONAL YOUTH OF UNITY

What Is It?

How Can It Support Your Ministry?

How Can Your Ministry Support It?

YOU - What Is It?

The International Youth of Unity (YOU), sponsored by the Association of Unity Churches, is a group of teenagers, ages 14-18, from Unity churches around the world. The Association is responsible for the coordination of the annual International YOU Conference and for the development of educational resources.

The stated purpose of the International YOU is: to unify all young people who are seeking to express the indwelling Christ, in accordance with the principles of practical Christianity as taught and interpreted by Unity School and the Association of Unity Churches.

The International YOU is divided into regions with a coordinator hired by the regional ministerial board. The purpose of the regional network is twofold: 1) to unify all the chapters in the region by coordinating their activities

Continued on page 18

and aiding them in their success and growth; and, 2) by complying with the stated purpose of the International YOU.

The chapter in the local ministry is the heart of YOU. The primary purpose of the local group is to provide opportunities for teens to learn of their divinity and how to express it in their daily lives. The chapter is:

- * an intricate balance of spiritual, study, service and social.
- * under the direction of the minister (unless otherwise determined) who appoints at least one sponsor to work with the group.
- * is taught by a teacher well versed in Unity philosophy (also appointed by the minister and is often the sponsor).

YOU - How Can It Support Your Ministry?

YOU provides opportunities for teenagers to develop a personal relationship with God through practical application of Truth principles. These opportunities help to build the teen's confidence in him/herself and his/her abilities thus strengthening the individual.

The Association of Unity Churches and the International Youth of Unity is available to support your YOU ministry in the following ways:

- * A full-time International Coordinator is on staff.
- * Sponsors the International YOU Conference.
- * Maintains an educational inventory which includes curricula, teaching aids, and resources.
- * Provides youth ministry training as requested both regionally and locally.
- * Provides annual youth ministry training for regional YOU coordinators. Maintains a close working relationship to provide current information regarding resources and educational techniques.
- * CONTACT magazine: articles regarding youth ministry appear regularly.

YOU - How Can You Support It?

YOU is best supported with your ministry's involvement. As local chapters form and become part of the international network, greater opportunities exist for ministering to our youth. In addition to your support at the local level, your involvement regionally and internationally is encouraged:

- * Become familiar with the regional activities being sponsored. Your support, whether financial or active participation in these events offers

opportunities for growth.

- * The International Youth of Unity is also supported by your financial and active involvement. This may be through attendance at conference and/or training seminars, and gifts to the International YOU. These gifts are utilized in a variety of ways, including the development of new resources, travel expenses for the international youth officers, youth ministry training seminars, etc.

This information reflects the "facts" about YOU, which unfortunately portray only a glimpse of the true ministry at work. YOU is not simply a way to minister to

THE NEW YEAR IN Y.O.U.

Quincy Allen - International YOU President:

I have been around Unity for several years and in YOU for four years. Ever since I went to my first YOU meeting I was automatically shown that special love, appreciation, and support and it has helped me to grow and develop as a spiritual being and to see myself as a true child of God. This fantastic group has helped me with many situations in my life just by being there, listening, understanding, and backing me every step of the way.

The greatest gift of all given to me by YOU has been unconditional love and acceptance! The '86 conference theme was perfect timing, always reminding me I am a perfect child of God and truly created in His Image. The speaker, Mike Wickett, spoke on self-esteem which totally awakened me to myself and the world around me. Throughout that year my level of self-esteem rose dramatically. The '87 conference theme, "Living the Miracle Within," was also fitting. That statement alone has become one of my goals.

The motivation for me to be a leader in this God-loving organization has been the YOU'ers. YOU has been an integral part of my life. Your support and love has assisted me in reaching for the stars in all my endeavors. God, my family, and YOU have helped me to be what I am today. Giving is a two-step process and serving YOU to the best of my ability helps me to complete the process.

Throughout this year I foresee everyone growing and developing tremendously. In the upcoming year the entire Unity movement will be increasing in Christ consciousness. And by following in God's ever-present guiding light the Youth of Unity can shoot straight for the stars!! Service project ideas are being formulated with all the love and care necessary. We are going forth into this year set to achieve all that is possible and to be as much as we can be. We enter a new experience with peace, love, and joy overflowing in our hearts!!

Continued on page 19

Todd Ellis - YOU First Vice-President:

Todd Ellis - someone who came to his first YOU meeting very curious and unsuspecting, not really knowing it was going to be a mind-altering experience. Back then, in the pre-YOU days, he knew what he believed in but didn't know how to put it into words. Then he found Unity, or is it Unity found him? Anyway, Unity's ideas were the same as his; and, even better yet, they could be applied to his life! YOU was a place where he could practice his newly-found philosophy. It was easy to freely discuss ideas because YOU had such a free and accepting atmosphere. For the longest time he felt confused about all this "New Age Thought," because it disagreed with what he had been taught. Inside he felt it was best to stick with this, although he could not see past the storms of confusion. At the beginning of the summer he got a grip on most of Unity's teachings and he learned that no matter how much he discovered he had only just begun to learn - how to love, how to take responsibility, and how to believe in himself. YOU gave him all this and so much more. Remember, "It only takes a spark to get the fire going. . ." We are all growing.

Todd can be found in the quiet town of Springfield, Missouri, where he enjoys staying active, meeting people, writing and receiving letters - so write (and he'll write back)! Someday he hopes to be a psychologist and writer (or maybe even a Unity minister). He's grown to know, love, and respect himself and others. That's one of the hardest lessons he's learned. I know because I'm him.

You have all my love and blessings for a productive year.

Emily Reynolds - YOU Second Vice-President

Emily has been a member of the Youth of Unity four years. In addition to serving the Great Lakes Region as an Associate YOU Officer, she has been an active member of the Massillon, Ohio, chapter. Although Emily is currently a freshman at Ohio State University, she plans to continue supporting her home chapter because she feels that "the individual chapters are still the most important part of YOU. It is where a YOU'er first starts to learn and really discuss Truth principles. It is also a home-based support system."

Truth principles have played an important part in Emily's life. One with significant meaning to her has been "letting go and letting God." In Emily's words, "...this has helped me to solve many conflicts in my life. Whenever I am really confused and I don't know what to do, I find that if I let my problem go and ask God to help me, it is usually solved."

Emily is looking forward to the upcoming year as an International Officer and feels that she is able to serve due to the people in YOU who have helped her by leading and teaching her to grow and be a leader.

UNITEEN MINISTRY

The following article, reprinted from the Uniteen Leaders Resource Manual, demonstrates the importance of developing a personal relationship with junior high students. Uniteens are very sensitive emotionally and, more often than not, react rather than act. As the leader, treat them with love, respect, and the expectation of excellence and you will be rewarded with the same.

HOW TO CORRECT WITHOUT CRUSHING

By Dr. Barbara Varenhorst*

(Reprinted by permission from Group's JR. HIGH MINISTRY Magazine, copyright 1986, Thom Schultz Publications, Inc., Box 481, Loveland, CO 80539)

Frequently in group work we forget important general principles. Several are particularly relevant in working with junior highers.

Establish yourself as the leader

Many youth leaders try a "buddy" relationship with junior highers in an effort to gain their cooperation and acceptance. This doesn't work. Young people want to respect and look up to adults. They want leaders to be friendly, be interested in them and show a sense of humor. But they don't want adults to imitate their speech, behavior or dress.

Once you earn a position in leadership, it becomes natural to be more informal and relaxed. But without earned authority, you can expect disastrous group meetings. On first meetings, be firm but not stern. Stop talking or laughing as soon as it becomes inappropriate. Be decisive in what you plan to do. Even though you feel unsure or nervous, don't apologize for your leadership. Although this may be difficult or unpleasant at first, it will help you become more relaxed without losing your group.

Carefully plan each session

Nothing produces misbehavior more quickly than a casually planned session. Young people don't like to waste time any more than you do. Begin each session by telling them what you'll cover and why. If you follow through, they will follow you.

Expect the best

Telling young people what behavior you expect is more effective than correcting inappropriate behavior. Having high expectations works wonders with junior highers. As you begin the work with your group, describe your expectations. Expectations I usually describe to my classes are: treat one another with respect, be willing to share in discussions, listen to others when they talk, listen

Continued on page 20

to and follow directions, cooperate on group projects, and act with the maturity you seek to achieve.

Create the atmosphere you want

Some youth group meetings begin with rock music blaring from a stereo, and kids playing pingpong or other active games. When kids are hyped up by all this noise and activity, it takes a lot of skill and energy to quiet them down, even for an opening prayer.

Set the tone for each session by playing music that is closely related to the theme, such as praise music for a Bible study about God's grace, or love songs for a meeting about relationships.

The room's appearance and the arrangement of chairs indicate the importance of what's to follow. Put up posters or a display that relates to your topic: an open Bible at the center of a circle of chairs (Bible study), a basket with bread or grain (hunger), chairs facing each other (confronting someone). The ideas are endless.

WHAT DO I DO WHEN...

Let's say you establish yourself as the leader and carefully plan each session. You expect the best and create the atmosphere you want. Yet you still lie awake, reviewing things that go wrong with your well-planned sessions. You're not alone! Let the following suggestions help you deal with frustrating junior high youth group situations:

Never rob a young person of his or her dignity

Sometimes junior highers' words and behavior get out of control. Too often we respond with corrections such as "That's unChristian!" or "You're acting like a child." Personal accusations are crushing, because they point a negative finger at the kids in front of their peers. Correction is needed, but in a way that allows the young person to hear a better way to act, while providing a way to save face.

Recently I had a junior high group discussion on "admired adults." One girl said she admired a teacher in the local school. Tom blurted out, "She's a nerd!" The girl who had first mentioned the teacher turned red.

My response to Tom: "That was an unkind name to give someone. Just what are you trying to say about this teacher?" At that point, Tom humbly explained that he thought the teacher was inconsistent and unfair. I said that that was a much kinder way of expressing feelings. Judging by the looks on the kids' faces and their reactions, Tom was corrected but not ridiculed. His feelings were heard and accepted. His dignity was saved.

Save your vocal cords

Often I find myself and others trying to out-shout a youth group. Forget it! You'll only end up with a sore throat rather than greater attention from your "eager" listeners. The best way to save your vocal cords and gain the group's attention is simply to stop talking. It's amazing how a noisy, talkative group can hear your silence. Young people often realize when you stop talking that they may be missing out on something if they don't cooperate. When I use that method consistently, members of the group often tell others to be quiet.

However, there'll always be clusters of friends who can't control talking with one another. When this happens, I take action before I reach my angry-response stage. I calmly say to the offenders: "I realize it's hard for you to control your talking when you're together, but it's disturbing. The next time this happens, I will separate you."

The very next time it happens, I quietly and firmly separate them. Don't use "I warned you" comments. They crush. Just act. The group and the corrected young people will value your fairness.

