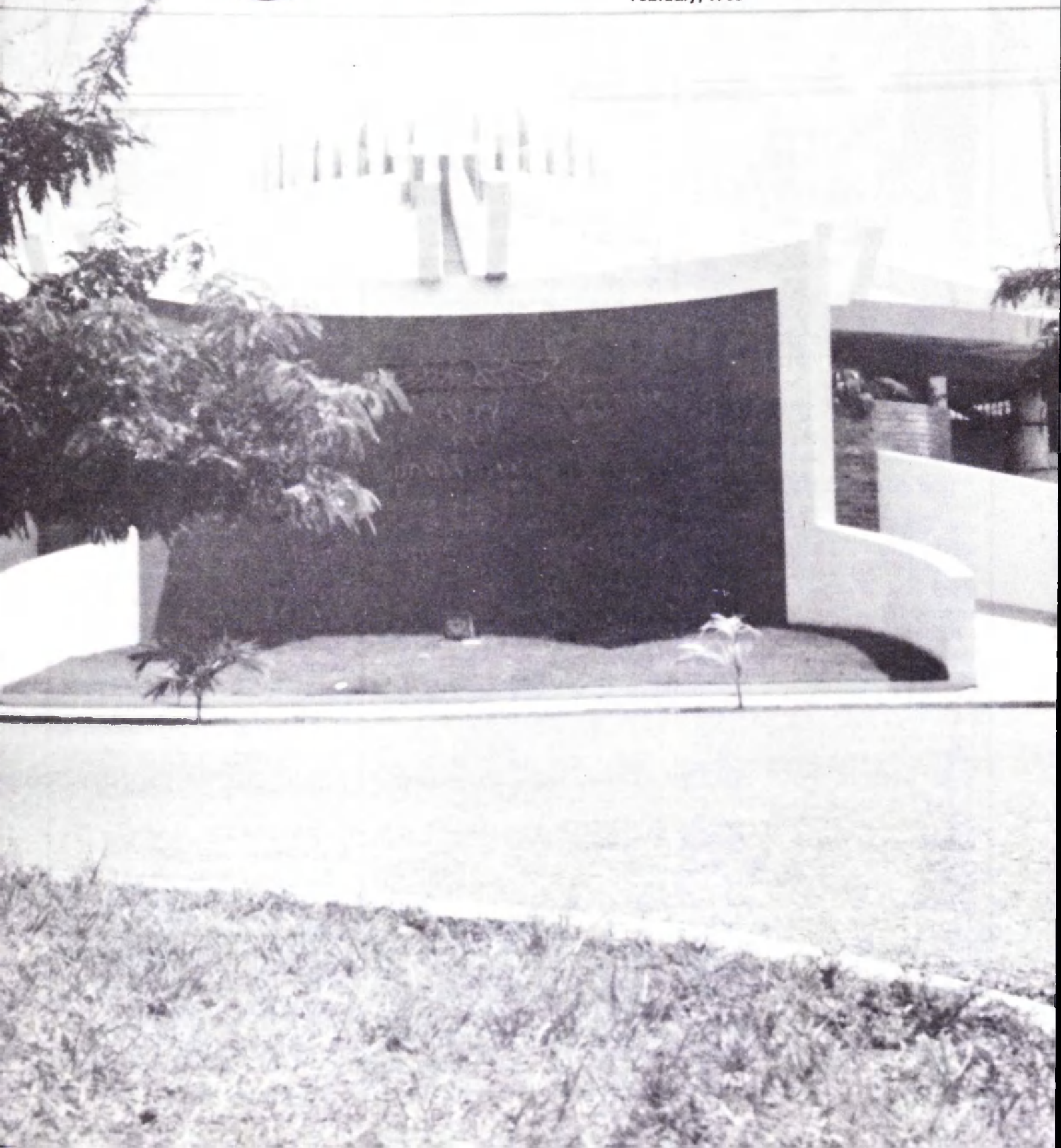


Contact

PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®

February, 1988



THE PRESIDENT'S LETTER



Jim Rosemergy
Unity Church of Truth
Spokane, Washington

...AND TO THE CHURCHES WRITE...

Especially for
Unity Church Members and Friends

GOD'S GIFT

Long ago in the early years of Christianity, the Apostle John was guided to write to the churches of Asia Minor. REVELATION was the result of John following his guidance and, as you know, it is viewed as an immortal mystical expression of the Christ Mind. Today, I feel guided to write to the churches of the Unity movement. I do so with no aspiration that what is written will become immortal, but that church and center leaders might find this expression of my heart worthy to be shared with the people--perhaps to be rewritten and sent to their mailing list.

Traditionally, February is a month of love; a time when we turn our attention to those we cherish. We love these people, and they love us. We always feel we are more loved after we spend a little time in their presence. We experience their acceptance and give thanks for their encouragement. They tell us how special we are, and point out gifts we possess that have gone unnoticed by us. Truly, they are God's gift to us.

When I consider the qualities of friendship, a series of interesting insights

come to me. A Unity church possesses the characteristics of a friend. It accepts us as we are, yet encourages us to be all we can be. An hour spent at Unity can lift us for days. In fact, some of our most meaningful times have occurred while we were participating in some activity at church. Where else can we go in our community and find an environment so Spirit filled and loving? Imagine another setting where we can come daily and receive ideas and techniques which help us live a life of peace and joy. Is there another organization which promotes these things as well as being a laboratory of spirituality? What other place endorses world peace through inner peace, and is willing to be a leader in this approach to world issues? And this is only a fraction of the resources available to people through the activity of Spirit called a Unity ministry. Obviously, a Unity church or center is God's gift to humankind. It is to be appreciated and cherished.

FREEDOM OR COMMITMENT?

During my years as a minister, I have attempted to keep the high watch and say those things and practice those principles which appeal to the deepest part of one's soul. In the area of spirituality, I withheld nothing from the people I served. However, with regard to the ministry, I hid my deepest feelings. The reason was that I believed freedom was the greatest word in the English language. It was not so much that I spoke a great deal about liberty as it was that I wanted people to be free to become as involved or committed to God and their ministry as they wanted to be. This is noble and in alignment with our principle of turning within and then acting, but it is also half the truth.

You see, I invited involvement in the ministry, but not commitment. Involvement is participation when convenient and for our own needs. Commitment is participation as a part of one's life and for God's glory. Through involvement we receive gifts, but through commitment we give gifts which bless us and others. I left unsaid what I had discovered about living a spiritual life. It takes great commitment.

THE GREATEST WORD

I now believe that commitment is the greatest word in the English language. And it is more than a word; it is the ideal which makes all things possible. Without commitment, nothing of enduring value remains. We may want to be healed, loved, prospered, or to find peace. Many people desire such "things," but they are not achieved because of a lack of commitment.

COMMITMENT COMES FIRST

Commitment is the tracks upon which the train travels. It may seem restrictive at first or limiting to our freedom, but later we learn that without the rails, we are unable to move, but with them, we can travel anywhere. COMMITMENT COMES FIRST, and our first commitment is to God. As it is with a friend, we spend time together. In developing our relationship with Spirit, we pray and meditate and willingly follow the guidance emerging from within.

My friend, I encourage you to move beyond involvement and become committed. The spiritual life is not one of convenience. The activity of Spirit called your church cannot thrive and fulfill its destiny without you. It is helpful to have committed and inspired leadership, but
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Volume 21, Issue 1

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: Unity en Dominicana
Santo Domingo, Dom. Rep.
Minister: Carmen Figueroa

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

This month, which is symbolic of love, represents the way your Association of Unity Churches staff feels about you every day of the year. After more than two and one half years on the Association staff, I feel that I can be objective in sharing with you the following facts. We have twenty-three full and/or part time employees along with several part time volunteer workers in the Association offices; I watch them work, I hear them talk about you and your ministries, and I feel their love for you when they pray daily. It would be very difficult to overstate their dedication and their determination to support you and your ministries' needs. In an effort to meet those needs, I wish to share information with you, and I seek from you still other information. Additionally, I share here some of the activities it was my privilege to participate in during the months of October and November. After the Southeastern Unity Regional Conference in Nashville, Tennessee, I went to Puerto Rico, Dominican Republic, and Barbados. That was all in the month of October; in November, spontaneously and with short notice, I was asked to share in the dedication of the new church building in Port-of-Spain, Trinidad.

The April, 1985 issue of CONTACT magazine announced the beginning of a new publication policy for the Association. The various youth education newsletters and the already existing administrative publication called CONTACT were combined. At that time we also

began mailing CONTACT to the lists of people who had been receiving all the discontinued publications. Previous readership surveys have indicated to us that this is working quite well for the majority of people, and the feeling has been expressed that it is not necessary for us to create more specified publications beyond the two we currently provide, namely CONTACT and Minister's Letter. It is now time for us to ask again if there is any way in which we can improve either of these two publications that would allow them to be more useful to you. On page 14 of this issue, you will find a CONTACT readership survey. Please take a few moments to respond to the survey, and please ask your staff and volunteers who receive CONTACT (board and youth education staff for example) to respond.

Please feel free to photocopy this survey for use by anyone who does not have a copy, and this also seems a good time to repeat the offer that we will send CONTACT to any volunteer or staff person in your ministry who desires to receive it. Just forward his or her name and address to us, and it will be added.

As another gift of love, we offer once again to send a personal copy of CONTACT to your home in the name of your spouse if he or she would like to receive it. The column, "Partners in Ministry" is receiving considerable notice among many spouses, and we would like to make it available to all Unity minister spouses.

Just let us know, and we will send it either to your home or to the church.

During this month of love, it is gratifying to look back on the experiences of the fall, and to reflect on the accomplishments that are taking place in the Caribbean. Following the Southeastern Regional Conference in Nashville, Tennessee, I first went to Santurce, Puerto Rico, and visited with the ministers and licensed teachers throughout the island.



Board Members of Unity in Santurce, Puerto Rico.

While there I conducted several workshops for postgraduate credit for Spanish speaking ministers and licensed teachers, and at the same time, had an opportunity to renew old relationships, and to make new acquaintances. Luis and Norma Montero of Santurce, Puerto Rico, accompanied me on a similar visit to Santo Domingo in the Dominican Republic. There we visited and again conducted workshops and seminars in the ministry being led by Carmen Figueroa and her

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Volunteers and staff members of Unity en Dominicana, Santo Domingo and Unity in Santurce, Puerto Rico enjoying some fellowship time in Santo Domingo with Elvira Caceres, Minister Emeritus of Unity en Dominicana (center, seated); Carmen Figueroa, minister of Unity en Dominicana (standing, right of Elvira); Norma Montero, co-minister of Unity in Santurce (standing, left of Elvira); and Luis Montero, co-minister of Unity in Santurce (standing behind Norma).



Xiomarita Malagan, volunteer/member of Unity en Dominicana; Norman and Luis Montero, co-ministers of Unity in Santurce, Puerto Rico, in front of Unity en Dominicana, Santo Domingo.

very capable staff and volunteers. Both of these Spanish speaking ministries are excellent examples of the ways in which a church can grow in numbers, finances, consciousness, and in service to the surrounding community. I have included in this column pictures of some of the beautiful individuals I had an opportunity to share with during my time in these two Spanish speaking communities. At all of these major services hundreds of people attend and fill rather large churches from wall to wall, and it seems sometimes from floor to ceiling.

The next exciting portion of my Caribbean tour during the month of October was to Barbados to share with Emerson Brathwaite in St. Philips Parish. Emerson has been doing a steady work in nurturing those interested Unity students and in reaching out to the community.



Emerson Brathwaite (right), minister of Unity in Barbados.

Upon my arrival I immediately had a television interview, a radio interview, recorded several radio messages of five minutes in length, and the next morning had a press conference. In addition to teaching workshops and speaking at the regular Unity of Barbados service on that weekend, Emerson was successful in getting me invited to be the speaker at the Episcopal Church in St. Philips early on Sunday morning. The church was in the midst of its 350th anniversary, its 203rd anniversary in that specific building. At the conclusion of the service, probably no fewer than twenty-five or thirty people said to me, "I'm very familiar with Unity, not only the Daily Word, but also the work that's being done here in Barbados." Emerson and those whom he attracted to him have plans for continued growth and development throughout the small nation of Barbados.

Violet Assam, her staff, volunteers, and hundreds and hundreds of members have just purchased and remodeled a theater building to become the new home of their ministry. It was my privilege and pleasure to join Violet and a couple thousand Truth students in dedicating their building on Sunday, November 22, 1987. The

building is designed to seat 1155 people. We had the 1155 seated, approximately 600 seated on staircases and standing in lobbies, and another few hundred standing in the street and the park across the street listening to amplifiers mounted on outside walls. Violet had invited, and her invitation had been accepted by, approximately 50 national and international figures of some note. The President of Trinidad and Tobago and his First Lady (pictured in this column) were present, and highly supportive of the work that Violet Assam is doing in Trinidad and Tobago.



Violet Assam, minister of Unity in Trinidad & Tobago (center), with granddaughter, Elena (left) and friend and member of the church, Cynthia Ghany.



President of Trinidad & Tobago Noor Hassanali and First Lady Zalyha.

Coincidental with the dedication of their new building, the congregation celebrated its 25th anniversary since it began and the nation of Trinidad and Tobago celebrated its 25th anniversary of independence.

We are endeavoring to get appropriate pictures of the relatively new and very large, beautiful, and useful buildings in Santurce, Puerto Rico and Port-of-Spain, Trinidad and Tobago for publication as front covers on future issues of CONTACT (Unity en Dominicana, Santo Domingo, Dominican Republic, is featured on the cover of this issue).

Speaking of building pictures on the covers of CONTACT magazine gives me an opportunity to remind you that for the past two years our June/July publication of CONTACT, in newspaper format, has been an annual report issue. We see the conference issue of CONTACT not so much as a report on the operations of the Association at Unity Village, but as an annual report on events, celebrations, anniversaries, ground breakings, dedications, etc., of our Association family in the field. Please take pictures, write brief descriptions, and submit them any time between now and March 31, 1988, for possible inclusion in the June/July issue.

In love for you and the work you do, I close by saying if we may help in some way not yet identified, please let us know.

CHURCH DEVELOPMENT & MANAGEMENT ISSUES

(This month's column is co-authored by Barbara O'Hearne, Church Development and Management Consultant, and Dick Connor, Church Development and Marketing Director)



Barbara O'Hearne



Dick Connor

The Association of Unity Churches has been using church development consultants for several years. The initial contract was with the Center for Management Assistance in Kansas City and then the Executive Director Louise Iennacarro. Barbara O'Hearne has successfully served a large number of Unity churches and centers since January 1985 as Church Development and Management Consultant. Dick Connor recently joined the Association as Church Development and Marketing Director.

The purpose of this article is to describe the Church Development, Management Consultation and Marketing sequence and to identify the respective responsibilities of Barbara O'Hearne and Dick Connor. We believe this to be a two-phase process.

PHASE I

Phase I of the sequence is the foundation of management and planning component. Barbara is responsible for conducting a five to six hour workshop/training program which is designed to cover such areas as the minister/board partnership, roles and responsibilities of board members, budgeting and financial accountability, the role and function of committees, goal setting and strategic planning for the next one to thirty-six months.

Once the workshop has been scheduled the participants are asked to complete pre-workshop questionnaires.

These self-assessments consider how the participants can work more efficiently within the organization by asking, "What do you see as your greatest strength as a group member?" and "In what ways could we more effectively function as a board?" The workshop is conducted either in an evening session or all day Saturday. Active participation and involvement by participants results in an extensive Planning Summary which is compiled along with a letter of recommendations and sent to the minister and board.

Through a process of "Situation Analysis" which includes a review of the history and present situation, the mission statement, assessing the internal/external strengths and weakness, opportunities and threats, a list of Critical Issues is developed. These Critical Issues are reviewed, prioritized and written as goal statements in detailed Strategy Plans. The Strategy Plans list the tasks to be completed, by whom and completion dates. As a general rule there should be goals in each of the four major areas of operations: administration/governance, programs/services/products, finance/fund raising and marketing/public relations. For example, a consistent Critical Issues in the area of administration/governance is "improving the organizational structure." Some of the goals that have been written include "writing a policy and procedures manual," "conducting an annual board retreat and planning session."

Once the Planning Summary has been sent to the Unity church or center and reviewed by the workshop participants, the task of further prioritizing (by number and date) the Critical Issues and developing additional Strategy Plans, as demonstrated during the workshop session, is completed. This prepares the church for Phase II.

PHASE II

Dick is responsible for this phase which is called "Resolving the Critical Issue." To obtain his services the Minister completes a "Request for Assistance" form which contains a copy of the Critical Issues list and the Strategy Plans

which the leadership team has prepared, spells out the end-products expected, and contains a commitment to do what it takes to create results.

An assistance session begins Friday evening, continues through Saturday and, if required, concludes on Sunday.

PHASE III

This phase focuses on additional issues to be resolved and may be conducted by either consultant, depending upon the skills and resources needed. Dick's major areas of service are Goal Achievement, Resource Acquisition and Development, and Marketing, all conducted within Unity principles. Typical engagements Dick provides include, "Building a Climate and Consciousness for Tithing," "Expanding Community Awareness of our Church," and "Building a Marketing Structure for the 90's."

Barbara will continue to provide technical assistance in areas of minister/board management systems issues such as personnel, communication skills, conflict management and in organizational development which may include structuring volunteer programs, decision making and evaluating results. On-going support for the Planning Summary will also continue. Based upon experiences in the field, the need for annual follow-up and additional training in several of the Phase I topics is being recommended.

THE GOAL

The ultimate goal of the Church Development sequence is to give the participants the confidence, insights and specific skills to implement the mission of the church. To effectively do that the management consultant should provide services designed to meet the needs of a particular ministry rather than some standardized presentation that can be used by all organizations.

If there are questions, please contact Barbara (816) 531-3353 or Dick (703) 569-9131 and we will assist you or refer you depending upon the need. We look forward to working with you in letting Spirit work in and through your church.

CHURCH GROWTH BY RADIO



Michael Moran
Radio/Media Coordinator

For almost a year I have been writing about radio ministry and telling you about all the wonderful blessings radio can bring to our churches--increased Unity name awareness, acceptance and credibility in our communities, more credibility and pride within our own congregations, increased church attendance, the opportunity to tell our own story. In all fairness, however, I must mention what radio broadcasting cannot do for your church.

It CANNOT turn straw into gold.

As I emphasized in the December/January CONTACT article, people can be enticed to try out a new product, service, or religion once. Maybe they can be brought back for a second or third time. But if the promise and the reality are consistently out of sync, you have lost them and generated bad word-of-mouth publicity. And you paid for it! Don't start broadcasting until you are ready, willing, and able to meet their needs.

It CANNOT work alone.

Alone, a radio program can rarely achieve dramatic results. It works best when there is a consistent off-air campaign. This means an active Media Committee that diligently works to coordinate effective cross promotion and publicity within the community and the congregation. Radio works best when combined with other media. This is called the synergistic approach, and it is

powerful.

It CANNOT work if the program is bad.

No one is going to listen to and take seriously a program that is poorly produced and sounds amateurish. People today are much too sophisticated for the "ma and pa" approach. Listeners today expect quality; besides, that is what we teach.

An effective radio program is crisp, clear, creative, and exciting--just like your Sunday talks. It motivates people to change and persuades them to tune in again. If your voice or style doesn't translate well to radio, work on developing a sound and delivery or find someone whose voice is suitable for radio. Many wonderful pulpit speakers and teachers do not come across well on radio and vice versa.

Don't kid yourself into thinking that "as long as I just put the message out, people will respond." If that was the case, we would be filled to capacity in all of our churches now. How you present your message is vital. Our creativity and imagination need to be constantly exercised and stretched as we look for new ways to present our message. Radio is a flexible medium and allows you the opportunity to easily experiment.

Below are some questions and statements that I deal with on a regular basis:

Why should we broadcast on radio?

The reasons are many:

- (1) Radio is by far the most intrusive medium. In other words, it is everywhere!
- (2) Radio reaches 97% of the adult population each week.
- (3) Radio delivers the most frequency for the lowest amount of money.
- (4) Radio delivers to exclusive types of people. You can focus on those people who are most likely to "hear" your message.
- (5) Radio works!

Besides all of the above reasons, I believe that ministers and ministries have a responsibility to keep the Unity name in high profile (in a positive light) within the community. Even if you can't possibly seat one more person in your church, I feel you still have the responsibility to project and protect the Unity name and image. The more people see and hear the Unity name in a positive way, the less threatened they will be, and the more open they will become to our message. Radio is the quickest and least expensive way to achieve this goal.

We are a small group and we cannot afford to broadcast.

I recently read that a business (or church) that doesn't advertise itself is like a woman who winks at an attractive man in a dark room. She knows what she's doing and why, but nobody else does!

The only way any quality service organization will thrive is if it lets people know of its existence, and then motivates people to change old habits. You can have a fantastic, transformative message, but if you keep it to yourself and your "small circle of friends," you will stay small. Radio broadcasting is an expense, sometimes a large expense. And many times it is hard to measure immediate results, but don't most investments fall into that category?

Growth will mean change and added responsibility for the ministry, so we have to really want that and be ready.

How can our broadcasts become self-supporting, or How long will it take to become self-supporting?

These are good questions. I have been in personal contact with many broadcast ministries and have asked these same questions. Those ministries that are self-supporting have been at it for awhile. And most, if not all, told me that their purpose was not to make money, it was to teach and share their understanding of Truth. None of them became self-supporting overnight. It takes time to build a following, especially if you are doing a once weekly radio show during a low listener period such as Sunday morning.

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CHURCH DEVELOPMENT & MARKETING ISSUES

NOTE: See "Church Development & Management Issues" article, which is co-authored this month by Barbara O'Heame and Dick Connor.

UNITY MARKETING

Dick Connor
Church Development and
Marketing Director

Last month I stated the Unity principle underlying the Church Development and marketing program--"The current body and affairs of the church are a 'faithful reflector' of the present level of Soul-consciousness." Church development is concerned with deepening and aligning the individual consciousness of the members of the Leadership Team and other leverage individuals.

The marketing goal is to have each church, through its people, programs, and promotions express the benefits of the Unity approach to the unchurched, and those residing in the Unity community who are receptive to the notion that "God is good, and is within each one of us."

But be ye doers of the word, and not hearers only. . . (James 1:22) and the outreach messages found throughout Luke are the driving forces behind the Unity marketing program. This requires that a marketing program be designed to address and appeal to the spiritual needs, human hurts, and service expectations of the targets of the communications.

The marketing program must be based on a timely and accurate analysis of:

- * The vision of the church
- * The outreach goals of the minister
- * The demographics of the Unity community
- * The needs and interests of the non-churched in the community
- * The current and planned educational and special interest programs
- * The spiritual and temporal "gifts" and talents of the Leadership Team and leverage individuals
- * The existing relationships with community influentials such as media and civic leaders

After an analysis of the data, a focused, time-phased program is designed

and implemented. This program includes, but is not limited to:

- * Training and encouraging members to share their Unity experience with their friends
- * Developing and enhancing relationships with community influentials
- * Joining and serving in "leverage" organizations
- * Promoting and conducting seminars and other special events
- * Placing radio "spots" on stations listened to by the communications targets
- * Creating and placing advertisements in newspapers

Next month I'll discuss the importance of developing and articulating a Vision for the church. In the meantime, if you have any questions, please call me--(703) 569-9131.

THE PRESIDENT'S LETTER

Cont'd from page 2

more is needed. Unity needs members and friends willing to give the gift of themselves not only to God, but to the instrument of Spirit where they receive their spiritual nourishment.

Now I understand. Freedom and commitment are not mutually exclusive. I have committed myself to a spiritual life, and I am more free than ever before. I believe strongly that Unity is to be a factor in the unfoldment of the Christ ideals on our planet. Therefore, what better place to commit ourselves than in a Unity church, center, or temple?

Surely, many of you love your Unity ministry. You have received much because of your involvement and participation in its activities. You are now a serious student of Truth and committed to living a spiritual life. Be committed to God, but let that commitment be expressed in your Unity church. I can assure you there is something for you to do that will assist your ministry in becoming all that it can be. This seems natural, for the ministry is committed to assisting you in being all you truly are.

VALUABLE SHIPPING INFORMATION

The Association of Unity Churches wants to serve you as efficiently and effectively as possible. We want to ship your orders inexpensively and yet have them arrive as quickly as possible. For large orders, the ideal method is to ship to a street address, using United Parcel Service (UPS). If you are ordering only a few small items, it is better to use the Postal Service. In some cases, the Association Shipping Department staff will use their own expertise on deciding which is the best method of shipment, depending on weight and distance.

In shipping with UPS, there are three ways of shipment:

"Next Day Air" This is the most expensive way to ship. However, if you need something for the weekend, this may be the way we would have to send it. The latest we could mail would be on Thursday before 1:00 p.m. This would allow you to receive the order sometime on Friday.

"Second Day Arrival" If you need something for the weekend, the latest that we could ship by Second Day Arrival would be on Wednesday, before 1:00 p.m. And again, your order should be received sometime on Friday.

"Regular United Parcel Service" This service is good for all 48 Continental States, and three of the Canadian Provinces, namely Ontario, British Columbia, and Quebec. Regular United Parcel Service will take anywhere from two to eight days.

Also, just for your information, in some states UPS observes some holidays that other people in that state may not observe.

All packages shipped through UPS are automatically insured for \$100.00. When returning items to the Association of Unity Churches, it would be least expensive for you to send it to us through UPS. However, if you return items to us through UPS, please do not use our post office box, rather send returned items to the **Association of Unity Churches, 350 Highway and Colbern Road, Unity Village, MO 64065**

One additional advantage to shipping with UPS is that should the package get lost, the shipper can put a tracer on the package and usually the shipper will get an answer back within six to ten days.

We trust this information on "Shipping" is of help to you.

The fact is that it takes money to start and sustain your radio ministry. It has to come from somewhere--but where? Let's look at some ways to attract money for the purpose of supporting your radio ministry.

Form a Radio Media Committee - This is of vital importance. You as a minister do not have time to deal with all the extra details of production, media buying and fund raising. I would never consider starting a radio ministry until I found the right people to handle this powerful aspect of ministry. Most of our churches have creative, energetic people in the congregations who are waiting to be asked to serve. Find out who they are (or start attracting them), and ask them to accept this opportunity. The committee's sole responsibility is to keep the broadcasts on the air and keep the vision and purpose alive within the congregation. This should be a fun committee! Radio is a fun medium and there are many creative fund raising ideas this committee could implement such as:

Fellowship - According to religious research studies, one of the main reasons people attend a church is for the fellowship opportunities. These fellowship opportunities can double as fund raisers for the radio ministry.

Adopt A Spot - Put up a chart listing the times and dates of your radio broadcasts and ask people to sign up to sponsor one or more of the programs. (Wendy Craig, minister in La Jolla, California, promotes her daily radio show in her monthly magazine. She offers people the opportunity to help carry the Unity message in the media by sponsoring either a radio program or newspaper ad.) Always mention your program in your announcements and newsletter. This is excellent cross promotion.

Ask - Many times a dedicated, energetic committee member can be more effective asking for money for a specific purpose; i.e., radio programs. This relieves the minister of the responsibility of always having to ask for money. Keep the need and purpose before the congregation.

Y.O.U. Involvement - Get the Y.O.U. involved. This makes a great service project for a youth group. Kids love radio. Princeton Religious Research indicates that one way to keep teens coming is to give them a creative,

meaningful project where they can see, or in this case, hear the fruits of their labors.

Increased Attendance - One result of a creative, well-thought-out, and well-placed radio program, or promotional effort will be increased attendance and participation in your church. This expands your income base.

Mailing List - One very successful radio minister became self-supporting in less than a year by using a mailing list of 4,000 names. He contacted them and told them what he planned to do and why. Within six months, he was self-supporting. He now budgets \$100,000.00 annually just to buy radio airtime.

Marketing of Books, Tapes, Services - Radio programs, whether they are the 60-second spot variety or the longer format, are excellent vehicles to let people know about the books, tapes, and services you offer that can enhance their lives. This is an excellent way to get our Unity material passed around, and to recover some of your broadcast expenses.

Donations - Everyone of the ministries I spoke with that became self-supporting said that they had eventually attracted large donors who had been deeply touched by their message.

These are just a few ways that come to mind. I would appreciate hearing about your ideas and successful fund raising techniques.
Stay tuned!

SPARKPLUGS

Talk Topics & Sermon Starters from
Unity publications

This month: Mysteries of Genesis and
Mysteries of John by Charles
Fillmore and The Charles Fillmore
Concordance.

Every religion, movement, and philosophy has basic resource books that are essential to understanding and studying their particular concepts. In the Unity movement, we rely primarily upon inner spiritual guidance but also upon Truth teachings and principles found in many books. No Unity Church or Unity Center is complete without the teachings of Charles Fillmore, and two of his most profound works are Mysteries of Genesis and Mysteries of John.

How better can the emergence of spiritual consciousness be taught than with the ideas Charles Fillmore presents in the story of Jacob in Mysteries of Genesis? "Our faculties in the first stages of their unfoldment express themselves on the lower planes of sense. Like everything else with which we have to deal, they have a physical, a mental, and a spiritual side to bring into manifestation"

Charles Fillmore offers a clear explanation of a deeper, more developed consciousness in Mysteries of John. "John the Baptist (representing the illumined intellect) decreases on the sense plane in proportion as the intellect is lifted up in spiritual consciousness. The faculty decreases on one plane only to be reborn on a higher one."

Whatever topic you want to discuss, refer first to The Charles Fillmore Concordance, in which subjects are alphabetized for easy referral to his books. Get enlightening ideas to use with your own inner spiritual illumination.

You can order Mysteries of Genesis, Mysteries of John, and The Charles Fillmore Concordance from the Sales Department of Unity School of Christianity.

EXPANSION NEWS



Susan Eng
Expansion Coordinator

TWO GETS RESULTS

Could Sears have been as successful without Roebuck? Rogers without Hammerstein? Gilbert without Sullivan? Hewlett without Packard? Could Laurel have been as successful without Hardy? Proctor without Gamble? Or Simon without Schuster? Partnerships have four times better chance at success than someone starting solo according to a study of more than 2000 businesses that were founded since 1960. This makes sense. One "inside" person takes care of the product development and production while the "outside" person is responsible for sales and public relations.

Discipline, according to the study, was the equally important reason partnerships are successful. People in business as the lone wolf are significantly more likely to waste time than people who have partners. Many solo entrepreneurs simply do not use their time effectively and procrastinate. It isn't something that is done deliberately. This behavior pattern was found to be more a product of the structure of the business than a personality flaw. Having no one to answer to, the same abundance of time and attention is given to trivial matters as to high priority projects.

"They continually make demands on one another - usually without realizing it. These demands supply a kind of discipline against inefficient use of time. And that discipline, even more than their traditional division of labor, is what has kept

them motivated and on the path to success. Honorable individuals, each feels a strong sense of obligation to the other. That makes both operate less self-indulgently and more responsibly than if each were in business solely by himself," says Scully Blotnick, a business psychologist and author of Ambitious Men: Their Drives, Dreams and Delusions (Viking Press, 1987).

If building a healthy, growing and vital church is your goal, forget the "I did it all by myself" and add another minister or two. Not many ministers are so highly energetic and multifaceted that they can do everything themselves.

Eighty percent of Unity ministries have 150 or under in attendance at a Sunday worship service. This "150 Barrier" seems to be difficult to break. Only seven percent of Unity ministries had a twenty percent or over increase in their Sunday worship service attendance according to the 1986 and 1987 Association

Membership Reports. Two percent of Unity ministries had a decrease of over twenty percent.

According to Dr. Win Arn, founder and president of Church Growth, Inc., Pasadena, California, "A church should have one full-time staff member for every 150 persons in worhip." Full-time staff refers to those who are considered program/professional staff. It does not include secretarial or custodial support staff.

Dr. Arn offers the guideline below for when to add another minister:

If the next person added to your church staff is in the area of church growth, this person will normally pay his/her way in the first year to year and a half by the increase in active membership.

Want results? Add a minister and your ministry will be on its way to becoming "all that it was created capable of becoming, growing to its full stature and thus fulfilling its purpose."

STAFF		
AVERAGE WORSHIP ATTENDANCE	FULL-TIME	PART-TIME
0-150	1	
150-200	1	1
200-300	2	
300-400	2	1
400-500	3	
500-600	3	1

GIFTS TO STUDENT TRIP FUND

Any ministry or minister wishing to give a gift to the 1988 graduating class trip may do so by sending a check to the Association of Unity Churches, clearly marking it for the 1988 Class Trip Fund. This should be a gift, over and above the regular tithe.

SUPPORT SERVICES REPORT



Ron Tyson
Support Services Coordinator

GATHERING TOGETHER IN UNITY

Now that the holiday season is over, all eyes are on Orlando, Florida, site of the Association's second People's Convention. Can't you feel the thrill and excitement of more than 2000 ministers, licensed teachers, lay people, family and friends coming together in Unity?

Your Program Committee and the Central Florida ministries are making a labor of love planning this activity. More than 175 volunteers are now being recruited to assist you in making this one of the best Conventions ever!

So make plans now to come early and

stay late. The Convention itself will run from June 12-17, 1988. The Peabody Hotel has extended their special discounted room rates to cover three days before the Convention and three days after.

You will be pleased that Orlando was chosen for the '88 Convention. There are so many interesting things to see and do in central Florida. While much of the focus of central Florida is on Disney World and Sea World (which are only minutes away from the Peabody), there are gorgeous natural sites that are ideal for a morning or afternoon trip. Canoe trips or day hikes are available at either Alexander or Juniper Springs. Of similar interest is nearby Silver Springs, located in Ocala, Florida, which features jungle cruises in glass bottomed boats. Cypress Gardens in Winter Haven is an expanse of immaculately landscaped grounds with moss-draped cypress, flowers, pools and grottoes. The white sands of Daytona are only an hour's drive.

And wait until you see the all new Peabody. . . opened in November of 1986, it is one of the world's most beautiful and unique hotels. Recreational facilities include two swimming pools (one for adults and one for children), four lighted tennis courts, health club and spa. And where else can you enjoy the spectacular "Peabody Duck Parade"? Only at the Peabody! While "The King Cotton March" resonates through the lobby, five hand-picked mallards -- one male and

four females -- promenade from the "Duck Palace" down the rolled out red carpet to the ornate lobby fountain. "They know if they follow the red carpet, there's a peaceful fountain and plenty of food at its end." There they cavort until 5:00 p.m. each afternoon when a retreat is sounded and the promenade reverses back to the "Duck Palace."

The hotel consists of 891 rooms, four hundred and fifty of which have been reserved just for us. All of our group meetings as well as our Thursday evening dinner/dance will be held in the huge 28,000 sq. ft. Plaza International Ballroom. Other rooms in the hotel will house our Prayer Room, Bookstore and Gift Shop, Children's Program, and special workshops and seminars.

Make plans now to attend this exciting event. Know that omnipresent SUBSTANCE provides abundantly for your trip to Orlando and is now drawing everyone and everything needed to bless your ministry while you take this valuable time away to give and receive.

We solicit your prayers for the '88 Convention, asking you to know with us that Omniscient God Mind is at work in and through each activity, minister, licensed teacher, family member and friend who is now being drawn to this Convention by divine appointment.

If you have not received your Registration Packet by mail, please indicate the number you desire by completing the Convention Order Form below:

CONVENTION ORDER FROM

Please mail the following:

Convention Posters _____

Convention Brochure _____

Florida Poster _____
(One per church while they last)

Hotel Registration _____

Airline Registration _____

Auto Rental Information _____



Name of Church _____

Address _____

City _____ State _____ Zip _____

Phone Number _____ Date _____

THE ASSOCIATE - SERIES V

WHAT KIND OF COMPUTER SHOULD I BUY?

The most common question that we receive here at the Associate centers around the purchase of equipment. The question unfortunately has no simple answers. There are as many variables as there are people asking the question.

When one enters a computer shop the first question a salesman will ask is, "What do you plan on using this machine for?" Most of us will feel a slight sense of panic when we realize that, in truth, we really don't know what this new monster can do for us and our church. We are not going to be out done by the salesman, however, so we think of all of the computer terms that we only half understand and say: "Word processing, Data Bases, and Spread Sheets." We then wonder why we said all these things. What we really know is that lots of successful churches and ministers are using computers and we want to gain whatever it is that they have.

Don't feel embarrassed, computers are capable of doing so many different tasks, many that you and the salesman

could never think of in the store. Most computers are very felxible. The machine's real value will probably not be realized until it has been in your church for a year. By that time your skill and understanding of the machine will have grown to the point that you will be teaching the computer store salesman of new tasks that your computer is doing for you.

Another factor in this confusion is prejudice. We all have it and before we continue with this article it is best that you hear ours. There is some very sound logic and good reasoning behind our beliefs. There is also some pure feeling, emotion, and unfounded opinion that constitutes our advice. All that we can promise for sure is that this is true for every advisor.

Now! . . . We believe in Big Blue! (i.e. IBM).

Every system at the Association of Unity Churches can at least read and write files that are IBM compatible. These machines are all built around a Central Processing Unit (CPU) from "Intel Corporation." This is the "brain" of the machine. Other machines use other kinds of "brains." That is why, under normal conditions, Apples, Commodores, and

IBMs don't mix.

There are, however, a lot of machines on the market called Clones. These are copies of IBM machines. Some are very, very good machines. There is also one copy of an Apple called a Laser.

Up until recently, unless someone had more money than they knew what to do with, a clone was the answer. They are some of the best machines on the market from large, well respected companies. Today, however, Big Blue has done it again! IBM is competitive. Yes, when you are comparing price, power, and options your local IBM dealer, usually called Computerland, can give a very good deal. Some prices are as cheap as the discount houses advertising in computer magazines.

End of unpaid advertisement.

The best advice that we can give is to think toward tomorrow. Just meeting today's need may be a disappointment later, so try to buy the most powerful machine that is affordable.

At the Association we will soon have a demonstration set up for you to view on your visits to the Village. Look for further news on this development.

MINISTERIAL EDUCATION PROGRAM STUDENT BIG BROTHER/BIG SISTER PROGRAM

Would you be willing to serve as a big brother or big sister to a Ministerial Education Program student? This program would allow you to serve as the student's big brother or sister throughout the two-year school term supporting them with your love and faith and friendship. If you are willing to serve in this way, please fill in the form below and return to the Association Office, P.O. Box 610, Lee's Summit, MO 64063.

Yes, I am willing to serve as a big brother/big sister to a Ministerial Education Program student.

NAME _____

ADDRESS _____

PHONE NUMBER _____

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 Seven Months Ended October 31, 1987

INCOME-OPERATIONS

	<u>September</u>	<u>October</u>	<u>Year to Date</u>
Love Offerings	\$74,117.09	\$64,397.04	\$468,459.22
Other Income	<u>3,423.30</u>	<u>1,783.89</u>	<u>18,064.62</u>
	77,540.39	66,180.93	486,523.84
Less: Tithe Transfer	<u>7,241.36</u>	<u>6,157.79</u>	<u>46,050.52</u>
	70,299.03	60,023.14	440,473.32
Gross Profit Material	<u>7,330.47</u>	<u>7,355.43</u>	<u>33,811.98</u>
Total Income	<u>\$77,629.50</u>	<u>\$67,378.57</u>	<u>\$474,285.30</u>

EXPENSES-OPERATIONS

Total Expenses	<u>\$67,209.00</u>	<u>\$65,640.33</u>	<u>\$437,878.77</u>
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INCOME OVER (UNDER) EXPENSES:	<u>\$10,420.50</u>	<u>\$1,738.24</u>	<u>\$36,406.53</u>
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Unity School Contribution to the Association of Unity Churches Through Services Provided

Month of September: \$7,473.12

Month of October: \$6,177.91

Year to Date: \$50,793.20

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



PROCEDURES for GRANTING LICENSED TEACHER STATUS following the SKILLS DEMONSTRATION SEMINAR

There seems to be some confusion as to the exact process for granting Licensed Teacher Status following the Skills Demonstration Seminar. To clear up this confusion, I am outlining the procedures that are required and followed.

Each participant in SDS is evaluated by their peers (all participants in SKS) as well as instructors/facilitators during the course of activities throughout the week. Following SKS, all of these peer evaluations are carefully reviewed, along with facilitator input regarding each participant.

The minister of each participant is once again contacted by letter requesting their approval to grant licensed teacher status. The Director of Education and the Executive Director of the Association of Unity Churches create a recommendation (either to grant licensed teacher status or no status be granted) based on their input from the peer evaluation, the facilitators, and the ministers.

Those recommendations are then presented to the Association's Board of Trustees at the next regularly scheduled meeting for approval. The teacher/candidate is notified as soon after Board approval as practicable.

PARTNERS IN MINISTRY

a network of spouses of ministers



Karin Mosley & Weaver Hess

Ah-h-h, LOVE is in the air!! It's February, the month of cupids and hearts. Valentine's Day gives us the opportunity to say, "I love you!" with perhaps a greater ease than any other day of the year. May every day be Valentine's Day. May you say to someone today and everyday, "I love you." As you look at yourself in the mirror today and everyday, may you see that wonderful, beautiful being before you and, recognizing that Christ Light within, say "I love YOU!"

Our guest author this month is **Don McKee** a Partner in Ministry from **Kerrville, Texas**:

During a recent retreat, "Deep in the Heart of Texas," I noticed that many people (most of the people) were enjoying the wide open spaces. Many, but not all, were willing to open their minds and expose their mental sponges to absorb the Spirit that was evident throughout the entire environment of the Texas Hill Country.

Then a challenge, a problem, became evident. I'll call the problem "Leo," although that is not his name.

My job during these annual conferences/meetings/retreats is to assist as needed in any of the many areas. The main task is to check meal tickets. We have "live-ins" as well as commuters--people from Tulsa, Oklahoma; Albuquerque, New Mexico, as well as all over the state of Texas.

I have no idea where "Leo" calls home.

The Friday dinner line had begun to form when Leo made his appearance known with the statement, "This is the most confused organization I have ever seen." I asked if there was anything I could do to answer any of his questions. "That would have been twenty minutes ago," was his reply.

The rest of the weekend I tried to avoid Leo. Not because I didn't think I could handle the situation, I just thought that Leo had to do some searching on his own. I found, during conversations with some of the other volunteer workers from our church, that I wasn't the only one who had noticed Leo and his self-imposed, portable closet in which he was living. His iron-barred closet was jailing him in and keeping everything and everyone out.

Recently, while studying for a class I'm teaching, another challenge, a problem from a not-too-distant past was brought to mind. I was reminded of the class in communications during my last session of the Continuing Education Program at Unity Village. Our class was such a size that we had to be split into two segments with two instructors. One class would give their talks before one of the instructors, then the classes would trade locations.

I received one common piece of instruction: "Move around the platform more." I hadn't realized that I was a permanent fixture behind the podium.

While alone, trying to figure out why I didn't take the instruction from the first teacher into practice for the second talk, I made a discovery that could be credited only to habit. During the eight years of doing the platform chairman's work for our Sunday services I knew that, if I took one step to the left, I'd be off the platform. Likewise, if I took one step to the right, I'd be off the platform. Therefore, I had trained myself to be a "sitting duck" and not a "moving target."

As diverse as these examples may seem, they are excellent, comparable lessons for Partners in Ministry.

DON'T CLOSET YOURSELF and at the same time **DON'T LET IT BOTHER YOU TO TAKE THE STEP!**

As the example of the ministry we are serving, a Partner in Ministry must be open to accept those who expect us to know how to solve the problems that happened "twenty minutes ago" and, at the same time be able to step off the platform, either to the right or to the left, and communicate with the questioning/seeking/needful person before us.

While being open to accept we cannot allow ourselves to be "sitting ducks" either. Remember the saying that came from an old TV show: "Not my job, man."? Well, if a person or circumstance is going to cry for help from inside a closet/jail and the locks are all on the inside, there is nothing we can do until the door is opened by a true request for help. Then, we must be willing to "move around the platform" and find a direction to give all the help from our God-given guidance.

I have found that I must be willing to take that step off the platform, whether I am the closeted/jailed one or the cry for help comes from a board member, a congregation member, a person I've never seen before, or if the cry comes, silently or openly, from my partner in life and in ministry.

Thank you, Don!! A special "I love you" for sharing with us this month. Your taking the time to write for Partners says, "I love you" to everyone reading this magazine!

Won't you take a few moments to write your feelings, solutions, funny stories, whatever - your story is unique. Partners everywhere have the idea they are the only person in the whole world going through a particular challenge when, in reality, there are many of us going through the same things. There is someone who needs to hear YOUR story. Please take a few moments also to answer the fun questions from the December/January issue of **CONTACT** and send them to me. The address: **Partners in Ministry, P.O. Box 610, Lee's Summit, Missouri 64063** or phone 816-524-7414. All calls and letters of a personal nature are treated confidentially. **I LOVE YOU!**

CONTACT READERSHIP SURVEY

(Please refer to section regarding this survey in Executive Director's Letter)

Name _____

Name of Church _____

Location of Church _____

Your Position in Church _____

Do people in the following church roles currently receive CONTACT?

Minister _____ Associate Minister(s) _____

Licensed Teacher(s) _____ Board Members _____

Youth Director _____ Y.O.U. Sponsor _____

Y.O.U. President _____ Others (please specify) _____

The percent of CONTACT that I generally read is:

☐ 75 - 100%

☐ 25 - 50%

☐ 50 - 75%

☐ 0 - 25%

The three things I most appreciate about CONTACT are:

The three things I like least about CONTACT are:

CONTACT would be of more service to me if it:

CONTACT would be of more service to my church if it:

Additional comments:

EDUCATION DEPARTMENT NEWS



Bob Ellsworth
Director of Education

This is my first sharing with you as the new Director of Education for the Association. I'd like to introduce myself and let you know something about me. As I'm writing this, I'm still back at the church in Vancouver, Washington, that my wife and I have co-ministered since 1981. Bernadette is remaining in Vancouver as senior minister.

These past six weeks have been exciting and difficult, as any of you who have left a ministry know. Sharing with the congregation about what's happening during the process is, in my opinion, essential for a healthy transition. But it's difficult. The final goodbyes are happening now and I'm about to begin my journey to Unity Village.

Sometimes I wonder, "Is this really happening in my life?" When Glenn Mosley called October 1st to ask me to consider applying for the opening, I said that I wasn't interested because too many exciting things were happening in our ministry. And besides, I knew that Bernadette would not want to leave Vancouver. But Glenn closed with, "Pray about it." I did, and through a series of events that would take too long to describe, I phoned back four days later and told him I was interested in being considered. I have no doubt that a power greater than myself was in charge of the events that led to changing my mind, but a part of me still can't quite believe it.

A larger part of me feels very excited about the Director of Education position. I don't yet know what all the priorities are, but I do feel that the Association is making an increasingly significant contribution to the quality of ministry in the field. In my experience, there has been a marked shift toward excellence. I see this in the materials available to the field and in the training and support services offered by the Association.

I have already been privileged to help draw together the perceived priorities for the Youth Education consultant's positions, both at the regional and the Association levels. These priorities will be reviewed and responded to, first by the Standards Committee (Regional Reps) in January, and then by the Y.E. Consultants in

early March. Out of this should come a much clearer and more helpful understanding of how the regional and Association Y.E. Consultants can best help the churches better serve the needs of children and youth. As these Y.E. priorities are revealed, they will be shared with you, and can serve as guidelines for helping you provide better programs for youth.

I am looking forward to being at the Village and serving in the position of Director of Education for the Association. Your prayers are welcomed. And prayer can be powerful. Ask Glenn.

LIGHT ON THE PATH Trish Robinson

This is the month often referred to as the Love-month. In addition to celebrating the birthday of two presidents, we also celebrate Valentine's Day, the day of hearts, candy, flowers, and cards that express love and friendship. This time last year my article was on "Love-Arrows." Visualizing shooting love into someone or some situation where there seems to be a lack of harmony. Quite a few of you commented and told me how you were making use of the article. Following is a sampling:

One center made many copies and whenever someone would be heard complaining too loudly or too often, it was suggested to them to pick up a copy of "Love-Arrows" and work with it.

One minister did a workshop around "Love Arrows." Another person (I'll call her Jane) shared that a woman at her place of employment did excellent work but she was so difficult to work WITH that the rest of the employees' efficiency went down and she was going to be let go. Jane read the article and began to fill the woman with love-arrows. In her legs, arms, every part of her body and Jane saw her just filling with love. As Jane related it to me, she became very excited saying, "It really works, it really does. In three days the woman was no longer harrasing everyone." On the scheduled day, instead of giving the woman her walking papers, Jane was able to commend her, not only on her work, but on her attitude as well.

I'd also like to share that one time when I had been FILLING someone with the love-arrows and it seemed to no avail, I said to God in frustration, "God, I have so filled her, she has been shot with so many arrows, that love ought to be spilling out of her all over the place - what's wrong?" The answer came with no hesitation, "You are shooting the wrong person!" Trish went to a mirror quick and began shooting LOTS of love-arrows. It does work. And it's fun.

Soon will be the Spring Equinox. This is a good time for self-examination, re-evaluations, and the preparing to replace any out-worn habits with new ones more conducive to our growth and well-being.

Love and best blessings.



Lisa Wissman
Youth Ministry Coordinator
Pre-Primary/Primary

TEACHING LOVE IS LIVING LOVE

Every year, the entire nation joins together and celebrates on February 14 what we in Unity celebrate all year round - LOVE - Or do we? Do we celebrate love all year round? So often we become absorbed in the technicalities of it all. . . the lesson plans, the outline, the metaphysics, the activities, the assemblies, the glue, the paper, the buttons, the sparkles, and on and on and on. Oh, those things are all important, but oftentimes we get so caught up in the "lesson plan, outline, metaphysics, glue, paper, buttons, sparkles" of it all that we may forget what it is we're doing it for in the first place.

If teaching love is what it's all about, then living love is what we need to be all about. Glue, paper, scissors, and talking may help get a concept across, but we're teaching more than concepts. . . we're teaching love, and love is something that is expressed not something that hangs on the refrigerator (though I have seen some pretty impressive refrigerators!!).

Take just a moment and either mentally or on the lines below, list five qualities of the most loving person you've ever known:

1. _____
2. _____
3. _____
4. _____
5. _____

Now think about yourself for a moment. You know you're a loving being and I know you're a loving being, but list (again, mentally or below) five qualities about yourself which signals to others that you are a loving person:

1. _____
2. _____
3. _____

4. _____
5. _____

Was it easy? Were you able to think of five loving qualities which are a natural loving expression of you? Take another look at the two lists. Put a little mark by the qualities on your second list that you would like to strengthen. Now, choose one of the qualities from the most loving person list and add it to the list of your own qualities. Adopt that loving quality as your own. Practice it, live with it for awhile; try it on and see how it fits. If it feels good on, you might decide you like it well enough to keep it. If you are comfortable enough with it, you may decide to add some more.

This may seem like such a simple thing, but so often we just forget to express the love that we truly are.

I think the most loving person I ever knew was my father. When I was growing up I remember he'd say "Hi" to everybody. He didn't have to know them, they just had to be within earshot. It didn't even matter if they said, "Hi" back to him. . . he was just tickled to be able to share with one more loving person. And then a few weeks ago I saw a little two year old boy do the same thing in an airport terminal while I was waiting for my plane to go home. He went from person to person and back to some twice who weren't quite willing the first time through. He touched each waiting passenger's knee, looked them square in the eyes, put on his biggest, brightest smile showing every brand new white tooth and said, "HI" with all his heart and soul. By the time the plane was ready to board, he had touched every heart, tied a ribbon around it and sent it on to its destination, and the only word he used was "HI." How simple. Children are born ready to reach out. Let us, as teachers, meet the children where they are; ready to live love.

As you prepare for each lesson, think about the different ways you will express love. As Sunday School time approaches and the glue is dried up, or the sparkles spill, the pink construction paper is all used up and the assembly runs a little too long. . . there is your chance. . . how will you choose to live love. In order to live love, we must be love. Enjoy the challenges that come your way. Use the opportunities to live love to the fullest; after all, that's what we're celebrating!!

Additional Resources

Celebrate Yourself by Eric Butterworth
Unity Books; Unity Village, MO.

LOVE by Leo Buscaglia
Fawcett Crest; New York, NY

Teaching Today by Locke E. Bowman, Jr.
Westminster Press; Philadelphia, PA

UNITEEN/YOUTH OF UNITY MINISTRY

YOUTH MINISTRY LEADERSHIP

Joyce Culey

Youth Ministry Coordinator

(Pre-Adolescent, Adolescent, Youth Adult)

Youth groups possess personalities just as the individual members do. Many factors are involved which influence the group's personality, including the "climate" or environment, relationships and the stages of group development. To provide insight into the potential dynamics involved within a Uniteen or Youth of Unity group, this article will focus on the four stages of group development. Common frustrations voiced by teachers and sponsors will hopefully be evaluated in a new light. For example, how often have you heard, "I can't get the group interested in anything; they act so bored!"; or, "We can't seem to get anything done. There is always a personality conflict or competition of some kind going on!"; or, "New kids come and visit but they never seem to stay. At this rate we will never grow!"; or, "I really miss the ones who went on to college. These new kids are great but they seem so immature. I can't count on them for anything like I could with the others!" Each statement has validity for the youth worker; however, there may be a different explanation for the group's actions or non-actions related to one of the four stages of group development.

STAGE I DEPENDENCE

This stage is the new group. The members are unaware of the group's purpose, what their role will be and what will be expected of them. Often labeled "immature" or "uninterested," the reverse is actually true. The members' needs at this stage involve feeling comfortable, being accepted, and building rapport.

Your role as the leader in this cycle of development is to provide a positive role model. Set an example by introducing activities, lessons, discussions, etc., which will encourage group bonding. Do not be afraid to set limits as the group's foundation is being built; establish with the group a set of Heart Agreements which everyone will commit to. These may include confidentiality, respect of others, inappropriate behavior, etc. The pitfall to be aware of with this stage is the temptation to compare the group to the "old" one. Remember to allow the personalities and dreams of the "new kids" an opportunity for expression.

STAGE II REACTION

All new groups normally go through a period of struggle for control. There may be concern expressed about "organization" or whether a certain individual is "qualified" to be an officer. The youth may also reject the leader, certain members or newcomers. Your role as a leader during this stage involves encouraging communication, continuing with the schedule (i.e., Sunday lessons), and again role modeling positive

behavior. The use of Heart Talks provides an excellent avenue for sharing of feelings in a non-threatening environment. This is also a perfect time for teaching Unity principles of practical Christianity. The "headaches" experienced as the group struggles for finding their individual comfort zones provide wonderful lesson ideas. The issue at this time isn't so much that "things just don't get done due to conflict," rather the group is involved in finding their direction, understanding themselves and each other.

STAGE III COORDINATION

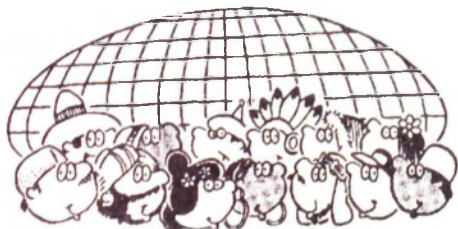
The group has reached a level of comfort, in that bonding has taken place. It is also a time for healing of wounds which may have emerged in the second stage. Everyone seems to care what happens and accepts responsibility for the group. The drawback at this stage is, in fact, the group's closeness. Newcomers may find it difficult to find their niche, not fully understanding what has transpired. As a leader, your role is again to be a positive role model. Discourage cliques, reminding the group of how they felt when new and trying to "fit in." Expanding the group size should not be the goal during this time, rather youths should be encouraged to be receptive and open to change. As the youths open up and welcome new members, not only will the group size increase but old wounds truly are set aside as they begin demonstrating what they have learned.

STAGE IV INTEGRATION

This stage of group development is often looked upon as the "goal." However, each stage is vitally and equally important. Integration is simply the result of all the experiences and learnings involved in the first three stages. This means the "mature" phase in the sense that the group moves away from exclusive concerns about themselves to a balance of concern for tasks outside the group and for the group. This is an excellent time for peer leadership training. Allow the "experienced" youth to assume responsibilities for lessons, activities, events, etc., and encourage them to include a newcomer in the process. Such opportunities provide many rewards for both young people. The drawback for the leader in this stage is holding on to the comfort zone that has been established during the integration stage. Remember to let those ready to move on go to their next experience and not ignore those still part of your group. The graduating youth will take with them many new skills and understandings.

Consider these stages of group development as you work with your youth group. Each one participating in the group's activities is a unique spiritual being greatly deserving of your love and respect.

YOUTH MINISTRY LENDING LIBRARY



The Youth Ministry Lending Library was established as the 1986-87 International Youth of Unity Service Project. Its purpose is to provide audio-visual resources on a variety of subjects to Uniteen and Youth of Unity groups.

What resources are available?

A variety of subjects are covered with videos, cassette tapes and books. Please see the list at right for subjects which may be of interest.

How do I reserve library resources?

Call the Association of Unity Churches, (816) 524-7414, and ask for the Education Department. Requests will be reserved on a first come first served basis.

Is there a charge?

There is no charge for borrowing library resources. However, you will be charged shipping costs for the resources sent.

How long may I keep a resource?

Library resources may be reserved for up to two weeks after receipt. A return deadline date will be established when your request is placed.

How do I return the borrowed resources?

Please return all items by UPS Second Day Delivery. This will ensure its prompt return for others' use. You are responsible for the shipping costs.

How many items may I reserve?

Due to the limited number of resources available at this time, requests will be limited to one item.

What happens if a library resource is damaged?

Should a library resource be damaged while in your care, a replacement charge will be invoiced.

AVAILABLE MATERIALS FOR YOUTH MINISTRY LENDING LIBRARY

VIDEOS:

"THE BIGGEST AND THE BEST," offers three discussion starter films on three of the biggest problems confronting teens today: peer pressure, love, and self-image.

- (1) "Face Value," is a provocative look at peer pressure that asks, "In succumbing to the pressure, am I really being accepted, or am I just dying to the person I was meant to be?" (10 minutes - Uniteen, Y.O.U., Adult)
- (2) "Heartburn" challenges teens to examine some common misconceptions about love, and to develop their own definitions of true and unconditional love. (10 minutes - Uniteen, Y.O.U., Adult)
- (3) "Eagle Break" helps teens see that self-image is often founded on wrong input that can work to make us our own worst enemy. (6 minutes - Uniteen, Y.O.U.)

"ONE IN A MILLION" is an excellent discussion-starter to help viewers discover personal significance and value in their own lives, and to stimulate awareness concerning the value of every human life. The video introduces Bobby who, hindered by a slight physical handicap, is tormented by self-doubt. (17.30 minutes - Uniteen, Y.O.U.)

"THE MASTER KEY" unlocks the door to self-understanding. Open the door and experience your unlimited potential. There are no words in this video - no one will tell you anything. On this journey of music and sight you communicate with yourself. The video opens by comparing scenes of stress in our daily lives to experience inner peace. (22 minutes - Uniteen, Y.O.U., Adult)

"THE MASTER KEY - A SYMPHONY OF SIGHT AND SOUND" unlocks the door to self-understanding. Open the door and experience your unlimited potential. There are no words in this video - no one will tell you anything. On this journey of music and sight you communicate with yourself. (22 minutes - Uniteen, Y.O.U., Adult)

"THE QUESTION" presents a balanced perspective that touches upon the emotional, physical, social and spiritual aspects of suicide, thus providing the viewer hope and direction in dealing with this serious problem. Will Turner, a high school senior dealing with his brother's suicide, is faced with the question, "What is the meaning and purpose of life?" (36 minutes - Uniteen, Y.O.U., Adult)

Continued on page 19

OUR REGIONAL YOUTH OF UNITY COORDINATORS

The International Youth of Unity is divided into regions with a Coordinator hired by the regional ministerial board. These eight very special people offer their love, energy and enthusiasm above and beyond the "call of duty."

FEATURING: **RICK ROGERS** **SOUTH CENTRAL REGION**

Rick Rogers of the South Central Region is one of these dynamic individuals. Rick came to the midwest from sunny southern California as a ministerial student and is now completing his second year. As the new Y.O.U. Coordinator, Rick brought a basketful of gifts to share. He not only had served as the Southwest Region Y.O.U. Coordinator, but was a Y.O.U. chapter sponsor and teacher. As a teen, Rick was a Y.O.U'er and held both chapter and regional officer positions. His educational and business background include a B.S. in Business Administration and graduate work in psychology from Long Beach State, sales, and marketing. All these experiences have gifted the South Central Region Youth of Unity in limitless ways, and in exchange have offered gifts back to Rick. When asked what he loved most about his work, Rick replied, "Getting to meet Y.O.U'ers and sponsors from around the world and see how Unity has changed and improved their lives." Rick's dream for Y.O.U. is "that every church have an active Y.O.U. that serves the needs of the community."

Rick, his wife Tamis and cat Libby, live in Lee's Summit, Missouri. Though the winter days in Missouri don't quite equal those in California, the International Youth of Unity is always guaranteed Rick's huge smile and laughing enthusiasm. Thank you, Rick, for your dedication to youth ministry. And thank you also, Tamis and Libby, for sharing your time with Rick with so many others!

YOUTH MINISTRY LENDING LIBRARY

Continued from page 18

BOOKS:

"HAPPY AND ALIVE" by Lori Misl, M.S.W., is a guide for all adults. This book offers a step-by-step guide to successfully deal with children/teens by leading them with love around the fear, insecurity, depression and self-destructive models many may be facing today.

"YOUTH HELPING YOUTH: A Handbook for Training Peer Facilitators" and "CARING AND SHARING: Becoming a Peer Facilitator" by Robert D. Myrick and Tom Erney, a leadership training program for youth. The leaders manual provides tips for developing a systematic and effective peer facilitator program. The student handbook offers a systematic approach for learning helpful skills in working with other youth.

Additions to the Youth Ministry Lending Library are made possible through
tithes and love offerings to:



Association Youth Ministry Lending Library
Association of Unity Churches
P.O. Box 610
Lee's Summit, MO 64063
(816) 524-7414

"REAL FRIENDS"

Inventory Item from the
Association of Unity Churches

"Real Friends" is filled with clear, step-by-step advice and real-life examples that teach basic skills for making friends, starting conversations, and feeling comfortable in all sorts of situations. This book is based on the author's, Barbara B. Varenhorst, Ph.D., experiences in a Peer Counseling Program. Dr. Varenhorst, a nationally recognized authority on peer counseling, offers ideas which show young people ways to care for themselves and others, help each other mature and build self-esteem, and even cope with serious problems. This is an excellent resource for Uniteens and teachers, Y.O.U'ers and sponsors, ministers, parents, and anyone interested in peer counseling or making real friends.

Inventory #1363

\$6.95

YOUTH MINISTRY CURRICULUM FIELD TESTERS NEEDED

Are you looking for new curriculum to use in your Sunday School, Uniteens, or Youth of Unity groups? If so, please consider being part of the field testers evaluating the new three-year Bible-based curriculum. If interested, please call the **Education Department** at the Association of Unity Churches (816) 524-7414.

LICENSED TEACHER WEEK

February 20 - 26, 1988

A great week has been planned for you. Also, if you haven't met the Reverend Bob Ellsworth, new Director of Education, you'll have a great opportunity. His workshop is two hours each day Monday through Thursday.

See you soon!
Have a pleasant, successful journey.

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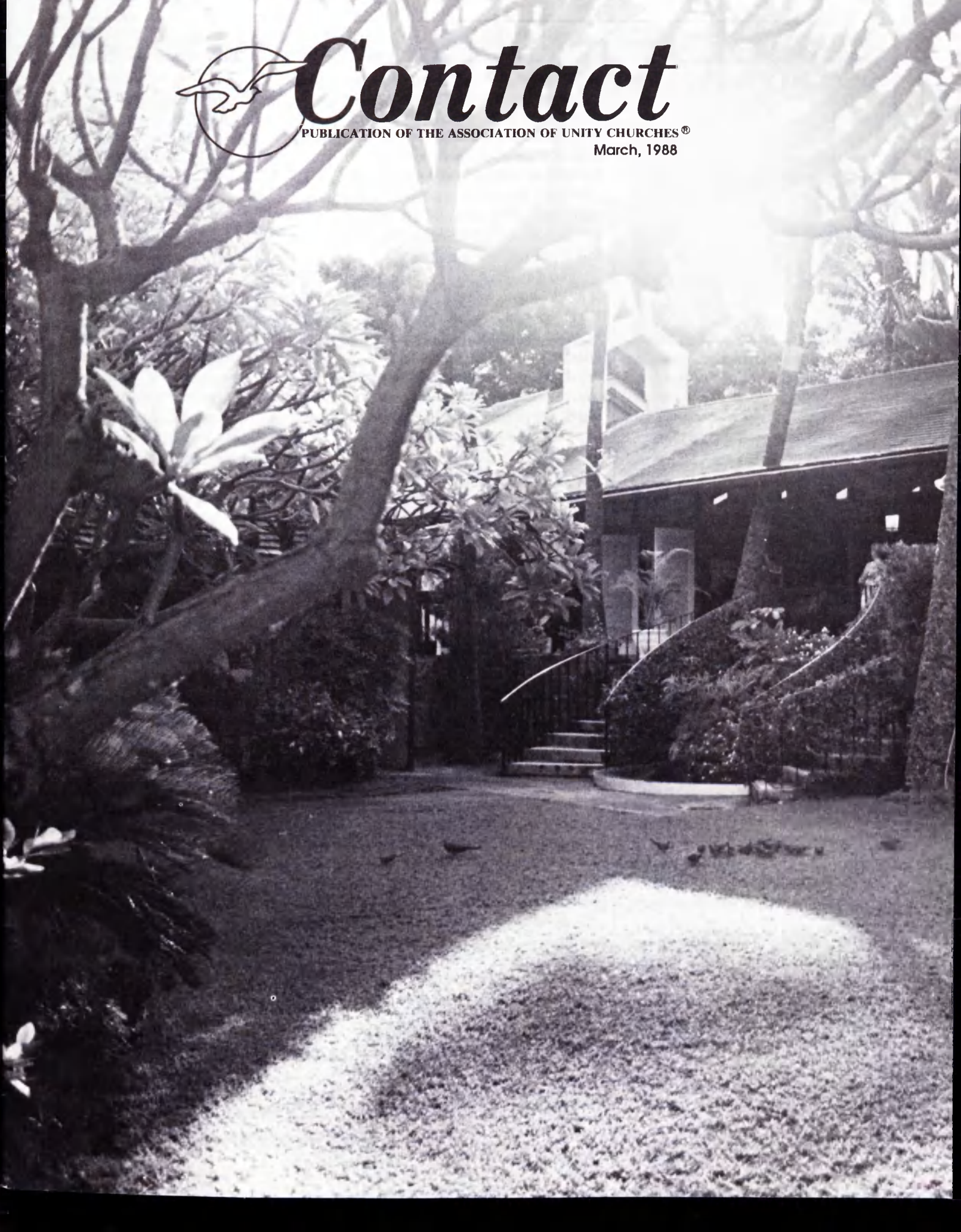
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PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®

March, 1988



THE PRESIDENT'S LETTER



Jim Rosemergy
Unity Church of Truth
Spokane, Washington

WHO WILL TAKE CARE OF THE CHILDREN?

In the early years of Unity, before it was barely a movement, Myrtle Fillmore had a vision in which a large crowd gathered around her. Many of the people were children. An inner voice asked, "Who will take care of the children?" A few moments later the answer came, "You are to take care of the children."

People of all ages attend church. Since we are adults, it is natural to think that our involvement is primarily to be with the mature folks. We know the children are important because they are the future of our world. We acknowledge this and then encourage others to serve the spiritual needs of the children. However, the children have taught me there is another way!

I am not to be the minister for just the adults. I am to be the minister of all who come to our ministry. Part of my charge as a minister is to "take care of the children."

Ever since the first day I served as a minister, I have been a father with small children. Obviously, I have a vested interest in youth church because of our two sons. However, in Spokane where I serve, the children have quickened in me a new motivation.

When I tried out at Spokane with the prospect of being the minister, there was

one thing that scared me, and it was the idea of sharing a children's lesson each Sunday morning. I was told that David McClure, the previous minister, had been doing this for quite some time. When I became the minister of this fine church and began to conduct the Sunday services I also, with some trepidation, shared with the children. After a period of time, this experience became a great joy.

What a delight it is to be the minister of the children as well as the adults. Their bright faces and extended arms to embrace me fill me with as much joy as the faces and hugs of the adults. Each Sunday, I now gladly share a brief message with the children. At the conclusion of this object lesson, the whole congregation joins with me and blesses the children by affirming, **YOU ARE LOVED, SPECIAL, AND IMPORTANT**. A few years ago, we even had buttons made which declare this wonderful statement. The buttons were given to the children during one of our times together. However, the "big kids" would not be denied and many of them had to have the buttons, too. Now, the blessing, **YOU ARE LOVED, SPECIAL, AND IMPORTANT**, is used by many people in sharing love with one another. The statement is found on cards and used to verbally bless friends and fellow church workers and members.

Are the children disruptive to the service, you ask? No. They come in while we are singing the Lord's Prayer and remain for a brief opening prayer and welcome, and then I speak to them. Sunday School teachers sit among them, and I am sure that helps, but the children are excellent. However, make no mistake about it, they can say some interesting things during our dialogue. It is good to be able to think on your feet!

Also, each Sunday I now carry in my pocket small red paper hearts, which some of us put in our letters to one another to symbolize our love. During the course of a Sunday, I pass these hearts to the children I meet as I move among the people around the building. Also, I find

some of the "big folks" can sometimes use a little love. The children usually give a big smile when I give them a few hearts, but there is one girl who takes the hearts and then with a smile says, "Not again!" On the other hand, I have known adults to break into tears upon receiving a few red hearts.

Within the last year, Stan Hampson told me a wonderful story about ministering to children. He, too, invites the children into the Sunday service and ministers to them and allows them to minister to him. Stan said that there was a youngster who was in the hospital and, therefore, he went to visit him. When Stan walked through the door to his room, the child said, "I knew you would come."

"Jim, I would love to be a minister to the children. How do I begin?" The answer is to become like a child. I believe there was a wonderful truth student a number of years ago who suggested this behavior. "Whoever humbles himself like this child, he is the greatest in the kingdom of heaven." Watch a few cartoons, buy a few toys the children are using, and lighten up!

As you give your attention to the children, you will find an abundance of ideas. Every couple of months, I become the "magic minister" (it takes me a while to learn a trick) and share a truth idea through magic. The children love this; particularly if the trick fails. Sometimes I ask key questions like, "Where do babies come from?" The answer, of course, is love. They form because a man and a woman love each other. This means that children come from love. I tell stories, use yoyo's, distribute gifts, ask the children to write on a chalkboard, etc. The possibilities are infinite.

I once asked, "What makes Superman super?" One child said, "Peanut butter," undoubtedly referring to Superman Peanut Butter. However, after more discussion we finally concluded, Superman is super not because he can fly or because he is strong, but because he helps people. My friend, you can be super too. Help the children and let them help you!

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

After the affiliation of new ministries during the January Board of Trustees meetings (which will take place in 2 1/2 weeks) we expect to have 525 member ministries and approximately 275 study groups, many of which are moving toward full time member ministry status. Forty-six new ministries and 20 new study groups; the rate of growth of additional ministries for 1987 was 9.1% compared with 8.0% in 1986, 3.9% in 1981, and 1.1% in 1966-67, our first full year of operation. A rate of 10% growth per year, per year (allowing for compounding), allows an organization to double in 6.7 years. The newly-created member ministries during the past six years have had to fulfill several minimal criteria requirements which were not prerequisites prior to 1982, evidencing the fact that more recent ministries have demonstrated a healthier condition in revenue generation and in numbers before they apply for membership.

Additionally, although a brief review of attendance figures reveals a few ministries have remained the same or declined slightly between 1987 and 1986, and three ministries dissolved during 1987, most ministries have experienced moderate increases. A few ministries reflect dramatically increased attendance figures.

In regard to attendance figures, the National Council of Churches indicates that on any given Sunday other than holidays, a church is likely to have in attendance 2/3 of the people who are

fairly frequent in attendance (one or two Sundays a month represents "fairly frequent"). Given this criteria, along with a review of available ministry mailing list figures, it is safe to say that close to 200,000 people had contact with one of our 800 member ministries (or study groups) during 1987, with total attendance drawing close to 100,000. While no exact real estate and buildings owned value is available, our member ministries own many, many millions of dollars worth of property.

The collective needs to provide support services and administrative and educational programs for those 800 churches and study groups necessitated a budget, including Marketing and Radio Media, of \$1,012,744 this year. A tentative Budget (at this writing, not finalized by Finance and Budget Committee and Board of Trustees) for the fiscal year beginning April 1, 1988, is \$1,126,316, including Marketing and Radio Media.

Clearly such figures are simple measures of growth, but they do represent growth of the movement of "committed" Unity students. You who read these words are to be congratulated. Collectively, professional clergy and laypersons together, we are doing something (in fact, many things) right.

As previously reported, the focus groups, which were conducted at Regional Conferences and Mid-Year meetings from August, 1986, through March, 1987, and the focus questionnaires returned from two issues each of CONTACT and Minister's Letter provided invaluable assistance to the Executive Committee at its April, 1987, Planning and Goals session. Many of those goals and previously determined goals have recently been accomplished (please see page 13 for a list of many of the major goals accomplished during the past 12 months).

Whether in a local ministry or collectively as the Association of Unity Churches a proactive, rather than reactive, approach to goals and management generally allows growth in numbers, finances, and consciousness to occur. We are afforded time to "plan and work the plan" instead of beating out brush fires.

The Committees within the Associa-

tion, and within local ministries, must be given much credit for our collective successes. The Association's Committee structure is "alive and well." The following is a portion of an article on Committees written by our Church Development and Management Consultant Barbara O'Hearne in the November, 1986, issue of CONTACT.

TYPES OF COMMITTEES

"There are basically two types of committees--standing committees and ad hoc committees. A standing committee is selected at a definite time to perform one or more regularly-designated function(s). They are concerned with the ongoing process of the organization and the evaluation of the system.

"Ad hoc committees are formed to accomplish specific tasks, such as research/study, evaluation, or problem solving. Brian O'Connell, in his book, The Board Member's Book, states that all committees (except those required and identified in the Bylaws) should be ad hoc. His position is that of the principle of least numbers and simplification.

"When formed, an ad hoc committee should be of a predetermined duration. It

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Volume 21, 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 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 Hawaii
Honolulu, Hawaii
Minister: David McClure

CHURCH DEVELOPMENT & MANAGEMENT ISSUES



Barbara O'Hearne
Church Development and
Management Consultant

THE EFFECTIVENESS OF NONPROFIT ORGANIZATIONS *A Study of Successful Chief Executives*

Throughout my professional career I have had many opportunities to be involved in interesting and timely projects. Among the most recent has been a research project entitled "The Effectiveness of Nonprofit Organizations: A Study of Successful Chief Executives." The study was designed by Richard D. Heimovics, Ph.D., and Robert D. Herman at the L.P. Cookingham Institute of Public Affairs at the University of Missouri-Kansas City. Both professors are highly involved in the nonprofit sector at the national level and highly respected researchers.

This article will summarize the research project and the results obtained. My responsibility, along with another nonprofit professional, involved interviewing the executive directors. In doing so, I gained valuable insights into the practical management strategies and techniques used by these successful administrators. I have mentioned this project and the results in several management workshops. I hope a more detailed discussion will be of interest and value to the reader.

THE PROJECT DESIGN

As the project began the difficult problem of defining nonprofit effective-

ness was addressed. There exists a variety of possible measurement criteria that could be used, such as cost per unit of service, and the impact of the external environment; the decision was made to examine the direct efforts of chief executive officers. The assumption that effectiveness of managers can be understood independently from organizational effectiveness proved to be valid.

Another decision that was made by the researchers was not to get caught up in the classical argument about the differences between successful management and leadership. Although this is often an interesting discussion, it was their opinion this was not an especially useful way of studying effectiveness. It has been suggested that leadership is nothing more than a broad label used to explain success after the fact.

Nomination of the CEO's to be interviewed was done by twelve qualified leaders of the nonprofit sector in the community. These men and women were in positions where judgments of executive effectiveness were required. An executive director receiving a nomination from at least two nominators, became part of the highly effective sample. A comparison sample was assembled from lists of chief executives provided by referral centers and consortia of nonprofit organizations. The comparison sample was needed to determine if those regarded as highly effective did things differently from other executive directors.

The focus of the project was to examine particular behaviors which appear to make a difference in successful nonprofit management. "What is it that successful nonprofit managers do, how and with whom?" became the guiding question. In order to answer that question, a critical incident interview strategy was utilized. Each executive director interviewed was asked to describe a successful incident or event in their organization. It was the responsibility of the interviewers to elicit as much detail as possible. "Who was involved?" "who did what?" and "when?" were questions frequently asked. The executive was then asked to describe an unsuccessful event and the same who, what, when questions were asked with

the goal of finding out the director's behaviors.

It was interesting to note that when discussing successful events many, specific managerial skills/behaviors were clearly stated. Emphasizing the accomplishments of the board, providing information, having the knowledge of key strategic issues are but a few examples. When the unsuccessful event was discussed, there was a tendency on the part of a few directors to state their philosophical positions on nonprofit management or what they should have done--acknowledging hindsight as a great teacher.

Upon completion of the 50+ interviews the next task was to analyze the data which consisted of a stack of typed interviews about two feet high! A coding system was used that identified a number of well-established, reliable and valid behavioral elements of leadership behavior. In addition there was a distinction made between behavior directed toward staff and behavior directed toward the board of directors.

According to Heimovics and Herman, "the results were both surprising and encouraging. The more effective nonprofit chief differed significantly from the comparison group on a broad range of leadership behaviors, nearly all of which were board-related. In short, we found that our more effective chief executives work with and through their boards."

The following list consists of seven behaviors that were found to be significantly present in highly effective directors in contrast to the comparison sample of directors. These are termed "board regarding behaviors."

1. Facilitating interaction in board relationships - skillful in group processes, in building consensus, in managing conflict.
2. Showing consideration and respect toward board members - listens, is aware of individual board member's needs, helps develop capacities of board members.
3. Envisioning change and innovation for the organization with the

Continued on page 5

board and staff - encourages board and staff to consider new ideas and imaginative solutions, tolerant of ambiguity and risk taking.

4. Emphasizing accomplishments and productivity of board - asks board to set high standards, stay with tasks, clarify assignments and meet deadlines.
5. Providing a structure for the board - engages board in goal setting and role clarification, monitoring progress, providing feedback.
6. Maintaining structure for the board - works with board to establish stability and flow of work through scheduling, coordinating and problem solving.
7. Providing information to board - works to develop shared meanings and sense of continuity, collects and distributes information.

THE RESULTS

Discussion of the results indicated that the successful managers in this study spent time clarifying the role of the board. Sorting out what the administrator was going to do and what the board was going to do, was one example that was given. Successful directors sought to be clear where the lines of responsibility are drawn.

Trust between the board and the executive director was also a high priority. Information was provided by the CEO to the board for effective decision making. Commonality in support of goals by the executive director and the board were discussed and illustrated. Boards with information on strategic issues were more willing to support projects. One highly successful CEO stated, "I don't want to second guess my board. I am a straight forward person. I just don't do well beating around the bush. When the time is right, I try to just tell them this is where we are and here are the choices as

I see them. The final decision is shared but I give my strongest and more persuasive argument for how I think we should proceed."

IMPLICATIONS

What does this mean for the executive director? Aside from being aware of the "board regarding behaviors" mentioned above, it appears that the CEO and boards have found ways to work together to adapt to and/or influence the uncertainties in their environments.

From the board's perspective, it would appear that "board regarding behaviors" are bound to be influenced by the practices of the board. Boards must examine their behavior in relation to the executive director. The board must be clear about the transmission of information. Several key questions were posed with regard to the structure of the board. Is the board willing and able to assume duties and set deadlines? Is it open to the executive's full involvement in policy matters? The researchers stated "a board is well served which pays particular attention to its decision-making relationship with the executive director. It is obvious to us, there is no clear split in responsibility for policy issues. Together the board and executive do engage in policy matters."

One may conclude that "board regarding behaviors" are a responsibility and an effective management tool for both the executive director and the board. The effective executive directors in this study clearly demonstrated how they worked with and through their boards. The board needs to be aware of and encourage and facilitate the behaviors it wants. A logical outcome appears to be: the board increases the chances of getting the kind of executive director it deserves--an effective one. The executive director increases the chances of getting the kind of board he or she deserves--an effective one.

My thanks to Dick Heimovics and Bob Herman for the opportunity to be involved in this project and for allowing me to share the results in this article.

SPARKPLUGS

Talk Topics & Sermon Starters from Unity publications

This month: Wee Wisdom magazine

Occasionally we like to remind you of the "other use" for Wee Wisdom magazine. True, it is an excellent magazine that entertains children ages four through 12 and encourages them to structure their lives. However, we discovered years ago through the many letters we received that *adults* enjoy Wee Wisdom too!

Some adults discover the beauty and joy of Wee Wisdom in their childhood and either continue their subscriptions or rediscover it through their children and grandchildren. Most satisfying and delightful to us have been letters informing us of senior citizen's discovery of Wee Wisdom magazine.