Never threaten consequences you aren't able or willing to carry out. Always carry them out immediately following the act and do so consistently.

Constructively use attention-getting remarks

Just as early adolescents are physically awkward, so are they verbally wobbly. They say rude things. Their disrespectful remarks often produce a punishing remark from you, group laughter and an interrupted meeting. Instead of a verbal attack, convert the comment into some form which will serve your purposes.

During one group session, we were talking about how to deal with lectures parents give kids. The group had listed several ideas when Gloria blurted out, "You can tell your dad to shut up." The group roared with laughter. The kids waited for my reaction.

"Yes, shouting is a way to give a strong message to your father," I said to Gloria. "Tell me, though, the next time he gives you a lecture, how will shouting help you? How might it further hurt your relationship with him, as well as hurt yourself?" Quickly the class quieted down and we were back into a serious discussion.

Acknowledging these comments as legitimate and useful demonstrates your respect for the individual who said them. If you use this technique frequently, you'll gradually hear fewer efforts to get attention.

Continued on page 21

Compliment often

Early adolescents are like blotters, immediately absorbing and imprinting the things said to them on their self-images. If you've earned your group's respect, your compliments and words of praise have great power; your criticisms will also penetrate deeply. Which do you use more frequently? To find out, try taping one of your sessions and listen to yourself as if you were a member of the group. If your praise is sincere, you'll shape positive behavior in the lives of your young people.

I try to find something to applaud in each young person, particularly those who are most troublesome to me. I try to sincerely thank Jim for a comment, tell Debbie how attractive her dress is, ask Christy to help with a par-

ticular task, and thank Les for participating without disruption. These are verbal "thank-you-grams" that gradually reduce the frequency of necessary corrections.

Since my first painful year of teaching, I've worked with all ages, including adults. I've found no people in any age group who respond so hungrily, who allow me to make more mistakes, or who are more forgiving than junior highers. If you like them and respect them, you can teach by correcting, and you'll earn their endearing gratitude. It really is worth the effort.

*Dr. Barbara Varenhorst is a former teacher and school counselor. She's founder and director of the Peer Counseling Program and the author of Real Friends. She lives in Portola Valley, California.

• • • • •

YOUTH OF UNITY 1987 CONFERENCE HIGHLIGHTS "Living The Miracle Within"

"Look Scott! You've got a spot here on your shirt!"



(Conference Planning: Heather Carlson, Int'l 2nd V-P; Scott Hammel, Int'l Pres.; Joyce Culey, Youth Ministry Coordinator)

"I'm sorry, Lorrie, but the cow can't come to Conference!"



(Conference Registration: Lorrie Newport, Midwest Associate Regi Rep; Greg Wissman, Conference Assistant)

"OK gang, now what do we do?"



(Opening Ceremony: Michael McSurely, Int'l 1st V-P; Heather Carlson, Scott Hammel, Joyce Culey)

"OK Glenn, stand here close to the mike and speak loud enough to be heard."



(A Silent Walk With God Presentation: Glenn Mosley, Executive Director, Association of Unity Churches; Scott Hammel)

"Boy, she sure does talk good!"



(Conference Keynote Speakers: Ms. Diane Cirincione, Dr. Gerald Jampolsky)

"The Beav goes to Conference!"



(Conference Agreements with Regional Coordinators: Gailen Twentyman (E), Carol Garder (MW), Marcie Howk (WC), Scott Hammel as Mrs. Cleaver, Michael McSurely as Ward Cleaver; Marge Kass (SE), Jackie Green (W), and Heather Carlson as the Beaver!)

"And the winner of the Congeniality Award is..."



(Installation Ceremony/Award Presentation to Outgoing International Officers: Heather Carlson, Scott Hammel, Michael McSurely, Joyce Culey)

"Excuse me, but who are those three people behind me?"

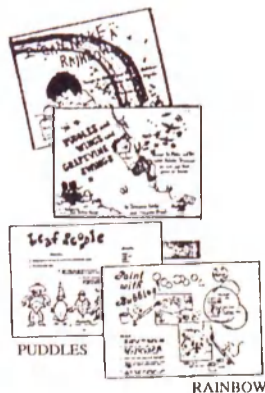


(Closing Ceremony: 1986-87 Officers (back row) with 1987-88 Officers: Todd Ellis, 1st V-P; Quincy Allen, Pres.; Emily Reynolds, 2nd V-P)

Photos by
Wamer Dixon

NEW INVENTORY ITEMS!!

TEACHER'S RESOURCES

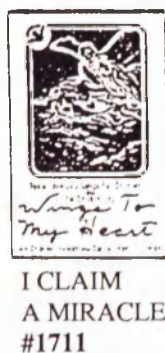


I CAN MAKE A RAINBOW: A 300-page resource which contains hundreds of activities with wonderful illustrations and clear-cut directions, plus tips on organization and care of supplies.
Inventory #1706

PUDDLES AND WINGS AND GRAPEVINE SWINGS: A 300-page resource filled with activity ideas which incorporate things to make and do with "nature's treasures." It is designed to give children a "hands-on" appreciation for nature.
Inventory #1707

CASSETTE TAPES FOR CHILDREN OF ALL AGES

WINGS TO MY HEART
#1710



What a blessing for kids to grow up singing these happy, love-filled songs that bring the Truth to life! Printed lyrics enclosed.

COSMIC REFLECTIONS

The mellow sounds of piano weave a musical tapestry ideal for meditation, relaxation, and quiet listening.
Inventory #1709



WEE SING SILLY SONGS: This 29-minute tape is filled with fun songs which uses a delightful combination of words and music. Included is a 64-page booklet with the words, music and illustrations as well as activities.
Inventory #1708

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FANTASTIC AWARD RIBBONS
Inventory #1704



HAPPY BIRTHDAY AWARD RIBBONS
Inventory #1703

HAPPY BIRTHDAY STICKER (Cat)
Inventory #1717



HAPPY BIRTHDAY STICKER (Bunny)
Inventory #1718



HAPPY BIRTHDAY! SHINY-TIMES STICKERS
Inventory #1702



TERRIFIC! SHINY-TIMES STICKERS
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"SUNNY NEWS!" ACHIEVEMENT AWARDS with Pineapple Scratch "n" Sniff
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The New Games Book & More New Games: Each of these books offer non-competitive games for all groups.
Inventory #1361 & 1362

Creative Socials & Special Events: This book offers a wide variety of "tested" program ideas.
Inventory #1360

Tension Getters I: A book of strategies designed to assist teens; a wide variety of discussion starters.
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Cheryl Vestal, Graphics and Layout
CONTACT Publication
Association of Unity Churches

Dear Cheryl:

It has been my pleasure and privilege to have known the Executive Director of the Association for twenty-five (25) years. He was my instructor during my attendance at the "Old Training School" during the years 1962-1965.

It was from him that I learned about "LIFE IS CONSCIOUSNESS." He was an excellent teacher who returned papers that were not what he required. He held to the principles as taught by Unity School and, specifically, the Fillmores.

I have seen Dr. Mosley handle uncomfortable situations in a manner few could endure. I have known him to move through experiences that might have caused a lesser person to give up.

He has been a "role model" for me through these many years. It has been my consciousness to attract him into my life experience during some times that were devastating to me. He "held my hand."

If I could name a "hero of Unity," it would be Glenn. It has not been a "bed of roses" without thorns for him. However, as he taught, so he has lived. Both of us KNOW that we can choose to turn our defeats into victories. Both of us know that life is for living fully and with courage.

Those who "overcome" are the true spiritual leaders of our movement. There are probably a lot of us. Glenn Mosley is assuredly one of them.

Blessings and love, always,

Amalie H. Frank, Minister
Unity of Washington, D.C.

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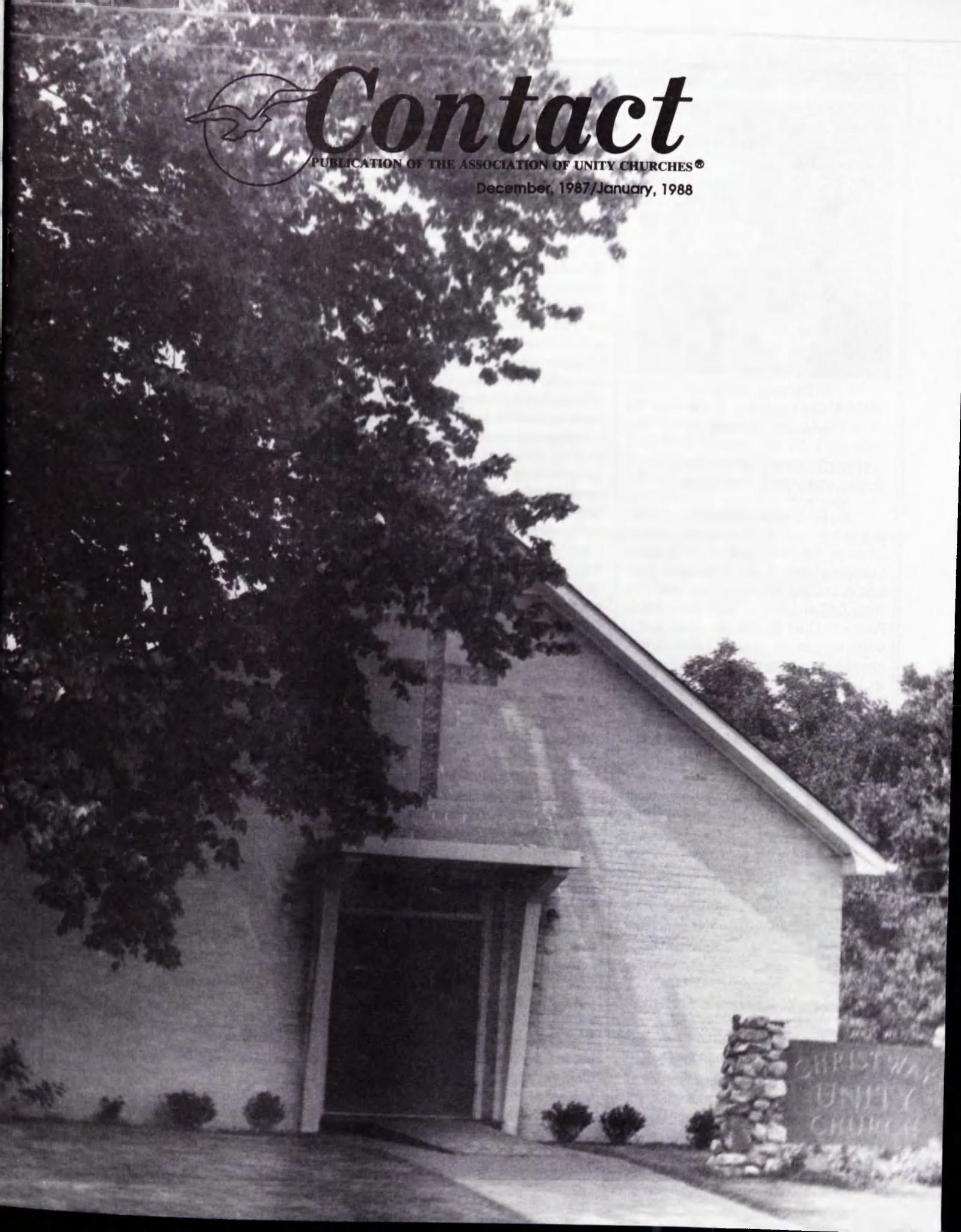
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Contact

PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®

December, 1987/January, 1988



THE PRESIDENT'S LETTER



Jim Rosemergy
Unity Church of Truth
Spokane, Washington

THE DESERTS OF MINISTRY Especially for Board Members

In the Bible there are instances when people have willingly cloistered themselves in the "wilderness." Jesus is an example of such an individual. In a past article, I addressed the importance of the "holy fire" and how it "fires" us with the Presence. Other people have fled to the wilderness in an attempt to avoid the ramifications of their consciousness and its actions. Many of us have done this. Our hasty departure is not so much a fear of the fruits of our actions as it is a lack of willingness to face ourselves. Moses fled after slaying the Egyptians. However, in the desert he found himself and his God. Still others of a more recent time have thought life was full and free, but found it barren and empty.