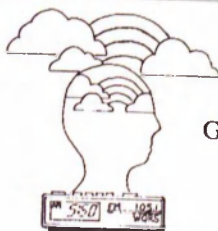
Wee Wisdom has been enjoyable and helpful to those who are confined to homes or health care centers--especially to those dear ones with Alzheimer's disease or other challenges! They find fulfilling activity in reading the stories, working the puzzles, trying the recipes, and even coloring the pictures. Many happy and comforting hours are spent with this powerful little magazine.

A good way to minister in your community is to provide Wee Wisdom magazine in person when you visit individuals and care centers. Try it and see how eyes light up and hands readily accept your gift. Wee Wisdom magazine can be ordered by yearly subscription (10 issues) or on a single-issue basis from the Sales Department of Unity School of Christianity.

WEE WISDOM MAGAZINE OFFER

Through the courtesy of Unity School's gift of Wee Wisdom magazine, the Association of Unity Churches is providing back issues for only the cost of postage and handling. If interested, please contact the Association of Unity Churches, P.O. Box 610, Lee's Summit, Missouri 64063.

CHURCH GROWTH BY RADIO



RADIO MINISTRY
Get a head start and start your
day in a positive way. . .

By Michael Moran
Radio/Media Coordinator

In January I had the pleasure of spending an afternoon with David Williamson of Detroit Unity Temple. David has a successful radio program on a popular station in Detroit. Eric Butterworth was responsible for starting regular broadcasts over 40 years ago, and it has been a part of Detroit radio ever since. David's ten-minute program, called "Unity Seminar," is heard each weekday at 5:50 a.m., plus he has a Sunday morning broadcast. David is also a frequent guest on many radio and television talk shows in the Detroit area. I asked David to share some of his thoughts and philosophy about his radio ministry. "I think that radio is the most natural way to introduce people to our message. I agree with Eric Butterworth that radio is a good media for Unity. They will listen and if they like what they hear, they will come in." David added that over the years this type of program has been moderately successful at bringing people into the church, and extremely successful at getting the message and the Unity name out there. "It builds good will in the community. Everywhere I go in the community I hear, 'Oh yeah, you're the guy I listen to on the radio,' or 'I start every morning with you on the radio.'" This proved to be true when I went with David to the local dry cleaners to drop off some clothes and the owner came out to comment on what he'd heard David say on that morning's broadcast.

Detroit is not a city where you will hear somebody say, "Oh gee, I didn't even know there was a Unity church around here." David Williamson, Ruth Mosley, and Jack Boland take a very active part in getting the Unity message out via radio and television. The Unity name and the Unity churches in the Detroit area are high profile and well respected.

"When you're doing good things like a radio program for the community, people know that. I think it makes a difference in terms of good will and the good will offerings of people. The community needs this."

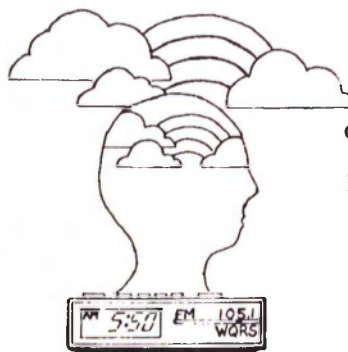
Speaking of good will offerings, are you self supporting? "It depends on the month. It is really a missionary outreach. We have always preached this philosophy to our boards. They cannot just look at the bottom line and say, 'it's not making money or paying for itself.' We have always tried to educate them that this is something that we are doing for the world."

David added that it is difficult to directly measure where the money is coming from. Unity Temple spends about \$35,000 per year for airtime and is within \$3,000 of being directly self supporting. David again echoed Eric Butterworth, "If people feel you are doing great things for other people, they like to give to you. We've always looked at radio as a part of our community outreach. . . as a part of using some of the resources that come into

Detroit Unity. We want to serve our congregation, but we also want to serve *beyond* our congregation. A part of what we receive, we give back to the world in this way. It is a gift. It is a missionary project. We feel that it is proper and right for a spiritual organization to do that. . . to not just use money to feather our nest. A part of our philosophy is that we give not only a tithe, which we do, but also a service kind of project. It was decided a long time ago that the way we would do that was to get the truth message out via the radio. You've got to look on us as a service organization, not just a closed, self-serving group of people who only care about themselves. That's not our identity. That's not why we're here. We are here to serve the world."

David has offered to share his scripts, tapes, and resources with all of us. Once again, I would like to encourage all of you who have scripts and tapes to share them with your fellow ministers. The Radio Media Department will serve as a clearing-house for broadcast resources.

Here is an example of how David promotes his radio ministry to those within his congregation and mailing list:



RADIO MINISTRY
Get a head start and start your
day in a positive way with:
Dr. DAVID WILLIAMSON
Unity Seminar
WQRS FM 105.1
TIMES:
5:50 A.M. Monday-Friday
8:00 A.M. Sundays
TAPES AVAILABLE!

RADIO MINISTRY

Detroit Unity's Radio Ministry is part of our community outreach. Dr. David Williamson's messages deliver the practical and positive aspects of the Unity message to a large audience in the surrounding community. We welcome and appreciate your support of our payments to WQRS for air-time. The numbers shown below compare radio airtime expense to radio income. Deficit income is supplemented from our general funds.

Month	Radio Air-Time Expense	Radio Income	Difference*
1987			
Jan.	2,500	3,166	666
Feb.	2,300	2,591	291
Mar.	2,600	4,990	2390
Apr.	3,250	2,546	(704)
May	2,600	2,291	(309)
June	3,250	1,838	(1412)
July	2,600	2,413	(187)
Aug.	3,250	1,964	(1286)
Sept.	2,600	1,559	(1041)
Oct.	2,600	1,748	(852)
Nov.	3,250	2,825	(425)

*Supported from general funds

**All of us at Detroit Unity truly
appreciate your contributions.**

EXPANSION NEWS



Susan Eng
Expansion Coordinator

NEW CLASSES PRODUCE NEW GROWTH!

One of every five classes or groups in your church should have been started in the past two years. Recently I attended a church that had started teaching a new series of Sunday School classes at the same time the Course in Miracles met before the worship service. I noticed after the groups met, cars started pulling out of the parking lot before the worship service started. The members of the new Sunday School class stayed for the worship service. Most members of the Course in Miracles, however, DID NOT stay for the worship service.

The Course in Miracles group has reached a point where they are closing themselves off. It has become a clique. Visitors to the group find it difficult to feel they are in their right place. To find a place of belonging in the group is almost impossible because the friendships within the group are too strong, the history of the group too complex, the tradition too established, and the fellowship too close. The group members find enough benefits from the class and do not participate in the worship service.

Have any of your small groups or classes reached a point where newcomers will not join? Replace the classes that have plateaued or stagnated. Starting a new group provides opportunities for enlarging the appeal for more kinds of people to be involved.

A church should have at least seven groups for every 100 members. The following are common groups/classes in Unity centers:

Lay Ministry Program	16%	Men's Group	12%
Alcoholics Anonymous	24%	Women's Group	26%
Al-Anon	12%	Couples Club	6%
Narcotics Anonymous	6%	Singles Group	12%
Overeaters Anonymous	9%	AIDS Support Group	2%
Exercise Programs	14%	Course in Miracles	44%
(Yoga, Aerobics, Tai Chi)		Support Groups based	23%
Toastmasters	3%	on books (Women Who Love	
		Too Much, How to Heal Your	
		Life, etc.)	

Not included in the survey: Death and Dying Support Group, Emotions Anonymous, Gamblers Anonymous, Gam-Anon, Agoraphobics in Motion*, Adult Children of Alcoholics, Unity courses for CEP credits.

Source: Association of Unity Churches 1987 Membership Reports (328 responded)

References: "How to Plant a Church" Seminar, Charles E. Fuller Institute
"Thirty-month Growth Process" - Church Growth, Inc.

*Information about Agoraphobics in Motion may be obtained through the "ASSOCIATE" Bulletin Board Computer

IN MEMORIAM

A Tribute to Elsie Shaw May 17, 1900-December 28, 1987 by J. Sig Paulson

Elsie Shaw suddenly became vitally important and involved in my life in 1956 when I had finished the Unity Ministerial Training Program and became available for placement. She called me and asked that I come to the Field Department to discuss with her an opening that seemed ideal for me and my family. Her enthusiasm was real and persuasive, and I could feel her joy in being able to offer such a fine opportunity. After outlining all the wonderful possibilities of this ministry, she said enthusiastically: "Sig, we feel this is just right for you. How do you feel about it?" I responded, "Elsie, it sounds just great - but may we pray about it?" She seemed a bit surprised, but smiled brightly and said: "Oh, of course, Sig. We all want what is spiritually right, don't we?"

We did pray, and the next morning I shared with Elsie the result. "Elsie, we do so appreciate this fine opportunity and your offering it to me - but as we prayed last night it became clear that it's not for us." Tears came into Elsie's eyes - but she smiled lovingly through them, and then spoke from her heart: "Sig, we still feel this is a marvelous opportunity for you and your family, but we trust your inner guidance and bless you

in your decision. . . and we know that the right place of service for you will open." What a beautiful lesson in spiritual integrity came through Elsie Shaw for me that morning!

This was my first "in-depth" encounter with a truly remarkable woman whose warm, loving, forgiving, inspiring spirit contributed so much to the Unity movement, especially to the shaping and growth of its field ministries.

Later, during my years of service with Elsie in the Field Department, I came to love, admire and respect her even more deeply. She was always radiantly and beautifully human, in a position that was often difficult and demanding, and quick to release everything, even her own opinions, to the power of the Spirit. She loved Unity's message of light and truth and joyously supported the mission of Unity School, Unity churches and centers, Unity teachers, workers, members, friends--and especially Unity ministers. Unity ministers were "family" to Elsie--when they were troubled, she wept; when they succeeded, she rejoiced!

Elsie Shaw, beloved Friend, we bless you on your eternal journey in the Light. Your love and spiritual integrity shine in our minds, hearts, and lives. Thank you for sharing your Self, in person and in Spirit, with the whole Unity Movement. And since there is no waste in the Divine economy, we know you are already active in your next assignment in our Heavenly Father's business; we bless you in it, and our love and gratitude go with you forever.

SUPPORT SERVICES REPORT



Ron Tyson
Support Services
Coordinator

VOLUNTEERS NEEDED: On Sunday, June 12, 1988, more than 2000 Unity ministers and Lay people will converge on the Peabody Hotel in Orlando, Florida, in what will be one of Unity's largest Conventions. To stage a Convention of this size, there is a need for hundreds of willing hands. Local and regional ministers are recruiting key volunteers. However, there are still many areas that could use help. If you know someone who you think would like to help at the Convention as a Volunteer, please solicit their help and have them complete the Volunteer Response form at right.

VOLUNTEER RESPONSE

Name _____

Address _____

City _____ State _____ Zip _____

Phone No. _____

☐ Bookstore ☐ Usher ☐ Registration ☐ Youth

Day(s): ☐ M ☐ T ☐ W ☐ T

Time: ☐ Morning ☐ Afternoon ☐ Evening

1988 ASSOCIATION OF UNITY CHURCHES CONVENTION BOOKSTORE & GIFT SHOP



Carole O'Connell
Bookstore & Gift Shop
Coordinator

One of the most popular places at the Convention is the Bookstore & Gift Shop. The Bookstore & Gift Shop will carry metaphysical writings from our Unity family and friends. There will be some publications that perhaps you do not have in your local bookstore. There will also be a section for audio/visual tapes. The Association office will have hundreds of new inventory items to help the local minister and the church.

We are now inviting authors of books and tapes to place their works in the bookstore. It is important that we have a successful and profitable bookstore, for

all profits from the sale of books and tapes will go to establish a trust fund that will be converted into loans to help fund some of the church needs in the field. Anyone interested in having their books or tapes in the Bookstore & Gift Shop should review the following guidelines and then complete the CONVENTION BOOKSTORE & GIFT SHOP APPLICATION. The bookstore will not sell any books or cassettes on the occult, the psychic, spiritualism, astrology, or channeling.

GUIDELINES

1. Books and cassette albums will be accepted on a consignment basis with the gross split as follows: 60% to the supplier and 40% to the Association.
2. Twenty five (25) books per title (if an author has four (4) different books, this means s/he can send one hundred (100) books to the Association Convention).
3. Twenty five (25) cassette albums per speaker (a cassette album may consist of

only one tape but the tape must have a cover and be individually wrapped. Otherwise single tapes will not be accepted).

5. Prices MUST be pre-marked on all books and cassette albums. Please mark the price of your book on the inside, upper right corner of the first page and on the outside front of each cassette album. No books or tapes will be sold without pre-marked prices.

6. The sender pays the postage or UPS freight to send the books or albums. The Association will pay the postage or UPS for the return of the unsold books or albums.

If you are interested in participating in the Bookstore & Gift Shop sales, please complete the form below and return it to the Association Office no later than May 1, 1988. **Do not mail books or cassettes to the Association Office.** Mailing instructions will be sent to you when your application has been approved.



1988 ASSOCIATION OF UNITY CHURCHES CONVENTION BOOKSTORE & GIFT SHOP Carole O'Connell, Coordinator

Name _____ Address _____

City _____ State _____ Zip _____ Phone _____

TITLE OF BOOK OR TAPE	AUTHOR OR SPEAKER	No. of Copies	Retail Price

EXECUTIVE DIRECTOR'S LETTER

Continued from page 3

can be formed either from within a specific committee or all of the committees of the Board. Participation can be elicited from outside the existing committee and board structure of the organization, thus increasing participation by the membership. The ad hoc committee definitely must have a clear commission outlining what they are being asked to do for the organization.

"The appointment of all chairpersons and committees is the responsibility of the chief volunteer officer. The heads of committees should request those individuals they feel have the necessary skills, interest and time to perform the consultative function. The volunteer president needs to make all of the appointments. It is important to note that committee membership does not necessarily require board membership. Effective use of board members and volunteers on committees can develop a resource pool of involved future board members and officers.

KEY INGREDIENTS

"In order to function successfully committees need to have several components:

1. **A specific commission.** This is the charge, in writing, to the members of the committee of what they are to do and why they are to do it.

2. **An effective chairperson.** The key ingredient in almost all committees is the chairperson. This individual sets the pace, strategies, and level of involvement. This "leader-enabler" is familiar with the goals of the organization, and knows the role the committee plays in achieving these goals. He/She delegates and coordinates to maximize the effectiveness of the committee.

3. **An effective staff.** An effective chairperson benefits from the assistance of an effective staff. The preparation of agendas and gathering of needed information and data, and making those available prior to the meetings, help make commit-

tee meetings run smoothly.

4. **Effective committee meetings.** Having points 1-3 above will provide for an action-oriented meeting with agendas, data, and decision. In addition, the use of parliamentary procedures is recommended. A recommended resource is the Pocket Primer of Parliamentary Procedure, Fifth Edition by Fred G. Stevenson, published by Houghton Mifflin Company.

5. **Committee members thoughtfully appointed.** All members should be appointed with the committee's commission in mind, and a knowledge of the skills each committee member brings to the achievement of these goals.

Committees often are better at thinking up what to do rather than getting on with the decisions already made of what needs to be done. Committees, as well as boards, need to be active implementers.

COMMITTEE COMMISSIONS

A written job description of "commission" will help the committee members and the staff working with the committee. This is considered to be absolutely necessary if the volunteers are to understand the requirements of the position. Three basic components are included in this commission.

General Commission: A broad statement of the purpose of the committee.

Appointments and composition: How the appointments are made and who serves on each committee.

Responsibilities: A clear description of activities required of the committee.

"A final point about committees. They are a necessary and critical part of all volunteer organizations. The future of the organization is at the committee level; not only in what they accomplish, but in providing the future leadership of the organization."

Once again I ask you to submit items

for the Conference issue CONTACT. For the past two years our June/July publication of CONTACT, in newspaper format, has been an annual report. We see the conference issue of CONTACT not so much as a report on the operations of the Association at Unity Village, but as an annual report on events, celebrations, anniversaries, ground breakings, dedications, etc., of our Association family in the field. I write to you asking you to take pictures, write brief descriptions, and submit them any time between now and the end of March, 1988, for possible inclusion in the June/July issue.

In love for you and the work you do, I close by saying if we may help, please let us know.

AN INVITATION TO PRESENT GRADUATION BIBLES

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

There will be 43 graduates receiving Bibles this year. If you would like to participate, please send \$50.00 made payable to the Ministerial Education Program, and note that it is for a graduation Bible. Address the envelope to: **Gladys Branscum, %USRS/MEP, Unity Village, MO 64065.** This check should be sent by May 1, 1988, 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.

THE ASSOCIATE

SOFTWARE

After you have made the daring purchase of a computer for your church, you have another major decision to face. "What brand of Software should I buy?" Software for your church office can range in price from a few hundred dollars to several thousand.

DANGER: The price doesn't always reflect the usefulness, reliability, or flexibility of the product.

There are some industry standards, however. If you look to the Fortune Five-hundred Companies you usually won't go too far wrong by buying what they buy. A business is usually looking for the same things in software that the personnel in your church needs. As in most cases in this new industry your best bet is, as always, to ask a friend who bought one and to ask a friend who bought someone

else's product. In every case try to use the product yourself before paying cash.

If you have a church of a thousand congregants or more, you may be looking for an integrated package to handle most of the church business. There are programs designed to do this kind of overall task but they are expensive and they can be prone to a host of frustrating problems. One major defect that some of these Church Programs share is that they do not understand Unity Principles. I am tempted to give horror stories at this point, like the database program that electronically excommunicated (deleted) congregants after they had faithfully paid their pledges.

Even with a large church, one of these "all-in-one" programs may not be the best answer. If you have a congregant with some computer skills they may be able to help you use relatively inexpensive database, spread sheet, and word processing programs to meet all of your needs.

Unlike buying hardware, software can usually be safely purchased through

reputable mail order houses. Just be sure to check and see that you are buying the latest update of the product. The support for most software comes from the publisher, not the local dealer. The major companies have an 800 phone number with knowledgeable, friendly people staffing the lines. Thus, buying locally will cost more and often gain you little. There are increasing numbers of discount software shops opening up around the country. These stores will often let you "test drive" the software right in the store and their prices rival the mail order houses.

If we can be of more assistance here at the Association please call. Sometimes the right product is hard to find. Recently, a person called us only to find that the publisher of the particular product in question was located just down the street from the caller. We are slowly but surely building a network of information from ministers and churches. We are glad to be of assistance wherever we can.

GOOD NEWS!

When we in the Association office receive letters of praise, such as the one below, we like to share it with all the members of the Association of Unity Churches.

TO: Reverend Pierre Gallardo
Unity Church of Amarillo

FROM: Unity Church of Amarillo
Members and Friends

SUBJECT: Letter of Appreciation

Dear Pierre:

We members and friends of the Church are learning to accept miracles!

Since you came to our Church 90 days ago, our Sunday service attendance has tripled. Inactive members are returning and we have 28 new applications for membership. The children's attendance has soared from three or four to more than 20. Your rapport with children is truly remarkable. Our income is beginning to increase also.

In addition to your four weekly classes you have a successful healing session. Your individual counselings are effecting healings too.

The members are especially pleased with the extra work you are doing in reaching out to other establishments in the community, such as your speech to the Amarillo City Council in an effort to deter needless research on our fellow creatures--dogs. Your speaking engagements at Amarillo College were very successful as was your sermonette which was published in the Amarillo Globe News. The article in the Globe-Times about you and the headline article about the Church on the religious page really did us proud! All these things have raised our Church's image in the community.

Yes, Pierre, we are accepting miracles. One of the best of them is you!

Very Sincerely, (Signed by 108 members and friends of Unity in Amarillo)

Congratulations, Pierre, and thank you for all that you are doing to bring about the success that is clearly evident.

PARTNERS IN MINISTRY

a network of spouses of ministers



by Karin Mosley & Weaver Hess

No matter how many months or years you've been a Partner in Ministry, you have to admit there have been times when seated in your "Partner Seat" in the sanctuary you really wished you had been somewhere else. Now, we all know Unity ministers are dynamic and interesting speakers, but occasionally they have their moments. It's difficult listening to the same stories on Sunday morning that were "tried out" on you during the week; and the jokes your kids came home from school with don't seem quite as funny on Sunday when they've been (shall we say) "cleaned up." Well, fear no more! Boredom is now a word from your past!

This month I present solutions! Quoting from the book, 101 Things To Do During a Dull Sermon by Tim Sims and Dan Pegoda, I offer you the following suggestions:

One section called "Higher Learning, Stimulating Your Mind When the Sermon Doesn't" offers these solutions:

Jots and Tittles

Locate all of the typing mistakes in the church bulletin. (This can produce ripples of laughter to a downright loud ho! ho! ho! We once found we were offering something other than babysitting during a Wednesday evening class.)

Ananias and Sapphira List

With due consideration for the net worth of each member and their motives for giving, list the names of the "Ten Most Likely To Be Struck Dead During the Offering." (For those not familiar with Ananias and Sapphira, turn to Acts 5:1--hint, it's in the NEW Testament).

Another section: "Games, Staying Awake Through Play," offers the following:

Marble Roll

Sit in the back pew and roll a handful of marbles under the pews ahead of you. After the service, credit yourself with 10 points for each marble that made it to the altar. (For those of you who have attended Unity churches for a lifetime, the altar is at the FRONT of the sanctuary).

Flashcards (This one should be fun. However, it could prove to be costly to one's relationship with the minister):

Make a set of score flash cards like the ones Olympic judges use to score sporting events. Judge this week's sermon on these categories: 1) Quality of monotone; 2) Use of obscure vocabulary; 3) Lack of interesting illustrations; 4) Number of irrelevant points. (If you choose this game, do not count on going "out for lunch" after the service. In fact, maybe you shouldn't count on going home after the service.)

A section entitled "Diversions" includes:

Lawrence Welk Bubble Counter

If sermon goes over fifteen minutes, start blowing bubbles.

In a section named "Musings and Meditations" we have:

Creative Responsive Readings

Come up with some new responsive readings for the congregation. An example might be:

PASTOR: Hello Dolly, well, Hello Dolly.

CONGREGATION: It's so nice to have you back where you belong.

PASTOR: You're looking swell, Dolly.

CONGREGATION: You can tell, Dolly.

PASTOR: You're still growing, you're still showing, you're still going strong.

CONGREGATION: And also with you.

And in closing, I offer the following from a section called "Facts and Figures":

Ego Tally

Keep weekly figures on the number of times the preacher says "I", uses a personal illustration, or gives a personal opinion.

Hope you had as much fun with these as I did. My thanks to Unity minister and friend, Marianne Hill, for sharing this delightful book with me.

Please dig out your December/January issue of CONTACT--it's probably in the basket of Christmas cards with notes to be written or packed with the left over Christmas wrap. After you find it, turn to page 11 "Partners in Ministry" column and finish the statements that are in bold print, and SEND THEM TO ME, Partners in Ministry, Association of Unity Churches, P.O. Box 610, Lee's Summit, Missouri 64063. Thank you!

Make some fun! Fill someone's life with JOY today--yours!

NEXT MONTH:

Convention Get-Together for Partners!

POLICY MANUAL for a Unity Ministry

Revised edition of Policy Manual for a Unity Ministry is now available from the Association of Unity Churches.

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 Seven Months Ended November 30, 1987

INCOME-OPERATIONS	<u>November</u>	<u>Year to Date</u>
Love Offerings	\$54,362.31	\$522,821.53
Other Income	3,444.68	21,509.30
	<u>\$57,806.99</u>	<u>\$544,330.83</u>
Less: Tithe Transfer	5,317.86	51,368.38
	<u>52,489.13</u>	<u>492,962.45</u>
Gross Profit Material	3,343.04	37,155.02
Total Income	<u>\$55,832.17</u>	<u>\$530,117.47</u>
EXPENSES-OPERATIONS		
Total Expenses	<u>\$62,345.40</u>	<u>\$500,224.17</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$ (6,513.23)</u>	<u>\$29,893.30</u>

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

Month of October: \$6,177.91

Month of November: \$9,530.29

Year to Date: \$60,323.49

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

UNITY WOMEN'S RETREAT

"Discovering The Divine Feminine

May 13-15, 1988

Hyatt Hotel - San Jose, California

For more information contact: **Kay Young**
Retreat Registrar
12122 Terrence Avenue
Saratoga, CA 95070
408-446-4144

Sponsored by the
West Central Region of the Association of Unity Churches

ASSOCIATION OF UNITY CHURCHES

Goals Recently Completed

March, 1988

- △ Hired Church Development & Marketing Director
- △ Unity Training School of Puerto Rico created, focus and development plan in place
- △ Southeastern Spanish Caribbean Sub-Region created, representative appointed
- △ Southeastern English Caribbean Sub-Region created, representative appointed
- △ Functioning Association of Unity Churches-Urban Ministerial School Curriculum Committee
- △ Ongoing Church Development & Management Consultant training with Barbara O'Hearne. Barbara schedules on a first come, first served basis; please call her directly at 816-531-3353. Professional fees and expense borne by the Association of Unity Churches
- △ Board performing planning and goal setting instead of crisis management
- △ Trained liaison representatives in each region
- △ Feedback from field actively sought and acted upon
- △ Created Radio/Media Department and hired Radio/Media Coordinator and assistant
- △ Refinement of Committee Commission Statements/Responsibilities
- △ Operational Marketing Strategy Committee
- △ Operational Computer Feasibility Committee
- △ Church Development and Marketing Director CONTACT article monthly
- △ Church Development and Management Training CONTACT article monthly
- △ Proactive, accountable Board
- △ Implemented a clinical pastoral education program
- △ Regional Minister Advisor pilot program underway
- △ Distribution of revised church administrative policy manual
- △ Performance evaluation structure; for Executive Director and management staff
- △ 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)
- △ Continuing review and revision of Association Bylaws and Recommended Bylaws for Centers and Churches in response to a vital, growing movement
- △ Operational Overseas Ambassador's Task Force
- △ Part-time Expansion Coordinator changed to full-time Expansion Coordinator
- △ Developed full-time Support Services Coordinator and filled position
- △ Operational Development Committee

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

APRIL 1988

The resurrected Christ blesses
my life with success and
prosperity. I enjoy abundant
good.

Unity School Prayer Group

INFORMATIVE LETTER to your BOARD OF DIRECTORS

Stan Hampson, minister of Unity in Palo Alto, California, recently shared the following informative letter with his Board of Directors; you may wish to do something similar:

Dear Board of Trustees,

We are vital members of the Association of Unity Churches through my national involvement and through our church tithes. Let me share with you an outline of some of the services provided the nearly 500 member ministries and 240 study groups, as well as the approximately 600 active ministers.

1. Hands on care, service, and availability by phone. That voice on the phone to provide information, guidance, and reassurance is invaluable to our constituents.
2. Provide ministering to the ministers. When a minister needs attention, it is often urgent in a most needed healing process.
3. Liaison - Calls from ministers, Board members and/or congregants when challenges arise in a ministry are often urgent. Immediate availability of personalized counsel and care is essential to these persons.
4. Placement - Having someone available to give hands-on care, service, and counsel for placement is important to both the ministers seeking placement and ministries seeking a minister.
5. Church Development and Management training by Barbara O'Hearne and video training tapes; availability by phone to answer questions and refer inquiries about Barbara's availability and the loaning of the training tapes functions as an effective deterrent to problems.
6. Scheduling of Church Development and Marketing Director - Again that voice on the phone is important to given hands-on care and service.
7. Media service, provides counsel on the developing of media and especially radio programs.
8. Availability to answer questions concerning the

two retirement programs offered to ministers and employees of member ministries.

9. Provide many teaching aids, bulletins, and other products that assist ministers and ministries. The Association ships orders the day of receipt, if at all possible.
10. Youth Services including educational materials (nursery through teens), teacher training and counsel for Youth Education Directors and teachers for all grade levels.
11. Continually developing new support services for churches and ministers such as business cards, stationery, plaques, etc., that can be used for appreciation to Board members and other volunteers.
12. Expansion including materials for development of new study groups, for all phases of the ministry and bringing the ministries to full-time status, availability by phone to answer questions and give counsel to new groups.
13. Teaching aids and counsel for Licensed Teachers.
14. Provide information for Post-Graduate credits and Post-Graduate courses; maintaining and delivering a full professional enrichment body of knowledge.
15. Provide Skills Development Seminar, Licensed Teacher Post-Graduate Week and other educational activities.
16. Provide group insurance for ministers, employees of member ministries, and answering questions regarding the coverage and claims processing.
17. Provide up-to-date information about addresses and phone numbers of ministers and ministries.
18. Provide the service of the annual conference to foster professionalism and collegiality; includes detailed planning and coordination.
19. Monthly contact through publication of CONTACT and Minister's Letter.

In faith,

(Stan)



Bob Ellsworth
Director of Education

A LOOK AT LICENSED TEACHERS - Part I

Does your ministry utilize licensed teachers? Approximately 25 Unity ministries report that they have 4 or more licensed teachers. Several ministries wish they had more. But many ministries have none, and some of these would want none. "Not enough for a licensed teacher to do," some ministers say. Others see licensed teachers as potential or actual problems for them.

In August of 1987, 188 ministers and 182 licensed teachers responded to a Licensed Teacher Survey conducted by this office. When I arrived as the new Director of Education for the Association, the analysis of the Survey had been started but not completed. One of the surprises in the Survey, to me, was the RANGE of attitudes about, and utilization of, licensed teachers across our churches and centers. Why is it, I asked myself, that in some centers licensed teachers play an active and vital role in the life of the ministry and in other ministries they are avoided, if around, or likely candidates are not encouraged?

In posing the question of range in utilization of licensed teachers to several people some answers began to emerge. The ministerial students I met with often enter ministerial training with a preconceived notion of licensed teacher functioning based on their experience in their home ministry. If they came from a ministry that utilized teachers fully, they often carry with them this vision for their own ministry. If ministerial students came from a home ministry that didn't utilize, or had problems with, licensed teachers, they are less likely to utilize licensed teachers when they enter their first ministry. MINISTER VISION of the function of licensed teachers, based on our experiences in our home ministry, appears to account for many of the differences in the utilization of licensed teachers in our own ministry.

A second factor that apparently accounts for the range in the development and utilization of licensed teachers is

MINISTER STYLE. Some ministers prefer to do most everything themselves. I know, because I have tendencies in this direction myself. In my ministry, with my wife as co-minister, I took much responsibility for things. I wouldn't have known what to do with more than one licensed teacher since I assumed so much responsibility. One day, when talking to another minister friend about developing a lay ministry training program, I said, "I know that a lay ministry program vitalizes a church, but it would be up to me to find things for them to do." My minister friend looked at me and said, "Bob, let the lay-ministers-in-training define and select a ministry for themselves." My friend went on to say that it is amazing how creative people are in seeing things that need doing and creating ways to serve.

It would seem, then, that MINISTER STYLE is an important factor in determining the utilization of licensed teachers. I suspect that in ministries that utilize licensed teachers fully, the minister is comfortable in delegating, and in supporting people in creating their own ways to serve.

A third factor appears to be TEACHER SKILL and ATTITUDE. Some licensed teachers are skillful teachers, attracting large classes. Other licensed teachers are more in a "servant" role, willing to do whatever is needed in the ministry. These would be the licensed teachers who would be more fully utilized by the minister (depending on MINISTER STYLE, of course). But some licensed teachers are not skilled teachers, nor are they inclined to serve-as-needed. Perhaps there's a personality difference between minister and licensed teacher. This does occur because each of us is different, and each of us relates more comfortably to some types of personalities than others. And in some instances there may be a power struggle between licensed teacher and minister. Whatever the reason, the utilization of licensed teachers is partly a function of TEACHER SKILL and ATTITUDE.

In this first article "A Look At Licensed Teachers," we have taken a look at some differences among ministers in how licensed teachers are encouraged and utilized. The three factors of MINISTER VISION, MINISTER STYLE, and TEACHER SKILL and ATTITUDE help determine whether or not people are encouraged to become, or function as, licensed teachers. In subsequent articles, we will examine what licensed teachers do, and the strengths and lacks of licensed teachers as perceived by both licensed teachers and ministers. It is my hope that more ministers might begin to tap into the potential talents and contributions that licensed teachers can bring into our ministries.

POLICY MANUAL

First copy of Policy Manual for a Unity Ministry will be sent free to all Unity ministries. Additional copies are available for \$20.00 each.

LIGHT ON THE PATH. . . . Trish Robinson



Bob Ellsworth concludes his article with a hope. I join him in this and add my hope that licensed teachers will continue to upgrade their performance - increase their "professionalism." Many of you are professional in your attitude and presentations. Yet, there are those of you, who by your own statements, feel unsure, lack confidence, and do not feel as accomplished as you would like.

We have a wonderful message to share, yet no matter how beneficial the message, it will not motivate nor inspire others if it is not presented with excellence.

We all have a "style." That "style" does not just appear. It must be developed. There are so many ways to do this. All of the best speakers that I know, work at polishing and improving their delivery. "How could I have gotten that point across better?" "Is there a way I could have said that more effectively - or with more clarity?" These are the kinds of questions they ask themselves.

FIRST: To teach the Truth so that it inspires and motivates others to continue learning and reaching within, on their own, we must LIVE what we are teaching. THAT takes practice. Acknowledge God as our senior-working-partner and ask the indwelling Christ for help, and then TRUST!

I cannot over emphasize the benefits of working with a tape recorder. Recently I was privileged to hear and watch, in my opinion, one of the greatest speakers ever. He ALWAYS tapes himself. Not to sell the tapes - for him to listen to afterward and critique himself. In sharing with a couple ministers and talking about the usefulness of taping ourself, one realized she had not been doing that lately and was glad it had come up. I use a tape recorder often when I am home, not just in preparing for something specific. Sometimes it's like "thinking out loud." It's good practice and helps to clarify thoughts better or to discover more effective phrasing or delivery. When I am preparing for something specific, I visualize a group in front of me and not only use a tape recorder, but "perform" in front of a mirror. It's amazing what I sometimes see and hear and I

find myself grateful that this is only a trial run.

In leading a meditation on tape we can detect an extreme lowering of the voice, or an abrupt change from second person to first (or vice-versa) to name just a couple.

Belonging to Toastmasters, National Speakers Association, or taking a drama course or speech class offered by the public school system is also something I highly recommend.

No matter how good we are at something, we can always improve; for I believe that, though God is never changing, God is ever expanding.

Love and best blessings.

YOU ARE INVITED TO BE A PART OF SOMETHING BIG!

The Association is putting together a multimedia presentation for the opening ceremony at the Convention on Monday morning, June 13th.

Following is a list of subjects needed:

Small and Large Group Shots

Congregations

Church Buildings

Youth Activities

Social Events

Weddings

Musicians and Entertainment

Classes

Please send slides to:

OPENING CEREMONY
Association of Unity Churches
P.O. Box 610
Lee's Summit, MO 64063

*All slides received will become the property of
the Association and will not be returned.*

YOUTH EDUCATION NEWS

ANOTHER PIECE IN THE PUZZLE OF SUCCESS

Lisa Wissman
Youth Ministry Coordinator
Pre-Primary/Primary

I am often asked the question, "What is the key to having a successful youth education program?"; and my response is always twofold:

1. What do you consider "success" to be?
2. There is not a "key" to success, but rather many pieces to a jigsaw puzzle with the picture of a common goal painted on it.

For the purpose of this discussion, Webster's definition of succeeding is, "attaining a desired object or end." In the November, 1987, issue of *CONTACT*, we discussed several pieces to the puzzle necessary in moving toward success. Setting goals and objectives, implementing them, and a constant process of evaluation are all important factors in creating a successful program.

Another important factor involved in the success of any organization, which has not been discussed this far, is communication. As stated in the October, 1987, issue of *CONTACT*, needs assessment surveys are an extremely valuable tool used to communicate the needs of the congregation to the youth education director. Communication, however, is a two-way street. Information must be conveyed not only from the congregation to the youth education director, but from the youth education director back to the congregation as well.

Following are some ideas which may facilitate open communication between your congregation and youth education department:

NEWSLETTERS

One of the most effective and up-to-date methods of communication from the youth education director to the congregation is a monthly newsletter. This could either be printed in the church newsletter or be a separate youth education newsletter. In it you could include upcoming lesson topics or monthly themes, focus on a teacher of the month, list children's birthdays within that month, or any special events or celebrations which would be taking place. Use your imagination. Make it fun to read!

REPORT TO CHURCH BOARD

With the minister's permission, keep the board informed concerning current youth education needs and events. This is particularly important in keeping the program running smoothly by avoiding conflicting dates for special events and budgeting necessary funds. This

could include or be included in a monthly report to the minister.

Y.E. BULLETIN BOARD

Put up a youth education bulletin board which is easily seen by the congregation. Have it in an area which is obvious and not likely to be easily congested. Make it beautiful to look at and try not to let it get cluttered. You want it to be easy to read at a glance.

SUNDAY CHURCH BULLETIN

Any news which you would share on the bulletin board or in a newsletter might also be shared somewhere within the church bulletin, with the minister's permission, of course!

PARENT-TEACHER LETTER

A parent-teacher letter can be very successful in communicating ideas and needs to those people immediately involved with the program (such as parents and teachers!). The more information parents and teachers have about the program, the more enthusiasm (and less frustration) will result. Organizing a program outline specifically for parents and teachers can eliminate many questions and concerns which may arise. Unity of Denver has compiled the following outline to serve as a guide to those involved with the program:

SUNLIGHT HOUSE EDUCATIONAL PROGRAM OF THE YOUTH MINISTRY UNITY OF DENVER

Statement of Purpose:

Educate: The Educational Program of the Youth Ministry is designed to provide a prepared environment to facilitate teaching Truth principles, infants through young adults, on a creative, professional, experiential foundation. The Montessori method of application is employed to meet this criterion with further emphasis on providing extended education in Truth principles through a complete parenting program. The Youth Ministry embraces teaching parenting classes and workshops, infants through adolescents, in order to facilitate full parental involvement in the program.

Interpret: Truth principles are interpreted at the level of the child's development (all age levels through Y.O.U.) in a concrete, experiential way with emphasis at given times during the year on involving the parents as students, in order that they may relate to their child's experience.

Relating and Life Application: Daily events as well as holidays are interpreted in the Light of Truth Principle in order to strengthen the child's ability to experience life in the fullness of a Truth consciousness.

Continued. . .

Preparation and Implementation

The ministry is based on four major areas of preparations: preparation of the environment; preparation of the teacher; preparation of materials; and preparation of the child.

Preparation of the Environment: A properly prepared environment is a catalyst to the child's response to learning and is developed in a highly loving, creative, motivating, enhancing style. It is a primary factor in setting a consciousness of order in an open or a closed classroom. All aspects of the prepared environment are based on the chosen theme for the year; i.e., 1986 - "God Sings Its Song of Love through Us" ("in Order"--Sept., "in Enthusiasm/Energy"--October. . .the appropriate power for each month). The provision of this is maintained through:

1. Order in the room
2. Nametags
3. Bulletin boards
4. Music
5. Greeters
6. Presession and 10-11 A.M. activities
7. Inner order of all concerned--recognizing the Christ
8. Welcome and information parent packages

Preparation of the Teacher: 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.

1. Excellent initial training, provided by:
 - a. Training workshops
 - b. Observation (on-the-job training)
2. Ongoing training through:
 - a. Teacher meetings
 - b. Monthly teacher letters with support material
 - c. Annual regional Y.E. Workshop
 - d. Local training workshops provided by center.
3. Volunteer Recognition Service in church
4. Potlucks
5. Gifts for teachers
6. Weekly tapes of service
7. Excellent resources
8. Open direct communication with the Director
9. Group prayer; prayer partners
10. Teacher training video.

Preparation of Materials: Materials for teaching are anything from rubberbands to hi-tech teacher's tools. Everything is utilized as a tool for the interpretation of a Truth principle. Materials are used to experience through the five senses with hands-on activity.

1. Association Curriculum
2. Learning Centers
3. Filmstrips, movies, cassettes, slides
4. Visual aids
5. Publications
6. Concrete materials
7. Drama
8. Music

9. Storytelling
10. Puppets
11. Take-home support material on special programs.

Preparation of the learner: Through the correct preparation of the environment, teacher training and support, provision of stimulating materials and meaningful experiences, the learners are enabled to express more of their Christ potential.