As a minister I have worked long hours, expended much energy, and enjoyed the fruit of my labors, but still wondered if I was about my Father's business. There has been self doubt and the thought, "Is this all there is?" At times I have had altercations with people in the ministry and entered the wilderness of rejection and condemnation. This land is barren and devoid of love and acceptance. It is not so much that others do not accept me, but that I am unable to behold the Christ in others. When there have been financial problems in the ministry, I have wondered what I was doing wrong. "Do the principles really work? Why

can't I convey the trusts governing prosperity in a way that people will begin to practice them?" This is the wilderness of lack. In this desert, even blessings are not acknowledged.

Thank God for omnipresence. Even when I am in the wilderness, Spirit is at hand or at least within my grasp. It is for me to open my hand to receive and to know that I am not forsaken or forgotten. I venture to say that every minister or licensed Unity teacher reading this article can recall these deserts. Perhaps several of our readers can feel the scorching sun and unfulfilled thirst of the wilderness at this moment.

Thank God that the very nature of the desert is that it is healing. It seems that when we are convinced of the aridity of our lives, we are often illumined and find rivers flowing across the sands and orchards on the hillsides. Of course, the quenching of our thirst and the fruitfulness we feel are because we have found our God expressing Itself as us. This discovery is made when we are alone. Aloneness is actually a friend because it teaches us the plenty of God's Presence.

Thank God perpetual aloneness is not our destiny. Ministers and licensed Unity teachers will acknowledge these experiences which are so common for those who serve their God. However, I have not written of the deserts of ministry to remind ministers and teachers of them. We need no reminder. Instead, I want all board members to know of the deserts. The very nature of serving God and others calls for our transformation. There are times when we move easily when nudged by truth. There are other times when we stand our ground, and consequently we are humbled and therefore able to be lifted up.

I propose to all board members that during the Christmas holidays or at least early in the new year that you shower your affection upon your minister(s) and licensed Unity teacher(s). Those who serve in the ministry are expected to be loving and learned and so they strive to be, but if you only knew how much it would be appreciated if this bread of loving and serving cast upon the waters is returned by the board.

It was just a few years ago that I

discovered that a ministry not only deserves the loving attention of the minister, but that the minister deserves the loving attention of the ministry. An expression of love is always welcome, but imagine how healing it is when your servant is in the midst of the aridity of the desert? -- in other words, the minister or licensed Unity teacher is in the midst of transformation.

My dear board member, let me tell you something about ministers and licensed Unity teachers that you have suspected is true, but were "afraid" to ask. On many occasions, we don't want you to know we are hurting. After all, we are the leaders and must be able to live the ideals we teach. Sometimes others place us on their pedestals, but given time we topple off. However, there are times when we get used to the air we breathe while upon the pedestal, and therefore we adopt the pedestal as our own. We don't want to come down, but down we come.

It is also the nature of our way of life that we sometimes condemn ourselves when we are sick or unable to temporarily function at a high level of excellence. Through the years ministers and teachers have even taken vacations in order to have operations so no one would know. Do you see how completely we desire to be good examples of the Unity way of life? Do you see how great is our urge to be loved?

Continued on page 3

Volume 20, Issue 11

CONTACT STAFF

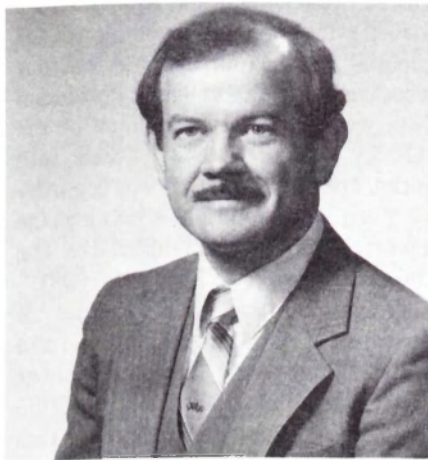
Editor-in-Chief Glenn Mosley
Managing Editor Cheryl Vestal
Graphics & Layout Cheryl Vestal
Circulation Glenn Mosley, Jr.

EDITORIAL PURPOSE

The Editorial Purpose of CONTACT is the purpose of the Association: The Association of Unity Churches is dedicated to supporting and strengthening its member ministries by providing human resources, administrative and education programs.

Cover: Christway Unity Church
Hot Springs, Arkansas
Minister: Gerry Comstock

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

My letter for Christmas and New Year's is a report on my visit to the Ecumenical Worship Service at the University of South Carolina in Columbia on Friday, September 11, 1987., with Pope John Paul II. Through a friend of Bill Kozy who is a Catholic Bishop, I received an invitation from the Most Reverend William H. Keeler, Bishop of the Diocese of Harrisburg, and Chairman of the Bishops' Committee for Ecumenical and Interreligious Affairs to represent the Association of Unity Churches. In addition to the public service at the stadium at the University of South Carolina, the Pope also visited privately with twenty-seven religious leaders from the United States representing church families with which the Catholic Church has been in dialogue. I was able to attend as a representative of one of some seventy denominations which are beginning to create an atmosphere in which their denominations and the Catholic Church might also enter into dialogue and mutual efforts to establish peace in the world.

The public service began at 5:30 p.m. on Friday, September 11, 1987, and concluded shortly after 9:30 p.m. The Pope was present during the mid portion of the service for approximately one hour and fifteen minutes. The service began with a "Celebration of Symbols," was followed by "Service of the Word" in which the Pope gave his homily, and was concluded in the third part with a "Celebration of Commitment." There were 27 protestant and Catholic leaders on the dais with the

Pope, and all of them at one time or another suggested that both the Pope and they had come to work in behalf of "unity." One of Pope John Paul's opening remarks was, "We come together today to pray for unity"; Celebrant Joseph Cardinal Bernardin said in his portion of the commitment ceremony that, "Pope John Paul II has come as a pilgrim for unity." Still later in that same commitment portion of the evening's service, Cardinal Bernardin asked the 55,000 people in the stadium, "Do you promise to work in unity in the family of creation?" The resounding response from the entire population present was "I do." It seems to me that we have a great many people in this world, both Catholic and Protestant, who are willing to help our movement grow in unity.

Throughout the period of the Pope's visit to the United States this time, threats of demonstrations were constantly present, and although they were minimal in terms of size and ultimate effect, the Pope did attract not-always-respectful demonstrations by those who want the Church to change its teachings on a number of issues including birth control, homosexuality, abortion, female priests, and other matters.

Although they may have represented a minority among American Catholics, the demonstrators did point up a major issue; in fact, some United States Catholic observers considered it to be *the* issue in Catholicism today: the contrasting concepts of authority and by whom and how Catholic beliefs and practices are determined.

At issue for the majority of the American Catholics is essentially the Protestant concept that the church is made up of all the people, and that all the people have the right to determine church teachings and which ones they will accept.

Since on none of Pope John Paul's previous visits outside of Italy had he given any sign of bending to this twentieth-century attempt to change the Catholic Church, the tour was expected and indeed it did come to an end with his having once again answered the question as to whether or not social pressures from our continent would indeed affect structural changes in the Catholic Church or in

its theology.

While reaffirming the Catholic Church's stance of many centuries, this Pope has done a great deal to open new doors in relationship to Protestant movements. The Catholic Church is actively working with twenty-seven denominations at the moment, and is opening itself up to add many more Protestant churches to join in ecumenical and interreligious activities, especially in the United States. Among the religious leaders participating in the "Service of the Word" during the Pope's visit in Columbia, South Carolina, were presiding clergy of most of the major Protestant denominations. After the public service in the stadium, I had the opportunity to meet with Secretaries General, Ministers General, Executive Directors, Primates, Bishops, Presiding Bishops, and Stated Clerks representing seventeen of the major Protestant denominations in the United States who are involved with the Catholic church in interreligious activities.

Through this networking it is hoped that Unity is paving the way for even greater involvement in the ecumenical movement of the world.

One further observation: as I introduced myself and/or was introduced to others, I noticed that not one of the presiding clergy nor their aids ever asked, "What is Unity?" In fact, in most instances it was clear that they were not even covering up not knowing, because they proceeded to talk about Unity in some informed fashion. Interesting, that people in such high places within their denominations seem to be informed when the general public seems to be so uninformed.

THE PRESIDENT'S LETTER

Cont'd from page 2

Let the love in the ministry not only be expressed through the caring heart of the ministers and teachers, but the board as well. This responsibility of the elected members of the ministry is usually not written in the bylaws or center policies, nor is it addressed during management training sessions, but it is to be. You see, there are deserts of ministry, but every desert has an oasis.

ISSUES IN MANAGEMENT



Barbara O'Hearne
Management Consultant

CHINA

A travelog rather than an article on management--an interesting idea! When Glenn Mosley suggested that I share my experiences in a CONTACT article, it sounded like a great idea. After all, writing about Shanghai, Beijing, Hangzhou and Hong Kong would be easy. Reflecting on the two weeks, I am aware that this trip was multifaceted, much like a diamond, and the variety of experiences that seem to "catch the light" are endless. I

The experience began with 39 excited travelers, most of whom did not know one another, meeting in the San Francisco Airport to board a CAAC Airlines for a 13-hour, non-stop flight to Shanghai. Our American guide explained that we were not going on a vacation but were about to embark on a great adventure. How right he was!