1. Interacting with the prepared environment
2. Loving support of the teachers
3. Meditation
4. Music
5. Multi-sensory experiences
6. Parent involvement
7. Order
8. Involvement in assembly
9. Field trips
10. Weekend retreats
11. Rallies
12. Service to church and community
13. Special programs:
 - a. Programs by students in church
 - b. Workshops for students
 - c. Experiential Vacation Bible School
 - d. Religious Emblems Awards Programs
 - e. Summer program
 - f. August Family Worship Month with Sunlight Dragon Mini-Sermons at both services
 - g. Intergenerational programs
 - h. Family potlucks
14. "Sunlight House Express" newsletter
15. Support of Latha, our friend in India, through the Christian Children's Fund

Parenting: The education and involvement of the parents is facilitated through the following:

1. Instructional parenting classes
 - a. STEP
 - b. Responsive Parenting
 - c. Infant massage
 - d. Family communication
 - e. Montessori in the home
2. Intergenerational activities
3. Parents as students in the classroom
4. Parents in the Youth Ed. closing circle
5. Parents as aides and teachers
6. Family potluck
7. Religious Emblems Awards Program
8. Family Counseling

Director Training: For nine years, the Youth Ministry has provided Director Training for other denominations and centers throughout Unity. Directors spend 3 days in intensive, on-the-job training with the Youth Ministry Director and working in the program.

Not all of these ideas on church/youth education communication will be applicable for all centers. Try a couple of them out, see if they fit the puzzle you're working. Piece by piece you'll work your way toward the total puzzle of "your success."

TODDLERS & TEENAGERS TWO OF GOD'S MOST PRECIOUS GIFTS

by Joyce Culey
Youth Ministry Coordinator
(Pre-Adolescent, Adolescent, Young Adult)

It was New Year's Day and a small group had gathered to visit and enjoy good food, conversation and, of course, football. One delightful attendee at that gathering was a pint-sized, blue-eyed, tow-headed toddler who captivated everyone with her giggles, chatter and exuberant personality. However, much to her parents' dismay, the darling's two favorite responses when spoken to were, "No way!" and "Hush-up!"

Although both my children are now teenagers, how well I remember that sinking feeling when, as toddlers, their behavior did not quite meet up to my expectations. To this day I have not completely recovered from the embarrassment of my then-three-year-old son snapping orders at his complaining, elderly great-grandmother, "You go home right now! We don't allow no mean crabby words in my house! My momma said so!" As for my wise, endearing grandmother, she gently reassured me, saying, "Don't worry, honey. He is just repeating what someone else has said. Just ignore him; it will get better, I promise." And she was right, it did get better--eventually. But the real words of wisdom offered by my grandmother were about the similarities between those bouncing toddlers and "wild and crazy" teenagers. As a Y.O.U. sponsor, there were many times when I doubted my ability to understand the teens and felt frustrated with their behaviors. After sharing my concerns with my grandmother she once more reassured me, "Ah honey, don't let it get you down. Just remember, the only difference between a toddler and a teenager is that a toddler drives a three wheeled vehicle which moves as a result of fast little legs and feet, and a teenager drives a four wheeled vehicle which moves as a result of one heavy foot. Just be loving, yet firm. That teenager has just as much love to give, just as much to learn, and just as much energy rushing through that body as that toddler once did. Remember, just be loving, yet firm."

I have found my grandmother's comparison of toddlers and teens to be true in many ways. Just as the toddler's awareness of the world waiting to be explored has increased, the same is true for the teenager. The toddler's language skills are rapidly increasing, much to the delight of that busy, twisting and turning little tongue and mouth. The teenager's language skills are also, without a doubt, most impressive. Added to the ability to continue at a rapid

and non-stop pace, is the gift of thinking in abstract terms. Now, not only able to speak with incredible diction, the teen is also able to analyze, question, evaluate and dream up much better solutions than anyone ever thought possible. Then there is the energy level of a toddler and a teenager. A toddler in full motion exhausts most adults. Little ones can scoot up and down those off-limit stairs faster than mamma can turn around, not to mention all those pretties that simply must be touched, held, tasted, dropped and pulled apart. Bumps and bruises, hugs and kisses, scrapes and gashes, giggles and screeches, temper tantrums and rebellion--all characteristics of a toddler. As for the teenager, the bell rings in school, announcing the beginning of class and the mouth immediately engages. In many cases, it continues throughout the day and into the evening. Only, however, in the presence of friends. Should a parent inquire, "How was school today and what did you do?" the usual response is "Fine. Nothing." Laughter and giggles, shoves and whacks to the head and shoulders, kisses and hugs, chairs tipping over and books falling to the floor, singing and dancing, temper tantrums and rebellion--all characteristics of a teenager.

There is no doubt about it, a toddler and a teen can provide the most irritating, hair-raising, yet wonderful memory-making moments in life--depending upon our perception. How often we, as adults, are quite gentle in our smiling patience as we fondly watch the antics of a two-year-old. Yet, how often we are just as ungentle in our frowning impatience as we watch the actions of a teenager. So many labels are offered and placed around teens in general: immature, irresponsible, selfish, disrespectful, rude, inconsiderate. . . Yes, it is true, a teen can be those things, but so can a toddler and most of us at one time or another.

If I could encourage only one resolution for 1988 it would involve removing those labels and taking another picture of that same group of people, perhaps from a different angle. Even in the church setting, teenagers are at times misjudged, labeled and/or overlooked. This new picture would reveal a group of young people standing arm-in-arm, each one a unique individual. No longer children, yet not quite adults, they are in the midst of a chaotic journey of change. Their bodies are growing every which way, their emotions are pulsating with rapid irregularity, and their minds are filled with questions and dreams in response to the complex data being fed at light speed into their memory banks. Hard at work in the middle of all these changes are the teens' two most secret desires: to understand who and what they are as individuals, and to feel like they belong. Just look closely at the picture and observe how obvious these desires are in their faces, mannerisms, dress, and movement.

Continued. . .

If we as adults can strengthen our understanding and temper our judgments with love and acceptance, our perception of teens will likely change to match our smiling tolerance of toddlers. That does not mean we overlook our responsibilities or stop setting guidelines. Just as the toddler looks to the adults in his/her world to be fed, held, loved and comforted, the same is true for the teenager. Friends are important to the teenager, but it is also to the adult that s/he looks to for guidance, support, love and insight. And so, if we take yet one more picture of the group, this time we will also see adults present--ministers, sponsors, teachers, and parents. As with the teens, the same two secret desires of understanding who and what

they are as individuals, and feeling like they belong, can be seen upon the faces of the adults.

As we adults give to our youth the gift of love, wrapped in a brightly colored paper of understanding and tied with a shiny ribbon of guidance, our youth develop their own perceptions of the world of adults and who/what they may someday be.

Toddlers and teenagers - two of God's most precious gifts, just waiting to grace our busy world. And so, should the temptation ever arise again to place labels of negativity upon our youth, won't you join me in voicing, firmly yet lovingly, with the words of my wise toddler friend, "No way!" and "Hush up!"

OUR REGIONAL YOUTH OF UNITY COORDINATORS

The International Youth of Unity is divided into regions with a Coordinator hired by the regional ministerial board. These eight very special people offer their love, energy and enthusiasm above and beyond the "call of duty."

FEATURING: JACKIE GREEN WESTERN REGION

Jackie Green is one of these dynamic individuals, serving the Western Region since 1979. There are so many wonderful things to be said about her, that it is difficult to choose the words which will fit this allotted space. Perhaps the greatest compliment given to Jackie came from a YOUer who said, "She isn't just our coordinator, she's my friend." In many ways, this says it all. Jackie offers friendship, guidance, support and leadership to the Youth of Unity network. When asked what she loves most about her work as regional coordinator, she replied, "That I am continually changing, growing, and stretching in an atmosphere of love and support provided by all ages." Just as Jackie feels loved and supported, she offers the same to those who work with her. Jackie's 20+ years' experience in youth ministry is only one example of her dedication to youth. She is also a licensed Unity teacher and Family Services Director for Unity Church of Truth in Spokane, Washington. Jackie has also been a Sunday School teacher and a Youth of Unity sponsor. Her background also includes a B.A. from Oklahoma College for Women, and nine years experience as a Speech Therapist.

Jackie and husband, Wayne, live in Spokane with their tiny nine-year-old poodle (named Porshe) and are the proud parents of two daughters, Gini, 24 and Lois, 20. Although life is very busy for Jackie, she still allows time for dreams. "My dream for YOU is that youth ministers are the norm. The Youth of Unity deserves continuity, stability, and guidance from Unity youth ministers who are young at heart, grounded in Unity principles, dedicated to full time service to the youth, and able to communicate with teens."

We love you and bless you, Jackie, for your dedication to our youth; and as for your dream we salute you and we join you! As the kids would say, "Aw right!"

YOUTH MINISTRY RESOURCES

The following are resources to help shape classroom activities, seminars, and presentations into exciting, fun-filled opportunities for teachers and students. These items are available from the Association of Unity Churches.

Exciting Ideas!

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.

"Real Friends" is filled with clear, step-by-step advice and real-life examples that teach basic skills for making friends, starting conversations, and feeling comfortable in all sorts of situations. This book is based on the author's, Barbara B. Varenhorst, Ph.D., experiences in a Peer Counseling Program. Dr. Varenhorst, a nationally recognized authority on peer counseling, offers ideas which show young people ways to care for themselves and others, help each other mature and build self-esteem, and even cope with serious problems. This is an excellent resource for Uniteens and teachers, Y.O.Uers and sponsors, ministers, parents, and anyone interested in peer counseling or making real friends.

Tension Getters I: 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.

Cosmic Reflections: The mellow sounds of piano weave a musical tapestry ideal for meditation, relaxation, and quiet listening.

Cues for Teachers: This booklet, by Locke E. Browman, Jr., lists 70 significant ways teachers can improve their teaching. Great for teachers' meetings, training events, etc. Revised 1985

Innovative Ideas!

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.

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.

Fun-filled Ideas!

Essential Skills for Good Teaching: By Locke E. Bowman, Jr., this booklet contains 15 articles on Concepts, Objectives, Strategies, and more.

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

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NEW ITEMS AVAILABLE

SUPPLY CATALOG *"Share the Spirit"*

We are happy to announce the Association has produced and distributed a Supply Catalog, which we trust will assist you in ordering materials from the Association of Unity Churches. This 37-page catalog, with photos, features materials from the following categories: Adult Teaching Resources, Literature for Distribution, Ministry Materials, and Youth Education Teacher Resources. Periodic updates will be sent about every six to eight weeks (if necessary).

Each ministry received one copy free; additional copies are available for a nominal fee.

When ordering materials from the Association, please use the new order form (a supply is included in the catalog).

POLICY MANUAL for a UNITY MINISTRY

We now have an excellent resource manual which is very practical and highly usable. The revised second edition of the Policy Manual for a Unity Ministry is available from the Association of Unity Churches.

One copy was mailed to each ministry free of charge; additional copies are available for \$20.00 each.

If you have any questions or comments, please contact the Association of Unity Churches, P.O. Box 610, Lee's Summit, Missouri 64063; (816) 524-7414.

If you would like to order additional copies, use the new order form furnished with your new Supply Catalog (description of the Policy Manual is on page 18 of the catalog).

If your ministry has not received a free copy of either item, please contact the 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®

April, 1988



THE PRESIDENT'S LETTER



Jim Rosemergy
Unity Church of Truth
Spokane, Washington

HERALD OF THE NEW AGE

IS THE NEW AGE HERE?

For several months, many of you have asked me to write about the trend in the New Age community toward channeling, crystals, and related activities. The attention the media has given to these subjects is a matter of concern, for many Unity churches consider themselves to be a part of the New Age. In a recent ABC "20/20" program focusing upon crystals, Hugh Downs stated that the New Age was a resurgence of the occult. I groaned, and at that moment committed myself to no longer use the phrase New Age. Undoubtedly, the coming age Jesus referred to is not a time when ancient entities share their brand of truth or when a crystal is a focusing agent for divine power. I am willing to believe that the age to which He referred is a time when the teacher is the Spirit of Truth and the focusing agent of divine power is the Christ enthroned in man.

In reply to your requests about addressing this controversial subject, I wrote or said to you that I thought the time would come when I would give my opinion about this matter, but that I was waiting for guidance. It has finally come. Actually, it started when I was asked by

a study leader at a Lutheran church to come and talk to their class about the New Age. Nancy and I attended their meeting on a Sunday evening and thoroughly enjoyed the seekers and their willingness to investigate an issue that seemed outside their doctrine and way of life. It was interesting that when I told them I believed I was a spiritual being living in a spiritual universe governed by spiritual law, the lights in the church went out, and we conducted the rest of the session by candlelight. It was very "occult." Just kidding! Actually, it was amazing because it seemed that the only building in the neighborhood to lose its lights was the church.

Many of you are probably aware that Time magazine recently presented a cover story focusing upon Shirley McLaine, channeling, crystals, and related new age "artifacts." I responded by writing a letter to the editor telling him that the spirituality of the "coming age" was based upon insights into Jesus' teachings and that these principles are transforming people's lives today. I said that the article described the periphery of what some consider to be the New Age, but that it left uninvestigated its heart.

My friends, our heart has God's law and truth written upon it. Inscribed are ideas like, ". . . the kingdom of God is within you," "Christ in you, the hope of glory," and the "pray without ceasing." These principles are woven into the fabric of our being and will certainly be lived and expressed in the age Jesus promised was coming.

STILLNESS AND SILENCE

Some individuals tell us that channeling, crystals, the focus on the world peace movement, and the wholistic approach to healing are heralds of the New Age. My inner teacher says, "No." Jesus cautioned us that the Christ's coming or Spirit's expression would not be with signs to be observed. I am convinced that the herald of the New Age is STILLNESS and SILENCE.

We see people in our churches or centers and even ourselves who intellectually know the truth; truth inhabits the periphery of the mind and the vocabulary

is truthful, but something is missing. It is REVELATION. No truth is truly known until it emerges from within.

During Sunday services and classes, I try to speak the highest truth I know. I do not appeal to one's humanhood, but to the greatest depth of them; however, I am aware I am no teacher, nor do I really minister. No truth is discerned unless it emerges from within. No comfort is given unless the Lord is the shepherd. I may help someone feel good for awhile, but there is no spiritual awakening and, from my perspective, wakefulness is the heart of ministry.

I am a purist, and this means that my primary role is to help people find the trailhead of the path leading within them. For me, there will not be the faintest suggestion that power is in anything but God. For me, there will be no hint that peace passing understanding and boundless joy can be found in any way other than REVELATION. Spiritual things must be spiritually discerned!

I do not know the meaning of the resurgence of spiritualism that is occurring now, but I am convinced that if it is not of God, it will perish, and if in some way it is part of the divine plan, I will not oppose it. Resistance is not my way. STILLNESS AND SILENCE are calling me.

For many years, I have observed a phenomenon in us. We have a tendency to follow instead of leading. Too often we "join the crowd" and say, "Follow me." No one will dispute the fact that Jesus led the planet through a threshold to a New Age. He was able to lead because He knew the meaning of the words, "In the beginning God. . .," but before there is direction afforded by Spirit, there is STILLNESS, SILENCE, and listening.

Perhaps you will remember the closing service we shared at conference last year. Our affirmation was WITH GOD AS OUR BEGINNING, NOTHING IS IMPOSSIBLE FOR US. I cannot tell you how deeply I believe that the herald of the New Age is STILLNESS and SILENCE. The world will tell us there are many ways and in my openness, I am willing to say perhaps. . . but as for me and my house, we will sound the trumpet and invite all to join in STILLNESS and SILENCE.

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

Last month I reported that the focus groups, which were conducted at Regional Conferences and Mid-Year meetings from August, 1986, through March, 1987, and the focus questionnaires returned from two issues each of *CONTACT* and *Minister's Letter* provided invaluable assistance to the Executive Committee at its April, 1987, Planning and Goals session. Many of those goals and previously-determined goals have recently been accomplished.

Throughout the Planning Session, the Executive Committee was keenly aware of the services our Association provides the 525 member ministries, 275 study groups, 600 ministers, and 515 licensed teachers. An outline of some of those services follows:

1. Hands-on care, service, and availability by phone. That voice on the phone to provide information, guidance, and reassurance is invaluable.
2. Provide ministering to the ministers.
3. Liaison - Calls from ministers, Board members and/or congregants when challenges arise in a ministry. Immediate availability of personalized counsel and care is essential to these persons.
4. Placement - Having someone available to give hands-on care, service, and counsel for placement is important to both the ministers seeking

placement and ministries seeking a minister.

5. Management training by Barbara O'Hearne and video training tapes; availability by phone to answer questions and refer inquiries about Barbara's availability and the loaning of the training tapes.
6. Scheduling of Church Development and Marketing Director - again that voice on the phone is important to give hands-on care and service.
7. Media service, provide counsel on the developing of media and especially radio programs.
8. Availability to answer questions concerning the two retirement programs offered to ministers and employees of member ministries.
9. Provide many teaching aids, bulletins, and other products that assist ministers and ministries. The Association ships orders the day of receipt, if at all possible.
10. Youth Services including educational materials (nursery through teens), teacher training and counsel for Youth Education Directors and teachers for all grade levels.
11. Continually developing new support services for churches and ministers such as business cards, stationery, plaques, etc., that can be used for appreciation to Board members and other volunteers.
12. Expansion - including materials for development of new study groups, for all phases of the ministry and bringing the ministries to full-time status, availability by phone to answer questions and give counsel to new groups.
13. Teaching aids and counsel for Licensed teachers.
14. Provide information for Post-Graduate credits and delivery of Post-Graduate courses.

15. Provide Skills Development Seminar, Licensed teacher Post-Graduate week and other educational activities.
16. Provide group insurance for ministers, employees of member ministries, and answering questions regarding the coverage and claims processing.
17. Provide up-to-date information about addresses and phone numbers of ministers and ministries.
18. Provide the service of the annual conference; includes detailed planning and coordination.
19. Monthly contact through publication of *CONTACT* and *Minister's Letter*.

To sustain these services, which emerged from the Planning and Goals Session in April, 1987, and received final Association Board of Directors' approval in January of this year, are objective goal statements and action steps designed to efficiently manage, monitor, revise, add to, and improve the myriad services provided by your Association of Unity Churches.

Continued on page 5

Volume 21, Issue 3

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: Unity Christ Church
Ventura, California
Ministers: Diane Dean &
Beth Ann Suggs

CHURCH DEVELOPMENT & MANAGEMENT ISSUES



Barbara O'Hearne
Church Development and
Management Consultant

ANALYZING ORGANIZATIONAL FITNESS

Many successful organizations have adopted a policy of conducting an annual "check-up" or analysis of the "fitness" of their operations as a board. These groups believe this indepth analysis serves to enhance its operation. They take a close look at several organizational processes, such as: assessing needs or the mission of the organization, planning, implementing plans, evaluating and monitoring how the organization is doing, motivating, the quality of communication, and providing resources which may include orientation materials, job descriptions, etc. Providing opportunities for volunteers and staff to learn and develop their skills and competencies is also part of the process.

For some organizations the need to analyze what is going on is the result of being in trouble and/or facing many challenges. Although these organizations would profit from a total organizational analysis, sometimes this appears to be overwhelming with all that is going on in the organization. The option of doing a "spot check" in key areas that have been identified as needing attention is available. The concern for this type of approach is the potential for ignoring peripheral problems that have an impact on the situation in question.

Some specific problem areas frequently cited are: recruitment of effective

board members, conducting productive board meetings, clarification of staff volunteer roles, and getting commitment and follow-through. The approach taken whether it is a "total check-up" or a "spot check" needs to be determined through extensive discussion. Thus the approach taken is with clear understanding and commitment by the organization.

This article suggests areas to be included when analyzing an organization. Some resources available to help boards evaluate their own performance are recommended. The goal is to provide useful tools for the leadership of an organization committed to working more efficiently and effectively.

TOOLS AVAILABLE

The Board of Directors Quality Assurance

Questionnaire is an extensive evaluation tool that is available in the second edition of the Policy Manual for a Unity Ministry (available through the Association of Unity Churches). The major areas of responsibilities and involvement in this questionnaire include:

- Board Organization
- Board At Work
- Board Membership Process
- Board Communication
- Board/Staff Relationships
- Board Decision Making
- Board Meetings

Included under each of the major headings are a series of statements that require a response of: Yes, No, Some, Don't Know, or Discussion Question. Let's look at a series of examples under the heading of Board At Work:

BOARD OF DIRECTORS QUALITY ASSURANCE QUESTIONNAIRE

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EXECUTIVE DIRECTOR'S LTR *Continued from page 3*

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If we may serve you in any way, please let us know.

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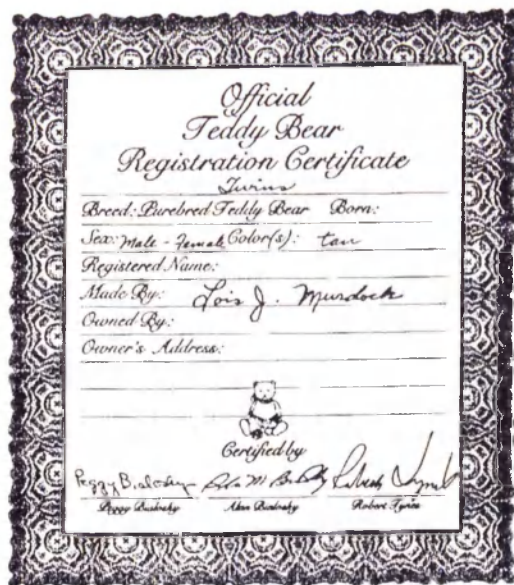
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Michael Moran
Radio/Media Coordinator

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programs end with: "Come grow with us. We're the Chicago area Unity ministries. For more information about the Unity way of life and the Unity Church nearest you, call Unity-97. We'll send you a free gift cassette and a complimentary issue of Vision magazine. Call Unity-97 -- Unity 97."

This will not only give the listener incentive to call, but will help to expand Vision's subscription base in the Chicago area. It is a good example of effective cross-promotion.

Congratulations Chicago!

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Positives:

- Short lead time.
- Measurable with coupon.
- Good shelf life (especially on Sunday).

Negatives:

- Daily reach is steadily declining.
- Only reaches 2/3 of all adults each weekday.
- 2/3 of the readers only spend 11 minutes a day reading newspaper.
- Lot of competition for the eye. Ads are in close proximity to competitors.
- Only 41% of readers recall full-page ads.
- 1/3 of all readers recall half-page ads.

Television

Positives:

- The highest impact (using sight & sound)
- A good image builder.

Negatives:

- TV is the most expensive way to advertise.
- Immobile.
- One in five spots are zapped (viewer leaves the room during commercials).
- Commercials are generally considered annoying (they break up the story line).

Cable Television

Positives:

- It is less expensive than broadcast TV.
- It is easier to target by lifestyle or location.

Negatives:

- Proliferation of channels.
- Immobile.
- Only 49% of all homes wired for cable.

Spots are bunched and generally amateurish.
One in five spots are zapped.

Yellow Pages

Positives:

- All prospects are pre-qualified before they approach the advertiser.
- People are in the habit of using it.

Negatives:

- Fierce competition among advertisers.
- Inflexible ad copy (changed once a year).
- Advertisers have to pay for it in regular monthly installments even if they discover early on that it's not working.
- Passive - only reaches people after they have made their decision to buy.
- Cannot address people to create a need.

Magazines

Positives:

- Long shelf life.
- Measurable when you use coupons.
- Easy to target (especially with regional split runs).

Negatives:

- Magazines are 51% advertisements, reducing recall.
- Generally hard to measure results.

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Positives:

- Easy to target according to location.
- Share mail are inexpensive

Negatives:

- 45% of all direct mail pieces are thrown away unopened.
- One in 6 families move every year, and 3rd class mail is often not forwarded.
- It is expensive to test regular direct mail.
- Advertisers miss potential buyers who lie outside the targeted group area.

Telemarketing

Positives:

- Immediate results.
- Human and personal.
- Best percentage for measurable results.

Negatives:

- It can be very expensive.
- Very bad reputation.

Radio

Positives:

- The best support medium.
- The most intrusive medium.
- It is easy to isolate target demographics.
- Extremely low production costs.
- Excellent frequency.
- Low lead time.
- A good image builder.

Negatives:

- More difficult to track results.
- Over-proliferation of stations causing fragmentation of the market.

SUPPORT SERVICES REPORT



Ron Tyson
Support Services Coordinator

The Association Membership Package is progressing right along. The Support Services Department has been working for months in developing a membership package to be initiated (in pamphlet form) with a membership card and other items of interest by January of 1989. As you know, some discounts have already become available. To keep you updated, the following are the newest discounts available to you at this time:

DRURY INNS

We are established into their corporate advantage program. To make reservations, please call 1-800-325-8300 and use our assigned corporate rate number of CA-34473. The discount is \$2.00 off the rack rate. Other benefits include: free local phone calls, free airport transportation (at most locations), free photocopies (limit 10), and free quikstart breakfasts.

FAIRMONT HOTELS

Fairmont Hotels offers us their "Fairmont Circle" corporate rate program. When making reservations, call 1-800-527-4727 and use our assigned corporate rate number 30419. Fairmont Hotels are located in Chicago, Dallas, New Orleans, San Francisco, and San Jose. No other hotel has been honored with all three of these prestigious awards: Travel/Holiday Award for fine cuisine, Mobil-5 Star Hotel Award, and AAA Diamond

Award. They represent the best of the best in luxury and hospitality. Discount example: Dallas - lowest rate for a single room is \$140 (rack rate). Single or double room at our corporate rate is \$110, a savings of \$30.

HYATT TECHNICAL CENTER

Hyatt Technical Center represents over 120 hotels worldwide which consists of three different classes: Hyatt Hotel, Hyatt Regency, and Hyatt Resorts. There are different rates for each hotel class. To make your reservation, please call 1-800-228-9000 and use the Identification Number 49337. Regardless of which hotel class you choose, a discounted corporate rate is established for us at all Hyatt properties (you also may obtain hotel property brochures at all reservation toll-free numbers).

For your information, each hotel chain has their own rules applied to their corporate program as to their benefits, restrictions, etc. Rates are subject to change. Always contact in advance for reservations, information, questions and updated changes. The corporate rate normally applies to singles/doubles only. Always identify yourself properly (with your assigned number, if you have one, and that you are an Association of Unity Churches member, and that you are requesting the corporate program rate). In most cases you must use a major credit card to make advanced reservations.

We hope you are using the discounts which have been provided thus far. We would love to hear from you as to what Association Membership Package benefit you have used and how it accommodated your needs. For further information or questions, please contact the Support Services Department, Attention: Debby Henry.

HERTZ CAR RENTAL

Use the Identification No: 57995
Call toll-free: 1-800-654-2200
You will receive a 10% discount!

CONFERENCE NEWS

1988 Association of Unity Churches Convention Publicity Committee



Doris J. Peterson
Publicity Chairperson

One of the main reasons for having the Association's Convention in the regions is to expose Unity to as many people as possible. We are fortunate in the fact that Phil Schlaefer, minister of Christ Church Unity in Orlando, Florida, recruited Doris J. Peterson as the Chairperson of the Publicity Committee.

Doris has been a Unity Truth student for the past 21 years and is presently serving as Secretary of the Board of Directors in Christ Church Unity. She is the wife of Col. Charles H. "Pete" Peterson, a mother of 5, and a grandmother of 4.

Doris was the producer and host of a one-hour talk show, "Women's World" on WKIS radio and also host of a ten-minute television show on WFTV, channel 9, for 7 1/2 years as "Doris Ashwell." She also served as Assistant to the Press Secretary for President Ford's Florida Primary.

Doris will be working with church representatives in the Florida area to tell our story as we "Gather Together in Unity." We express our heartfelt thanks to Doris and her committee, for we know that God has provided Unity with a great blessing by their endeavors.

CHURCH DEVELOPMENT & MANAGEMENT ISSUES



Barbara O'Hearne
Church Development and
Management Consultant

ANALYZING ORGANIZATIONAL FITNESS

Many successful organizations have adopted a policy of conducting an annual "check-up" or analysis of the "fitness" of their operations as a board. These groups believe this indepth analysis serves to enhance its operation. They take a close look at several organizational processes, such as: assessing needs or the mission of the organization, planning, implementing plans, evaluating and monitoring how the organization is doing, motivating, the quality of communication, and providing resources which may include orientation materials, job descriptions, etc. Providing opportunities for volunteers and staff to learn and develop their skills and competencies is also part of the process.

For some organizations the need to analyze what is going on is the result of being in trouble and/or facing many challenges. Although these organizations would profit from a total organizational analysis, sometimes this appears to be overwhelming with all that is going on in the organization. The option of doing a "spot check" in key areas that have been identified as needing attention is available. The concern for this type of approach is the potential for ignoring peripheral problems that have an impact on the situation in question.

Some specific problem areas frequently cited are: recruitment of effec-

tive board members, conducting productive board meetings, clarification of staff volunteer roles, and getting commitment and follow-through. The approach taken whether it is a "total check-up" or a "spot check" needs to be determined through extensive discussion. Thus the approach taken is with clear understanding and commitment by the organization.

This article suggests areas to be included when analyzing an organization. Some resources available to help boards evaluate their own performance are recommended. The goal is to provide useful tools for the leadership of an organization committed to working more efficiently and effectively.

TOOLS AVAILABLE

The Board of Directors Quality Assur-

ance Questionnaire is an extensive evaluation tool that is available in the second edition of the Policy Manual for a Unity Ministry (available through the Association of Unity Churches). The major areas of responsibilities and involvement in this questionnaire include:

Board Organization
Board At Work
Board Membership Process
Board Communication
Board/Staff Relationships
Board Decision Making
Board Meetings

Included under each of the major headings are a series of statements that require a response of: Yes, No, Some, Don't Know, or Discussion Question. Let's look at a series of examples under the heading of Board At Work:

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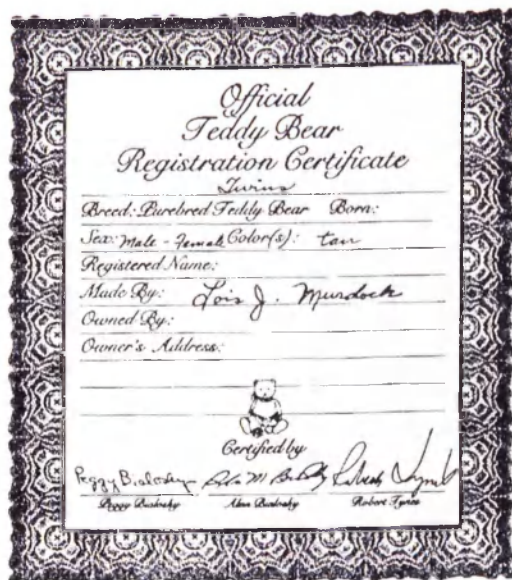
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EXPANSION NEWS



Susan Eng
Expansion Coordinator

EXPANSION COMMITTEE MID-YEAR MEETINGS

The Expansion Committee met January 25-27, 1988, to review policies, make decisions on financial requests, and to create new guidelines and ideas.

NEW GUIDELINES

For a more systematic approach to developing new ministries, criteria to designate target areas for future expansion was created. A list of cities meeting criteria will be presented to the regions for assistance in prioritizing.

New study groups under the Expansion Program must have its spiritual leader successfully complete a written application and an extensive interview process with at least two Unity ministers designated by the Association if the spiritual leader is not a minister or licensed teacher.

APPROVED REQUESTS

The following financial requests were recommended by the Expansion Committee and approved by the Executive Board: Unity in Manatee (Bradenton, Florida), Gerald R. Chores, minister; \$5,000 funding on a matching fund basis. Rationale: Unity in Manatee is a viable new ministry, approved by Regional Representative. An estimated \$10,000 will permit sufficient restoration of pres-

ent building. We are supporting an opportunity, not simply filling a need.

Unity Church of Truth (Macon, Georgia), Claudia Burton, minister; \$1,600 to be granted as follows: \$200 in February, \$200 in March, \$200 in April, \$500 in May and \$500 in June. Rationale: Region providing initial support. This grant will empower minister to expand effectiveness in vision for ministry.

Interest-free moving loans (\$1,500) were granted to: Christ Light Unity (Excelsior Springs, Missouri), Betty White, minister; Unity Church of Fremont (Fremont, California), Hypatia Hasbrouck, minister.

Literature Starter Kits (\$3,000) were granted for bookstores.

The Association of Unity Churches is here to empower and support ministries in every way we can. Please understand how difficult our task becomes when we find it necessary to deny funding to some ministries. Due to the large number of requests and limited funds, it is not possible to grant every request. The decisions were prayerfully made. The denials of funding did not come easily.

It is our desire to grant requests to those ministries which to the best of our judgment, will be enhanced and empowered to further growth with these monies. Some of the characteristics we look for to help us make the determination are such things as: 1) Clear vision of ministry; 2) Clearly defined goals; 3) a positive attitude toward ministry (an attitude of, "We know we are going to make it but can use and would appreciate some help in getting it off the ground."); 4) Proper reports and forms clearly and concisely filled out; and, 5) A clearly defined need. (Some ministries had needs that were not as obvious as others. Due to limited funds, this means that we must at times pass over certain deserving applications for others with a greater proven need.)

The Expansion Committee will meet again in June, 1988. Members of the Expansion Committee are: Sherman Olson - Chairperson, Berthenia Banks, Billie Blain, Eleanor Campbell, Judith Crooks, Loren Flickinger, Bill King, Christie Logan, Sidney Ryman, and myself.

AN INVITATION TO PRESENT GRADUATION BIBLES

Ministries and individuals are invited to participate in the Graduation Bible Project, which has proved 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 43 graduates receiving Bibles this year. If you would like to participate, please send \$50.00 made payable to the Ministerial Education Program, and note that it is for a graduation Bible. Address the envelope to: **Gladys Branscum, %USRS/MEP, Unity Village, MO 64065.** This check should be sent by May 1, 1988, 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.

SPECIAL ANNOUNCEMENT REGARDING MAILINGS

Often we get requests for mailings when a ministry has a special guest speaker scheduled or another type of dated special event. The Computer Department of Unity School is extremely busy and therefore we will be able to handle such mailings only when we have a **75 day lead time** before the scheduled event.

THE ASSOCIATE



The Associate phone number is:

816-525-6865

This month's article written by:

Pierre Gallardo

Member of

Computer Feasibility Committee

Remember the old Beatles song, "Help"? The lyrics went, "Help, I need somebody, help, not just anybody!" It seems that today when looking at the question of what's "better," many opinions seem to rapidly surface. Concerning the question of what computer is best, please let's remember that, just as in cars and homes, one man's Lincoln is another man's Volkswagen. There are many excellent computers on the market today. In this article I want to talk about the Macintosh (I own several and really love them).

When considering a computer, one important factor is the keyboard. The Macintosh has three keyboards available. The idea of ergonomics is an important consideration. How does the computer "fit"? Does the keyboard cause wrist strain? What about key pressure? How about key placement? The only way to tell which keyboard is best for you is to try several configurations at the store. When buying any computer, keyboard consideration is very important.

The next question might be monitor. Do you want color, monochrom (green, amber, or good ol' grey/black)? This is one of those situations where comparing the monitors in the showroom might help. What is even better is to try each monitor for a few days (if allowed) at your workplace.

Also important when choosing a computer is memory. Too much never

hurts quite like not enough! With the size of programs now coming out a good beginning size is at least 512k (the "k" means thousand, hence: 512k means 512,000 bytes of memory). Another good rule might also be to buy as much memory at the time of purchase as financially possible. Storage, ah yes, how many disk drives (permanent storage devices) to buy? Although you may get along with only one disk drive, doing so is almost like getting along with one engine on a 747. If you get to your destination, will it be in one piece and will it have been a fun ride? It is almost impossible in a growing or even stable ministry to find one's self feeling remorse over a second disk drive. "But," the lovely Ms. Mergatroid exclaims, "All you really need is a new smart typewriter, what else could anyone possibly want?! Smart typewriter? Ever try to do desk top publishing (using your computer to create powerful easy-reading good-looking copy) on a typewriter? With a smart typewriter all one can really do is type with a very limited assortment of type styles and an even smaller assortment of type sizes.

Another question is which comes first, the computer or the software (programs available for the computer). Many times it might be wise to consider first what the user wants to do before purchasing the machine. Questions? Remember that many Unity ministers who have computers are as close as your phone. Yes, it is a big question, and what can be done with a moderately-priced computer will truly amaze, liberate, and complement the active Unity minister and ministry. Please remember that your Association is willing to connect you with a successful computer-using ministry. Ask and ye shall receive. . .Mazel Tov!

Pierre Gallardo

Unity on the High Plains

Amarillo, Texas

SPARKPLUGS

**Talk Topics & Sermon Starters from
Unity publications**

**This Month: Turning Anger into Love
by Frank Giudici**

Anger--whether it is recognized, acted upon, or suppressed--is felt by everyone and needs to be effectively dealt with. Frank Giudici, Unity minister and Chairman of Biblical Studies and Skills at Unity School for Religious Studies, talks about anger on his newest cassette album, Turning Anger into Love.

Frank believes that anger is frustrated love, and he discusses the spiritual work by which we can eventually transform the angry feelings we find inside ourselves into love.

In listening to this four-cassette album, recorded during a seminar, you experience the rapport between audience and teacher and you find yourself not only absorbing Frank's ideas, but also formulating new ideas pertinent to your own situation. Frank's treatment of this subject is done in a way that offers you the opportunity to practice absolving anger with love. He tells us how to recognize our anger, avoid negative results of anger, and do something positive about anger.

Each session of the seminar ends with a meditation, but the piece de resistance of the entire album might just be the lesson in which Frank gives anger-release exercises for you to follow. You will want to experience this seminar, and you will be able to generate some new ideas of your own to share about anger--the frustration of love.

Turning Anger into Love, a four-cassette album, is available from the Sales Department of Unity School of Christianity.

BULLETIN COVERS

PLEASE NOTE:

Bulletin Cover Sample #1263 "Shining Light" should be #1268

Bulletin Cover Sample #1264 "Sunrise in France" should be #1269

We apologize for this error and thank you for your cooperation.

PARTNERS IN MINISTRY
a network of spouses of ministers



It's Easter! A time to crucify the negative thoughts and beliefs and give thought to a new positive life. The stone has been rolled away - there are no obstacles in your way. I give you LIFE!! What will you do with it? You could wallow around in self pity - "it's dark in here, the dirt of this (self-inflicted) tomb is cold and damp, there isn't much space - (or. . .how about?) - IF ONLY SOMEBODY WOULD DO SOMETHING ABOUT IT!! It's always been easier to blame someone else than to take on the full responsibility for your own life! With a new attitude it could sound like this: "Wow! look at that sunshine! Hey! the stone is rolled away. I wonder how far I can go? I'm free, Praise God! I'm free! I can do it!

How is your "tomb" these days? Mary Ann Kozy, a Partner in Ministry from St. Petersburg, Florida, shares this month some thoughts as well as action:

Recently I attended the Mid-Year Committee Meetings at Unity Village. As a spouse, I am not a part of any of the meetings or a member of any of the committees, but I look forward to any sort

of Unity meetings or get togethers of any kind just for the social aspect of it. I get LONELY out there. I love to meet other ministers and spouses and talk "shop."

Something that surprised me is that there were so many ministers between assignments, as well as those starting new ministries. In reality, so I learned, this is the norm. There are a whole lot of us in the same boat! What do the spouses of all these ministers do at these times? There must be economic problems and frustrations from lack of purpose, or just plain boredom. Not every spouse has a glittering career, and besides, these transitions most often result in moving the family to a new location.

Personally, we are starting a new workshop/seminar ministry. There has been a lot of work getting ready. There has been a move to a new state. There have been, and will be, times of simply, marking time. There have been times when, frankly, a paycheck would have been a God-send.

What to do? People in transition can't take a new full-time job. For one thing, there might be a move to a new location. There might be a problem in committing

to a 40 hour week because of current demands on your time. In my own case, I know that I will be back on the road within a month. I simply can't commit to a new employer.

I found a great solution that worked for me and just might be an answer for you. I went to a temporary job agency. By the next morning I was working for a yacht sales company. I didn't know much about yachts but I sure knew how to organize their new office. That job lasted two weeks, as did the next one. The third assignment was part-time, at my request. It was perfect for me.

I loved the temporary jobs and will do it again when we are between seminar tours. I met great people. I had a great time. I was not "married" to the jobs, so the normal office pressures were not there. The employers were delighted to have me come in every day during those assignments. I was really needed and it felt great. The weekly paychecks were great, too!

Everybody won. The job agency, the employers and me. I was productive. I was appreciated and my wallet was fattened.

Although I have had many years of office and professional experience, the agencies only require basic office skills and a willingness to try new adventures for most assignments. So don't be timid about applying at a temporary agency if this seems to be a good solution for you. The agencies will be delighted to have you. If it doesn't work out, don't worry. It's only temporary!

Thank you, Mary Ann, for a positive solution to a problem many of us have had to face from time to time. A big Easter Bunny hug to you!