SHANGHAI

meaning "up from the sea"

Shanghai is a bustling city of 12.5 million inhabitants, most of whom own and ride bicycles to get around the city. At some major intersections, I was confident at least 11.5 million were out riding that day! In Shanghai we were met by our Chinese national guide, Bing, who eventually won the hearts of the entire group. A little about her, because she embodies

some of the old and new of China.

Bing is a 38-year-old mother of a 2 1/2 year-old son. She was in the military for ten years, and worked in a pharmaceutical factory while learning English in the evenings in order to secure her present position. She was well-versed in the demographic, historical and economic information about her country. Her knowledge and personal experiences of Chinese medicine, herbal and acupuncture were extensive and she was quite convincing about the benefits. Bing is very proud of her homeland and heritage. She spoke with great tact and objectivity about the Cultural Revolution as well as the changes taking place in China today. This is a woman who has experienced many changes in her homeland and is optimistic about the future. She was also very good in moving 39 sometimes very weary American travelers from place to place!

Shanghai included a visit to the Jade Buddha Temple, famous for its two statues of Buddha carved out of a single piece of white jade. One depicts Buddha at the moment of enlightenment and the other as he is passing into Nirvana. A trip along the Huangpu River to the mouth of the Yangtse River was a wonderful way to see the way of life along a harbor (and to nap and catch up on the 11 time zone changes we were experiencing).

Our tireless guides arranged for a visit to the Hau-Cao commune, now called a township. We spent time with the head of the commune through an interpreter, as he discussed how this efficiently run and profitable the commune is managed; visited a school with well-disciplined, enthusiastic and very happy young children; and were taken on a tour of a home. This family must have had access to money because this two-story home was spacious, by Chinese standards, and had many modern appliances. Wondering through the fields and back roads of this commune we encountered friendly people, proud of their hard work.

BELJING

meaning "north capital"

A city of over 9 million inhabitants

with air of excitement and vitality. As we arrived at the 9,000 room complex of the Imperial Palace (no, this was not our accommodations), or the Forbidden City, we saw the last vestiges of the TODAY SHOW being packed into trucks. The Forbidden City was begun by the Yuan Dynasty (1279-1368) and the newest additions were completed by The Empress Dowager Ci Xi (1805-1908).

Walking around with hundreds of thousands of other people, Chinese and tourist in Tian'anmen Square on October 1, a national holiday, I was struck with the massive size of this public square. This 100-acre square symbolizes China's openness to the world and to the future. Because this was a holiday, public buildings were not open. Pictures of other Communist Leaders, Lenin, Stalin, and Gorbachev were so massive that they made an enormous impression on us as we entered the Square.

Throughout the trip I had a great deal of fun with taking pictures of the people with my video cam-corder. Parents would smile and quickly put their children in front of the camera for me to photograph. An invitation for them to look through the viewfinder brought much delight to these parents--their pride and tremendous love for the children was heartwarming.

What can one say about the Great Wall? That construction began 403-221 BC and that 300,000 men were used (and buried) to build it, that it measures 3,750 miles or that climbing part of it is one of life's more memorable experiences. This massive rising and falling structure exceeded all of my expectations. This meeting place for so many people from all over the world only added to the richness of the experience.

Throughout the city of Beijing were huge floral displays in honor of the Anniversary of the Founding of the People's Republic of China--one even a replica of the Great Wall. The route to and from the airport was particularly well landscaped. Orderly rows of trees and abundance of flowers seemed to invite and communicate to the visitors there is something special and different about this city. In contrast, the route in from

Continued on page 5

CHURCH DEVELOPMENT & MARKETING NEWS

UNITY CHURCH DEVELOPMENT APPROACH

Dick Connor
Church Development and
Marketing Director

In this introductory article I will outline the Unity Church Development approach. Marketing will be discussed next month.

A fundamental Unity principle underlies the Unity Church Development and Marketing approach:

"Human life is a trinity of Spirit, Soul and Body." The current body and affairs of the church are a '... faithful reflector' of the present level of the individual and collective Soul-consciousness of the Leadership Team, and other 'leverage' (influential and high-functioning) individuals in the congregation.

Unlike Marketing which is externally focused, church development is concerned with the internal aspects of ministry.

My experience indicates that developing and articulating a vision for the church is the starting point for successful church development. Therefore, both spiritual and temporal forces must be focused on actions designed to manifest the vision.

Sometimes the vision blurs, or is set aside. Sometimes the minister leaves and a vacuum occurs which is filled with behavior that is not conducive to excellence. Occasionally power-based situations develop that involve the minister and leaders who inadvertently strive to be "right" instead of being effective.

Other situations represent opportunity unfulfilled. A church is temporarily plateaued at a given number of members. Another finds that the leadership team is not yet functioning as anticipated. Still others need a loving "nudge" or "jump-start" to get them back on the growth path.

When called in to work with the full Leadership team, another requirement for success, my service approach involves the engineering of agreement based on open, candid, and loving com-

munication. The approach includes, but is not limited to:

- * Attunement to Spirit as the source of all development opportunities.
- * Alignment with Unity principles.
- * Articulation of the church's vision (if required).
- * Definition of the present situation.
- * Definition of expected results.
- * Commitment to the realization of the vision and results, and
- * Development of appropriate organization structure, systems and action plans.

I'm truly blessed to serve you, and I'm grateful for your support.

ISSUES IN MANAGEMENT

Continued from page 4

Hangzhou, made me wonder--why are we here?

HANGZHOU

meaning "city across the river"

Hangzhou proved to be a small city under a million inhabitants, famous for silk and green tea. Throughout the trip I would think about the sights, sounds and smells of the various cities and they were numerous. One experience that proved to be a great deal of fun was a two-hour bicycle ride through the streets of Hangzhou and around part of the beautiful West Lake. The bike ride included getting lost, asking for directions from people when we did not speak the same language, lots of stares (a few smiles) and

gathering a crowd of 30 people trying to help fix one of the bikes. This afternoon activity gave me a view of the backstreets of the city and the sounds and smells that one misses when touring by bus. The living arrangements, the street markets, the older women tending the children, peering down the alleys between buildings, the neighborhood shops and the crowds added yet another facet to this experience.

Food proved to be an important and wonderful part of this experience. In the beginning the unique approaches in using chopsticks by our group was often amusing. There appeared to be an awkwardness and almost a self-consciousness about using them. It has been said that the best way to master chopsticks is to be very hungry with no fork or spoon in sight. Eating from a common plate was also a new experience--especially when one was not completely sure of what the particular food was. A rule that has served me well is: "if I can name it, I can eat it." The diversity and the quantity of food contributed to eagerly anticipating the next meal.

Last stop on the itinerary was Hong Kong. A city of contrasts (high energy and bustling activity is enough for another article). It will be interesting to watch how this city becomes a part of China in 10 years. It was my observation that the differences are years apart in many areas, family life, housing, business, tourism just to mention a few.

This trip is memorable for many reasons. A great deal of thanks goes to my husband, John, and his willingness to be the educational leader for this fine group of professionals. The openness of the Chinese mental health workers and the desire to exchange information and new learnings was remarkable. The men and women on the trip were among the most compatible and considerate group of people we have been fortunate to travel with to date. This trip was an adventure of so much to see in so little time. The memory of the twirling panda in the Shanghai Zoo, the folk art museum in Beijing, the Temple of Heaven a masterpiece of 15th century architecture, the wedding reception in a neighborhood restaurant--I'd like to go back!

CHURCH GROWTH BY RADIO



Michael Moran
Radio/Media Coordinator

A very talented and well-meaning acquaintance once realized his lifelong dream by opening up a restaurant called "Heaven," which specialized in healthy homemade food. His goal was to offer a quality product in a warm and inviting setting at a fair price. He had been a successful advertising executive, and he put together a creative grand opening radio and print campaign.

Unfortunately, his campaign was better than his product - the promise and the reality didn't match. People came in by droves and met with an unprepared staff, long waits, and cold food. He was totally unprepared to meet the needs of all of those who were anxious to spend time and money in "heaven."

Looking back on this "dream-come-true-turned-nightmare," he could see his errors. Instead of getting his house in order by preparing his staff and kitchen to handle the hungry throngs, he figured he could adjust as business increased. His impatience, lack of knowledge and preparation cost him his business.

There is a valuable lesson for all of us who are wanting to expand our ministries. Before we use radio to promote our ministry and "invite company in," we must get our house in order.

We need to start by establishing a healthy, prayerful consciousness that will support and sustain the house. After all, don't we teach that the "outside" is a mere reflection of the inside?

With that in mind. . .

What does the physical facility say about the consciousness of our church and its leadership?

If the building looks unkempt and neglected, that signals a definite message to everybody. Especially those attending for the first, and possibly last, time. *You never get a second chance to make a first impression.* One of our ministers says that everyday he attempts to approach his church as if it is his very first time. He looks at the building, grounds, bookstore, receptionist, everything and everybody with a first-timer's critical eye.

I'm making an issue out of this because it would be a crime to spend time and money on radio programs and then turn people off because the promise didn't match the reality. If we are going to teach and promote love, joy, divine order, and prosperity, let us be sure we are expressing all of these qualities.

What do the class schedules, support groups, and fellowship opportunities say about our commitment to personal and spiritual transformation?

Getting our house in order also means developing and offering quality classes and support groups for the new and regular members to "plug into." Research has shown that the churches that will thrive are full service ministries.

Recently, I have been studying material developed by the Princeton Religious Research Center (PRRC). They study emerging trends in American religion. The PRRRC has identified certain areas of need for churches and religious organizations to address if they are to survive or thrive.

The researchers found that many of the people who leave the churches do so because they don't feel support from the church during life crises. During times of need, these newly "unchurched" feel disillusion and despair between the promise and the reality. The Princeton Study, "Faith Development, and Your Ministry," encourages the formation of small fellowship groups. ". . . it would seem clear that churches and synagogues need to 'think small.'" This is very important-- "think small" if you want to continue to grow. We can get so "caught up" in

growth by the numbers that we forget about the real purpose of our ministry - to *transform lives* by bringing people into a greater awareness of their Christ.

The Church of the future must provide opportunities for "bonding" outside of the worship service and regular class schedule. Sociologist Maureen Gallagher writes: "Bonding is a sense of being with another or others. It involves a feeling of security. Some describe it as being on the same wave length as another. Bonding involves care, concern, compassion - a sense of oneness. Bonding also gives people the freedom to challenge one another to new understanding and insights." It allows people the chance to share their shortcomings and overcomings.

Development of these small group opportunities is vital to the success of your ministry. People need an opportunity and a place to give *honest* voice to their confusion, anger, hurt, and joy over their "lessons in Truth." Too often a minister or overzealous Truth student will try to smooth things over with a ready answer right out of a book, thereby brilliantly cutting off any genuine sharing of concerns, doubts, and feelings. The Princeton study suggests that churches encourage people to challenge their faith and beliefs. To probe the questions of God, life, death, sin, creation, values, good, evil, and to constantly seek *new* answers to their questions.