NEWSLINE - Orlando, Florida, June 1988

Events for Partners in Ministry meeting in Orlando at the Association of Unity Churches Convention are in the planning stages. So far, mark your calendar for Wednesday Noon. A wonderful luncheon has been planned with an exciting speaker. More news to come! Tell a friend! Watch for next month's CONTACT for details.

We invite you to join us in putting

GOD FIRST

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

MAY 1988

Through the all-providing
substance of God I am
prospered and enriched. I live a
life of plenty.

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 Fund Operations Seven Months Ended December 31, 1987

INCOME-OPERATIONS	<u>December</u>	<u>Year to Date</u>
Love Offerings	\$63,931.94	\$586,753.47
Other Income	<u>741.57</u>	<u>22,250.87</u>
	\$64,673.51	\$609,004.34
Less: Tithe Transfer	<u>6,259.87</u>	<u>57,628.25</u>
	58,413.64	551,376.09
Gross Profit Material	<u>3,206.13</u>	<u>40,361.15</u>
Total Income	<u>\$61,619.77</u>	<u>\$591,737.24</u>
EXPENSES-OPERATIONS		
Total Expenses	<u>\$62,069.04</u>	<u>\$562,293.21</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$(449.27)</u>	<u>\$29,444.03</u>

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

Month of December: \$4,520.26

Year to Date: \$64,843.75

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

NOTICE - Please make sure that Gladys Branscum is on your mailing list. Send to:

Gladys Branscum
MEP Bulletin Board
Unity School for Religious Studies
Unity Village, MO 64065

If you have a particular item you wish to share with Gladys and/or the students, you might want to add a personal note to Gladys.



Bob Ellsworth
Director of Education

A LOOK AT LICENSED TEACHERS - Part 2

Greatest Strengths of Licensed Teachers:

Is teaching ability the greatest strength of licensed teachers? Certainly the title, "Licensed Teacher" would suggest this. But the answer to the question of greatest strength depends on who answers it, teachers or ministers. Noted below is the ranking of strengths as perceived by licensed teachers and ministers to the question, "What is the greatest strength of the licensed teacher?"

GREATEST STRENGTH (182 Licensed Teachers)

1. Teaching Skills (41)
2. Consciousness (25)
3. Willing to Serve (22)
4. Knowledge of Truth (19)
5. Counseling Skills (16)
6. Love For Truth (14)
7. Life Experience (12)
8. Love for People (10)
9. Miscellaneous (36)

GREATEST STRENGTH (188 Ministers)

1. Support Minister/Ministry (41)
2. Teaching Skills (38)
3. Willing to Serve (29)
4. Consciousness (29)
5. Knowledge of Truth (28)
6. Love for People (13)
7. Counseling Skills (8)
8. Miscellaneous Personal Qualities (54)
(joy, dependable, flexible, etc.)
9. Miscellaneous (21)

(NOTE: Many listed more than one item for greatest strength.)

As noted above, both licensed teachers and ministers rank **TEACHING SKILLS** among the top strengths. Note, however, that ministers give a slightly higher ranking to **SUPPORT MINISTER/MINISTRY**, and the third ranking to **WILLING TO SERVE** (as do licensed teachers). From the survey, it seems clear that teaching skills is only

one of the important skills. Some licensed teachers aren't necessarily skilled teachers, but they are equally valued for their support and willingness to serve.

Like many of you who are reading this report, I had always assumed that the primary need in the ministry was to have licensed teachers who were effective teachers. And if they weren't particularly skilled in this area, there wasn't much for them to do. But from the survey results, it appears that an equally valued skill, especially by ministers, is willingness to serve, to do whatever needs to be done to enhance the ministry. This finding has important implications for training licensed teachers. Unity now trains people primarily to teach. Perhaps there should be a second career track in the preparation of licensed teachers; namely, the preparation to serve and the building of consciousness to accompany this role.

Recently I received a letter from a minister which said, in effect, "I love _____, but (s/he) isn't a good teacher. I can't use (him/her) in this role but (s/he) is willing to help in all kinds of other ways." This minister found it difficult to recommend this person for the final phase of licensed teacher training because the minister couldn't use the person in the role of teacher, or give him/her opportunities to practice teaching. It seems to me that it would be helpful to have a second career track in service to the ministry.

CONSCIOUSNESS is an attribute high on the licensed teacher and minister rankings. **CONSCIOUSNESS** includes, "awareness of God in my life," "willingness to serve the Father, not getting caught up in stuff," "living the Truth I teach," etc. From ministers, it includes, "lives the Truth s/he teaches," "Powerful spiritual presence," "prayerful attitude," etc. Certainly **CONSCIOUSNESS** is a wonderful gift to a ministry. People are attracted to teachers whose own consciousness can help lift them and whose presence affirms them.

KNOWLEDGE OF TRUTH ranks high, as might be expected. Certainly the Truth studies taught by Unity is an important foundation in preparing one to teach/serve in a ministry. It appears that the classes in the Continuing Education Program here at Unity Village are effectively preparing licensed teachers in this important area, as perceived by both teachers and ministers.

COUNSELING SKILLS is rather far down the list, especially as perceived by ministers. The training at Unity in counseling probably helps people become more effective listeners, but not necessarily skilled counselors.

And finally, the strength of **LOVE**, love for Truth, love for people, and personal attributes of joy, etc., are important strengths. Several comments on the questionnaires strongly suggest that a primary difference between effective and ineffective teaching is joy, enthusiasm, and love. Knowing the truth apparently isn't enough. It needs to be communicated with feelings.

Next month we will explore some of the "lacks" of licensed teachers, as perceived by the licensed teachers themselves and ministers.

LIGHT ON THE PATH Trish Robinson



In the Association's new supply catalog, "Share the Spirit," it is no accident that some of the items in the Youth Ministry section are also designated for Licensed Teachers. You will notice on page 22 all of the items have LT after them. They are full of good ideas. "Heart Talks" and "More Teachable Moments" are both wise investments. On page 20 of the catalog, "Child of God" by Peggy Jenkins is excellent. Some of the lessons are fun to use as is, while others will trigger ideas of your own.

I would like to call special attention to "The Centering Book" and "The Second Centering Book" on page 21 (They do not have LT after them, which was an oversight on my part). Much to my surprise, there are people who have been attending church service and classes for some time, yet feel they do not know how to meditate. Most are too embarrassed to mention it. These two books are great to share. Even if you do not USE them, consider referring to them from time to time. Ideas often come by just reading a few pages. They are written for children and the child in us really responds. Adults that are uncomfortable with meditation will bless you. If you are hesitant to purchase any of these materials that you are not familiar with, I suggest you check with your Youth Ministry Department to see if they have any of the above-mentioned items for you to browse through. And when you are here at the Village, come into the Association offices where we have on display any that you may not have in your center.

In response to a request, I would like to close with a story I was told a long time ago that is very meaningful to me:

A mother walked into her little girl's room to find her crying while looking out the window. She walked over, put her arm around the little girl as she inquired about what was wrong. The little girl said in anguish, "there is so much ugly in the alley Mommie." The mother also learned that the little girl had just seen a small animal get hit by a car. She very gently began to guide her daughter into another room in the house to stand before a different window. "Oh look," she exclaimed excitedly, "The cen-

tury plant is in bloom. Isn't it beautiful." They both got caught up in the beauty of the garden and especially the blooming century plant. They talked of how fortunate they were to see the rare bloom. After a time the mother knelt and turned her daughter to face her. "Remember this event all your life," she said softly and lovingly. "What you see depends on which window you are looking out of."

LICENSED TEACHER RECOGNITION

The following individuals were licensed in January:

Steve Bolen, 716 Terrel Mill Road, Marietta, GA 30067; **Ellen Bruyere**, 1834 Sotogrande #1904, Hurst, TX 76053; **Vicky Carlson**, 2416 N. 43rd, Seattle, WA 98103; **Mary Lou Cupp**, 15706 East 44th Terr., Independence, MO 64066; **Clarence Deering**, P.O. Box 791, Quincy, IL 62301; **Gloria L. Dixon**, HCR #4 Box 3960, Reeds Spring, MO 65737; **Myron C. Dunlavy**, 1003 Robert St., Mechanicsburg, PA 17055; **Sue Edwards**, 9404 E. 82nd St., Raytown, MO 64138; **Phillip L. Fischer**, 6569 Riverdale Road, Riverdale, GA 30274; **Dolores Colon Girona**, 362 San Genaro, Rio Piedras, Puerto Rico 00926; **Janet Horton Hatheway**, 3288 Page Ave., #1409, Virginia Beach, VA 23451; **Mary Holloman**, 2368 Dawes Place, St. Louis, MO 63114; **Judy Hutchison**, P.O. Box 246, Longview, TX 75606; **Charles E. Hyde**, P.O. Box 8277, Honolulu, HI 96830; **Mary Elizabeth Jacobs**, 20 Bayview Street, Lavender Bay, NSW, 2060, Australia; **Paul G. Kondes**, 4956 E. Clarendon Ave., Phoenix, AZ 85018; **Vivian Martin**, 24 Meadowbrook Park, Ardmore, OK 73401; **Cathy McClellan**, 315 SE Greystone Dr., Lee's Summit, MO 64063; **Donald P. McKee**, 104 Homestead, Kerrville, TX 78028; **Judith Meyer**, 700 Oriole Dr., #211-A, Virginia Beach, VA 23451; **Harlan M. Oyer**, Unity Village, MO 64065; **Mary E. Pate**, 148 Garrett St., Tyler, TX 75703; **Joyce G. Pennylegion**, 6701 Overland Dr., Holiday, FL 34691; **David Pickett**, 1046 Augusta, Houston, TX 77057; **Marjorie Poole**, 1118 NE Independence #205, Lee's Summit, MO 64063; **John W. Robinson, Jr.**, 701 Hamilton St., NE, Washington, DC 20011; **Helen Schofield**, 10339 NE Fremont, Apt. 18, Portland, OR 97220; **Jim Schrotel**, Box 131203, Tyler, TX 75713; **Helen I. Slonager**, 6771 Sunset Dr., Garden City, MI 48135; **Tim Taylor**, 4412 N. 27th St., Tacoma, WA 98407; **Vera Thompson**, 4340 NW 186th St., Carol City, FL 33055; **Lisa Thorpe**, 3739 W. Bullard #221, Fresno, CA 93711; **Imogene vonLahr**, 1279 Calle Del Arroyo, Sonoma, CA 95476; and **Eva Wolff**, P.O. Box 1388, Sandpoint, ID 83864.

We have listed the mailing addresses of these newly licensed teachers, with the thought that you might want to write each of them a note of congratulations and welcome. Licensed teachers services is a vital function in our field ministries, and we deeply appreciate the work they put forth to attain this recognition.



Lisa Wissman
International Children's Education Consultant

COUNTING ON YOUR TOES

"Let Go, and Let God. What a concept! It's exciting! It's fresh! I wonder how it would work if I applied it to teaching? Okay, if I were going to apply letting go and letting God to teaching, where would I start? Hmmmm. Now that I'm really thinking about it, it feels kind of scary. . .like I'm giving up all my control. . .oops. What have I been trying to control? The class? The children? My emotions? My feelings? . . .I didn't even realize I was doing that. No, this is sounding a little more risk-filled than I care to experience. . .especially in a volunteer position teaching Sunday school. Sure, I know Truth principles work in lots of ways but this is one way I'd rather not think about. . .very much. Maybe I just don't know how to let God take over in the class. I guess what I'm really feeling is that if I'm not in control, the class will be out of control."

This is a very common scenario, not often verbalized, but quite often felt by teachers, Sunday school or otherwise. In Unity, we sometimes expect that just because we know what the Truth principles are that we should also automatically be able to practice them in each area of our lives. This takes a great deal of commitment and patience to accomplish in our personal lives, as I'm sure you will know.

Asking ourselves to step out and live the principles in our public lives takes an added amount of courage. At first letting go and letting God move in and through us (in front of everybody) can feel rather vulnerable. A feeling of vulnerability may be a bit uncomfortable, yet, in the letting go comes an incredible sense of inner freedom. In this issue of CONTACT and in the May issue we will be taking a look at four components which help us to let go in the classroom setting:

Trusting

Owning

Empowering

Supervising

As a point of reference, let's refer to these four items as our TOES.

The first of our TOES is a big toe:

TRUSTING:

We talk about trusting in God to move through all our affairs, making our way easy and light. This works when we teach, too! If we trust that God is moving through us while we are teaching this means that:

- 1) Every thought, word, and action expressed through us will be exactly what is needed to be expressed.
- 2) Any worries or concerns about the children or the lesson itself are unnecessary, because perfection is at work in every way.
- 3) The outcome of each lesson will be perfect and whole, supplying each child with exactly what s/he needs.

Really "know" this in your heart of hearts. Allow it to become a reality for you. There are no words I could write that would help this happen for you. Whether you choose to trust or not is a very personal "inside job" which only you can determine.

(Continued on page 16)

OWNING:

Owning in this instance is referring to owning your own feelings; not only being in touch with them, but accepting them and yourself right where you are.

Take a look at the way you feel about the class you teach.

- Are you willing to meet them where they are or is it important for you to change them?
- Is it important for the class to be quiet at all times?
- Is there any give and take between you, the teacher, and the children in the class?
- Do you allow for flexibility within the lesson to accommodate spontaneous ideas of others in the class?
- Are you okay not knowing the answers to questions asked by the class, or does it make you feel uncomfortable?

In answering these questions, be very honest with yourself. There really are not right or wrong answers, what is important is that you own for yourself the reasons for your answers. Is it important to you that the class be quiet at all times? If yes is your answer take a look at why this is so important to you. You could have many reasons for your answer, ranging from your concern for disturbing others to feeling as though it makes you look like you have little or no "control" over the class.

Again, there are no right or wrong answers, but be sure to own up to the real reasons behind your answers. If the need for having control seems to be peaking its little head up more than you thought it would (or you would like for it to) just be aware of it and ask yourself again, "Am I willing to TRUST? Do I need to be in control or can I let God take control?"

Trusting and Owning are truly the forerunners to the last two TOES; Empowering and Supervising. Before next month's issue of CONTACT makes its way into your "IN" basket, take some time to really work with the ideas we've just discussed. How do these ideas fit in with who you are? Think back in your experiences to situations in which you have totally trusted. How has it felt to you? Watch yourself as observer in your own class while you're teaching. Are you trusting? Either way is okay, but don't forget to own it! Have fun with it. Try not to let it get tedious and please don't be hard on yourself. There is much to be said for the "light touch." So between now and next month, let your light touch help to keep you on your TOES. Little by little you'll find that you really can count on them.

NATIONAL YOUTH EDUCATION SURVEY RESULTS

In early 1987 a subjective Youth Education needs assessment survey was randomly distributed to 120 Youth Education Directors. Those responses were compiled as objective statements in order to better assess field ministry needs. The results of that questionnaire are as follows:

5 = Strongly Agree 3 = Neutral 1 = Strongly Disagree

1. As a Youth Education Director, I feel well trained in:
 - A. basic Unity principles. = 4.18
 - B. metaphysics taught in Unity. = 3.90
 - C. organizational skills. = 4.08
 - D. classroom management skills. = 4.15
 - E. teacher training skills. = 5.00
2. As a Y.E. Director, I feel capable training teachers in:
 - A. basic Unity principles. = 2.35
 - B. metaphysics taught in Unity. = 3.98
 - C. organizational skills. = 4.00
 - D. classroom management skills. = 4.13
 - E. prayer and meditation techniques. = 3.98
3. There is a tremendous commitment evident on the part of the teachers in our Y.E. Department. = 3.98
4. Our Y.E. program adds energy, enthusiasm, and excitement to our church. = 4.13
5. I am supported by my church in Y.E. activities. = 4.28
6. I am supported by my minister(s). = 4.48
7. The following areas should be included in regional Y.E. training for teachers:
 - A. teaching skills. = 4.83
 - B. classroom management skills. = 4.63
 - C. listening and communication skills. = 4.65
 - D. prayer and meditation techniques. = 4.65
8. The following areas should be included in Y.E. training for directors:
 - A. teaching skills. = 4.40
 - B. leadership skills. = 4.60
 - C. listening and communication skills. = 4.68
 - D. working relationships with the minister(s). = 4.35
 - E. classroom management skills. = 4.55
 - F. prayer and meditation techniques. = 4.58
9. I feel supported by my regional Y.E. consultant. = 2.80
10. My regional Y.E. consultant supports me by:
 - A. providing training workshops for teachers. = 3.05
 - B. visiting our department annually or semi-annually. = 1.90
 - C. providing advance notification of regional events. = 3.25
 - D. being available for consultation as needed. = 2.80
11. I feel supported by the Association of Unity Churches. = 3.58
12. The Association of Unity Churches can assist my Y.E. Department by:
 - A. providing teaching resources. = 4.63
 - B. providing information for building a stable Y.E. Department. = 4.60
 - C. providing information for maintaining a stable Y.E. Department. = 4.48
 - D. providing curriculum. = 4.45
 - E. providing a two-week C.E.P. training for Y.E. staff. = 4.08
13. The Association of Unity Churches can assist me by providing training for directors in:
 - A. teaching skills. = 4.03
 - B. leadership skills. = 4.45
 - C. listening and communication skills. = 4.48
 - D. working relationship with the minister(s). = 4.25
 - E. classroom management skills. = 4.23
 - F. prayer and meditation techniques. = 4.33

We thank you for your participation. This information will be of great value to us in better serving your youth.

**INTERNATIONAL
YOUTH OF UNITY CONFERENCE
August 14 - 20, 1988**

**by Joyce Culey
International Youth Education Consultant**

What exactly is it that makes the annual International Youth of Unity Conference so special to attend and so very hard to leave? What magical ingredients go into the making of such a sell-out event? Some might believe its success is the result of good program planning, organization and attention to detail. They're right, those things are important. However, the vital ingredients are items which cannot be measured except in subjective terms - LOVE, LIGHT, and the EXPECTATION OF THE BEST.

Y.O.U. Conference could be pointed to as the outward manifestation of Spirit; a gathering of one large family coming together to share, laugh, play, and grow spiritually through the joined experiences of individuality. Such an event involves incredulous amounts of energy, both in the planning process and in the experience itself.

It is then this energy, built from our love, our light, and our expectation of the best that allows Y.O.U. Conference to be the most talked about event in Y.O.U. It is this energy that sets the environment for the miracles of transformation which take place. It is a result of this energy that participants dislike leaving, yet so look forward to returning to. For you see, regardless of the aspects within an individual's life, for a short period of six days, every participant is surrounded by family looking at each other through eyes of light, love, and the expectation of the best. Such empowerment.

This energy is real and permeates every aspect of the Y.O.U. Conference, from the registration process to the program. By the time this article is printed, the International Team will have met to plan the 1988 Y.O.U. Conference. The seeds of this energy of empowerment have already been planted in the garden of the universe and now need nurturing until time to bloom. As the days and weeks go by, the International Team will continue to

care for those delicate yet powerful seeds. However, many more gardeners are needed.

As delegates are selected, remember to allow Spirit to work. It is true that only a limited number of YOUers are able to attend due to available housing, however, it is not true that only the "cream of the crop," or "the best," or "the most popular" YOUers may attend. But it is good to remember that the energy of love, light, and the expectation of the best may not be felt by all chapter members. Thus, with the awareness of the preciousness of this energy of empowerment, we request ministers and sponsors work together in the delegate selection process. By the time this article is printed, delegate quota assignments and selection guidelines have been mailed directly to the churches, thus beginning the activities of Conference preparation. Just as the International Team nurtures the seeds they planted, the same seeds of love, light, and expectation of the best are planted by the local Y.O.U. Chapter as representatives are selected to send.

Y.O.U. Conference is a sell-out event. And that is so because of the love, light, and expectation of the best from all those involved: the International Team, the YOUers, the parents, the sponsors, the ministers, the regional consultants. . . . The original seeds of empowerment may have been planted in all four corners of the world, but when the garden blooms that special week in August, it will be the result of one Spirit working in and through all of us.

(Note: If you have not yet received information regarding the 1988 Y.O.U. Conference and wish to send delegates, please immediately contact: Joyce Culey, International Youth Education Consultant, Association of Unity Churches, P.O. Box 610, Lee's Summit, MO 64063 - (816) 524-7414.)

Together: Making A Difference

International Youth of Unity 1988 Service Project

This year the International Team wanted everyone in Y.O.U. to be involved with the International Service Project and to feel that their efforts not only made an impact, but a difference in our world. So, I present to you the International Service Project, "Together: Making A Difference." This project invites every YOUer, Sponsor, and Chapter to get involved and will hopefully bring Y.O.U., your community, and your world closer together as one spirit. In June, 1988, each chapter in Y.O.U. is invited to improve some aspect of their community through volunteer work. This concerted time of giving will be happening all over the world. So, what better way to spread that Y.O.U. love, sharing, and enthusiasm but to those around us. Following is a list of ideas that could help your brainstorming process to choose a group project:

- * Take part in a community project such as a Ronald McDonald House, Students Against Drunk Driving (SAD), Students Against Suicide (SAS), Saying No to Drugs, etc.
- * Do volunteer work at a local hospital, nursing home, children's home, etc.
- * Visit members of the church who are shut-ins and unable to get out.
- * Volunteer your assistance in a local soup kitchen to feed the hungry.
- * Contact your local Chamber of Commerce to find out what community projects are underway that your group could participate in.
- * Hold a fund raiser and donate the proceeds to a charitable organization.

You could select one of these or another of your choice that more directly addresses a relevant social concern or need in your community. If you want to, feel free to join in coordination with another chapter. You could donate time, effort, funds, or, most of all, your love.

If you have any questions or ideas about the 1988 International Service Project feel free to write or call. Remember, no matter the size of your chapter you can make a difference. I love you and God bless you. Let's keep in touch!

In loving light,

Quincy Lawrence Allen
International President
2475 West Boston Blvd.
Detroit, MI 48206
(313) 867-4128

UNITEEN MINISTRY RESOURCES

Available from the Association of Unity Churches:
(For prices see Association's Supply Catalog)

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.

SPIRITUAL DANCE BOOK -

This booklet contains twenty-nine dances. Each page includes the words, melody line, instrumental chords, and movements for one dance. The dances selected are mostly to songs already familiar to participants.

TEENAGE SURVIVAL MANUAL -

A fast-paced, well-written book that is good for a teen's private reading or for use as a group focus. It is recommended reading for adults as well.

CHILD OF GOD -

Written by Peggy Jenkins these object lessons provide an excellent tool for bringing abstract ideas into concrete. The lessons are approximately five minutes in length and can be used as an introduction to a lesson, discussion time, or can support other activities. Ideal for assemblies.

YOUTH SPECIALTIES CLIP ART BOOK -

Artwork in an easy-to-use format to spice up all your mailers, newsletters, announcements, and other printed materials.

TENSION GETTERS I -

A book of strategies designed to assist teens in transferring what they learn in the classroom to daily life.

GREATEST SKITS ON EARTH -

Excellent for all ages, this fun-filled collection of skits is grouped into seven chapters: Short one-act skits, Groaners/one-liners, Slapstick skits/sight gags, Audience participation skits, Famous Interviews, Classic Skits, Stunts.

CREATIVE SOCIALS & SPECIAL EVENTS -

Offers a wide variety of "tested" program ideas: theme/sports/seasonal events, scavenger hunts, fund raisers, and more.

THE NEW GAMES BOOK/MORE NEW GAMES -

Each book offers non-competitive games for all groups. The emphasis is on cooperative play rather than competitive, encourages an environment of togetherness and team-building.

REAL FRIENDS -

Learning how to become a friend to yourself and others is what Real Friends is all about. Basic skills are offered to adolescents for making friends, starting conversations, and feeling comfortable in all sorts of social situations. It then builds on these to show young people ways to care for themselves and others, help each other mature and to build self-esteem.

LIGHT OF GOD BOOKLET -

For ages 11-13 who are members of one of the following national youth organizations: Boy Scouts of America, Campfire, Inc., Girl Scouts of the USA, 4-H Club. It can be used by other youth groups and by any member of Unity in this age level. A workbook containing requirement details and activities is

provided. Gives the participant opportunities to work closely with their parents/guardians, and with a minister/counselor. Emblems are awarded upon completion of the program.

COSMIC REFLECTIONS -

The mellow sounds of piano weave a musical tapestry ideal for meditation, relaxation, and quiet listening.

THE SECOND CENTERING BOOK -

Offers meditative exercises, imagery, relaxation techniques and much more.

TEACHER'S HANDBOOK -

Includes 23 masters of helpful suggestions for putting together a handbook for teachers. Buy only one packet and produce as many as you need.

SEVENTY CUES FOR TEACHERS -

Seventy significant ways teachers can improve their teaching. Great for teachers' meetings, training events, etc. (Rev. 1985)

ESSENTIAL SKILLS FOR GOOD TEACHING -

Contains articles on concepts, objectives, strategies, and more.

MORE TEACHABLE MOMENTS -

Emphasizes communication skills Appropriate for all ages.

HEART TALK BOOK -

Contains inspiring information about listening, feelings and how to have a Heart Talk.

RED VELVET HEART -

This symbolic heart, used in a Heart Talk, is made of beautifully rich red velvet, and is decorated with a colorful rainbow band.

TWELVE POWER PROGRAM -

Comprehensive program designed to accommodate centers in teaching the Twelve Powers of Man, taught by Charles Fillmore. Included with the program guide are the take-home handouts from the Twelve Power Color Key Program.

Available from Group Books

Box 481, Loveland, CO 80539 - (303) 669-3836

JR. HIGH MINISTRY MAGAZINE -

An interdenominational magazine for Christian Junior High youth ministries. This excellent resource offers up-to-date information regarding junior high students, weekly meeting ideas and plans, and a special page just for parents. Published five times per year, subscription rates are available: single subscription \$19.50 and \$14.00 for 4 or more issues to one address.

GROUP'S BEST JR. HIGH MEETINGS -

Offers 58 ready-to-use meetings for junior highers on a variety of subjects such as self-image, friendship, family, faith, values and decisions, life issues, etc. \$18.95

DETERMINING NEEDS IN YOUR YOUTH MINISTRY -

An easy-to-use, professional book to determine the needs of the young people. Provides ready-to-use surveys, complete how-to-use information, detailed guidelines for interpreting results, and suggestions for using results in future planning. \$19.95

OUR REGIONAL YOUTH OF UNITY CONSULTANTS

The International Youth of Unity is divided into regions with a Consultant hired by the regional ministerial board. These eight very special people offer their love, energy and enthusiasm above and beyond the "call of duty."

FEATURING: DAVE BIRGE SOUTHWEST REGION

Dave Birge, one of these dynamic individuals, is a resident of sunny southern California. His love and dedication to Y.O.U. is such an integral part of his personality that the term "missionary zeal" comes to mind. When describing his Unity background, Dave's list included, "six years as a Y.O.U. sponsor, classes in Lessons In Truth, Christian Healing, How I Used Truth, Discover the Power Within You, History of the Old and New Testament, Metaphysical History of the Old and New Testament, chairman of an INTA Committee, licked stamps, swept floors, mopped floors, changed light bulbs, cleaned toilets, healed the sick and raised the dead!"

Dave, much to our delight, brings this energetic support, light-hearted fun and zany sense of humor into his role as regional consultant. When asked what he loves most about his work, Dave replied, "Working with sponsors and the regional Y.O.U. team, the challenge of starting new Y.O.U. chapters, communicating with ministers and the regional board, and starting a regional service project called 'Kids Camp'."

In addition to spending his free time hours with Y.O.U., Dave enjoys football, frisby, baseball, roller skating, running, sailing, and building and understanding his computer system. Family is also important as he and wife Patti have accumulated a wonderful extended family that includes a total of six children and three grandchildren. In spite of these busy activities, the International Youth of Unity can still count on Dave Birge. Even his dream for Y.O.U. reflects his dedication, "To see a new awareness of the immediate importance of the Y.O.U. ministry in our Unity movement."

We love and bless you, Dave--not only for your caring and commitment to youth ministry, but for being you and how wonderful you are!

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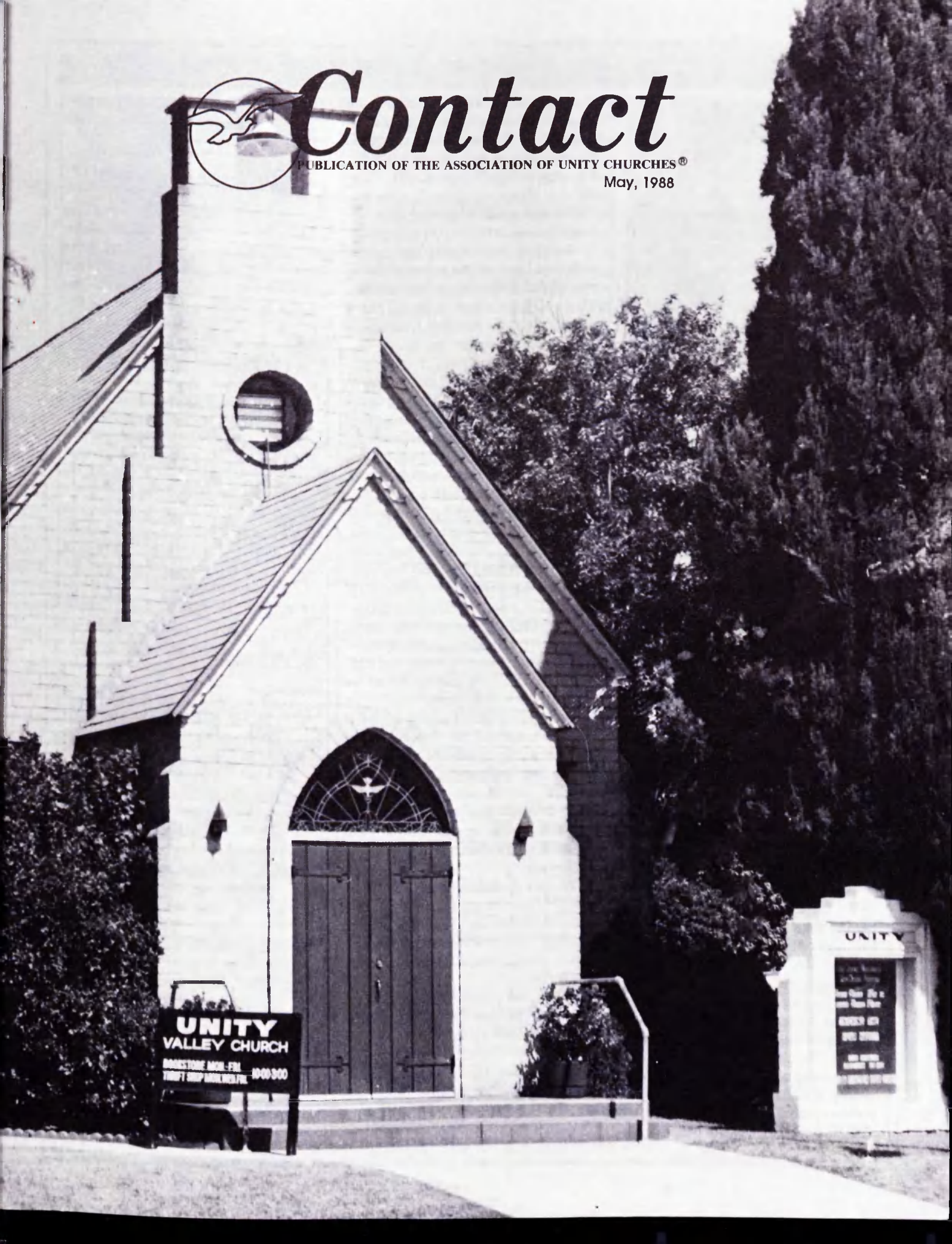
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PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®

May, 1988



THE PRESIDENT'S LETTER



Jim Rosemergy
Unity Church of Truth
Spokane, Washington

THEY WERE ASTONISHED

And when Jesus finished these sayings, the crowds were astonished at his teaching, for he taught them as one who had authority. . . - Matthew 7:28-29.

These verses conclude the Sermon on the Mount and are often considered of little importance when compared with the truths expressed in the fifth, sixth, and seventh chapters of Matthew. However, the fact that Jesus' life and teachings were recorded and are revered by millions is because He spoke with authority.

I have often wondered what it is to speak with authority. This unique kind of teaching would be helpful for a minister or licensed Unity teacher, and so the search for understanding began.

WORDS + ACTION = AUTHORITY

We are aware that simply speaking truth is not enough. As Unity ministers and licensed teachers, we speak the truth, but there is not always a sense of authority because we have spoken. Of course, the receptivity of the listener is important, but this realization does not release us from the need to speak with authority.

Teaching a class or speaking on Sunday morning is a joy and a great responsibility. It is also an invitation for those present to validate the spiritual principles of their own lives, and to examine the

minister's or teacher's life to see if what is said is also what is done. If after close scrutiny of the teacher's life, the person in the congregation sees a close similarity, it is acknowledged we speak with authority.

Children are like the people in a congregation. At first, the parent's word is heeded by virtue of the adult's position of authority. Later, the teenager will determine if the words are a reflection of the life lived by the parent. If the words and actions are one, the mother or father speaks with authority.

I am sure that a few of the people present when Jesus gave the Sermon on the Mount were aware of the way He lived His life. I am sure, however, most of the crowd had not seen the intimate details of Jesus' life. Yet, they were astonished because He spoke with authority; therefore, I conclude that there is another secret to be uncovered with regard to speaking with authority.

HARD WORK + DILIGENT PREPARATION = AUTHORITY

There is a rite of passage in preparing for and giving Sunday lessons and Truth classes. At first we read books and thoroughly research the subject matter we want to share with the people. Sometimes we know little about the principles we are going to teach and the preparation and actual teaching of the material become our teacher. Understanding grows, and we speak with an authority born of hard work and diligent preparation. The people appreciate the class and know that we speak with authority, but they are not astonished.

The fact that the people appreciate the class and respect our opinions can be a deterrent to moving to the next stage of speaking with authority. We are content and successful, but there is more which lies ahead.

When Jesus spoke, the people were astonished because the literal words He spoke rose from within Him. He had not read them in a book or learned them in class. Probably, He sat quietly and pondered the meaning of His "Bible" and something fresh and new came from within Him. How often do we as minis-

ters and licensed Unity teachers give the Spirit of Truth the opportunity to teach us?

THE PINNACLE OF AUTHORITY

The Word is the creative power of God and is first recorded in Genesis where it is written, *And God said. . .* This is the pinnacle of authority. We see it in Jesus' life: *The words that I say to you I do not speak on my own authority; but the Father who dwells in me does his works. - John 14:10.* My friends, we may speak the truth, but only God can speak the Word.

This is our destiny. We can always read the words of others; they are helpful, but there must also be a time for stillness and listening. *These things I have spoken to you, while I am still with you. But the Counselor, the Holy Spirit, whom the Father will send in my name, he will teach you all things. . . - John 14:25-26.* The Spirit of Truth must be allowed to teach us. In this way, God will rend the curtain of our human mind, and we will be more than teachers of truth; we will be pioneers.

BE PIONEERS

Truth is, but our understanding of reality is ever unfolding. Our co-founders, Charles and Myrtle Fillmore, gave us a wonderful foundation of spiritual principles which needs to be investigated so more of its beauty can be revealed. This requires time, stillness, listening, and a willingness to be taught from within.

Unity people are special, for we have unique viewpoints of the Bible, prayer, God, ourselves, and the world. There is enough truth contained in the Bible, the Fillmore writings, and other Truth books to keep us busy for many years to come, but it is not enough. Pioneers are needed. People who speak with authority are needed if our beloved Movement is to be all it can be. The ministries can serve our communities in powerful ways, but even this is not enough. There must always be pioneers. Through them, God pushes back the horizon of truth. Through them, God speaks with the highest authority and the people are astonished.

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

In an article titled, "Act Your Size!" in the March, 1988, issue of The Clergy Journal, Lyle Schaller opens with an example of a church council member protesting that his church was too small to accomplish the proposal just made by his minister. "That might be all right for the big churches, but we're not a big church."

Sometimes clergy, sometimes lay leaders, volunteers, and congregants assume a similar posture. They seem unaware of protestant worship attendance figures or even figures within their respective denominations. They often not only underestimate their relative size, but more importantly, their potential as collective change agents in their community. They may also underestimate their spirit-guided mission; i.e., that guidance of the Holy Spirit that placed them in the church business originally.

A Lutheran Church-Missouri Synod, which has average worship attendance of 255 is in the top 20% of its denomination; a church of the Nazarene is in its top 20% with 120.

Available figures from Unity ministries reporting average worship attendance puts the top 20% congregation at 131. As a whole, the average worship attendance for American Protestantism is 160.

Many of us have witnessed personally and/or vicariously in the work of a colleague, the powerful impact a spirit-guided, God-centered, committed ministry with 160 people can have.

Whatever the numerical size of a congregation in order to impact a community, its denomination, or itself, it must be God-inspired and committed to Principle.

An essential tool in making a difference in following Spirit is the creation of an effective organization which utilizes the energy, time, and talents of as many committed people as are available.

It is also necessary to objectify the spiritual principles a group lives by insofar as possible so that what has already been accomplished truly is a launching pad for future development in terms of spiritual, financial, numerical, etc., growth.

It is with those spiritual principles in mind for our entire Association membership that our Executive Committee periodically functions as the Planning and Goals Committee.

The services listed here are but a few of those the Association of Unity Churches provides the nearly 800 member ministries and study groups, 500 licensed teachers, and 600 active ministers. The fulfilling of these needs and the continually growing needs of our Association are the reasons for our goal-setting and strategic plans and actions:

1. Through joint meetings with Unity School President and Vice-Presidents (Unity Movement Advisory Council) Association representatives coordinate mutually-recognized concerns and goals.
2. Monthly communication through publication of CONTACT, Minister's Letter, and Vision newspaper.
3. Provide ministering to the ministers. When a minister needs attention, it is often urgent in a most needed healing process.
4. Hands-on care, service, and availability by phone. That voice on the phone to provide information, guidance, and reassurance is invaluable to our constituents.
5. Placement - Having someone to give hands-on care, service, and counsel for placement is important to both the ministers seeking placement and ministries seeking a minister.
6. Church Development and Management training by Barbara O'Hearne and video training tapes; availability by phone to answer questions and refer inquiries about Barbara's availability and the loaning of the training tapes functions as an effective deterrent to problems.
7. Scheduling of Church Development and Marketing Director - Again that voice on the phone is important to giving hands-on care and service.
8. Media service, provides counsel on the developing of media and especially radio programs.
9. Liaison - Calls from ministers, board members and/or congregants when challenges arise in a ministry are often urgent. Availability of personalized counsel and care is essential to these persons.
10. Answer to questions concerning the two retirement programs offered to ministers and employees of member ministries.

Continued on page 5

Volume 21, Issue 4

May 1988

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 Valley Church
Hemet, California
Minister: Marilyn Livingstone

CHURCH DEVELOPMENT & MANAGEMENT ISSUES



Barbara O'Hearne
Church Development and
Management Consultant

POLICY MANUAL

Being efficient and effective in the management of a nonprofit organization is frequently a stated goal of both administrators and board members. There are many organizational management strategies that can be implemented to achieve this goal. Streamlining monthly board meetings through the use of effective agendas, following Robert's Rules of Order when needed, developing effective committee structures, and specific orientation of new board members are but a few strategies that have proved successful.

Another strategy that has withstood the test of time for usefulness as well as effective and efficient management is a written Board Policy Manual or Governance Manual. Although the initial development of this manual often requires a major investment of time, there is a long-term pay off in its utilization. This article will explore the rationale, development, and evaluation of the Board Policy Manual.

RATIONALE

The "why" of a governance manual is simple. Having a wide variety of information together in an organized form, such as a notebook, makes accessing the material quicker and easier. Each board member has the same material to read, review, and use when needed. As newly-elected board members assume their position on the board they are given the same resource information that has been

updated on an annual basis.

The policy manual is an integral part of the board orientation process for all current and new board members. During this annual orientation session all board members review the major sections of the board manual under the leadership of the administrator and the board president. The major areas are noted, explained, and discussed. Each board member is encouraged to go back through the policy manual at a more leisurely pace and become familiar with the different sections and note questions for further discussion and clarification.

THE CONTENTS

The general outline of the contents of the policy manual varies from organization to organization. This is due to the size and complexity of the organization as well as the amount of time the staff and/or volunteers are willing to put into the project.

The following outline has been recommended and utilized successfully with many Unity churches and centers. Individual adaptations, additions, and deletions of sections are highly encouraged. The ultimate goal is to develop a governance or board manual that works for you!

GOVERNANCE MANUAL OUTLINE

1. Board roster with addresses and telephone numbers.
2. Board calendar including board meeting dates and special activities/events for the next 12 months.
3. Listing of officers of the board and job descriptions for officers and board members.
4. Articles of incorporation and the By-laws of the organization.
5. Organization chart.
6. Current organizational budget.
7. Copy of most recent audit--if available.
8. Rules, policies, and procedures of the organization.
9. Listing of staff members and brief descriptions of their job responsibilities.
10. Strategic plan.
11. Committee commissions and current members.
12. A summary of major program activities.