In the book, Know Why You Believe, Paul Little notes that, "We live in an increasingly sophisticated society and educated world. It is no longer enough to know *what* we believe. It is essential to know *why* we believe it."

William Russell, in the Presbyterian Journal, says: "The rediscovery of the small group as a method for nurturing and multiplying believers, offers local congregations the opportunity for spiritual and numerical growth many churches are seeking today."

Other areas that the ministry of the future needs to stress are service and commitment. The study found a close relationship between strengthened faith, and spiritual expression and involvement

Continued on page 9

SUPPORT SERVICES REPORT



Ron Tyson
Support Services Coordinator

ASSOCIATION MEMBERSHIP UPDATE

All Unity ministers and licensed teachers are continuing to receive travel discounts as we proceed in developing the Association Membership Package. This Package has two new additions pertaining to hotel chain discounts:



Imperial Hotels - The corporate rate is a 10% discount off the regular rack rate. Call 1-800-368-4400 and identify yourself as a member of the Association of Unity Churches to receive your discount.



Adam's Mark Hotels - We are excited to be a part of the Adam's Mark Preferred Member Program (PMP)! This is a 50% discount! SPOUSES TRAVEL FREE!! Our PMP # is 1345. Use the PMP #1345 at 1-800-231-5858 to receive the PMP rate. The current PMP rate (subject to change) is:

Charlotte, NC	\$75.00 (single or double)
Clearwater Beach, FL	\$68.00 (single or double)
Houston, TX	\$69.00 (single or double)
Indianapolis, IN	\$79.00 single/\$94 double
Kansas City, MO	\$64.00 (single or double)
Philadelphia, PA	\$80.00 single/\$90 double

TRAVEL TIP: When making reservations for the holidays, always ask if the hotel is offering any special holiday or weekend packages for guest accommodations, and/or any planned holiday meals. Many hotels have special holiday

packages which include amenities - all included in one price. All major hotels have planned holiday meals.

If you have any questions or need further information, please call the Association Office, (816) 524-7414.

COMMENTS ON "THE ART OF SPIRITUAL CHURCH ADMINISTRATION RETREAT"

I was filled with excitement as I was getting ready to leave home to attend "The Art of Spiritual Church Administration Retreat." I began to think, what is my purpose for attending this activity? My center is well organized with great ministers; great Board of Directors who have had some good training sessions; and all the rest it takes to have a spiritual center. So what is my purpose to attend this activity?

Well each day brought me more

awareness and once again I was reminded and inspired why I want to serve my center and the beautiful souls that I come in contact with. Needless to say, I learned from the speakers and from the people who were attending. There is something wonderful when you listen and talk to others who are doing the areas of service you do. It is so great to realize everything you do is right, but maybe a little adjustment or change would make it even better.

Then on Saturday morning as we were coming to a close, Glenn Mosley spoke to us and you could feel his dedication and love and I was even more inspired as I knew for sure that I was where I should

be. That morning at our closing, I made a commitment to love myself, you and everyone I meet unconditionally and moments like this, all I know is "GOD IS SO GOOD."

The reason I am sharing is that next year when this wonderful retreat is scheduled, come and be a part of a God experience that you are so deserving of. God is blessing you now.

Marie K. Thompson
Licensed Teacher

(See page 14 for information on next year's "The Art of Spiritual Church Administration Retreat.")

EXPANSION NEWS



Susan Eng
Expansion Coordinator

YOUR UNCLAIMED GIFTS FROM THE ASSOCIATION

Do you have unopened gifts under your Christmas tree after Christmas morning? Undelivered? Unaware recipients? Extras "just in case"?

The expansion office has some orphan gifts that belong to you! These gifts were selected especially for you. We hope our spirit comes through them to show that we love and care about you and want to serve you better.

GIFT #1



There are bound to be more questions, more things to do and more setting-up expenses in starting a new ministry than in maintaining one. You may have a prayer request or something to share. Whenever you call the expansion office, ask me to call you back using the Association's more economical Allnet telephone service, or...leave a private message for me by calling (816) 525-6865, the "Associate" computer telephone line during lower long distance rate times.

GIFT #2:



I am available to visit your commu-

nity and facilities and to meet with your board/steering committee and congregants. I will respond to specific questions, present a workshop on church growth principles, help set five-year growth goals and introduce the newest Association products and services. (I've had the privilege of visiting 83 Unity ministries.)

I can arrive on Friday evening, retreat with your board/steering committee on Saturday, and give the lesson at Sunday worship service. A shorter visit might include a drive around the community, a tour of the facilities and a conversation with the minister.

Although there is no fee for my work and services, the expenses of travel and lodging are borne by your church.

GIFT #3:



Periodically, through the Minister's Letter or through CONTACT we remind you of the resources available to you from the expansion department:

- a) interest-free moving loans (ministry must be at least a year old)
- b) bookstore literature starter kits
- c) financial assistance for ministries

However, if you are on-line with the "Associate" computer, you can receive many more gifts sooner. Does a church really need a computer? After all, records could be stored in file cabinets; addresses recorded on Rolodexes and letters could be typed and duplicated; thoughts for a sermon organized with pencil and paper, spreadsheets with a calculator.

Yes, there are some alternatives to using a computer, but without a computer you wouldn't know what is in the "Associate" Bulletin Board as gifts to you. To receive the gifts, you need an IBM compatible computer (these are most popular), a modem (about \$100), and someone to log onto the "Associate." The service is

free except for the long-distance telephone charges. Dr. Win Arn, Executive Director of The Win Arn Growth Report,¹ said that if a church is not using a computer by the year 2000, it will be like working with one arm tied behind your back.

Through your computer, you will be able to talk to other computers over the phone, send and receive personal messages and tap literally thousands of remote data bases from companies and government agencies containing any kind of information you may want. Perhaps you want to read the article in Forbes Magazine² about how A Road Less Traveled has been a bestseller for over three years, owing its sales entirely to word of mouth; or you missed the article about hospices in the Consumer Reports.³

The average call into the "Associate" Bulletin Board takes approximately three minutes to print the information you want. In three minutes, you could request and receive a printout of the Association news including latest placements, openings, announcements, the list of ministers' and licensed teachers' birthdays, and obtain a list of 1089 intriguing sermon titles from the U.S.U.R.P. (Unity Sermons, Used, Recycled, and Profound) (named by youth education assistant and second-year ministerial student, Greg Wissman). We noticed that most newsletters from pioneer ministers did not print the Sunday lesson titles. Pioneer ministers usually don't plan lessons that far ahead, so we culled intriguing titles from the Unity newsletters we received in 1986.

Plug into the "Associate" Bulletin Board and receive information from the Youth Education and Education departments, notices about workshops and seminars, new books, new products and services. We select reports, letters, and resources from ministers and periodicals that may interest you. Ministers may access the addresses of those that write to the Association requesting the location of their nearest ministry. The "Associate" recording the Association of Unity Churches Yearbook would keep current with all the address/personal changes.

Continued on page 9

CHURCH GROWTH BY RADIO

Cont'd from page 6

in church and community activities and issues.

As ministers, we must develop and offer new and creative outlets through which people can serve. Rabbi Harold Schulweis told his membership, "I want your lives. I don't want you as my congregation, I want you as my colleagues." The emphasis must shift from "how can I get more" to "how can I give and serve more." Ministers must strive to heighten the desire to serve among the membership. Thoreau once said, "If you give money, spend yourself with it." We all need to be constantly reminded of the rewards of strong faith in God and service to humanity. Isn't it interesting that all of these elements are simply a return to the original teachings of Jesus. It just shows how far out of alignment so many of our christian churches have slipped.

No wonder confidence in religious organizations has declined so dramatically over the years. To summarize, the successful church of the future must provide a welcoming atmosphere that encourages intimacy and trust - "bonding."

As the ministry grows in numbers, it must "think small" so that people do not get lost in the religious machine.

Opportunities to serve must be created and offered to the congregants. The value of commitment and service must be established and promoted.

In order to insure the success of our investment in radio growth and educational programs, we must get church programs and services in order first. I guarantee that a well thought-out and produced radio program will bring people into our churches, but there must be a solid ministry there to support and assist people through their life crises.

Remember to "think small" as you dream big. Prayer, support, and discussion groups are key elements to a dynamic ministry. Eli Weisel, in his book, Souls On Fire, stresses the importance of small group encounter, classes, and discussion: "Let two human beings become one and the world is no longer the same; Let two human beings accept one another and all of creation has meaning."

Before you start a radio ministry that will attract many new members, get your house and programs in order.

Stay tuned!

EXPANSION REPORT

(Cont'd from page 8)

You don't want to leave these lovely gifts wrapped up and not enjoyed do you? Merry Christmas! Claim your gifts! May

all your gifts be filled with an abundance of love, joy, peace, and prosperity.

¹The Win Arn Growth Report is provided without charge to all who request it. A once-a-year voluntary donation is requested to cover costs. Published by the Institute for American Church Growth, 709 East Colorado Boulevard, Suite 150, Pasadena, CA 91101, telephone (818) 449-4400.

²"The Best Kind of Advertising," Trachtenberg, Jefferey A., April 20, 1987.

³"Hospices: Not to Cure But to Help," January 1986.

VOLUNTEER OF THE YEAR!!

The Association of Unity Churches has chosen **Fern Hunt** as Volunteer of the Year. For over a year, Fern has generously provided the Association of Unity Churches with many loving hours of continuous service. We acknowledge Fern's commitment to helping in such a warm, enthusiastic manner.

While Fern's skills and abilities have been appreciated in various departments within the office, she plays a vital role in the expansion department. "Fern is very efficient and a joy to work with. She shares helpful ideas. In reaching our goals, I don't need to show Fern the 'how to's' because I can depend on her to create the best way to successfully complete a project," says Susan Eng, Expansion Coordinator.

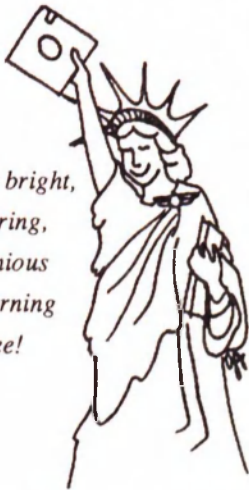


Thank you, Fern, for your loyalty and for your partnership. We love you and bless you for blessing the Association of Unity Churches with your love and light.

THE ASSOCIATE - SERIES IV

"UPLOAD"

*Send us your bright,
your inspiring,
your ingenious
masses yearning
to be free!*



Like the Statue of Liberty, THE ASSOCIATE can be a new symbol of liberation for the Unity movement. The symbol may be a modern electronic bulletin board but the idea is very old and very Unity — Sharing.

As we all become more proficient with this new medium of idea-exchange we will all begin to grow and prosper together. In a previous article entitled SERIES II (Download), we learned how to receive. Our new lesson for today is Giving. In the parlance of computers this is called UPLOADING. Even before this article was written five ministers were so Spirit-filled that they have already begun to upload. Through their giving consciousness, they discovered, on their own, how to upload files for the rest of us to use. The only area where one needs to be timid is relating to copy-written text or programs. All else we would love to receive. Poems, jokes, essays, sermons, special programs, or public domain computer programs are all welcomed. The instructions for uploading are quite simple and are as follows:

First, from the bulletin board Main Menu choose <F> for files. You will then be prompted with a File Menu. Here you choose <U> for Uploading. Your next prompt will ask you for a file name. (This is the tricky part.) A file name is in two parts. The first part of the name can have no more than seven letters. Then you must have a period. The last part can have no more than three letters. The first part

of the name is a collection of letters that gives a file a particular identity. The second part of the name, (after the period), tells what kind of file it happens to be, like .DOC for a document, .ARC for an archive file, .COM for a command program file, or .TXT for a text file.

Here are some examples of file names that may be helpful:

<u>VALID</u>	<u>INVALID</u>
MYFILE.TXT	MY FILE.TXT (no spaces)
SERMON. (extension can be omitted)	SERMON (period cannot be omitted)
GO.FIL (it doesn't have to be long)	GOANDDOIT.FIL (too long)

When you have entered the name of your file you will be told how much room is available for your file. This number will probably be millions of bytes. I don't expect anyone to have a file quite that long, so have no fear. You will also see a funny looking mark on your screen. This little mark means that the system is waiting for your file. Don't delay! Send it!

This sending operation is a function of your own communications software. If you are using Procomm you press the (PG UP) key. Then you tell your system the communications protocol that you are using (SEE DOWNLOAD ARTICLE) and the name of the file that you are sending with its location. Examples:

B:MYFILE.TXT or CNTXTFILES\MYFILE.TXT

Your file should now be on its way. There is one last prompt to answer after your file has been sent. It will look like this:

Describe MYFILE.TXT (/ if for SYSOP only)
|—+—+—+1+0—+—+2+0—+—+3+0—+—+4+0
?

This prompt is here to let the systems operator know what is in the file that you have sent. There are only forty spaces for your response so be brief.

Believe me, this process is much simpler to do than to write about. So, give it a try and send us some 'good stuff'.



P.K.'s KORNER

Hi! Merry Christmas!!! Here is my present for you. . . Oh, you can't see it! You can pretend to unwrap it. . . very carefully.

It doesn't make noise, it doesn't need a battery, you don't have to wind it up, and it will never, ever break! What is it? It's my LOVE! I love you, no matter what! - just like God!

I wrote this special Christmas poem a long time ago. I hope you will like it.

TINY JESUS SLEPT

Songs filled the air
on feathered wing
over the stable
where lay the king.

The tiny Jesus
so gently slept
in lowly stable
where cows were kept.

With hay for his pillow
the infant did stir
aware of three kings
and a gift of myrrh.

Mary, his Mother,
and Joseph, so proud,
stood very close
as heads were bowed.

Thank You, Father
is our earnest prayer
as we celebrate
the Christ birth everywhere.



PARTNERS IN MINISTRY
a network of spouses of ministers



by Karin Mosley & Weaver Hess

Some of my most favored times in a field ministry happened around the holidays. The hustle and bustle of Youth Education Programs, Christmas Pot-lucks, Choir Concerts, Carolling Parties, Candlelighting Services, and all the rest of the Church activities (not to mention the decorating and "de"-decorating) were fun times with my "special family--the congregation.

I know you are "up to your elbows" in preparation for the holidays right now. Just be sure to take time to savor the flavor of the season - smell the aroma of Christmas cookies baking (even if it's at the bakery!) listen to the jingling bells and merry children making their wonderful Christmas sounds, enjoy the lights everywhere--candles, trees twinkling merrily, (here I enjoy the Plaza all decked out in its finery) and love--love is everywhere! Enjoy! Above all, take the time to ponder the wonderment of the re-birth of that Christ within. The reason for the season, as the phrase goes.

As the New Year arrives and things slow down a bit, take some time for reflection. Then, with pen in hand, jot down some of your thoughts/memories/comments on the following and send to me:

My role as a Partner in Ministry is. . .

If I were to write a book/novel on being

a Partner in Ministry, the title would be. . .

The funniest thing that ever happened to me as a Partner was when. . .

The one experience I had as a Partner that I feel I handled rather well was when. . .

My most difficult/challenging moment as a Partner was. . .

If I were to choose a keynote speaker for an International Convention of Partners in Ministry, It would be. . . speaking on. . .

The one thing I would like to see happen in the CONTACT magazine's Partners in Ministry column is. . .

Karin, you can help me out here in the field by. . .

I thank you in advance and bless you for taking the time to let your thoughts and feelings be known.

I will plan to use your responses (without names or cities) in future Partners in Ministry columns.

When your feet are weary, your tummy won't hold another Christmas cookie, you've heard every Christmas carol at least a million times, the lights on the Christmas tree in the foyer have gone out for the third time, and the sap from making the dozens of wreaths still won't come off your fingers, know - YOU ARE THE LIGHT OF THE WORLD!! And if that doesn't work, know that I love you and surround you with the love and light and joy of this season. God Bless You, real good!

Please send your responses to: **Partners in Ministry, The Association of Unity Churches, P.O. Box 610, Lee's Summit, MO 64063.**

All letters and phone calls of a personal nature are kept in strict confidence. Any responses you wish to be kept confidential, please address in that manner when responding.

SPARKPLUGS

Talk Topics & Sermon Starters from Unity publications

**This month: Unity magazine
December 1987 issue**

Unity magazine for December 1987 is a real Christmas treat! Whatever topics you plan to present during this inspirational time will be enhanced if you use one of the seasonal selections featured in Unity's own metaphysical periodical, Unity magazine.

Especially appropriate for the season of peace are two poignant stories: in the first, a faith-filled rabbi gives support and encouragement on Christmas Eve; in the second, a Catholic nun remembers how her childhood Christmas dream came true through the efforts of a Baptist lady. These stories will surely encourage every listener to explore a deeper commitment to peace and goodwill for all.

Charles Fillmore's article about the scientific meaning of Christmas offers a metaphysical explanation of the Christmas story and how it applies to our lives. James Dillet Freeman mirrors many peoples' thoughts about the nativity story and encourages us to treasure its traditional beauty and value. John Strickland shares an excellent Christmas idea that you might want to implement in your church--an idea that will produce happier, more loving people all year.

Look at Unity magazine for special Truth interpretations that you can use at Christmastime and throughout the coming year. Share these thought-provoking, motivational stories and ideas. Also, make a note to watch for the January 1988 issue of Unity magazine which will include an exciting, informative NEW METAPHYSICAL SERIES!

Unity magazine can be ordered from the Sales Department of Unity School of Christianity.

FINANCIAL STATEMENT

Thank you ministers, ministries, study groups, and lay persons for your contribution to the Association of Unity Churches. The love and faith you incorporate into your gifts make them special. We see the door opening for limitless outpouring of the abundance of Spirit into your lives and into your ministries. On behalf of the Association of Unity Churches' staff and Board of Trustees, we are grateful.

ASSOCIATION OF UNITY CHURCHES Statement of General Fund Operations Five Months Ended August 31, 1987

INCOME-OPERATIONS

	<u>Month</u>	<u>Year to Date</u>
Love Offerings	\$50,361.04	\$329,945.09
Other Income	<u>3,818.21</u>	<u>12,857.43</u>
	\$54,199.25	\$342,802.52
Less: Tithe Transfer	<u>4,903.63</u>	<u>32,651.37</u>
	49,295.62	310,151.15
Gross Profit Material	<u>2,344.73</u>	<u>19,126.08</u>
Total Income	<u>\$51,640.35</u>	<u>\$329,277.23</u>

EXPENSES-OPERATIONS

Total Expenses	<u>\$56,478.25</u>	<u>\$305,029.44</u>
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INCOME OVER (UNDER) EXPENSES:

<u>\$(4,837.90)</u>	<u>\$24,247.79</u>
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Unity School Contribution to the Association of Unity Churches Through Services Provided

Month of August: \$8,078.42

Year to Date: \$37,142.17

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

ADVERTISING IDEA

Unity Church of Peoria in Illinois received excellent publicity recently from their local newspaper. When Unity Church of Peoria was featured on the cover of the August issue of CONTACT, Eddy and Patty Edwards, ministers, sent the following letter (along with the photo used for the cover of CONTACT) to their local newspaper:

FOR NEIGHBORS SECTION, THURSDAY

A picture of the Unity Church of Peoria was featured on the cover page of the CONTACT magazine, August issue. The CONTACT magazine circulates throughout the United States, Canada, England, Australia, Nigeria and most of the world.

Upon receiving this letter, the newspaper contacted Eddy and Patty and, consequently, featured an in-depth article on Unity Church of Peoria.

The following excerpts and photos are reprinted from the September 3, 1987, issue of the Journal Star:



The Revs. Patty and Eddy Edwards look over the CONTACT Magazine that features their Unity Church on the cover. The magazine is circulated to all the Unity Churches around the world.

Peoria Church gets Worldwide attention

The Unity Church on Avalon received worldwide attention as the Unity religious movement magazine CONTACT featured the church on its cover.

But the church also may be known as having one of the few female pastors in the area.

Although it may be unusual to find female ministers in other religions, Patty Edwards replied that the majority of ministers in the Unity movement are females.

"One year they refused to take applications from women."

CONTACT, a monthly magazine, circulates to all of the Unity



The Unity Church can seat more than 200 members who will celebrate the 60th anniversary of the church in two years.

churches worldwide, including Nigeria, Australia, mainland Europe, England and Canada. The 10-year-old magazine, published in Lee's Summit, Mo., features a different church on its cover each month.

The brick building at 3127 N. Avalon Place in Peoria was formerly a Unity Church of Christ. Outside, vines creep upward along the bricks and slanted roof. Inside, blue carpeting lines the aisles while burgundy material covers the pews. Down the hall is Eddy's office and a counseling room. Downstairs, the church has a fellowship hall, a young people's church, and the only metaphysical bookstore in Peoria.

The church holds more than

200. And while more are on the mailing list, about 110 attend Sunday morning services, Patty Edwards said. . .

More than 500 Unity churches worldwide are involved with the Unity movement. "It's a fairly new movement. The Unity church will celebrate its 100th anniversary next year as far as the ministry is concerned," she said.

Patty became a minister last year. A native of Washington state, she became serious about the ministry seven years ago. . .

Currently she heads several workshops aimed at women, including "Women as Winners" and "Women Who Love Too Much," which is a new program based on a book of the same name. . .