13. Samples of brochures, newsletters, and P.R. materials.
14. Annual report.
15. Board meeting minutes for the past twelve months.

GETTING THE JOB DONE!

When looking over the above list one may feel overwhelmed and even reluctant to undertake the task of getting a manual together. This concern has been expressed by many people BEFORE sitting down and getting the job done. In retrospect, the end product--a well-designed policy manual--makes the effort worthwhile.

Each organization has most of the information already available in various files and with various staff and board members. In addition, the Association of Unity Churches has recently completed the second edition of the Policy Manual for A Unity Ministry. There is a wealth of information, forms and resources contained in this manual. Why reinvent the wheel?

If there were a simple or quick way to get a policy manual developed and into the hands of the board members, that would be the next section of this article. Unfortunately, this is not the case. The best way is to make a commitment to develop a board manual and set a time deadline for compiling, editing, printing, and distributing the manual. The willingness of board members and staff to volunteer and/or be assigned sections to complete based upon their individual expertise and interest breaks the job down into manageable components. The individual who has the greatest responsibility is the "project coordinator." This may be a member of the board or staff. Their ability to coordinate, motivate, and follow through will most certainly insure successful completion.

EVALUATION AND FOLLOW-UP

Once the manual is in the hands of the board members the work is not complete. Orientation and training on how to use the manual is the next step. Some executive directors and board presidents may encourage the board members to take the manual home for additional reading and review. There is an expectation that the board members will bring the manual

Continued on page 9

EXECUTIVE DIRECTOR'S LTR

Cont'd from page 3

11. Provide the service of the annual conference/convention to foster professionalism and collegiality; includes detailed planning and coordination.
12. Provide many teaching aids, bulletins, and other products that assist ministers and ministries. The Association ships orders the day of receipt, if at all possible.
13. Youth Services including educational materials (nursery through teens), teacher training and counsel for Youth Education Directors and teachers for all grade levels.
14. Continually developing new support services for churches and ministers such as business cards, stationery, plaques, etc., that can be used for appreciation to board members and other volunteers.
15. Expansion including materials for development of new study groups, for all phases of the ministry and bringing the ministries to full-time ministry status, availability by phone to answer questions and give counsel to new groups.
16. Teaching aids and counsel for Licensed Teachers.
17. Provide information for Post-Graduate credits and Post-Graduate courses; maintaining and delivering a full professional enrichment body of knowledge.
18. Provide Skills Development Seminar, Licensed Teacher Post-Graduate Week and other educational activities.
19. Provide group insurance for ministers, employees of member ministries, and answering questions regarding the coverage and claims processing.
20. Provide up-to-date information about addresses and phone numbers of ministers and ministries.

Whether in a local ministry or collectively as the Association of Unity Churches a proactive, rather than reactive, approach to goals and management generally promotes growth in consciousness, numbers, and finances. We are afforded time to "plan and work the plan" instead of beating out brush fires.

The Committees within the Association, and within local ministries, must be given much credit for our collective successes. The Association's Committee structure is "alive and well."

As previously reported, the focus groups, which were conducted at Regional Conferences and Mid-Year meetings from August, 1986, through March 1987, and the focus questionnaires returned from two issues each of CONTACT and Minister's Letter provided invaluable assistance to the Executive Committee at its April, 1987, Planning and Goals session. Those Goals have been approved by the full Board of Directors and many have been accomplished. (A complete update of many of the goals accomplished in the past year will be published in the June/July issue of CONTACT.)

One desire that has emerged in Board and Conference sessions again and again through the years has been the development of a field-ministry-oriented newspaper. In April, 1984, that desire was put into print as a definite goal. In January of this year, that goal was put into print as a reality for your Association when our Board of Directors adopted as a third publication Vision newspaper. We consider it a powerful medium for telling the story of Unity to committed Unity students associated with our ministries.

It can help you. . .

. . . feel connected to Unity as a leading force for good in this world.

. . . communicate a positive message of Truth.

. . . network more effectively with area ministries and the entire movement.

. . . reduce the costs of producing your newsletter while upgrading your publication.

We want you to share our Vision. Send us your prayers, subscriptions, ideas, and commitments to distribute Vision, and we promise to deliver a professional quality newspaper with a positive message

grounded in the integrity of Unity's collective wisdom.

Vision is governed by a committee of the Association which meets at least monthly to oversee every facet of publication. The committee works closely with the Association Executive staff and the newspaper's editors, staff and volunteers to insure that Vision reflects the whole consciousness of our movement with professional integrity and a strong commitment to excellence.

YOU CAN SHARE OUR VISION with an infinite number of possibilities. Here are specific ways to get involved now:

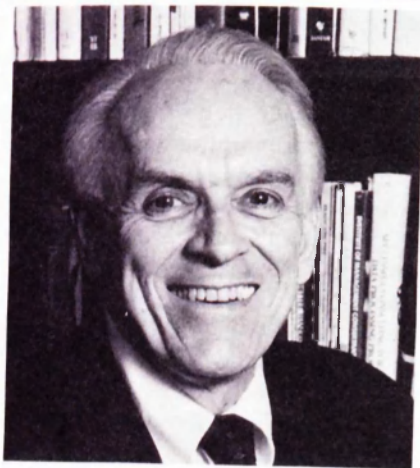
1. Subscribe to Section A, the international section, at the current rate of \$.10 a copy.
 - a. Mail Vision with your newspaper and unite!
 - b. Share copies of Vision through your bookstore.
 - c. Include Vision in your newcomers packets.
2. Organize other ministries in your area to develop your own Section B. The Vision office will supply materials and training to help you get started.
3. Produce your local newsletter as Section C of Vision. The advanced planning necessary to meet deadlines will encourage thorough planning and upgrade most existing newsletters significantly. There is also the possibility of actually reducing the cost of producing your newsletter through local advertising.

For more information, contact John Seymour, Executive Director of Vision at 206-854-5291, or Debbie Henry, Vision liaison, in Mike Moran's office at our Association office at 816-524-7414.

My report on goals set and goals accomplished will continue in our Convention issue of CONTACT (June/July).

Speaking of Convention, see you there! Let us share a "closer walk with God and one another."

Lovingly, Glenn.



Dick Connor
Church Development and
Marketing Director

Developing A Statement of Your Vision For Your Church

In scriptures we read, "Where there is no vision the people perish." In the temporal world, we hear, "Where there is no vision a church will tend to flounder."

What is vision? Why is it important? How can we develop a vision statement for our church? I will discuss the first two questions in this article. Subsequent articles will deal with developing and applying your vision statement.

Vision Is Not the Same as Mission

Before we begin discussing vision, it is important to define the term "mission," and to draw the distinctions between the two terms. There is a lot of confusion in the press, and many writers and consultants tend to use the terms interchangeably. Barbara O'Hearne and I are in full agreement and offer the following definitions and distinctions.

Mission answers the question, "Why is this church in existence?" It's an essential question because it paves the way for developing a Vision statement.

One church defined its mission as, "...to promote the spiritual, intellectual, and social evolution of humankind through loving, living, and sharing the

principles of Truth as taught and demonstrated by the Christ." This is a wonderful statement. It has clarity, purpose and meaning. But it does not address where the church is headed, who is to be served and how. That's one of the purposes of the vision statement.

Vision Defined

Vision answers the question, "As we fulfill our mission for this church, what does Spirit have in Mind for us to become?"

Using the mission statement given above, the question becomes, "As we promote and share the principles, whom will we serve, how, where, and in what specific ways?" Developing the answers to these questions requires going within. Merely extending what is now into the future is not what vision is all about.

Vision is an intuitively-developed statement. It's a revealed statement of what you and the other members of the Leadership Team see the church becoming.

Requirements for Developing Your Vision Statement

Developing your vision statement requires a high level of faith, courage and commitment. You are choosing a frontier, an unmeasurable and unknowable future. This demands faith in action—a leap beyond what is now being experienced. It requires courage and commitment—to choose autonomy and put the direction of growth into divinely inspired hands. It also invites criticism should you not fulfill it.

The Importance of Developing and Articulating Your Vision

Vision, when properly articulated, invites others to enroll and align with it, to support it, to contribute to it, and join in and commit to its realization. Transformation is accelerated. People change because they start pursuing new pictures in their minds. They acquire a new understanding of what the church is about and

how they can assist in making the vision a reality.

William O'Brien, a noted management expert, believes "A transformational leader satisfies the higher needs of his followers, their need to have aspirations, their need to belong, and their need for something to believe in." The vision statement "hooks" the interest, hopes, and commitment of the current congregation, and those who come in contact with the church and its activities.

When the vision is caught by the congregation, miracles occur. Look around the Association. A growing number of our churches are growing and flourishing. Why? Because they communicated their vision and their congregation caught it!

Vision and Values

Vision also enables you to surface and clarify the values that are to underlie and guide the actions of the church. Everything we do, every decision we make, and the course of action we take is based on our consciously or unconsciously held beliefs, attitudes and values. So, too, in a church there is a collective set of values expressed as "this is the way things are done around here."

Values refer to the beliefs and behaviors we prize and would be willing to stand up for even in the face of limited or no agreement. For example, here are two values-clarification phrases I ask the participants to complete during my weekend development sessions:

"Our members leave the Sunday service feeling. . ."

"We can always do a better job of. . ."

The individual statements of the members of the church's leadership team are then discussed for the purpose of engineering agreement as to how the statement will be completed and used within the church. These statements are also useful to developing policy statements, and in setting the dynamics of the church's climate.

In the next article I'll give you more value phrases and present a step-by-step process for developing and communicating a vision statement for your church.

CHURCH GROWTH BY RADIO



Michael Moran
Radio/Media Coordinator

It's exciting to link up with a person or persons who share your vision and enthusiasm. The creative energy generated by two or more people sharing a common purpose is awesome. Jesus knew this when He stated, "For where two or more are gathered together in my name, there I am in the midst of them." Nothing is impossible or too farfetched when you tap into Creative Power.

Recently I spent some time with a colleague and friend, Carolyn Edmundson, and we tapped some of that creative energy. She is a very successful broadcaster, marketer, and radio station manager with almost twenty years of experience in major market broadcasting. Not only that, but Carolyn is a Unity student with a deep desire to share our message with the world. She has been working with the Radio Media Department to help with the research and development of innovative radio programs and campaigns to share Unity's vision and philosophy on an international scale.

Q. Carolyn, what do you think is the most important benefit radio can accomplish for our churches?

A. Image. Image is a subliminal thing that gives credence to what Unity is all about. A good consistent image campaign is extremely important. A church that is willing to promote or

broadcast its message and services obviously has a sound self-image--they believe enough in their message to share it with the world. This sense of pride or ownership is communicated. They put their money where their mouth is, so to speak, and people respect that. It's up to the church, business or organization to firmly establish their image and their purpose in the minds of the public. Radio can do this. It reaches 98% of the adult population each week.

Q. Carolyn, you are currently researching how much a national radio image program for the Association of Unity Churches will cost and what it will entail. What could this mean to our movement?

A. It definitely would serve to educate masses of people on what Unity is all about, and it would enhance the overall image and acceptability of Unity. Oftentimes it will pave the way for a local minister to accomplish his or her goals by overcoming resistance to a little known service, religious philosophy, or church. In other words, people have already heard about you and they know something about you--better yet, they *feel* something about you. There is a subliminal acceptance. There is a reason why McDonald's or Coca Cola or the Mormons have the positive image they do. It didn't just happen. People are more likely to trust you if they're familiar with your name and product. Some specialty service or product companies run national image campaigns just so their representatives will have an easier time when they make their calls. People trust familiar products, services, people, and religions. There is no getting around it.

A national radio campaign would tie all of the local ministries together into a larger image. You would not be perceived as "cultish" or small metaphysical houses or churches. You would be viewed as being part of something much grander, larger and more influential than just one particular center. A national campaign also establishes a high standard or a picture for your church or organization. A

national campaign can help to firmly establish a vision of who and what Unity is without losing the individual personalities of the ministries.

Q. On a local level, how can a church know if its radio program is working?

A. Radio, like most media forms is difficult to measure. But believe me, it works! Otherwise, major corporations that have invested millions of dollars in research would not be increasing their radio advertising budgets.

It is important to understand that the key to success is consistency. In other words, get the message on and keep it on even if it's only once a week--every Friday morning, for example. Be consistent. It pays off in the long run. Just like a Unity affirmation, you must be consistent. Don't start a program and then drop it two weeks or two months later because you don't see a huge increase in attendance. Affirmations take time and consistent application before they help bring about a change in thinking, lifestyle, or a habit. Radio works exactly the same way. Start where you are, with what you can afford, and stay with it for the long run. Then increase the frequency of your programs as you can. Consistency and frequency are the ideal. . . just like our affirmations.

I liked what David Williamson said in one of your articles. He likened his radio program to a tithe or a gift to the community. What a wonderful gift to give your city or town!

A Unity program or spot is just like a tithe. The minister and board must have that solid trust and confidence that it is working even though they may not be able to directly measure it. They have to just know that it will accomplish all of the things they want (increased attendance, income, and most importantly, public awareness), by educating and giving with no thought of return. That is what we teach, isn't it?

Stay tuned!

EXPANSION NEWS



Susan Eng
Expansion Coordinator

WHAT IS NEW THOUGHT? WHAT IS NEW AGE?

Once upon a time in rural Ireland a pastor who was not always available to the people came periodically to attend to their spiritual needs. One day he arrived at the cottage where the country folk were gathered. It had been raining, so he put the open umbrella by the fireplace to dry. After the ministering, drinking a cup of tea, and saying the last blessing the pastor proceeded down the path with the man of the house. Realizing that he forgot his umbrella, he sent the man back to get it for him.

Since the Irish believe that it never rains in their country, many of them have never seen an umbrella. Picking up the umbrella, the man attempted to go out the door with it but couldn't make it. He tried it frontward, backward, and sideways but still it would not fit. The other men gathered to advise him.

They tried a window but it wouldn't fit. They eyed the chimney but decided against it. They debated knocking out the wall on either side of the door or window.

Getting impatient, the pastor came back up the path and entered the house where the men were gathered in debate around the open umbrella. Picking it up with a quick gesture, he clicked it closed, stepped through the door, and clicked the umbrella open again--all in an instant and to the amazement of the silent, wide-eyed onlookers.

In the silence that fell over the group, the man of the house took off his cap, held it reverently over his heart, shook his head in wonder, and whispered in a tone of awe, "Say what ye will, but they've got the power!"¹

Ministers and church leaders are in a position of power to influence others. I don't think anyone wakes up on a Sunday morning with a desire for another sermon, but people DO want acceptance in a loving community of individuals who will help them to be more of who they are. You are in a position to show them how.

Unity churches can provide what people want. Are we reaching those who are still looking for the right answers? Because of the New Age movement, Unity is in a position to draw those looking for answers. According to the Christian film, "Gods of the New Age," as many as 60 million people were influenced by the New Age in 1980. Depending on who the New Age teacher is, there are similarities in the teachings of love, wholeness, harmony, world peace, prosperity, forgiveness, and joy. Many first come to Unity because some of the New Age teachings sound the same as those taught by Unity.

In visiting various field ministries, a cause for concern is that often new members do not know that New Age and New Thought are not the same. Some ministries are missing the boat when it comes to clarifying the distinction between Unity and New Age. Unity shares universal principles of Truth as taught and demonstrated by Jesus Christ. The New Age movement started in California in the 1960's by mostly younger, Caucasian Americans rooted in Eastern philosophy.

Ernest C. Wilson, a long-time Unity minister, wrote "Where to Find Guidance," chapter seven of the 1959 edition of The Sunlit Way, which clarifies Unity's position on the "Lo, here, or, there!" activities of the material world. Regarding psychic glamour, Ernest C. Wilson wrote, "It may have a place in progress, but it certainly is not the first place nor is it a safe place for beginning the study of Truth. It is doubtful whether any great number of individuals now on earth are able wisely and safely to delve into the maze of the psychic plane; yet an introduction to this plane is one of the first experiences of many of those who are seeking Truth. They are led to feel that a susceptibility to the influences of the psychic plane is an indication of spiritual development."

New members think because some beliefs sound like those "endorsed" in a Unity church that New Thought and New Age are one and the same. If new people are not taught the basic Unity teachings, they will leave to look for answers in any number of fringe areas that place attention on the outer for spiritual guidance.

Several years ago during a service at Unity Chapel, Martha Giudici had distributed a small card printed with reminders of the five basic teachings of Unity:

- 1) God
- 2) Christ
- 3) Law . . . Law of Mind Action
- 4) Thought
- 5) Denials/Affirmations
(prayer and meditation)
(thoughts, words, actions)

The New Age movement is gaining strength which benefits the New Thought movement with some wonderful speakers, songs, seminars, and literature. However, Unity ministries also need to be discerning in the selection of these benefits for presentation in the local Unity church. Since Unity is the most well-known member of New Thought, church leaders have a responsibility to clarify the differences in New Age and New thought and to teach that Unity does not endorse the fringe areas.

Ministerial candidates are being interviewed by the Admissions Committee for the Ministerial Education Program. When ministers sign up to serve on a committee, the Admissions Committee is the most popular with 350% more signups than needed. Next most popular are the Exception for Licensing Committee and the Licensing and Ordination Committee, in that order. This speaks to the concern that you, as Unity ministers, have for maintaining a high standard for Unity's teachings. Ministers do have the power to influence many. Let us all take responsibility in bringing people to a better understanding of the higher truths.

¹ Told by Kathy O'Toole at "Making a Difference: A Course for Those Who Minister" Workshop.

THE ASSOCIATION ADOPTS



PUBLICATION FOR UNITY

from Rev. John Payne
Chairman, Vision Committee

What are the three most important guidelines for a mature, loving relationship? I still remember Charlie Shedd's answer presented to the conference body a few years ago in a seminar on relationships. His answer was the simple truth, "talk, talk, talk." Communication is the key to discovering and sharing the truth that sets us free to grow and make a difference with our vision for unity.

Recently the Association took a bold step toward greater communication and, consequently, empowered us to minister more effectively. At its January meetings, the Board of Directors voted unanimous approval to adopt Vision as an official publication of the Association of Unity Churches.

The purpose of Vision is to provide a forum for the exchange of ideas about the Unity way of life and its impact in our society. Unity ministers, licensed teachers, students and seekers outside the Unity movement are involved in this exchange. The principles of practical, mystical Christianity provide a context for all discussions about personal and social issues in contemporary society. Vision is a networking tool for the entire movement, giving us the capacity to communicate with each other around real issues that impact our ministries and provide excellent opportunities to stretch our minds and clarify our thinking. As we "talk, talk, talk," and listen, listen, listen, we understand each other better; we work more closely with one another; and we share our message of unity in the world more effectively.

Vision is governed by a committee of the Association which meets at least monthly to oversee every facet of publication. The committee works closely

with the Association Executive Staff, and the newspaper's editors, staff, and volunteers to insure that Vision reflects the whole consciousness of our movement with professional integrity and a strong commitment to excellence.

The history of Vision is short, but its impact is already great. It began last summer in Puget Sound of Washington State as a networking tool for the Unity ministries in the area. In the span of a few months it has grown to include as many as three distinct sections: international, subregional, and local. Complimentary copies of the newspaper have been sent to every Unity ministry in the country. Response from the field, as well as from the Association's board of directors, has been enthusiastically supportive.

Copies of the international section are being mailed to many parts of the country. These sections provide an excellent cover for your local newsletter that visually unites your center with the entire movement. Closely networking subregions are beginning to respond to our Vision for Unity by developing their own Section B which provides a comprehensive list of classes, events and activities in their area. Five Unity centers in the Western region have begun publishing their local newsletter as Section C of Vision with the benefit of professional lay-out and graphics as well as potential reduction of net costs through advertising.

YOU CAN SHARE OUR VISION with an infinite number of possibilities. Here are specific ways to get involved:

1. Subscribe to Section A, the international section, at the current rate of \$.10 a copy.
 - a. Mail Vision with your newsletter and unite!

- b. Share copies of Vision through your bookstore.

- c. Include Vision in your newcomers packets.

2. Organize other ministries in your area to develop your own Section B. The Vision office will supply materials and training to help you get started.
3. Produce your local newsletter as Section C of Vision. The advanced planning necessary to meet deadlines will encourage thorough planning and upgrade most existing newsletters significantly. There is also the possibility of actually reducing the cost of producing your newsletter through local advertising.

For more information, contact John Seymour, Executive Director of Vision at 206-854-5291; or Debbie Henry, Vision liaison, at our Association office, 816-524-7414.

ISSUES IN MANAGEMENT (Cont'd from page 4)

with them to each meeting. Other executive directors and board presidents have learned that it is more effective to collect the manuals at the end of each meeting and add the information needed for the upcoming meeting for the board members. This decision is best left to the individual administrators and board presidents. To be useful, the manual needs to be in the hands of the board member during the board meetings and not at home on a shelf.

The on-going effectiveness of this important board tool requires constant evaluation, revision, and up-dating. It is of great value to upgrade and refine the manual as comments are made about the useful sections and written recommendations for change are suggested for those sections that are not as helpful.

It has been the experience of many successful board members and administrators that a board policy manual--once in place--is a valuable resource for more effective and efficient operations. The reader is encouraged to develop and implement their own policy manual.

THE ASSOCIATE



The Associate phone number is:
816-525-6865

Desktop Publishing is fast becoming the wonder child of the church office. You may have heard a fellow minister raving about his or her new system and felt a little left out. When you ask this new enthusiast just what desktop publishing does, you will probably get the response, "My newsletter." "So," you respond (since you already have a professional-looking newsletter), "what's the big deal?"

A desktop publishing system does the paste-up camera-ready copy of your newsletter or any other document on a computer screen, pictures and all! "Well," you may say, "so I've saved the price of scissors and glue, so what?"

Typesetting is the answer. This little item can cost up to forty dollars a page at the printers. Again you may say, "We don't use typesetting at our church and are perfectly happy with cutting up pages from our typewriter and gluing them onto a page! And furthermore, we don't like typeset documents and will never do things that way! A typewriter and glue have been good enough for twenty years and will be good enough tomorrow!" Or you may say, "Our local printer has been doing the typesetting for our church for twenty five years. His prices are fair and we don't want to stop a winning combination just to save time!"

Okay, okay, desktop publishing is not for everyone. It is, however, one option that can save money and/or produce quality documents in a short time.

The three main elements of the hardware system are the **Computer**, which

creates the pages of the document on its screen; the **Scanner**, for reading pictures and sending them to the computer; and the **Laser Printer** which actually prints the camera-ready copy to be taken to your local printer for mass reproduction.

This hardware begins at \$6,000. You also need the software to put all of these hardware items into operation. This costs about \$500.

Apple computers were the leaders in the creation of desktop publishing. They used a software system called **Page-Maker**. You won't go wrong if you buy this system (PageMaker created this copy of CONTACT and works well when you work with only one page at a time, as you would compose a newsletter). Page-Maker will also run on IBMs and compatibles. There are also two other popular software packages that are available for IBMs: **Ventura Publisher** by Xerox and **First Publisher**. Ventura was designed for doing large documents. First Publisher costs only about \$100 and has proportionally less power than Ventura or PageMaker. There are more software systems on the market and probably more to come. The three mentioned here are the most popular at present.

The main issue in buying a system is to stay compatible. If your office is now using an Apple system then buy Apple; if you are using IBM then stay with "Big Blue." As time goes on you will find more and more documents that you want to give the "professional" look; for instance, your financial report. So if you are keeping records on an IBM don't buy an Apple to do your desktop publishing, or vice-versa. The two machines don't talk to each other very well.

Study this copy of CONTACT and see what desktop publishing can do.

SPARKPLUGS

Talk Topics & Sermon Starters from
Unity publications

This Month: The Peace That Passes
All Misunderstanding
by Thomas E. Witherspoon

Do we talk too much about obtaining peace or read too many books on the subject? We hear a resounding "no" out there! And you are right! Many times books about peace fail to give us good, sound guidelines about how to get peace and what benefits we can expect from a more peaceful life. Not so with Thomas Witherspoon's new book, The Peace That Passes All Misunderstanding. He explains what Jesus Christ, Charles Fillmore, and other great teachers said about peace.

Tom gives us many helpful suggestions about how to obtain peace for ourselves and to promote peace in the world around us. For instance, he emphasizes that peace sets the stage for healing, guidance, prosperity, success, better relationships, and well-being in every aspect of life.

This is a wonderful opportunity for you to use Tom's ready-made outline which gives specific references for thought and consideration. You may use the ideas in conjunction with your own for a class or talk, and recommend the book to students.

This book will find a welcome place in your lending library, and you will find a personal copy helpful. The Peace That Passes All Misunderstanding is available through the Sales Department of Unity School of Christianity.

SPANISH RETREAT in the DOMINICAN REPUBLIC July 20-24, 1988

All are invited to attend; theme: "Establishing Heaven On Earth"
(all programs in Spanish)

Please register by calling or writing: The Rev. Carmen Figueroa
(Deadline: June 15, 1988) Unity en Dominicana
P.O. Box 608
Santo Domingo, Republica Dominicana
(809) 567-3844

SUPPORT SERVICES REPORT



Ron Tyson
Support Services Coordinator

CONVENTION SCHEDULE

On the next two pages of this issue is a draft of the dates and times of events that make up the 1988 Unity Peoples' Convention.

You will notice Sunday is a time to catch up with old acquaintances and meet and make new friends. Connie Haines, Unity minister, will entertain and inspire us as we come together Sunday evening.

The formal opening will take place Monday morning with a presentation by your Association, followed by an informative presentation by Unity School in the afternoon. Each evening during the week there will be a key-note speaker: Wally Amos on Monday, Gerald Jampolsky and Diane V. Cirincione on Tuesday, and Fred A. Wolf on Wednesday. On Thursday there will be a dinner, "Light of God Expressing Award" presentation, changing of the gavel, and dance.

Each day will be broken into four sessions, two in the morning and two in the afternoon:

Mornings:

First Session: 8:00-9:30 AM

Second Session: 10:00-11:45 AM.

Afternoons:

First Session: 1:30-2:30 PM

Second Session: 3:00 - 5:00 PM.

Prayer services will be held three times a day in the "Bay Hill" Suites.

These suites are set aside specifically for prayer and will be open at all times. Organized prayer is scheduled for 7:00 - 7:30 AM, 11:30 - 12:00 Noon, and 10:00 - 10:30 PM.

Orlando Room 1 has been set aside especially for our Spanish-speaking family members. Please feel welcome to enter in fellowship in any of these activities.

POST GRADUATE CREDITS

Ministers and licensed teachers are required to earn ten (10) credits during a three-year period to be eligible to teach extension courses. Each year ministers and licensed teachers are encouraged to review their credits and strive to participate in classes so that credit may be applied to their Post-Graduate records.

Three hours of Post-Graduate Course attendance is equal to 5 credits. There will be five (5) sessions at the Convention where a minister or licensed teacher can obtain Post-Graduate credit (5 credits for each session):

Ed Rabel's class on Tuesday morning, 8:00 - 11:45 AM.

Barbara O'Hearne's presentation on Monday afternoon, 3:00 - 5:00 PM.

Scott Sherman's workshop on Wednesday morning, 8:00 - 11:45 AM or the **Marketing Committee's** presentation.

Dick Connor's presentation on Wednesday afternoon, 3:00 - 5:00 PM.

Fred A. Wolf's workshop on Thursday morning, 8:00 - 11:45 AM.

When you arrive at the Convention, you will receive a registration packet containing a Convention Program which will give you names and titles of all workshops.

Be sure to make the most of this year's Convention. Plan to come early and/or stay late. The Peabody, a world-class hotel, is giving us a reduced Convention rate three days before and/or after the Convention.

CONVENTION VOLUNTEERS



Joe Roe
Head Usher

We are pleased to introduce to you Joe Roe as Head Usher for the 1988 Unity Peoples' Convention to be held in Orlando, Florida, June 12-17, 1988.

Joe comes to us with a rich history in Unity. He is a member of the Unity Church of Jacksonville in Florida, where Betty and Tom Sikking serve as ministers. He is a member of the church board and is Director of their Youth Education Program. During his time with the church, he has completed more than 50 hours toward the Continuing Education Program.

Joe's committee will involve more than 300 volunteers during the Convention. Chances are one of the Ushers on the "Welcoming Committee" will be one of the first faces you will see. Ushers will be there to direct you and give you information on the program. They will verify registration at each door during the time of the workshops.

In the evening the Ushers will help you find a seat and will receive the love offering.

Should you have a need, large or small, they will be there to assist you.

We are pleased to have Joe Roe volunteer to head up this important committee and we thank him and the some 300 other volunteers for helping make this year's Convention an exciting and memorable one for all in attendance.

1988 ASSOCIATION OF UNITY CHURCHES CONVENTION
June 12-17 • Peabody Hotel, Orlando, Florida



SCHEDULE OF EVENTS

TIME	LOCATION	SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
7:00 - 7:30 AM	BAYHILLS SUITES #4 & 5			PRAYER SERVICE			
8:00 - 9:30 AM	PLAXA INTERNATIONAL D & E			THE ASSOCIATION	ED RABEL *	SCOTT SHERMAN *	FRED A. WOLF *
	PLAZA INTERNATIONAL F				WORKSHOP	WORKSHOP	WORKSHOP
	PLAZA INTERNATIONAL G				WORKSHOP	WORKSHOP	WORKSHOP
	PLAZA INTERNATIONAL H				WORKSHOP	WORKSHOP	WORKSHOP
	ORLANDO INTERNATIONAL I				SPANISH	SPANISH	SPANISH
ORLANDO INTERNATIONAL II				WORKSHOP	MARKETING *	WORKSHOP	
9:30 - 10:00 AM	ALL ROOMS			B R E A K			CLOSING (9:00 - 10:00 AM)
10:00 - 11:45 AM	PLAZA INTERNATIONAL-Foyer	R E G I S T R A T I O N	DISPLAYS	DISPLAYS	DISPLAYS	DISPLAYS	
	PLAZA INTERNATIONAL D & E		THE ASSOCIATION	ED RABEL *	SCOTT SHERMAN *	FRED A. WOLF *	
	PLAZA INTERNATIONAL F			WORKSHOP	WORKSHOP	WORKSHOP	
	PLAZA INTERNATIONAL G			WORKSHOP	INTENSIVE	WORKSHOP	
	PLAZA INTERNATIONAL H			WORKSHOP	INTENSIVE	INTENSIVE	
	ORLANDO INTERNATIONAL I			SPANISH	SPANISH	SPANISH	
	ORLANDO INTERNATIONAL II			INTENSIVE	MARKETING *	WORKSHOP	
11:30 - 12:00 Noon	BAYHILLS SUITES #4 & 5			PRAYER SERVICE			
12:00 - 1:30 PM	LUNCHEONS - "COCONUTS"		WOMEN MINISTERS	LICENSED TEACHERS	PARTNERS IN MINISTRY	EXPANSION	
1:30 - 2:30 PM	PLAZA INTERNATIONAL D & E		UNITY SCHOOL (1:30-3:00 PM)	WORKSHOP	WORKSHOP		
	PLAZA INTERNATIONAL F			WORKSHOP	WORKSHOP		
	PLAZA INTERNATIONAL G			WORKSHOP	WORKSHOP		
	PLAZA INTERNATIONAL H			WORKSHOP	WORKSHOP		
	ORLANDO INTERNATIONAL I			SPANISH	SPANISH	SPANISH	
	ORLANDO INTERNATIONAL II			BUSINESS MEETINGS	BUSINESS MEETINGS	BUSINESS MEETINGS	
	FLORIDA II					WORKSHOP	
FLORIDA III					WORKSHOP		
2:30 - 3:00 PM	ALL ROOMS			B R E A K			
3:00 - 5:00 PM	PLAZA INTERNATIONAL D & E			BARBARA O'HEARNE *	DICK CONNOR *	REGIONAL MEETINGS IN ASSIGNED ROOMS	
	PLAZA INTERNATIONAL F			WORKSHOP	WORKSHOP		
	PLAZA INTERNATIONAL G			WORKSHOP	WORKSHOP		
	PLAZA INTERNATIONAL H			WORKSHOP	INTENSIVE		
	ORLANDO INTERNATIONAL I		SPANISH	SPANISH	SPANISH		
	ORLANDO INTERNATIONAL II		BUSINESS MEETINGS	INTENSIVE	WORKSHOP		
	FLORIDA I						
	FLORIDA II						
OTHER ROOMS - REGIONAL MTG							
5:00 - 7:00 PM	D I N N E R						BREAK
6:00 - 7:00 PM	PLAZA INTERNATIONAL - FOYER					SOCIAL HOUR	
7:00 - 8:30 PM	PLAZA INTERNATIONAL A thru H					DINNER	
7:30 - 9:30 PM	PLAZA INTERNATIONAL D & E	CONNIE HAINES	WALLY AMOS	JERRY JAMPOLSKY M.D.	FRED A. WOLF, Ph.D.	DANCE	
10:00 - 10:30 PM	BAYHILLS SUITES #4 & 5			PRAYER SERVICE			
	EXTRA: DISCOVERY RM (Computer)						

* Post-Graduate Credits

When you arrive at the Convention, you will receive a registration packet containing a Convention Program which will give you names and titles of all workshops.

PARTNERS IN MINISTRY

a network of spouses of ministers



By Karin Mosley & Weaver Hess

Ok! Ok! Ok! So I know you're busy during the holidays - or is it holiday. So you didn't have the time to sit and ponder the answers to the survey in the December/January issue of CONTACT. I have taken the liberty of revising the survey so that now it is in the form of multiple choice. Please check your answers and (again) return to me. We could really have an eye-opening experience if we knew what other Partners were doing.

Now, on a more serious note...

Conference 1988 in Orlando, Florida, promises to be the biggest and best yet in the history of the Association. Please make a note of these important dates for Partners in Ministry:

Wednesday, June 15

Luncheon. Our guest speaker will be Glenn Mosley, Executive Director of the Association.

Watch for details on possible Workshop for Partners.

I'm looking forward to seeing you there and having some time to share and relax.

Send correspondence to: Partners in Ministry, P.O. Box 610, Lee's Summit, MO 64063; or phone (816) 524-7414. All calls/letters are kept CONFIDENTIAL.

1. My role as a Partner in Ministry is. . .
 - A) I don't have a role, I exercise regularly.
 - B) My partner is the one with the role.
 - C) I choose not to have a role.
 - D) The only role I've ever had was in my high school class play.
2. If I were to write a book/novel on being a Partner in Ministry, the title would be. . .
 - A) A Funny Thing Happened on My Way to Salvation.
 - B) Life Among the Savages.
 - C) Nightmare On Elm Street (or any other street name).
 - D) The Joy of Sexton-y (as defined by Webster's, a sexton is an officer of the church who takes care of the church property and sometimes rings the bell for services or digs graves-some Partners I know are quite adept at this latter item, however, digging themselves OUT is another matter).
3. The funniest thing that ever happened to me as a Partner was when. . .
 - A) Funny things don't happen to me.
 - B) Please define funny.
 - C) Well, it was in 19...6...no maybe 7...4 or was it 6, yes it was, 1976! Oh, I can't remember now what seemed so funny.
 - D) Having someone introduce ME as the Minister!!
4. An experience I had as a partner that I feel I handled rather well was when. . .
 - A) I had to stand up and introduce myself as a Partner in Ministry.
 - B) My Partner and I were interviewed by the Board of a prospective church and I bit my tongue when she asked if I had planned to "take over" the Women of Unity's Kitchen!!
 - C) Picking up the marbles after someone played "Marble Roll" (See March issue of CONTACT, "Partners in Ministry").
5. My most difficult/challenging moment as a Partner was. . .
 - A) Define difficult.
 - B) Define challenging.
 - C) They all are!
 - D) Getting through this column!
 - E) All of the above.
6. If I were to choose a keynote speaker for an international convention of Partners in Ministry, it would be. . .
 - A) Jimmy the Greek speaking on "Lessons in Couth".
 - B) P.K. telling ALL on "Life in the Manse."
 - C) Cher sharing her wardrobe hints with Partners.
 - D) Erma Bombeck on "Life with a Minister for Fun and Profit."
7. The one thing I would like to see happen in "Partner in Ministry" column is. . .
 - A) Something free to send for.
 - B) Recipes or an article on "How to Overhaul Your Engine."
 - C) That awful picture to disappear!
 - D) An article on "Parenting in the Pews."
8. Karin, you can help me out here in the field by. . .
 - A) Starting the engine on that tractor.
 - B) Hoe your own row!
 - C) Gather ye flowers as ye may. . .
 - D) Going home!!

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 Ten Months Ended January 31, 1988

INCOME-OPERATIONS	<u>January</u>	<u>Year to Date</u>
Love Offerings	\$79,768.76	\$666,522.23
Other Income	<u>723.05</u>	<u>22,973.92</u>
	\$80,491.81	\$689,496.15
Less: Tithe Transfer	<u>7,909.57</u>	<u>65,537.82</u>
	72,582.24	623,958.33
Gross Profit Material	<u>2,663.12</u>	<u>43,024.27</u>
Total Income	<u>\$75,245.36</u>	<u>\$666,982.60</u>
EXPENSES-OPERATIONS		
Total Expenses	<u>\$61,269.64</u>	<u>\$623,562.85</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$13,975.72</u>	<u>\$43,419.75</u>

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

Month of January: \$7,345.72

Year to Date: \$72,189.47

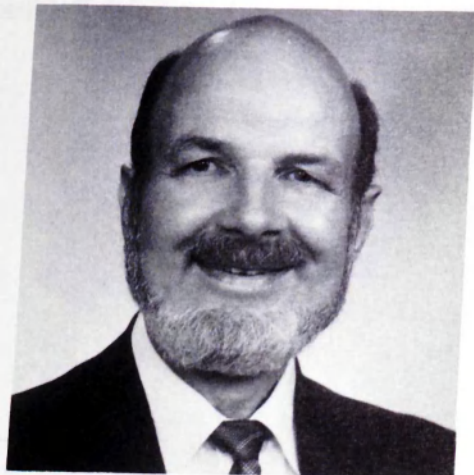
(Note: This contribution is a non-ledger item and does not appear on the Association financial statement)

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

JUNE 1988

The Christ presence within me
attracts my good, and I am
richly blessed.

Unity School Prayer Group



**Bob Ellsworth
of Education**

A LOOK AT LICENSED TEACHERS - Part III

Greatest Lacks of Licensed Teachers:

Ministers and licensed teachers were asked as part of a recent survey, "The greatest lack of a licensed teacher is. . . ." In Unity, we do not like to think in terms of lack. Over 40% of the 188 ministers and 30% of the 182 licensed teachers indicated that nothing was lacking. But the majority of those responding did report a lack. Such reporting helps to identify possibilities for change, and in Unity we know that change is an integral part of life.

GREATEST LACK (182 Licensed Teachers)

1. Lack of Time (42)
2. Lack of Personal Well Being (26)
3. Lack of Knowledge/Training (22)
4. Lack of Support Opportunities (15)
5. Geographical Isolation (11)
6. Miscellaneous (10)
7. No Lack or Left Question Unanswered (56)

GREATEST LACK (188 Ministers)

1. Nonsupport of Minister/Ministry (20)
2. Time/Availability Lacking (19)
3. Teaching Skills Need Improving (18)
4. Enthusiasm Lacking (9)
5. Unwilling to Serve as Needed (8)
6. Miscellaneous (34)
7. No Lack or Left Question Unanswered (80)

LACK OF TIME is perceived by both licensed teachers and ministers. Many licensed teachers work and have a family. Finding time to prepare a class or serve in some way is a big challenge for many licensed teachers. Fortunately, many licensed teachers do not work at another job and do have time to teach or serve a ministry in other ways. As ministers, I believe it is important to be sensitive to the

possible time demands made on our licensed teachers. If we are sensitive, then we might offer assistance in helping the licensed teacher make wise choices.

LACK OF PERSONAL WELL BEING ranked high on the licensed teacher list. Examples include: "I lack self confidence," "I procrastinate," "I'm not aware of God's Presence," "I lack initiative," "I can't feel supportive of the ministry," "I don't know how to handle my own family problems," "I don't feel I am enough." I would like to commend the licensed teachers who were willing to admit to personal difficulties! Unless we are willing to acknowledge a challenge or a change that's needed, chances are we aren't really open to change.

What can a licensed teacher do when s/he has a personal problem? Many licensed teachers tell us that their own minister is their first choice for sharing a time of personal challenge. Some ministers meet weekly with their licensed teachers, and many share with each other what's happening in their lives. Licensed teachers who have this kind of open, supportive relationship with their ministers feel truly blessed. And ministers who can be "real" with their licensed teacher(s) don't feel so alone. But some licensed teachers report that they and their ministers don't share, and rarely even meet. Whenever I hear about ministries in which ministers and licensed teachers are a source of emotional support for each other, I find myself wishing that all ministries could be so blessed.

NON-SUPPORT OF MINISTER/MINISTRY is the most frequent lack mentioned by ministers. Sometimes relationships between a licensed teacher and minister deteriorate, and it can have an adverse effect on the ministry. Sometimes a non-supportive licensed teacher will engage in an activity that is divisive and may even violate the Code of Ethics for Licensed Teachers. None of us like conflict. But sometimes conflict is a sign that some growing is needing to happen on the part of the licensed teacher and/or the minister.

The good news is that there is a source of help when the challenge of non-support occurs. Each region has a licensed teacher representative (see page 18). Call your licensed teacher representative and ask for help. I personally met with this group in February, and I was very impressed with their dedication, sensitivity, and skill. They, or someone they designate, could be of great assistance to a minister or a licensed teacher between whom conflicts arise due to lack of support.

LACK OF KNOWLEDGE/SKILLS. Everyone, including ministers and licensed teachers, needs to continually upgrade their skills. Some licensed teachers stop growing, stop attending post-graduate courses, or stop taking on new challenges. This often shows up first in their teaching. Perhaps the licensed teacher needs to release teaching or make a rededication to growing again.

This is the last in a three-part series on licensed teachers. Anyone who would like to receive a complete

Continued ...

report of the survey results may receive a copy upon request. It is my opinion that licensed teachers can be a wonderful resource in enhancing the quality of our ministries. If this is happening in your ministry, you and your congregations are truly blessed. If it's not happening, "reach for it!"

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LIGHT ON THE PATH Trish Robinson



How long has it been since you checked out your beliefs? Are you functioning from some beliefs that once served a purpose but are no longer doing so? Do you have some beliefs that are not yours and never have served you, for you "bought" into them, and maybe (probably) without even realizing. I check out my beliefs periodically. I work at becoming a better listener and really hearing what is being said, while being aware of my inner and outer responses. It's important for me to listen and hear myself as well as others. Monitoring what we say and how we interact with others helps tremendously in many ways, especially in checking our belief systems, discovering prejudices, etc.

Recently I asked God for help. One of the things I needed help with (as I put it to God), "What is going on with me?" There are many things that I've been wanting to accomplish and for one reason or another have put off. Some of these things are books that I've been working with on and off for years. Lately I've been feeling and thinking THE TIME IS NOW. Yet no physical energy has been given to any of them. Lots of mental energy--yet none of these things are any further to being completed than they were a year ago. I was becoming increasingly frustrated and my physical energy seemed to be getting lower and lower. Then I found myself so frustrated that I wanted to put me in front of me and shake me until my teeth rattled. I asked God for help. I asked God, "What is going on with me?" I didn't feel too whoopie about the first answer I got--yet was able to accept it with gratitude. Then I got another answer which made sense, and even more so when I looked at it with the first answer. I continued being grateful and getting insight. Then came the BIGGY. Somewhere, way back there, I had "bought" into being another "Grandma Moses"--successful author, speaker, painter, etc. . . when I'm 75 or 80. WOW! Can you see it? No wonder all of Trish became frustrated. I was ready to achieve and accomplish, feeling like I could climb mountains; and yet, here was the sub-consciousness working hard doing what it was programmed to do, saying, not yet - not yet. I'm sharing this, mostly because I am so excited. I've been aware of the importance of checking out what and how I think and feel about things (my beliefs) yet I now realize I want to be more aware and give more attention to not only checking me out but letting myself go deeper.



Lisa Wissman
International Children's Education Consultant

COUNTING ON YOUR TOES

In last month's issue of *CONTACT*, we took a look at the first two TOES... Trusting and Owning. This month, we will explore the techniques of Empowering and Supervising, two essential ingredients in a loving classroom.

EMPOWERING:

According to Webster's "empowering implies the granting of power or delegation of authority to do.

When we "empower" the children in the classroom, or give them the power to do, little miracles begin to happen. Once we trust and let go of the "control" mind set, a shift of energy takes place. I might liken it to a candle's flame which has a glass placed over it. When covered (or controlled) the candle burns very dimly. Once the glass is lifted from the candle's flame, it is allowed to burn brightly and freely. It knows just how much oxygen and wax it needs to keep the wick burning peacefully and fully, though not out of control. When we talk about empowering others, what we are doing is lifting our own self-imposed "glass," or set of values and expectations, from the inner Christ light of others and allowing the light to burn brightly, freely "uncontrolled" yet perfectly in balance and in tune with itself.

Empowerment by its very nature

- gives the empowered the freedom of choice.
- demands ownership of one's own feelings, choices, and actions.

These two qualities of empowerment play off each other so beautifully that to an observer of an "empowered" classroom there appears to be a dance taking place. Once empow-

ered, each choice made by the child has a consequence for which s/he must claim responsibility. With each choice made there weaves a pattern, dancing back and forth and in and out of choices made by others.

As you become more able to let go during classtime, give yourself a gift. Choose a time when the children are working industriously and sit back as an observer to watch the dances of empowerment at work. It's exciting to see in action.

SUPERVISING:

If the responsibility of "making" things happen in the class is lifted from the teacher, this too has an empowering effect. This doesn't mean that things won't happen and won't work and won't get done and ideas won't be shared and expressed! Quite the contrary. What it does mean is that there are no longer expectations imposed on the teacher which may keep his/her Christ light from burning as brightly and freely as those of the children. The role of the teacher then becomes one of supervision or facilitation. The word facilitation means "to make easy." When we think in terms of facilitating empowerment, what we are doing is "making easy to have the power to do." The function of this role could be compared to that of a symphony orchestra conductor. Each individual within the orchestra knows and is responsible for his/her own part but looks to the conductor for guidance in bringing each part together to form the picture the composer had originally intended. So it is within the classroom. Each individual knows and is responsible for his/her own part but looks to the teacher for guidance in bringing the whole picture together as God, our creator and composer, had originally intended.

For this type of setting to be effective there is a certain amount of preparatory groundwork which must be laid in advance. This could include:

1. Setting ground rules to which the class agrees. These should be written as a cooperative effort.

Example:

Ground Rules for 3rd/4th Grade

- Only one person will talk at one time.
- When someone is talking we will give him/her all of our attention.
- We will return all materials to the place from which we got them.
- We will use a quiet voice when talking to one another.

2. Reaching a common understanding of how breaking ground rules will be handled. Again, this determination should be a cooperative effort if it is to be positively received.

Continued...

3. Doing your prayer work. Oftentimes the energy within the class is a mirrored reflection of the teacher. What a powerful reminder of where we need some extra work ourselves!
4. Organizing the materials. Appeal to the natural sense of order within the child. If all materials have their own place and that place remains constant, distribution of materials and clean up become independent responsibilities of each individual.
5. Being a living, loving, moving, walking, talking model of what it is your teaching. What you *are* speaks much louder than what you say.
6. Communicating clearly, concisely and lovingly exactly what it is you would like to have happen during an activity. Oftentimes we are not clear in our own minds about the way in which we would like to see an activity (craft, movement, or otherwise) take place. Once our own inner clarification has taken place, expressing directions in an organized methodical manner is of the utmost importance.

cal manner is of the utmost importance. This not only leaves less room for confusion, but it helps to create a focused point of clarity in the mind of the learner as to what it is s/he will be doing.

Trusting

Owning

Empowering

Supervising

Each of our TOES is of equal importance. When one is missing the class can still function, but the ease with which it functions using all four TOES makes the dance even that much more beautiful. As I say each time I make a suggestion which may be new to you...work with it a little...play with it...try it on...see how it feels. If it feels like it fits, make it your own. In the meantime, stay light on your feet and remember you really can count on your TOES.

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DEVELOPMENTAL NEEDS OF YOUNG ADOLESCENTS

- | | |
|--|------------------------------|
| ☞ Physical Activity | ☞ Competence and Achievement |
| ☞ Self-Definition | ☞ Creative Expression |
| ☞ Positive Social Interactions with Peers and Adults | ☞ Structure and Clear Limits |
| | ☞ Meaningful Participation |

By Joyce Culey
International Youth Education Consultant

(This is the first in a series of articles for Uniteen Program Planning.)

Uniteen youth ministry focuses specifically on the development and implementation of successful church programs for the 6th, 7th, and 8th grade student. This includes the provision of an environment which encourages spiritual awareness and meets the developmental needs of early adolescence.

Commonly asked questions such as, "How do we attract more kids?," "How do we motivate the kids?," or "How do we handle behavior problems?," need to be set aside until a practical, working understanding of early adolescence is acquired. This is essential in order that programs truly do meet the needs of the youth, and not what the adults may "think" is needed.

As is often the case with situations in life, the appearance may not be an accurate outpicturing and, depending upon our perception, misconceptions may be formed. Below are a series of statements to help determine your concept of early adolescence. Mark TRUE or FALSE to indicate your opinion:

(NOTE: In answering these statements, it is helpful to do so in comparison with the early adolescent developmental needs.)

- _____ Human beings grow more rapidly during the adolescent growth spurt than any time except during infancy.
- _____ Adolescents who are early physical developers will be more socially and emotionally mature than late physical developers.
- _____ It is normal for young adolescents to appear self-centered and preoccupied with themselves.
- _____ Young adolescents are not mature enough

to make commitments to people, ideals, or projects.

- _____ Young adolescents do not like, enjoy being with, or intentionally seek the company of adults.
- _____ Young adolescents look to their parents for values and guidance, acceptance, and affection.
- _____ Adolescence is characteristically a stormy time marked by outright rebellion.

1. **TRUE** The rapid growth spurt experienced is more than any other time except infancy. Though growth does vary individually, averages have been determined. For girls, the growth spurt begins at about age 10 1/2, with the peak occurring around age 12. For boys, the growth spurt begins at about 11 1/2 and peaks around age 14. This time of rapid change results in restlessness, fidgeting, squirming, brief attention spans, etc., therefore, they need lots of opportunity for PHYSICAL ACTIVITY.

2. **FALSE** Adolescent physical, cognitive, social, and emotional growth does not occur at exactly the same time. As a result, there may be a wide range of abilities within the group. Because this is also an important time for peer relationships, young teens are apt to compare themselves to the others and possibly feel they do not quite "match up." It is important, therefore, to provide varied opportunities for teens to ACHIEVE and to have their COMPETENCE recognized by others.

3. **TRUE** Keeping in mind the early adolescent's tendency to compare him/herself to their peers, it becomes easier to understand the seeming self-centeredness. While a great deal of media attention is placed on

Continued . . .

the negative influences of peer pressure, the positives actually are far more prevalent. As a result of peer group interaction, teens learn how to develop and maintain close, supportive relationships with people their own age, thus learning an invaluable life skill. As these interactions occur, the teen learns more about him/herself; therefore, they need time for SELF-DEFINITION.

4. **[FALSE]** The young adolescent's world greatly expands in relationship to their emerging capabilities. This awareness continues to grow, taking in peers, families, communities, ideals, etc. As a result, the teens' desire to "do something" may be incredibly intense and with adult guidance and support they are able to experience MEANINGFUL PARTICIPATION.
5. **[FALSE]** As the young adolescent's world continues to grow, adults often serve as crucial role models. These new relationships are also an important part of adolescent social development. As teens explore what it means to be an adult man or woman, it is important to provide opportunities for POSITIVE SOCIAL INTERACTIONS WITH ADULTS.
6. **[TRUE]** Although the peer group is extremely important, adolescents look to their families for affection, identification, social moral values, and for help in problem solving and decision making. Disagreements between the teens and families are usually related to the family having to reassess its expectations of the growing child, thus resulting in an adjustment process for everyone. Families that can make such adjustments in expectations, rules, etc., usually emerge strengthened. Though many think adolescence marks the time of automatic independence, the teens still need STRUCTURE and CLEAR LIMITS.
7. **[FALSE]** Although the media portrays adolescence as a rebellious period, research reveals that the social and emotional problems associated with adolescence have been overemphasized and are misleading. Approxi-

mately 80% of all teenagers make it through the years of physical, cognitive, social, and emotional change without serious problems. About 1/4 experience serene development and change gradually and with ease; about 1/3 develop in surging stops and starts--adult one day and child-like the next; about 1/5 experience turbulent development -- their behavior may be "stormy" but it is not abnormal; and about 1/5 do not fit any of these groups, but have the tendency toward continuous growth. This becomes a time for questioning the previously accepted rules and beliefs, which although part of the natural development, is often looked upon as rebellion. If teens are given a voice in decision making and planning the activities which shape their lives, their need for CREATIVE EXPRESSION could be fulfilled in a myriad of ways.

Uniteen youth ministry truly isn't complicated, nor does the program need to be headed up by a psychologist. It is important, however, to be realistic about the needs of the early adolescent. As a result, programs can be developed from a slightly different perspective than may have occurred with the common questions mentioned earlier. Now program planning can be done from the basis of:

How can we use what we know about young adolescents to plan programs and activities that:

- attract young adolescents,
- motivate them,
- are truly interesting to them,
- involve them in decision-making, and
- promote productive behavior?

For more information regarding Uniteen ministry, please see below for information on an upcoming training seminar and page 23 of this issue for available resources, or write to the Education Department of the Association of Unity Churches.

Article Resource: 3:00-6:00 p.m.: "Planning Programs for Young Adolescents," Center for Early Adolescence, University of North Carolina at Chapel Hill

WORKING WITH THE EARLY ADOLESCENT

This seminar will focus on the developmental characteristics of the early adolescent. Included will be the physical, mental, emotional, social, and spiritual aspects of this age group. A strong emphasis will be placed on Uniteen Program planning. Anyone interested in early adolescent education would benefit greatly from this overview.

Instructor: Joyce Culey
Association of Unity Churches
International Youth Education Consultant

When: July 11-22, 1988

Where: USRS CEP Program
Unity Village, Missouri

Credits: 10 Elective Credits

UNITEEN MINISTRY RESOURCES

Available from the Association of Unity Churches:
(For prices see Association's Supply Catalog)

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.

SPIRITUAL DANCE BOOK -

This booklet contains twenty-nine dances. Each page includes the words, melody line, instrumental chords, and movements for one dance. The dances selected are mostly to songs already familiar to participants.

TEENAGE SURVIVAL MANUAL -

A fast-paced, well-written book that is good for a teen's private reading or for use as a group focus. It is recommended reading for adults as well.

CHILD OF GOD -

Written by Peggy Jenkins these object lessons provide an excellent tool for bringing abstract ideas into concrete. The lessons are approximately five minutes in length and can be used as an introduction to a lesson, discussion time, or can support other activities. Ideal for assemblies.

YOUTH SPECIALTIES CLIP ART BOOK -

Artwork in an easy-to-use format to spice up all your mailers, newsletters, announcements, and other printed materials.

TENSION GETTERS I -

A book of strategies designed to assist teens in transferring what they learn in the classroom to daily life.

GREATEST SKITS ON EARTH -

Excellent for all ages, this fun-filled collection of skits is grouped into seven chapters: Short one-act skits, Groaners/one-liners, Slapstick skits/sight gags, Audience participation skits, Famous Interviews, Classic Skits, Stunts.

CREATIVE SOCIALS & SPECIAL EVENTS -

Offers a wide variety of "tested" program ideas: theme/sports/seasonal events, scavenger hunts, fund raisers, and more.

THE NEW GAMES BOOK/MORE NEW GAMES -

Each book offers non-competitive games for all groups. The emphasis is on cooperative play rather than competitive, encourages an environment of togetherness and team-building.

REAL FRIENDS -

Learning how to become a friend to yourself and others is what Real Friends is all about. Basic skills are offered to adolescents for making friends, starting conversations, and feeling comfortable in all sorts of social situations. It then builds on these to show young people ways to care for themselves and others, help each other mature and to build self-esteem.

LIGHT OF GOD BOOKLET -

For ages 11-13 who are members of one of the following national youth organizations: Boy Scouts of America, Campfire, Inc., Girl Scouts of the USA, 4-H Club. It can be used by other youth groups and by any member of Unity in this age level.

A workbook containing requirement details and activities is

provided. Gives the participant opportunities to work closely with their parents/guardians, and with a minister/counselor. Emblems are awarded upon completion of the program.

COSMIC REFLECTIONS -

The mellow sounds of piano weave a musical tapestry ideal for meditation, relaxation, and quiet listening.

THE SECOND CENTERING BOOK -

Offers meditative exercises, imagery, relaxation techniques and much more.

TEACHER'S HANDBOOK -

Includes 23 masters of helpful suggestions for putting together a handbook for teachers. Buy only one packet and produce as many as you need.

SEVENTY CUES FOR TEACHERS -

Seventy significant ways teachers can improve their teaching. Great for teachers' meetings, training events, etc. (Rev. 1985)

ESSENTIAL SKILLS FOR GOOD TEACHING -

Contains articles on concepts, objectives, strategies, and more.

MORE TEACHABLE MOMENTS -

Emphasizes communication skills Appropriate for all ages.

HEART TALK BOOK -

Contains inspiring information about listening, feelings and how to have a Heart Talk.

RED VELVET HEART -

This symbolic heart, used in a Heart Talk, is made of beautifully rich red velvet, and is decorated with a colorful rainbow band.

TWELVE POWER PROGRAM -

Comprehensive program designed to accommodate centers in teaching the Twelve Powers of Man, taught by Charles Fillmore. Included with the program guide are the take-home handouts from the Twelve Power Color Key Program.

Available from Group Books

Box 481, Loveland, CO 80539 - (303) 669-3836

JR. HIGH MINISTRY MAGAZINE -

An interdenominational magazine for Christian Junior High youth ministries. This excellent resource offers up-to-date information regarding junior high students, weekly meeting ideas and plans, and a special page just for parents. Published five times per year, subscription rates are available: single subscription \$19.50 and \$14.00 for 4 or more issues to one address.

GROUP'S BEST JR. HIGH MEETINGS -

Offers 58 ready-to-use meetings for junior highers on a variety of subjects such as self-image, friendship, family, faith, values and decisions, life issues, etc. \$18.95

DETERMINING NEEDS IN YOUR YOUTH MINISTRY -

An easy-to-use, professional book to determine the needs of the young people. Provides ready-to-use surveys, complete how-to-use information, detailed guidelines for interpreting results, and suggestions for using results in future planning. \$19.95

OUR REGIONAL YOUTH EDUCATION CONSULTANTS

The International Youth of Unity is divided into regions with a consultant hired by the regional ministerial board. These eight very special people offer their love, energy, and enthusiasm above and beyond the "call of duty."

FEATURING: CAROL GARDNER MIDWEST REGION

Carol is yet another special soul who serves our youth. She has been involved with the Youth of Unity four years; two as a Y.O.U. Sponsor and the past two as Regional Consultant. When asked what she loves most about her position, Carol replied, "Watching YOUers become inspired and empowered to be all they can be, and seeing them lovingly support and nurture each other in that growth process." Carol's interaction with both the teens and adult sponsors reflects this love as she too supports and nurtures. Her role as consultant required a blending of several skills - administration, training, coordinating, planning - all of which are done well and, most importantly, with love. Carol's background includes a B.A. in Education from the University of North Carolina, serving on the Board of Directors for the Greater Kansas City Art Association and Art Images Gallery for three years, a PTA officer eight years, and teaching school four years.

Carol and husband Dave have two daughters, Lynn (18) and Dawn (17) and live in Kansas City with their beagle, Schmo. In addition to her involvement with Y.O.U., Carol still makes time for photography, travel, and to show her Youth Services Committee. Her dream for Y.O.U.? "That each YOUer leaves the YOU program with an awareness of self and a desire to express his/her full potential."

We love you and bless you, Carol, for your dedication and support of our youth.

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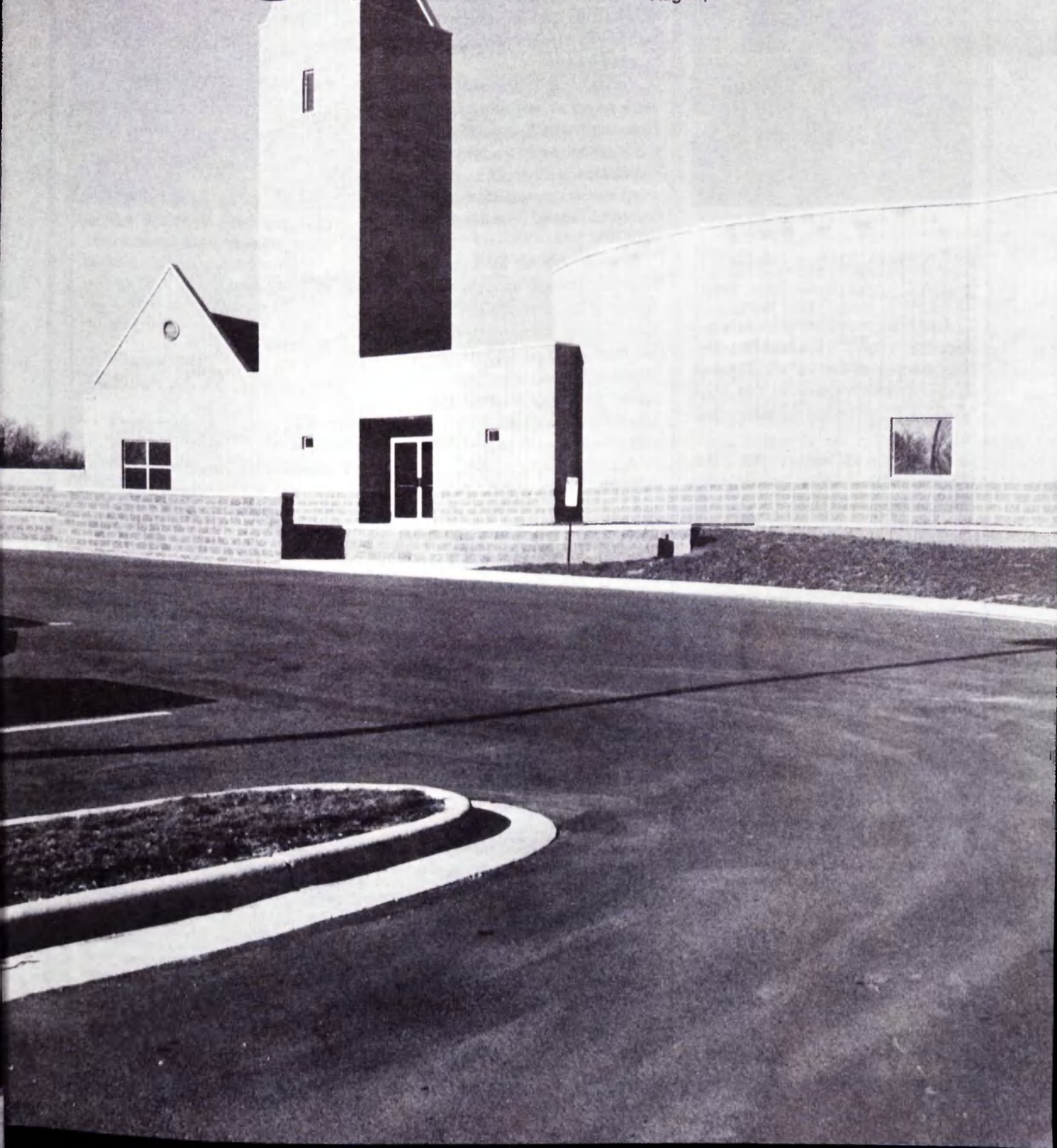
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PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®

August, 1988



THE PRESIDENT'S LETTER



Maya Brandenberger, Ph.D.
Unity de Montreal
Montreal, Quebec, Canada

Hello again.

I am writing to you from a lovely spot in the Black Forest in southern Germany. The Association sent me as chairperson of the Overseas Ambassador Task Force to visit with the German-speaking ministries.

Meetings were held with Mr. Frick, Publisher of the Unity Magazine *JA* and *Tagliche Wort* (Daily Word in German), and the official editor and translator, Mrs. Thea Jung. Mr. Frick also prints all names and addresses of study group leaders and contact names in his magazine, thereby serving an important network function.

We participated in a seminar given by Renate von Luxburg, Unity minister of Unity School for Life & Living in Munich. Over sixty Unity friends met there and shared and interacted with us.

Now I am assisting Scott Sherman, another member of UMAC (Unity Movement Advisory Council) and the Overseas Ambassador Task Force, in a five-day seminar in Lichtquell (Lightsource), the Unity Retreat House in Todtmoos, Germany.

It is a rainy spring day. Nature is in her brightest greens. We are nestled in among hills and valleys and fog is clinging everywhere. Today we began a two-day fast and silence period which is part

of our seminar on meditation.

The longing, and the hunger for light and heightened energies are truly universal phenomena, phenomena of a collective soul-consciousness really. And it is heartwarming and inspiring to perceive our unity on this point as it emerges in our human evolution.

Yet, again, this also makes us so very much aware of just how each person, each center, each consciousness expresses and lives the teaching in an individualistic way. So much so, that there is a vastness of expression that appears to be utterly confusing, demanding of structure.

Imagine with me for a moment the equal-sided triangle and then imagine the horizontal line represents this vastness of individualistic expressions. The triangle has been an emerging symbol for our efforts on UMAC, and it has remained a symbol for my commitment TO COME UP HIGHER during this presidential year which now has begun.

As the horizontal line extends, so must the vertical lines extend upward to the apex of the triangle. The horizontal line demands an ever-widening inclusion of the new information and expanding human needs which explode into our lives on a daily basis. And as I travel, meet and be with people, I realize just how much we need to make a greater effort to coalesce, to network our Unity family. The apex, the joining point above the horizontal line, must be lifted higher and higher so that the sides remain equal in length: a geometric unity, fundamental to the core. And there, we can clearly see the challenge to us: TO COME UP HIGHER.

Friends, how often do we insist on what is and isn't, in Unity, in our churches, in me, and in you? This is because the apparent complexity, almost irritatingly so, stretches us uncomfortably.

Yet, I invite you to accept that it just IS, to keep COMING HIGHER, to rise in consciousness with me. The higher I am willing to climb up the mountain, the

greater my capacity is to absorb the view and take in the surrounding geography.

Let us place this apex into a joint focus on high, for ourselves, our churches, and our movement.

PHOTOGRAPHS NEEDED!!

The Association of Unity Churches' 1989 Yearbook will include photographs of all ministers.

We need a current photograph of all Unity ministers as soon as possible. Along with the photograph we will need your name and year ordained or licensed.

Please send your photo to:
Association of Unity Churches
P.O. Box 610
Lee's Summit, MO 64063

(Designate on envelope for 1989 Yearbook)

Volume 21, Issue 4

May 1988

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 of Dayton
 Huber Heights, Ohio
 Minister: Bette DeTurk
(See page 10 for article)

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

Our Association's twenty-second anniversary celebration is behind us, and the memory of it will linger for years. More than just a memory remains. Those who attended throughout our "Gathering Together in Unity" Conference/Convention returned to their ministries, ministers, teachers, and delegates, with renewed zest, fresh ideas for program implementation, personal transformation, and a spirit-filled determination to share with the community of humankind that transformation.

The closing program was "A Closer Walk with God, A Closer Walk With One Another"; an extended World Peace Prayer Candlelighting Ceremony to facilitate our gathering in Unity. President, Maya Brandenberger, played a most important role in this service of inspiration, rededication, and commitment.

Now that you have returned to your ministry, a contribution you can make to the products and services of your Association is through 35mm color slides, appropriate for use with our seasonal or

special holiday bulletin covers. If you have taken the picture yourself, please send the slide along with a note granting us the right to use the picture if it is selected for use by the Editorial Staff. If the photographer was other than yourself, please ask him/her to send such a note as well. If you wish to keep a copy of the slide(s) you share with the Association, please have a copy(ies) made before forwarding to us.

To keep the purpose of CONTACT clearly in mind as you read the balance of this column, please re-read Editorial Purpose on page 2.

You can help us achieve and maintain the purpose by contributing articles to CONTACT. It is our intention to impact on 70% of our ministers and ministries at least 70% of the time. In our view, the best way to do that is to publish real "live" experiences of people in ministry talking about "What I did and how it worked (or didn't)," "what worked (or didn't)," "what I feel I will do (or avoid doing) in the future," and "breakthrough" experiences in general (900 words or less, please). This invitation is to ministers, youth educators, board members, and other volunteers and staff.

We draw closer together through our mutual support systems. One way of drawing closer to our international colleagues is through attending our International Convention to be held in Dallas, Texas in June 1990. Much of the convention will have simultaneous Spanish programming and many overseas ministers and delegates will be with us. Won't you be one of those as well? And remember the Centennial Conference at Unity Village in 1989.

If we may serve you in any way, please let us know.

SPARKPLUGS

Talk Topics & Sermon Starters from Unity publications

This Month: Wee Wisdom magazine.

Wee Wisdom is celebrating its 95th birthday this month. This year's birthday has added significance because it is also the beginning of a new editorship.

Judy Gehrlein, Wee Wisdom associate editor for the past three years, will succeed Verle Bell, who is retiring after over ten years on the Wee Wisdom staff, including the past three years as the able leader and editor of Wee Wisdom.

Judy comes to Wee Wisdom with an impressive background: teacher at Wee Wisdom Montessori school for 15 years, layout artist for American Hereford Journal and Unity School of Christianity, staff artist for Wee Wisdom magazine, and owner of her own graphic arts business for three years. You may already be familiar with Judy's artwork in Wee Wisdom and Unity magazines.

Also new on Wee Wisdom's staff are Susan Thompson, associate editor, formerly with Unity magazine, and Shari Behr, editorial assistant, who comes to us after a long-time association with Unity and its teachings.

Judy Gehrlein tells us that her overall goal as editor of Wee Wisdom is to continue what Myrtle Fillmore began 95 years ago--to help children sort out their world, by helping them find the wisdom within. Her personal goal is to package this vital help beautifully, enjoyably, and in the most understandable way for the modern Wee Wisdom child.

Today's Wee Wisdom editor may wear her hemline a little shorter than Myrtle Fillmore did, and certainly the "boiled collar" as pictured on 1901 "wee" editor Rick Fillmore, is out of style. But regardless of changes in fashion, the good ideas and positive reminders such as "The Prayer of Faith" never go out of style.

You can provide Wee Wisdom for children living in your area, attending your Sunday School, or waiting in the pediatrician or dentist offices by ordering Wee Wisdom magazine as a yearly subscription (10 issues) or on a single issue basis from the Sales Department of Unity School of Christianity.

A man with a vision came to town. Some called him "Ekim Noram" (Mike Moran's name spelled backwards). His vision was to develop a Radio Media Department and encourage Unity churches to spread the Unity message via radio broadcasting. His knowledge of radio media and his zeal to spread the word has "stirred a new consciousness" among the Unity movement to share our message to all who will listen using the best possible media means available to us. The world is starving for Truth and the Radio Media Department has a vision to feed the hungry. As Radio Media Coordinator, Michael Moran has provided an outstanding service for the Unity ministries and created a Radio Media Department which has effectively assisted hundreds of Unity ministers and, yet, we have just begun to see the fruits of his labor. Thank you, Michael. You will be missed. . . . Your assistant, Debby Henry.

CHURCH DEVELOPMENT & MANAGEMENT ISSUES



Barbara O'Hearne
Church Development and
Management Consultant

WHEN TO EXPAND THE SIZE OF THE BOARD

"When should we (the board) consider increasing in size?" is a question that is frequently asked in management training workshops. The general idea is that increasing the size of the board will increase the number of people willing/able to work.

There are no hard-and-fast rules concerning the size of a board. The key ingredients appear to be finding board members with commitment and the management skills that are needed. This article will look at board size and options available to boards wanting to involve more people.

SIZE OF THE BOARD

Boards can be grouped into three models: large, medium and small. A large board would consist of 30 or more members; a medium-sized board would have between 20 and 30 members; and a small board less than 20.

Each size has certain advantages. For example, large boards are needed for

fund raising. Some people believe a large board with broad based representation is more effective at decision making. The many viewpoints contributed by a large board would insure that all alternatives are discussed, the decisions are carefully weighed, and the final ones appear to be the best ones.

An opposing viewpoint is stated by Israel Unterman and Richard Davis (Strategic Management of Not-For-Profit Organizations). They feel the "larger the board the more difficult the decision making."

The general consensus is large boards must have an executive committee and a well organized committee structure. The executive committee is a standing committee composed of the officers of the board and often balanced with other members of the board of directors. In addition, the immediate past president is frequently a member and the executive director an ex-officio member. By definition an executive committee is powerful. Most organizations rely on the executive committee to move things along instead of bringing all matters before the full board for discussion. An executive committee functions like a miniboard, therefore it should be a microcosm of the board. (The reader is referred to a previous article in *CONTACT*, November 1986, "The Role and Function of Committees" for an indepth discussion of committee structures.)

Proponents of medium-sized boards believe that a budget of \$250,000 or less needs 20 to 25 people. In addition, there is some support for having enough board members with management expertise in the six areas of organization operations. These include: administration, finance, personnel, public relations, community relations and program development. Thus, 3 or 4 board members would assume responsibility in each of the management areas.

Again, there is a need for an executive committee and a well-organized and effective committee structure. Finding a sufficient number of people willing to serve on the board and volunteer for the committees is frequently a major challenge.

Small-sized boards are easier to recruit and are typically represented in Unity churches. Supporters of this model make a couple of assumptions. One, that the growth of the board brings about a disproportionate increase in complexity and more specialization. Second, that too many people confuse the discussion and decision making.

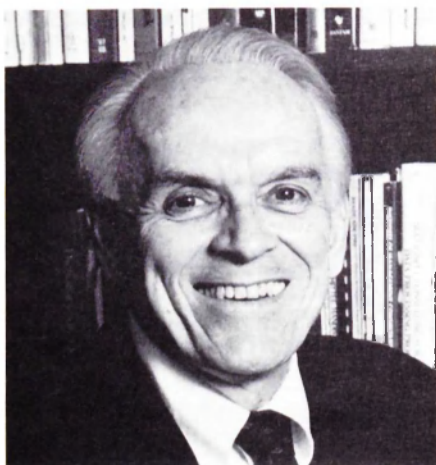
Small boards are often able to move quickly once they have a clear understanding of their roles and responsibilities. Board orientation and leadership training can help facilitate the team-building so critical to effective and efficient management.

The best advice is to begin with a small board of 6 members and increase the size of the board as the ministry grows. Once again, the effective use of committees is a valuable resource for a small board. In addition to a more equitable distribution of the workload, there is more ownership and commitment, from the committee members. These experienced volunteers, who have served as committee members, are an outstanding resource pool for future board members.

Burnout and nonparticipating board members are challenges that many boards face. Having realistic expectations in terms of the responsibilities and time commitments for board members is necessary. Getting rid of nonparticipating board members, even with provisions in the bylaws, is very difficult.

To sum it up, size does not seem to be as critical as INVOLVEMENT IN AND DEDICATION TO THE MISSION OF THE MINISTRY.

CHURCH GROWTH & DEVELOPMENT ISSUES



Dick Connor
Church Growth and
Development Director

CHURCH GROWTH AND DEVELOPMENT

AN OVERVIEW OF A TYPICAL WEEKEND WORKSHOP

I appreciate the many comments and questions you have sent to me. You may be certain that I read each one and give it my prayerful attention.

Because the question, "What really goes on during your weekend?" is frequently asked, I'm going to sketch out the broad framework of the typical weekend workshop. This way you will get a sense of what is involved in preparing for and presenting a weekend experience for members of your Leadership Team.

SERVICE SCHEDULE

After your management study has been completed and the critical issues have been prioritized, a note or phone call to Joann Landreth at the Association office is sufficient to get the assistance process under way. Glenn, Joann, and I meet on a regular basis to discuss my service schedule.

MAKING THE ARRANGEMENTS

As soon as your name appears on my Pending Service List, you will receive a Request for Assistance planning form

from me which is to be jointly prepared by you and the president of your board. Completing this assistance form is an essential first step on your part because it sets the thrust and scope of our work together. The following statements will give you an example of what is requested:

We want Dick to create a loving experience during which we improve our sense of family (friendship/bonding) and commitment among our leadership staff. We also want to build the church as a high priority among us all.

Build a consciousness that will enable us to move into ever higher levels of service and growth through personal and collective transformation.

Plan and conduct a meeting designed to create a consciousness and temporal plan to significantly increase attendance, membership and cash reserves.

The ground rules are simple and direct: the total Leadership Team is expected to attend the full session which begins on a Friday evening and may continue into the evening on Saturday. Your members are asked to "play at a high level of commitment" to do what it takes to produce the desired and committed-to results.

Upon receipt of the completed form, I call you to discuss the specifics of your situation. We'll discuss the critical issue(s) you want to work on and we develop alignment on the results which will be produced. Should you want me to speak to your congregation, the topic will be finalized at this time.

FRIDAY EVENING SESSION

The evening begins with a meditation. The theme is the building of consciousness for producing results in a loving, supportive manner.

The Mission Statement for the church is then reviewed. If necessary, the statement will be modified to include the inputs of newly appointed Board members.

The notion of Vision is then introduced. Copies of earlier CONTACT articles on this subject are distributed and an initial Vision Statement is formulated.

Next the specifics of the request are reviewed and related to the desired Vision. Commitment is obtained from each member to work at a professional level of attention. At times, the scope of the request will be modified due to events which have occurred prior to my arrival, or from the initial Vision.

The Trinity of Being model is reviewed and used as a basis for discussing the perception of Current Reality. The importance of telling the "truth" about what is so at this time for each of us enables communication to flow and hidden feelings to surface and be honored without disrupting the sharing and analysis required. For many participants this segment is the "breakthrough" portion of the weekend.

We also look at the current use of affirmations and denials in relation to the church's situation. Quite often we'll find that individuals are misusing them and not contributing to the alignment which is essential for right and focused action to occur.

The evening ends with an accurate description of the situation. Then the participants are asked to formulate a "parent" thought or belief that could fully create and account for the "children," the effects being manifested in the defined situation.

The participants are asked to complete the operating premise: "The thought or belief system that has produced/allowed this situation to occur would have to be stated as. . ." As you might expect, a lively and insightful discussion follows.

A church that had been experiencing a lack of new attendees concluded the only belief system that could support the exact dimensions of their situation was, "We are worried about losing the closeness, the sense of family that brought us together originally, in spite of our stated affirmations for growth."

Another church working on the same need surmised their belief system: "We are not worthy of attracting new atten-

Continued. . .

dees because we have not yet fully met the needs of our present attendees."

An operating premise is then stated and listened to "newly" by all of us:

Since life is consciousness, the only true and lasting approach to achieving results is not in trying to solve problems. Problems are the current effects of our individual and collective thoughts and beliefs. We need to define our desired vision. Then we can heal and expand the consciousness of our oneness and this allows results to flow through the individualized activity of Spirit working in and through us on a collective basis.

The remainder of the weekend is devoted to determining the consciousness and temporal activities required to produce the results.

The evening ends with a blessing for the insights freely given and received.

THE SATURDAY SESSION

The Saturday morning session begins by asking the participants to share what is now so for them. After listening to their sharing and answering any "must answer now" questions, an alignment meditation is conducted.

Now begins the exciting, creative work!

The situation to be worked on now is stated as a goal(s). For example, in the attendance example mentioned earlier, the goal for one church became:

"To easily increase the number of attendees who can be attracted, welcomed, and served given our current resources."

Small project teams are assembled to do two things:

1. Determine the positive thoughts, beliefs, attitudes and temporal conditions that need to be present to have the goal manifested.
2. Identify the negative thoughts, beliefs, attitudes and temporal conditions which, if present, hinder the accomplishment of the goal.

The results of each team are then discussed. After the individual inputs are synthesized and alignment achieved, the positive and negative factors are weighed in terms of importance and workability to determine the appropriate next steps.

The Saturday session ends with the preparation of action planning sheets for each project team. The required temporal projects designed to capitalize on the existing positive factors are identified. The elements of high-performance task teams are reviewed and the participants apply their mix of skills and knowledge to the tasks at hand.

A blessing of appreciation for insight, growth, and fellowship concludes the weekend.

I hope this brief description of a typical weekend has been helpful. I look forward to serving you and your church to see what Spirit has in mind for your ministry as you fulfill your mission.

If you would like copies of the planning and analysis worksheets used in the weekend session, let me know and I'll send them to you.

Send your requests to:

Dick Connor
6711 Bracken Ct, Suite 1000
Springfield, VA 22152
(703) 569-9131

"THERE IS A WAY" HONORED WITH SILVER ANGEL AWARD

The television ministry of THERE IS A WAY has received an Angel Award sponsored by Religion In Media, an international and interreligious organization that celebrates positive messages in media. The award is equivalent to an Oscar and an Emmy and was awarded in February at the eleventh Angel Awards banquet at the Beverly Wilshire Hotel in Los Angeles.