Patty commented, "We were very pleased with the publicity we received and thought perhaps other ministries might be interested in some free advertising."



The Revs. Patty and Eddy Edwards are proud of their Unity Church at 3127 N. Avalon Place. Mrs. Edwards, who was ordained last year, is one of the few female ministers in the area. She conducts several workshops dealing with women problems.

LIGHT ON THE PATH.....Trish Robinson



How does one compare a bulldozer with a screwdriver? A bulldozer can move mountains, make mountains, and level mountains. One would be hard-pressed to ask that of a screwdriver. Yet, a screwdriver can take things apart, put things together, and firm things up. They are both called upon to do special, though different, jobs. Then...there's another thing, how easily and effectively the bulldozer's or the screwdriver's job is accomplished depends on who is in the driver's seat.

I have never used a bulldozer, though I have seen mountains moved when I let God be in the driver's seat!

This article is not about moving mountains, however. It is about comparison. How often do we compare ourselves with someone else, whether it be in looks, accomplishments, knowledge, spiritual growth, assets, or attributes.

I catch myself thinking about what someone else can do that I cannot, or the knowledge that someone else has which I do not. I hear others doing this too, even though the word comparison is not always used. Are we not doing an injustice to ourselves AND to God when we get on this train of thought? Does it not keep us from having "quality" time and being a "quality" person?

To be the best we can be--to do the best as what we do--takes time, study, and practice. Practice "letting GOD be in the driver's seat." To be the best "somebody else" is an impossibility no matter how much time, study, and practice we give to it.

Someone once said to me, "Trish, you may never have climbed a mountain, but I think you will be amazed to see how many hills you have climbed while someone else has been climbing one mountain." This person suggested that I write out all of my accomplishments, including those that may seem quite insignificant. I acted on this suggestion and I was truly amazed. I am reminded of this when I find myself comparing me or what I do with someone else. To compare me with me of last year is very beneficial. To compare me with anyone else is self-defeating.

To be impressed with someone as a speaker or teacher is great, especially if we follow through to discover what they did to become impressive. Then see if what worked for them will work for us.

God created us. We are each unique. Let us give joyous thanks for our uniqueness. Let's give God the deserved credit for the WONDER that God is. It is my experience that we can do this best by giving joyous thanks daily that God is expressing in wonderful ways through us as us. We know "the more we give thanks, the more we have to be thankful for." That's the way the universe works. Love and blessings in your wonderful uniqueness.

NEWS FLASH!

Congratulations to Great Lakes Region for voting a Licensed Teacher to serve on their Executive Committee. Congratulations to Ara Helen McDonald. Good choice!

ASSOCIATION OF UNITY CHURCHES COMING EVENTS!

**2nd ANNUAL
THE ART OF SPIRITUAL CHURCH
ADMINISTRATION RETREAT
A Unique Five-Day Retreat
June 18-24, 1988
Unity Village, MO**

**LICENSED TEACHER
POST-GRADUATE WEEK
February 21-26, 1988
A Week of Giving and Receiving**

**EXPLORE - GROW - SHARE - PRAY
COMMUNICATE - CELEBRATE!!**

**For more information on these special events,
write to the Association of Unity Churches, P.O.
Box 610, Lee's Summit, MO 64063.**

YOUTH EDUCATION NEWS



Lisa Wissman
Youth Ministry Coordinator
Pre-Primary/Primary

A CHRISTMAS PAGEANT PRESENT

Way back in October, in the midst of preparing the December issue of CONTACT, I received my very first Christmas present. Audrey Lafser, the Sunday School Superintendent of Unity Church of Peace in Lemay, Missouri, sent me a beautiful idea for an intergenerational Christmas celebration. In the Spirit of Christmas giving, I would like to pass this gift on to all of you:

CHRISTMAS PROGRAM FOR SUNDAY SCHOOL

About four years ago, Unity Church of Peace in Lemay, Missouri, had a "Christmas Around The World" program. It was such a successful event, we're going to do it again this year. People came up to us after the presentation and asked if they could have a copy of the script for their programs; so we decided to share it with you. This program enables you to involve all the children you have in your Sunday School. The program followed the Sunday Service on the Sunday before Christmas, but it can be held at any time.

We had a Narrator to read the script (a teacher). Be sure it is someone who reads loudly and clearly.

Each child was dressed in the costume of the country he or she represented. They came out one at a time, while the narrator read the customs of celebrating Christmas in that country (the custom for that particular country was also printed on the back of each child's costume). When the reading was finished, the child stood in front, and another would come out. The narrator would then tell of the customs of that country. When all were out, they were standing in front, and everyone sang Christmas hymns with the congregation, followed by "We Wish You A Merry Christmas and a Happy New Year!" Then the Narrator invited everyone to a "Christmas Around the World Potluck Dinner. The children's parents and mem-

bers of the congregation brought foods, such as Beef Stroganoff, Wassail Punch, Chop Suey, Hungarian But-terhorns, Swedish Meatballs, Scotch Shortbread, Taco Salad, etc. (the field's open!). We had food represented from all countries and it was great! (We had all kinds of cookies, too!)

When the eating was over, the children were greeted by Santa Claus, who had a surprise for them. As they sat on his lap, several polaroid cameras were clicking pictures of the children, and they were given their picture to take home.

Then they discovered a Mexican Pinata hanging in the center of the room. Each one was blindfolded and allowed three swings to try to break it open. When it broke, the children each had a bag, and began to pick up the goodies (we threw more in to be sure they had enough).

This program involved everyone, and everyone enjoyed it immensely. TRY IT!! YOU'LL LIKE IT!!

(The Abbey Press, 196 Hill Dr., St. Meinrad, Indiana, 47577, has in their catalog a "Children of the World Poster," which we used for ideas of costumes. We had the poster hanging in the Sunday School for all to view when they came to visit. Some bookstores carry it, too. For more information write: **Audrey Lafser, 9506 Port Drive, Affton, Missouri 63123; or call 314-631-4540.**)

CHRISTMAS PAGEANT

Netherlands

For some strange reason, in the Netherlands St. Nicholas Day on December 6 is a gayer, noisier, and more fun-filled day for children than Christmas Day. On this day, St. Nicholas, wearing a bishop's robe and miter, white gloves and a big ring, seated on his white horse, arrives by steamer in Amsterdam's harbor. Children cheer, bells ring, and a big parade is set in motion. City dignitaries join the parade and the parade stops in the main square to be welcomed by the Queen. Family parties are held after the parade and gifts are distributed to the children. Christmas day itself is celebrated in an atmosphere of serenity.

Old South

Christmas in the Old South was a special day for children. It began right after Thanksgiving with the baking and storing away of the first Christmas cakes. From then on, it was one grand and glorious round of "fixin'." Everything was from the land itself, not "store-bought'n"-the pigs for roasting, the hams, the turkeys, puddings, dressings, preserves, jellies, jams, pickles and all the countless delights of Southern cooking; even the hickory logs, the holly and the evergreen boughs, the partridges

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and rabbits. When Christmas Eve arrived, the Old South became rich with color and sound, cowbells rang, the cocks crowed and then it was Christmas in the Old South once again.

Sweden

St. Lucia's Day on December 13, opens the Christmas season in Sweden. Presents are bought, special foods are prepared and by Christmas Eve, everything is temptingly wrapped and the tree is shimmering with ornaments, colorful gifts and live candles. A sheaf of grain is placed on top of the tree in order that the birds, too, may rejoice. Early Christmas morning, Swedish children drive to church in sleighs lighting their way through the snowy silent forests with flaring torches, which they throw into a big pile in front of the church. St. Knut's Day on January 13 ends the season.

Italy

During the season in Italy children go from place to place singing Christmas carols, expecting coins with which to buy the special delicacies of the season. In some places, shepherds go from house to house and, if welcomed, bring musical instruments to play and sing Christmas songs. All families have a presepio, Italian Christmas crib. Each church seeks also to exhibit the biggest or most artistic presepio. From a high platform in front of the presepio, Roman children like to deliver little sermons, recite poems and tell the story of Jesu Bambino.

Philippines

Christmas is a great religious festival for Filipino children. For eight consecutive dawns, preceding Christmas Day, children wake up to attend the *misa de gallo*, the mass of the rooster, so-called because of the cock's crow at dawn. The novena is climaxed by the midnight mass on Christmas Eve. During this season, children play pastores, little plays depicting the Nativity. Everybody, from beggars to policemen, comes to the door with a Merry Christmas, expecting something tangible. The most appealing custom is the lantern contest. Boys and girls make paper lanterns of different shapes and colors. Candles are placed inside and at night the parade down the street is a beautiful sight to behold.

Japan

On Christmas day Japanese children have tea parties or cake parties, instead of roast turkeys and plum puddings.

Many children spend the season trying to do something for others, especially for the sick in hospitals. They decorate hospitals with small trees, ornaments and crib sets with all the characters of the Christmas story dressed in Japanese costumes. On Christmas Day, they sing carols for the patients, put on a short drama or pantomime, distribute cakes, candies and Christmas tracts. For those in need of comfort, Japanese children make the day truly a "Meri Kurisumasu."

Germany

Germany is the land of Christmas trees and Christmas toys. Christmas is a family affair for which preparations begin weeks ahead. Advent wreaths, advent candles, Christmas trees are a part of this preparation. On Christmas Eve, the family views the decorated tree. The children receive their gifts through Christkind, dressed in white robes, wearing a golden crown and having big golden wings. German children are taught that gifts come through the Christ-child and that the season is to bring joy to others and have concern for the less fortunate. Hence the popular practice of Kris Kringle. The most popular hymn of Christmas, "Silent Night," came from Germany.

Ireland

Irish children enjoy Christmas cheer the same way we enjoy it here, but on a less lavish scale. They have a beautiful practice of placing lighted candles in their windows on Christmas Eve as a guide and invitation to all who, like Mary and Joseph, may be looking for shelter. Wanderers are given a good meal and lodging and sent on their way in the morning with a few coins in their pockets. "Feeding the Wren" is another custom. Irish boys catch a wren, perch it on top of a bush, then they solicit money avowedly for the starving wren. They sing carols all the while.

Africa

Christmas in Ghana of Africa coincides with the cocoa season, a time of prosperity and plenty. It is also the time when workers in gold and diamond mines and on farms abroad go home for the holidays to be reunited with their families. The trip of Mary and Joseph from Galilee to Bethlehem becomes more meaningful to them. Father Christmas (similar to Santa) is also on his way, not from the North Pole, but from the jungles. On Christmas Eve, children march up and down the streets with carols and shout these words: "Egbona hee! Egogo vo!" Christ is coming! He is near! Churches are filled to capacity during the Christmas services.

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Hindu

On the plains of India no pines nor cedars grow, but Indian children gather rice straw from the kothar (place where grain is stacked and threshed), put the straw together and improvise a Christmas tree thickly plastered with mud. During the Christmas services in the evening of Christmas Day, children place candles into mud candleholders, set them on church windows and on the backs of benches, for there are no lamps in the church. Children participate in the services with songs and recitations. In some cities rockets, flares and fireworks fill the Christmas night.

Tiawan

Chinese children in Taiwan celebrate Christmas like children all over the world. They sing Christmas carols, decorate their homes and churches, and exchange gifts. Gifts include candy made of rice flour and sugar, a steamed delicacy decorated with Christmas symbols. They hold "Together Meals" with the family, mostly in restaurants, where they have happy fellowship and a good meal, singing and chatting.

Canada

In most parts of Canada, Christmas is celebrated in the same way it is celebrated in our country. But in Labrador, children enjoy receiving little lighted candles standing in a turnip that has been specially saved from the harvest for this use. The candles are made of deer tallow and are edible, along with the turnip. In Newfoundland, it is customary for the folks to "fish for the church." They sell their catch for the parish. In Nova Scotia, children sing old songs and carols which come from the Basque country and from Brittany two centuries ago.

American Indian

Among the Pimas at Salt River Indiana Reservation, near Phoenix, Arizona, Christmas is a time of rejoicing. On Christmas eve, children join the choir as it rehearses for the Christmas Day services. Others help their parents prepare chickens for the morning. When the clock strikes 12, they all go home - some in cars, some in wagons, and the rest on foot. Early the following morning the return to church, mothers carrying babies on one arm and kettles on the other. After the bounteous meal, some children sleep under the trees for their siesta, others play. At dusk, all gather in the church for the services. Toys, sweets, and other gifts are distributed.

Moravians of Pennsylvania

Weeks before Christmas, children help their mothers in the kitchen preparing Kuemmelbrod, sugar cake, mince pies and large quantities of Christmas cookies cut in different shapes. They also help set up the Putz, a miniature landscape, adorned with toy houses, tiny fences, trees and generally the Holy Family. On Christmas eve the family attends the love feast at the church. While the choir is singing, a good-sized bun and a large cup of coffee is served to all as a token of fellowship. Children distribute candles to every person as a reminder of the coming of the Light of the World.

Korea

On Christmas eve, Korean children gather together in church and pass the night in a happy get-together. At two o'clock the next morning, they go from house to house singing carols. Some families invite them into the house and entertain them with simple provisions. During the Christmas morning service, the Sunday School children lead the prayers and singing and one is asked to give a little talk. The offering is usually one of money, but the children bring packages of rice and clothes to be given to the poor.

Russia

Russian children still celebrate Christmas even after the Communists took over in 1917. They sing carols called Kolyada or Father Christmas songs. Christmas trees are still common, but they are now called New Year's Trees. Children have a Santa Claus, but he is called Grandfather Frost. Whenever they can, children still trudge from house to house through the snow, playing snow games and sleighing parties.

England

In England, holly, ivy and mistletoe decorate the homes that the fresh greens might entice the woodland sprites into the house to bring good cheer. Troops of actors are ready to put on the Christmas Pantomime, and children hang their stockings while they wait for Father Christmas. Of course, no Christmas dinner would be complete without the Plum Pudding with its surprise trinkets hidden within.

Scotland

Christmas is more for children and Santa Claus. The
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UNITEEN/YOUTH OF UNITY MINISTRY

YOUTH MINISTRY LEADERSHIP

Joyce Culey

Youth Ministry Coordinator

(Pre-Adolescent, Adolescent, Youth Adult)

A guarantee in youth ministry is change - teachers/sponsors come and go, teens graduate, new members arrive, personalities conflict, disagreements arise. The leader who holds to the vision of "why we are here" (to provide opportunities which allow teens to develop a personal relationship with God through practical application of Truth principles in their daily lives), will feel grounded, centered and directed through outer environment shifts. The following tips are offered to assist this adaptation process:

- ☐ Personal study, prayer and worship. Although it may be assumed that youth ministry leaders are committed to a personal spiritual life, this daily practice cannot be encouraged enough.
- ☐ Plan youth ministry for youth. "For" identifies the proper target of the program and is accomplished by identifying the needs, characteristics and issues at work in the teens' lives. Once these needs have been identified, provide opportunities to explore Truth principles in relationship to these needs. Encourage the teens to discover for themselves if the application of these ideas will have an impact.
- ☐ Plan youth ministry with the youth. "With" represents interrelationships in ministry. Youth are part of the congregation - encourage their ideas and support. Provide opportunities for the youth to see they too are part of the congregation and not a separate entity.
- ☐ Plan youth ministry by youth. "By" represents the awareness and encouragement of youth as part of the church. Youth are contributing parts of the church. They have a ministry to give to one another, to the church and to the world.

PROGRAM DEVELOPMENT

A major responsibility of the sponsor/teacher is the development of programs. This may include:

- the Sunday morning classes
- a Wednesday evening class
- special holiday programs
- social events

Each youth ministry program will depend upon the goals and objectives established by the church. The following outline can help the planning process:

EVALUATION

Conduct an objective and subjective evaluation of the current program. In order to be effective, include those directly involved--teachers, teacher's assistants, and youths; and those indirectly involved--the minister and board of directors, others.

Objective Evaluation:

Look objectively at the current program for ways to improve or change. This process can begin by asking questions similar to these:

- What areas of the current program are well attended?
- What types of responses are made by those attending the program?
- What are the program's strengths? Weaknesses?

Subjective Evaluation:

This evaluation determines the effectiveness of the program according to the feelings of those involved. It is important to remain open and receptive to the ideas and comments as a result. Prepare a written evaluation to distribute. Include such questions as:

- My role in this program has been successful because. . .
- The things I like most about this program are. . .
- Areas I see room for improvement are. . .
- I feel supported in this program in the following ways. . .
- A person coming into this program needs to know. . .
- My role in the program would be easier if. . .

SETTING GOALS

Based on the information received from the two evaluations it is now possible to begin setting goals for the new program. Goals are important in giving your program a direction to build toward. Brainstorm a list of goals for the program by asking questions such as:

- What is your vision for the youth ministry program?
- What do you want to achieve in the youth ministry program?
- What do you want the teens to learn?
- What kind of environment do you want offered?
- What spiritual commitments are you willing to make?
- What expectations do you have of those involved

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in the program? From the sponsor, minister, board of directors, teachers, teens?

Pull in key people to establish a focus group; i.e., teens, parents, teachers, ministers. Brainstorm these questions together.

DEVELOPING OBJECTIVES

The development of objectives for each goal will provide specific, measurable steps to take to ensure the success of each goal. Objectives are helpful guidelines which will help design specific actions. When writing objectives, keep the following in mind:

- Objectives should fit into the overall purpose of the program.
- Objectives should be attainable.
- Objectives need to be measurable for an evaluation process to take place.

DEVELOPING STRATEGIES

Strategies are the action plans or designs which allow the objectives to be met. Strategies answer the questions:

- How?
- Who?
- What?
- When?
- Where?
- Funding Required

REVIEW

Review program strengths and/or weaknesses upon completion in order to make improvements. Look at understandings, emotions, skill competency, group process, future training, program design, leadership and learnings. Write the evaluation down for future planning use.

Make review and evaluation a continuous part of your development process. It will help you keep track of your progress!

NEW YOUTH MINISTRY RESOURCES NOW AVAILABLE THROUGH THE ASSOCIATION OF UNITY CHURCHES

YOUTH SPECIALTIES CLIP ART BOOK

Here is artwork in an easy-to-use format to spice up all your mailers, newsletters, announcements, posters, and other printed materials.

Inventory #1357

\$14.95

THE NEW GAMES BOOK & MORE NEW GAMES

Each of these books offer non-competitive games for all groups, regardless of age or size. The emphasis is on cooperative play rather than competitive, encourages an environment of togetherness and team-building.

Inventory #1361 & 1362

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CREATIVE SOCIALS & SPECIAL EVENTS

A creative special event which is well-planned, offers sheer fun for both teens and youth workers. Creative Socials & Special Events offers a wide variety of "tested" program ideas, including theme events, scavenger hunts, sports and seasonal events, fund raisers and more.

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TENSION GETTERS I

Tension Getters is a book of strategies designed to assist teens on transferring what they learn in the classroom to daily life. A wide variety of discussion starters regarding real-life problems and predicaments for today's youth offers opportunities for values clarification.

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GREATEST SKITS ON EARTH

Excellent for all ages, this fun-filled collection of skits is grouped into seven chapters:

Short one-act skits
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Groaners, one-liners

Inventory #1359

\$10.95

THANK - YOU SPONSORS Cristine Pickett - Phoenix, Arizona

We meet with them,
once a month.
When we have a meeting,
we discuss the coming month.

The bake sales and car washes,
wouldn't be the same.
If we didn't have them here
who would try to keep us tame?

When rallies, lock-ins, and conference comes,
it's their wise words and helping hands
that get us there -
to hold our ground.

If it wasn't for them,
the Y.O.U. wouldn't be around.
The Y.O.U. needs them to keep us strong.

To our sponsors, this we owe,
they are our friends, family, and teachers too.
If it weren't for them,
we wouldn't be anywhere here.

THANK YOU, SPONSORS -
with all our hearts.
THANK - YOU SPONSORS
with blessings and good thoughts.

adults usually do not exchange gifts. Everyone goes to church on Christmas eve and all the churches ring their bells at midnight. The traditional Christmas dessert is called a dumpling. It contains raisins and fruit, and small trinkets wrapped in waxed paper are baked inside. Each trinket has a special meaning. Instead of Christmas trees, they decorate with garland from the four corners of the room to a big bell hanging in the center of the room.

Mexico

Not long before Christmas every town in Mexico has a mighty candlelight procession called Las Posadas; an acting out for the search for shelter in Bethlehem. Two children, carrying small clay figures of Joseph and Mary, lead the others to the home chosen as the first posada. Here they stop and sing a little song begging to come in and rest. The hosts, singing too, tell them to be on their way. But when the song tells them that it is Joseph and Mary seeking shelter; the group is invited in to rest, eat, and sing around

the nacimiento - the Manger scene in the Mexican Home. Last of all, the children break open a large clay pinata filled with candies and surprises - and everyone scrambles for his share.

In Spain, Mexico, Puerto Rico, and many South American countries--where it is the custom for the three kings to bring the gifts--boys and girls fill their shoes with hay for the kings' camels, and put them on their windowsills. Their season runs from December 1st through January 6th, during which no one is turned away as a stranger, and people make up their own songs as they go from house to house. January 6th is Three Kings Day when the gifts are given.

Though it may be too late for you to include this in your 1987 Christmas celebration, it's never too early to collect ideas for future years.

Thank you, Audrey, for making this wonderful gift available to each of us. And to each of you, have a wonderful and blessed Christmas and New Year.



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