Gold Angel awards also went to Dolly Parton for "faith in God and country, often expressed in her shows"; Alan Thicke for "best role model" in ABC-TV's "Growing Pains." A special Gold Angel award went to nine-year-old Sharon Batts for her performance of the song "Dear Mr. Jesus." Also, Gold Angel awards for distinguished achievement went to Burl Ives, Lew Ayres, Jane Wyatt, Donald O'Connor, and Roy Rogers and Dale Evans, on their 50th anniversary in show business, they were also inducted into Angel Awards' International Communications Galaxy of Fame.

Emcees were Della Reese, Marty Ingels, Clifton Davis, and Tiffany Brissette. The show was produced by Mary Dorr, awards founder. Among Silver Angel Award winners cited for "great social and/or moral impact in media, KHJ-TV led L.A. stations with five awards which includes THERE IS A WAY and program: "The Good Life Experience" which featured Vearnon Wolff and host Reverend Arthur Hammons.

Arthur reports, "Based on the number of letters and mail-in prayer requests received each month from viewers, the quantity of brochures mailed upon request to viewers, the feedback from quests, the number of telephone calls and telephone prayer requests, the response to our seminars, and the ratings furnished by our television stations in Los Angeles, San Diego, and Palm Springs, the audience of THERE IS A WAY includes over 1,200,000 people."

CHURCH GROWTH BY RADIO



Radio Media Department

This will be my last CONTACT article as Radio Media Coordinator, so I'm going to pack it with good news! Whoever said, "it just doesn't get any better than this," obviously hasn't been around the Radio Media Department this year. We have just completed a very successful year and it just keeps getting better.

First, instead of one \$10,000 Templeton Radio Grant to be awarded per year, now we have two! In May, Glenn Mosley and I visited Mr. John Templeton and he offered to fund the Radio Media Department for another year. He also surprised us by offering to award an additional \$10,000 per year to a ministry, region, or subregion that wishes to begin a Unity radio program. The Media Communication Committee will award a \$10,000 Templeton Radio Grant each June at Conference, and in January at the Committee Meetings. Thanks to Mr. John Templeton, we are now doubly blessed!

Let me just briefly recap some of the high points of this past year. . .

The Church Growth By Radio workshops were enthusiastically received and encouraged a number of ministries to start radio broadcasting for the first time or to resume their programs. The number of churches broadcasting the Unity message increased 134% over the previous year! Think of the thousands of people who will hear about Unity for the first time and may be influenced to change

their lives.

We distributed over 600 script and information packets along with 500 "What Is Unity?" cassettes. The Radio Media Department is producing a Church Growth by Radio manual that will be available in the Fall of 1988.

We are also testing a cross promotional campaign between Vision and the Chicago area Unity ministries spot programs. The radio programs are used to expand the Vision subscription base and build a mailing list. Vision is used to promote the radio programs and to generate financial support for the ongoing broadcasts. We will continue to fine tune this effort and plan to use it as a model for other regions and subregions.

Another high point for the Radio Media Department is the hiring of Carolyn Craft as Radio Media Coordinator. She brings twenty years of broadcasting expertise to this department and a burning desire to help our ministries share Unity through radio. Not only is Carolyn a very astute businesswoman and broadcaster, she is a very nice person with a great sense of humor. (Sounds like a blind date, huh?).

Debby Henry, Radio Media Assistant, conducted a survey of the past five (5) recipients of the Templeton Radio Grant and gleaned some interesting and useful information:

***How much of your ministry's money was invested?**

Only two matched the grant money and one invested \$300 per month.

***What type/s of program/s did you use?**

Virtually all of the five recipients felt that the 60-second or 30-second spot programs were the most productive in terms of increased public awareness and congregation building. Colleen Lehnus, Omaha, Nebraska, produced a series of excellent 30-minute and 15-minute programs called "Heart To Heart," but had to discontinue them because of cost and time involved. She later went to the 60-

second format and indicated that it was most effective.

***What program format did you use?**

Three out of five chose "Easy Listening" stations and one used a variety of formats to reach a wider cross section. The other ministry broadcasted on a gospel station because of the low cost. He indicated that he will not choose this type of format again.

***Are you still broadcasting on a regular basis?**

Only two are still broadcasting at this time. Although a number of ministries within the Sun Coast, Florida region are broadcasting on an individual basis. Charles Neal continues to run his popular 60-second spot programs in Tulsa, Oklahoma, as does Lynn Steffen and Jenny Robinson in McAllen, Texas.

***Any increase in attendance, participation, income, or interest?**

Four answered yes in at least one or all of the areas mentioned. One said "no."

***Would you consider your radio program successful?**

Four said yes. One was unsure.

***Did your radio program become self supporting?**

Two said yes.

The Radio Media Department intends to pay particularly close attention to various ways to fund and support radio outreach efforts by our churches.

Thanks again to all of you for your patience and support this past year. Please join me in thanking Mr. John Templeton for his faith in Unity and his generous support of the Association's attempts to share our good news with the world.

Stay tuned!

EXPANSION CHOP SUEY A LA MODE

Second Serving - Rules of Thumb

The annual Association of Unity Churches Convention was spectacular. However, I have one standard complaint after every Conference/Convention. There is never enough time for as much interaction as I'd like. We usually only have enough time for those personal relationships with fellow ministers who support us and add richness and joy to our ministry and to our personal lives as well.

There is a special bond we have by being Unity ministers and church leaders. We have a mission to share with people everywhere the principles of Truth. Our effectiveness and power to carry out this mission depends in part, on our network of fellow ministers. The more committed we are to the mission, the more important the network becomes. I would like to see this column be used as one tool to broaden each network by sharing ideas that have worked, those that didn't work, examples, and your rules of thumb for effective ministry.

Below is the second serving of Expansion Chop Suey A La Mode (the first serving was published in the June/July Special Issue):

Rite of Passage. Those that are interested in serving on a church board should serve on a committee first.

- Hal Rosencrans

Volunteers. It takes two hours of staff time for training one hour of volunteer time.

- Barbara O'Hearne

Visibility. Hang pictures of teachers and kids in the Sunday School area.

- Jim Rosemergy

Forgiveness. An old farmer and his wife were leaning on their pigsty when the old lady wistfully murmured, "Tommorow's our golden anniversary, John. Let's kill the pig."

The farmer pondered the suggestion, removed a stray straw from his sleeve, and wearily replied, "What's the use of murdering the pig for what happened 50 years ago?"

School of Experience. Just when you think you've graduated from the school of experience, along comes a whole new course.

Sunday Talk. When in doubt as to whether that story is suitable for your Sunday talk, isn't.

- Charles Neal

Prayer. First of all, of first importance, pray. - 1 Timothy 2:1. Prayer and meditation must be central to the ministry if it is going to succeed.

- Jim Rosemergy

Board Members. A board well versed in Unity principles, knowing what Unity teaches and practices the teachings is essential. The positive approach sustains order, harmony, and love throughout the agenda of business.

- Marian A. Penrod

Dance. A ministry of the church could be to sponsor an aerobics or dance class. Unity Temple in Louisville, Kentucky, where Betty and Charles Lelly and Donald Treadwell are the ministers, sponsors square dancing.

Board Meetings. Effective board meetings need only last one to one and half hours. We have ours after church on Sunday.

- Nancy Neal

To Say or Not To Say? To do or not to do? Regarding matters large and small, in ministry and personal life, I find a quick answer when I ask myself, "Gwen, would you want this reported in the newspaper tomorrow?"

- Gwen Normet, WRMA

Name tags. Nametags are exclusive, and don't work very well except for key people, such as board members who need the visibility, and ushers and greeters. People do not like to be labeled. The unchurched people are alienated by the exclusive tactic. Their feeling is "I'm not in this club." If you use the peel off/stick-on type name tags for new people and the rest of the people have these fancy laminated, glossy nametags, it doesn't take long before they feel like the odd outsiders, when their nametag has curled and fallen off halfway through the service.

- Jim Dethner

Grace Fellowship Church
Baltimore, Maryland

Cassette Tapes. Market cassette tapes of Sunday messages, classes, guest speakers without the date printed on the label. People purchase tapes for the subject matter and may hesitate to purchase old dated tapes.

Target Group. Your credo of ministry and your style of ministry are more important than your theology. Target your worship style to suit your target group. Your entire style of ministry should be designed with your vision and purpose in mind. Make worship contemporary and culturally relevant. Each church will be different.

- Carl F. George

Director of the Fuller Institute

Starting As The New Minister. If the previous minister is still around, or if the previous minister is gone and you've identified the patriarch, get his/her approval before change is introduced. Welcome his/her improvements in your idea.

- Lyle E. Schaller

Creative Leadership Series

Impromptu. The average person will not stand up in a crowd larger than about 80 people. This is a good yardstick to tell you when to stop inviting people to stand up in an impromptu situation and share a scripture, testimony or song in the Sunday Worship experience.

- "How to Plant a Church" Seminar

To New Appointees. Remember, the success of your ministry hinges not on the order of service, but on the depth, strength, and appropriateness of your message.

- Charles Neal

PARTNERS IN MINISTRY

a network of spouses of ministers

By Karin Mosley

LONELINESS PROBLEM/SOLUTION

The following are excerpts from the article, "Loneliness in the Parsonage" written by Jean Thomas; MINISTRY International Journal for Clergy. May 1987.

(Ed. Note: Though this article is written for wives of ministers, the problems and solutions of loneliness can also be applied to husbands of ministers.)

It was dark when Tom arrived home late that evening. "Strange," he said to himself. "Where can Carol be? She doesn't go out alone at night--unless she went to the grocery store or to help Mrs. Smith."

Once inside, he looked around, called, then looked and called again. Silence was the only answer. Going upstairs, he did the same; still silence. Everything was in place. Then he spied it on the dresser--a note.

Quickly he opened it. As he read, his heart began pounding. He flushed. His mind raced back and forth, here, there, and everywhere. Why? Where? What?

"Tom," the note said, "don't try to find me; I've left for good. I'm not coming back. I can't stand living like this any longer. I'm through! Carol."

How sudden. What drastic action. How final!

And yet this is not an isolated incident; it happens all too frequently, even to good Christian couples!

What happens to cause such an abrupt ending to a relationship, to make a person willing to abandon everything that stands for love and security? What force drives a person to such drastic action?

Different reasons may be given, but when they are analyzed, they all seem to point to one basic factor--personal isolation, loneliness.

When clergy wives were asked to define loneliness, they came up with these descriptions:

"Emptiness."

"When I am inside myself."

"When no one cares if I live or die."

"When I feel unacceptable in a group."

"When there is no one to relate to or socialize with."

"A feeling of being rejected, of being closed in, shut off from the rest of the world."

Deep inside each of us is a hunger for contact with others, for intimate exchange and acceptance. We all need to know that we belong, that we are needed, that we are good for something. When these needs are not met, we feel the pain of isolation, of loneliness.

Why is it so lonely in the parsonage? Do all ministers' wives feel cut off from the world? *Partnership* magazine has found that some wives experience loneliness even before active ministry begins and rank it as one of the three most pressing issues among seminary and new clergy wives.

We may feel lonely for several reasons--because of external forces over which we have little control or because of forces within ourselves.

External pressures leading to loneliness

One external pressure that clergy couples must often face is a lack of a sense of belonging. Clergy families who move every few years struggle with this problem. It probably affects the spouse and children more than the pastor, whose work program continues regardless of where he is. After several moves it becomes difficult to develop any form of permanence.

Internal forces making us lonely

Comments made by minister's wives such as, "When I walk into church I feel that everyone is looking at me with pity" or "My husband never shares anything with me--I know little about his work, his plans, or feelings" speak of the forces within us that bear on this problem of loneliness. In these cases, such internal factors as the way we accept life and how we relate to other people--even our spouse--may be at work.

The first comment in the preceding paragraph reveals low self-esteem--a

painful enough experience at best, but intensified when coupled with the stress of being in the public eye. Maurice El. Wagner, in his book The Sensation of Being Somebody, says: "The need to determine a sense of being somebody is universal. No one can function efficiently when he feels like a nobody."

"We are all creatures of relationship. We desire first of all in our relationship to feel accepted. Second, we are concerned about feeling a sense of goodness, of having quality. Third, we are intent on feeling adequate when we face life situations and fulfill our particular sex role. It is exceedingly difficult to bear the feelings of being unwanted, no good, or inferior."

Ministers or members of their families suffer great loneliness and even panic when they feel unworthy and inadequate of their responsibilities. Although these feelings may have surfaced during their ministry, those who experience them usually had them long before entering the parsonage. Upon being asked when it was that they first felt lonely, a number of ministers' wives pointed to loneliness in girlhood.

Life commandments--patterns of thought and ways of doing things taught us by our parents and teachers--can also contribute to loneliness. Pronouncements such as "You'll never amount to anything," or "You never do anything right anyway" or "You sure don't take after the rest of the family!" are powerful forces that govern our every thought and action.

Unfortunately, many of these "commandments" are negative, and we allow them to inhibit us so that we don't achieve all that we have the potential to. These life commandments have to be broken, changed, replaced with better, more positive ones if we are to cope with the present.

The comment "My husband never shares anything with me" highlights another problem in the parsonage--that of poor communication between spouses.

An understanding of ourselves is basic to resolving problems of poor communication and negative feelings, including feelings of low esteem. It is much easier

Continued...

to know what to do about our behavior problems when we understand why we react as we do.

A feeling of alienation from one's Maker, God, forms a final factor adding to feelings of personal isolation and loneliness within the parsonage.

Combating loneliness

To meet the problem of loneliness, try these suggestions gleaned from minister's wives:

1. Find those around you (singles, divorcees, elderly, academy kids, housewives) who need to have someone interested in their wellbeing, and begin to communicate.

2. Start a new hobby; find someone who has a skill s/he can teach you.

3. Start or join a caring prayer group. Sharing and praying together offers tremendous support.

4. Work toward establishing a meaningful relationship with your spouse.

5. Develop coping mechanisms that get you through the painful times. You may not be able to choose the situation, but you can control your reaction.

6. Be honest with yourself and your family. "Yes, I am having a hard time. I'm crying because it hurts inside to be in this situation."

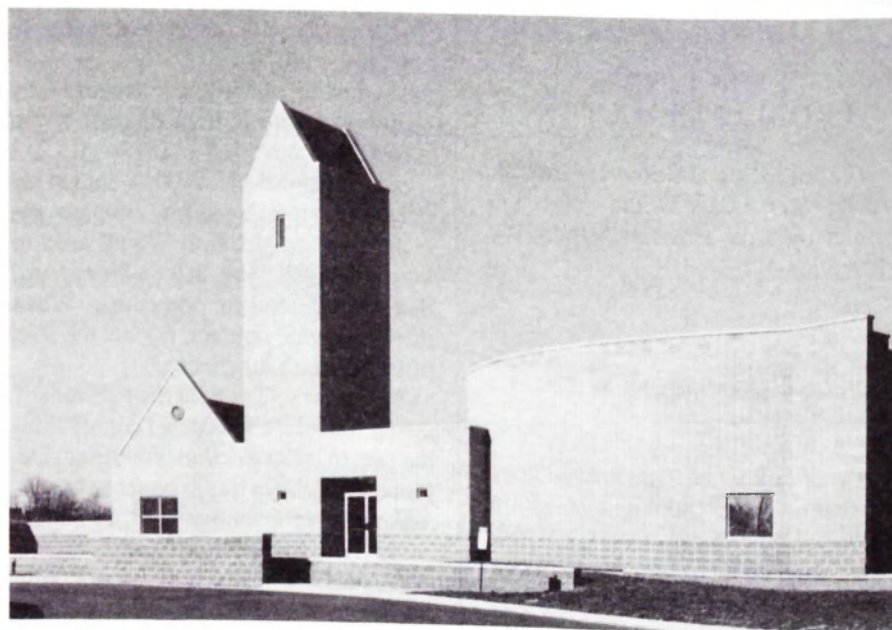
7. Smile a lot even though it hurts. Eventually the smile will come from the heart. Feelings follow actions. Ultimately, you choose whether or not you will be happy; your happiness is not dependent on anyone else.

8. Go back to school. Sign up for Continuing Education classes in your community.

9. Watch for special classes offered by various shops and department/hardware stores.

Know you are blessed, loved and supported! Write or phone **Partners in Ministry, Association of Unity Churches**, P.O. Box 610, Lee's Summit, MO 64063; (816) 524-7414.

UNITY OF DAYTON CHURCH RECEIVES EXCELLENCE AWARD



(Excerpts taken from Wednesday, September 30, 1987, edition of Huber Heights Courier)

"Unity of Dayton Church on Chambersburg Road in Huber Heights was one of six projects that received the 1987 Ohio Masonry Council Excellence in Masonry Awards on Thursday, September 24 during the annual ASO (Architects Society of Ohio) Convention located this year in Toledo, Ohio.

"Architect Terry Welker, indicated that the project was to provide a 5400 SF church with distinct, yet equal, functional areas.

"The first step was to provide a chapel for worship with 120 seating capacity using stack seating. Secondly, to provide a social area for a variety of social functions and the third purpose was to provide an educational wing for classrooms, administrative office and a bookstore. The site is 250' wide and 1500' long, gently rolling, bounded by a future church building site and an abandoned tree farm with an uncertain future. It is entered off a major suburban road,

Chambersburg Road.

The client (Unity of Dayton, Bette DeTurk, Minister) requested that the design be unorthodox, 'not just a box,' yet respecting the church's religious doctrines and philosophies regarding universal order and the power of the circle.

"Another major design issue involved scale; providing a small building (which had to sit far from the road because of site conditions) with a monumentality that would give it a presence in an open landscape and govern the development of future additions.

"Concrete masonry units were selected because of its understated simplicity, masonry's ability to be used to form larger complex shapes, the sense of permanence it conveys, the commonality with the rich industrial traditional of the Miami Valley area as well as the economic feasibility required by the owner.

"The Architectural Awards program gives recognition to architects for accomplishment in masonry design and gives continuing motivation to architects to strive for excellence in design with masonry."

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 & Fund Balance Years Ended March 31, 1988, 1987, 1986 and 1985 (Unaudited Statement)

	<u>1988</u>	<u>1987</u>	<u>1986</u>	<u>1985</u>
Revenues:				
Love Offerings	\$796,513	\$734,470	\$650,683	\$580,733
Interest Income	10,662	9,045	9,000	20,830
Other	<u>24,440</u>	<u>18,887</u>	<u>17,103</u>	<u>19,639</u>
	831,615	762,402	676,786	621,202
Tithe Transfer to Expansion Fund	<u>79,641</u>	<u>70,689</u>	<u>65,068</u>	<u>58,073</u>
	751,974	691,713	611,718	563,129
Gross Profit on Sale of Material	<u>60,944</u>	<u>58,911</u>	<u>71,321</u>	<u>49,659</u>
Income Available for Operations	<u>\$812,918</u>	<u>\$750,624</u>	<u>\$683,039</u>	<u>\$612,788</u>
Expenses:				
Salaries and Employee Benefits	\$455,692	\$455,629	\$407,255	\$394,584
Travel	37,712	30,540	49,280	37,546
Depreciation	26,955	26,957	21,923	20,821
Other	85,570	72,660	44,647	39,760
General & Administrative	<u>159,347</u>	<u>159,223</u>	<u>203,350</u>	<u>206,797</u>
Total Expenses	\$765,257	\$745,009	\$726,455	\$699,508
Excess of Income Over (Under) Expenses	47,662	5,615	(43,416)	(86,720)
Beginning Fund Balance April 1	\$174,429	\$168,814	\$212,230	\$298,950
Ending Fund Balance March 31	<u>\$222,091</u>	<u>\$(74,429)</u>	<u>\$168,814</u>	<u>\$212,230</u>

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

SEPTEMBER 1988

God is the source of all good. I
am prospered, and my life is
enriched.

Unity School Prayer Group



Bob Ellsworth
Director of Education

INTERIM MINISTRY -- Part I *An Expanding Vision for Unity*

"Our minister is leaving!" These words are spoken by board members and congregations more often than most people want to hear them. These words create a variety of reactions; apprehension, fear, anger, guilt, sadness, and sometimes relief. Often, the first response is, "We need to find a new minister as quickly as possible." While the search is going on, guest speakers are scheduled. Many ministries go into a holding pattern until the new minister is selected and arrives. The board and congregation may believe that they will automatically know when the "right" minister comes before them.

The above scenario is fairly typical in many ministries. Unity has long realized that such a scenario doesn't always insure a successful transition. Rather frequently, the new permanent (hopefully) minister inadvertently becomes a temporary minister because the necessary healing and planning work has not been done with the congregation and board. Other denominations have trained and utilized "Interim Ministers" with good success, ministers who have the skills to assist boards and congregations in healing and planning. Unity is about to begin the training of Interim Ministers.

Last April, I attended my first week of interim training, sponsored by The Interim Network, Inc., of Baltimore, Maryland. I met ministers of many denominations, and the training opened up a whole new world to me. I came to realize that there is a distinct difference between a "fill-in" temporary minister and a trained interim minister. While a temporary fill-in minister may keep things going until the new minister arrives, the interim minister is trained to take the congregation and board through some important tasks that can help insure later success.

When is an interim minister necessary?

It is recommended that a trained interim minister be utilized when:

- * The previous minister has left under difficult circumstances.
- * The previous minister was much loved, and connected with the congregation for a substantial period of time.

Under the first instance, the new replacement minister usually finds many snags and much unresolved issues and emotions. Perhaps the board and congregation reacts by hiring a minister who is totally different than the minister who left under difficult circumstances. What is not realized is that the church was set up to run with a certain type of minister, and may be totally unprepared to function successfully with a different type of minister. In overreacting to the characteristics of the previous minister, the church has created a new set of problems for itself. Also, unresolved feelings of guilt, anger, and loss can booby-trap a new minister who may not be trained to help a congregation recognize and heal them.

On the other hand, take the case of a much loved minister who leaves. Reverend Sue or Joe has ministered for 10 plus years and has established deep connections with congregants and board members. Following the loss of Reverend Sue or Joe, a search begins to find a duplicate, with perhaps a few additional desired qualities. The experience from many churches has shown that no one can quite live up to being a duplicate Reverend Sue or Joe. Dissatisfaction sets in, people drop away, and the church may begin looking for a new duplicate Reverend Sue or Joe.

Handled skillfully, interim transitions can be one of the most productive periods for a congregation and board, enabling them to take the steps to prepare for their future success. In the following months will be a series of CONTACT articles that describe the tasks a congregation need to consider if they want to help insure a successful ministry. Board members and ministers may want to save these articles in the likely event that their ministry may be seeking new leadership. An understanding of interim ministry can help a board determine if a trained interim minister would be desirable. It must be added that it will be some time before Unity has a cadre of trained interim ministers (hopefully training can begin in 1989). But these are some things a board can do to handle some of the interim tasks successfully, with guidance from the Association and others.

CUSTODIAL ENGINEER

Judith Sherman
Chairperson of Ministry Studies

In keeping with my decision to make this column as practical as possible, I am focusing on one of the most integral departments in any Unity Church--the CUSTODIAL DEPARTMENT. We have accepted the challenge from our co-founders that whatever we do will be done with excellence. We all realize the importance of having a beautiful, clean, safe, comfortable facility through which we do our ministry work. The custodial (maintenance) engineer is a vital link in making this vision a reality.

Summer is often a time when we experience turnover in this position. Hiring someone with experience in building maintenance is the first order of importance. So often people with kind hearts and good intentions volunteer to do this work. They are committed to Unity and the church family and are definitely appreciated. But if they have not been trained properly beginning at the time of interview, there can be a tremendous waste of materials and manpower as well as a reduction in staff and congregation morale. Their loving nature also makes them targets for overwork and burnout. When the custodial function is going smoothly everyone is happy and no one mentions this area. But let the work get behind with too many functions for one person to prepare for and clean up after, or when we experience aggravating equipment breakdowns and an exorbitant increase in the expense of cleaning products, people begin to grouse.

Where to begin? See the custodian as a trained professional. Community colleges have excellent programs in maintenance. It is just as important this person be carefully selected as is the selection of the minister, business administrator and bookkeeper. Have as complete a job description as you can possibly compile. List the primary responsibilities; then include requirements for special events. Communication is so important here. The custodian needs to know what is going on and should be included in all staff meetings. Listen to his/her suggestions and be sure this job doesn't expand beyond the feasibility of human accomplishment. As responsibility is given to the employee, so must authority, confidence, and appreciation.

Time sheets, order forms, and work orders should be developed so the work can be done in a timely, efficient, economical manner. Information on legitimate vendors and church purchasing policies should be explained. The custodian should definitely be briefed on church security and emergency procedures. I encourage each ministry team to examine and, if indicated, raise their consciousness about the value of this function in the church. One seminar or a brief discussion is not enough. Intentional training and communication on an ongoing basis will help the custodian remain on the cutting edge of the industry standard in this profession. Your church building will definitely reflect the effort expended and everyone will be grateful.

Next month we'll be focusing on scheduling maintenance projects to keep the church in top shape.

LIGHT ON THE PATH Trish Robinson

The Skills Demonstration Seminar has changed format, and only for the better. Isn't it wonderful how everything can be improved upon? Attendees still do a ten minute lesson and a three to five minute guided meditation. Previous to that, they warm up so to speak by giving a ten minute "good news talk." Such as, "How I got into Unity," "What Unity means to me," "What is my purpose in being a Licensed Unity Teacher." Another activity they participate in is a panel. The attendees take turns being on the panel and asking Biblical and metaphysical questions of the panel. The questions are varied with some biblical, metaphysical, ethical, and contemporary issues. Then there is some role playing--using hypothetical situations in which Licensed Teachers could find themselves. The response from the attendees of the first SDS to experience the change was gratifying. They gave good evaluations of the format as well as some excellent suggestions for ways to improve it. As you know, they like to be challenged even though it can give one butterflies. The trick, then, is to get the butterflies flying in formation, right?

There are so many changes in the works and many will effect the LT's directly. You will like them all. There will be beneficial changes in CEP to give more practice teaching in the classroom setting, plus "How to Lesson Plan," "How to TEACH" for those who haven't been exposed to teaching. There will be more classes with a lot of "student participation." In case you haven't heard, or surmised, I'm excited. It IS exciting. We are also working on workshops for Licensed Teacher Post-Graduate Week. They will give new ways of DOING that you can take back, not only to DO, but to teach others to DO.

There is more of a working together with those on staff; with the Association and Unity School; and with Unity Village and the field. One can feel it. It's similar to feeling spring or autumn in the air. It is my thinking and feeling that this increase of "togetherness" is a major contributing factor in the beneficial changes that are taking place. There are so many things going on in the field that are great also. For instance, CEP is going to California. CEP-WEST is its informal name. Frank Giudici will be doing a Bible course. Phil White - "History of New Thought." Harold Johnson, who is now in Sacramento, will be doing "Introduction to Counseling." These are required courses and three elective courses are also being offered.

One of the things that I like so much is the opportunity for people with young families and jobs to be able to get CEP closer to home and only have to be gone for a week instead of two. Let's see it being a HUGE success for many reasons. Please encourage people to take advantage of it.

Billie Jo Hallmark, a licensed teacher active at Unity Christ Church, San Francisco, received so many warm fuzzies from all over the country while she was in the hospital, and during her recuperation from open heart surgery, that she has asked me to say "thank you." Thank you for all your prayers, cards, letters, gifts, and all that you sent and gave. She knows you all contributed to her rapid regaining of strength, energy, and overall wellness.

Keep letting God express through you as you, "joying" a lot, and accepting the best of the best. Love ya.

YOUTH MINISTRY NEWS

HELPING EACH OTHER GROW

Marianne Hill

International Children's Education Consultant

The idea of networking is not a new one. In fact, one of the ways the dictionary defines network is, "an interconnected or interrelated group." As truth students, we know that each of us is part of the whole, that we as humans are an interconnected and interrelated group. This is not some lofty concept that has no bearing on our day to day living; it is one that makes practical Christianity practical for us.

Those of us involved in the Unity movement who are serving in Youth Ministry are interconnected through our desire to minister to the spiritual needs of God's children. We are interrelated with each other as teachers, youth education directors, ministers, and dedicated workers, as well as with the children we serve through our spiritual identity with the One.

In order for us to take the truth that we know and put it into practice, it is important for us to recognize ourselves as an integral and needed part of the whole. Recently, I shared an idea that I had heard about only to have someone tell me, "Oh, so and so's church has been doing that for a long time." I thought to myself, "how many other youth education programs might have benefited from this idea if they had heard about it?"

The Youth Education Departments of the churches I have visited have many similarities, and yet each one is unique in its expression and approach to the teaching of Unity principles. Sometimes when I visit a Youth Education Program, I am reminded of an activity that I have done with the kids that was a real success, but somehow I had forgotten about it. Sometimes, I come away with a new idea that I can hardly wait to try. It is not always possible for a Youth Education Director to go around to different Youth Education Departments in order to experience other programs. That's where the idea of networking becomes the practical way for us to support, encourage, and help each other grow.

The sharing of ideas multiplies the creativity. I have found that one good idea often gives birth to several other good ideas. I know that within Unity centers and churches are to be found creative, dynamic, beautiful and practical ideas, the sharing of which will bless other Unity Youth Ministries.

Recently, I was walking through the Youth Education Department of Unity Village Chapel when I noticed some photographs on a bulletin board. Julie Fretz, the Youth Education Director came by as I was looking at the snapshots and explained that they were part of the teacher recognition program.

Teacher's meetings are held on the third Sunday of every month, after Sunday service. Beginning at 12:15 they have a salad buffet--each teacher brings a salad to share. While they are eating, the teachers have a chance

to visit and share with each other. Chris Chenoweth and Julia Johnson-Topa, ministers at Unity Village Chapel, have been active in these meetings and try to be there to make the presentation of the Teacher of the Month award. A different program is planned for each meeting, usually a presenter is invited to share their expertise in some area such as storytelling, puppetry, arts and crafts, or ways to teach Unity principles to young people.

Julie feels that supporting the teachers in this way has played an important part in the success of the Chapel's Youth Education Program. Julie says that she always posts a copy of CONTACT magazine on the teacher's bulletin board along with other information that might provide new insights and ideas for the teachers.

As I was speaking with Julie, it occurred to me that many of you are doing wonderful things in your programs. Many of you have implemented ideas that have benefited your Youth Education Program. I would certainly like to hear about them, and I know others involved in Youth Education would like to hear about them also. If you would like to share these wonderful ideas, please send a description of your program to me at the Association of Unity Churches, P.O. Box 610, Lee's Summit, Missouri 64063. By sharing our ideas, we are helping each other grow.



Unity Village Chapel ministers Chris Chenoweth and Julia Johnson-Topa presenting Teacher of the Month Award to Joan Erickson (center).

NEW RESOURCE ITEM AVAILABLE

NOW IN INVENTORY--The Twelve Power Program for Young People.

Adapted from Unity on the Plaza's, Powerhouse Program, this material can be used as the basis for writing weekly lesson plans, or to augment the curriculum you are now using.

No matter what size your Youth Education Department, Uniteen group, or Y.O.U., this versatile program can be adapted to meet the need of any group, large or small; and provide a creative format for teaching the twelve powers.

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VALLEY STREAM ROTARY CLUB WELCOMES WOMEN MEMBERS



Valley Stream Rotary Club President Paul Lieber (left) welcoming the two newest members and first women--Chris Cutting (center), principal of Valley Stream South High School; and the Reverend E. Pat Filiault (right), minister of the Unity Church of Christianity in Valley Stream.

Pat Filiault, Unity minister of Unity Church of Christianity in Valley Stream, New York, was recently inducted into the Valley Stream Rotary Club. Pat, along with Chris Cutting (principal of Valley Stream South High School) were the first women accepted in this 40 member service club.

Congratulations, Pat, on your appointment!

ASSOCIATION OF UNITY CHURCHES SUPPLY CATALOG UPDATE

CORRECTIONS:

- Page 6 1887 Double Holder, 7 X 4
Item Number should be 1991
1991 Triple Holder, 9 X 4
Item Number should be 1886
- Page 10 1881 Plaque, 7 X 5
Item Number should be 1821
1882 Plaque, 7 X 9
Item Number should be 1822
- Page 35 1635 Fillmore Youth Award Plaque SOLD OUT
- Page 37 1135 Sunlight #1 "What is Unity" SOLD OUT
1136 Sunlight #2 "First Things First"
Item Number should be 1336
1137 Sunlight #3 "Man, Know Thyself"
Item Number should be 1337

BULLETINS - SOLD OUT

1145	1161	1174	1207	1268
1152	1169	1202	1214	1269
1154	1173	1206		

NOTICE: Items "SOLD OUT" will not be reprinted

When returning items to the Association of Unity Churches please return to:

ASSOCIATION OF UNITY CHURCHES
350 HWY & COLBERN ROAD
UNITY VILLAGE, MO 64065

Watch upcoming issues of CONTACT for new items!

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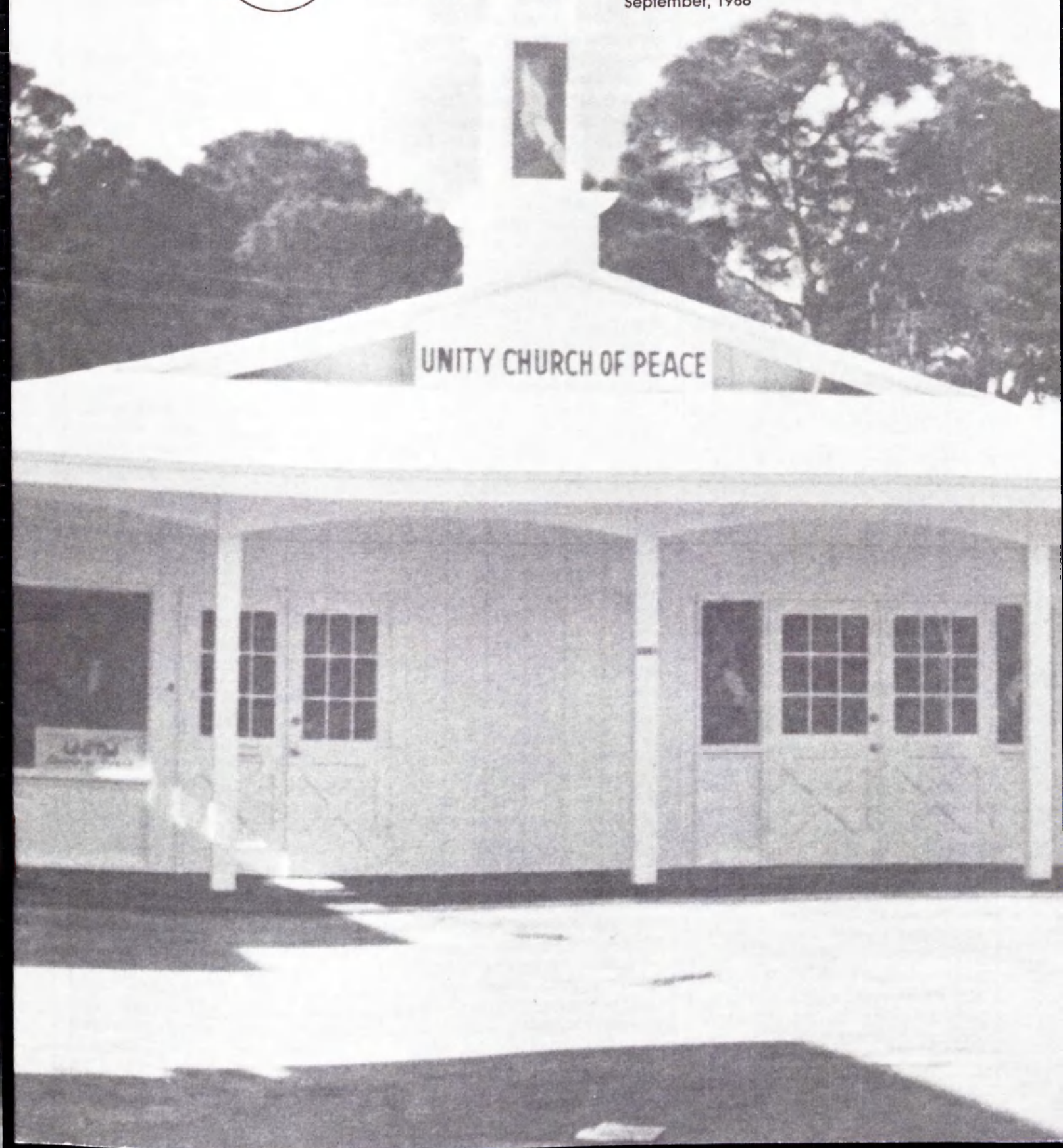
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PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®

September, 1988



THE PRESIDENT'S LETTER



Maya Brandenberger, Ph.D.
Unity de Montreal
Montreal, Quebec, Canada

Sitting in the plane, I looked out the window to see Orlando and Florida itself receding in the distance. But Orlando (our Unity Convention '88 experience -- I had been a part of) was with me completely. I picked up my pen and wrote, "We have done it and we have done it well."

Let me take a moment here to express my deep, personal appreciation for all the Unity people who represent this "we" -- the warp and the weft of the fabric of Unity:

The team of Ron Tyson, the Program Committee, and the volunteers who went the extra mile again and again. They excelled in planning and guiding the direction of the weaver's shuttle every step of the way.

The Association staff who made themselves available and who were so eloquent.

The ministers who journeyed to be with us and who shared their rich, professional experience in workshops. Also, the ministers who could not be there but who in Spirit were equally woven into the fabric of our meetings.

The executives of Unity School for joining us, for sharing with us their developments and discoveries and for being a part of the Convention.

Finally, I want to share our thanks with all the lay people for reminding us, with their boundless and unhindered enthusiasm, just how great and profoundly moving this teaching really is when it is

shared and when that sharing illuminates. You are the silken threads of many colors that light the fabric we weave together.

To all of you who were "we" at Orlando I can say that our experience elevated us. We achieved something which you know is a theme of mine; we have "come up higher."

Now, I am back in Montreal, back on my homebase, the Unity Church of Montreal. My thoughts about Orlando are beginning to coalesce on just how it was that our Convention was a "coming up higher" experience.

Here's something to think about -- the issue of alignment versus agreement. I said in one of my earlier articles that agreement is not necessarily what we are seeking, and that alignment is not the same as agreement on where we are going!

We have not even begun to agree on what IS and what IS NOT Unity. We may very well never do so, and to understand this and to be all right with the "why," is very important.

The fabric of Unity that we are and have been weaving, the vast carpet can only be the result of the myriad and varied input of master weavers from our Unity family throughout the world; and are we not all masters weavers?

Everybody will agree that there never was any intention to follow some classic pattern for this Movement. The intention is to weave something new, more powerful because of an OPENENDEDNESS, something more healing and beneficent precisely because of the new ideas that it will continue to embody.

If the world is unfolding as it should, then, surely, it is our responsibility to measure this unfolding as it happens daily. We need to exercise our mind and spirits just like we exercise our bodies. The time is now and it takes place every day. Only with our minds and hearts open will the constant influx of new ideas be sifted and sorted, and the result used to heighten our understanding, to raise our collective consciousness.

Alignment, on the other hand, is a condition where you and I are part of this integrated weaving, this whole, because the purpose and the destiny of the whole is but an extension of our individual pur-

pose and destiny.

If we try to create this alignment by focusing on it directly then I believe that it will not work for us. The alignment we seek should be the natural effect of our focusing on a vision, a vision that innately insists that we "Come up Higher."

I will end with a metaphor. A German philosopher spent many years trying to understand the ways of Zen (C'han) Buddhism in Japan. He chose archery as the way best suited to himself. He struggled for years to learn how to relax his body and mind with the tautened bow in his hands and the arrow pointed at the target. He failed over and over again to release the arrow so that it flowed from his person into the target. Finally, he asked the Master Archer what it was that he was doing wrong: he had all the techniques, the best of equipment and had exercised his body to cope with the stress of the bow and string drawn back to arm's length.

The Master said that the arrow and the target are one. That success in archery is a communion between the arrow and the target and unless both are united in purpose that neither will connect.

PHOTOGRAPHS NEEDED!!

The Association of Unity Churches' 1989 Yearbook will include photographs of all ministers.

We need a current photograph of all Unity ministers as soon as possible. Along with the photograph we will need your name and year ordained or licensed.

Please send your photo to:
Association of Unity Churches
P.O. Box 610
Lee's Summit, MO 64063

(Designate on envelope for 1989 Yearbook)

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

ON RESIGNING A MINISTRY

Words are not necessarily timeless, but principles of good conduct are. Recent events suggested a letter discussing resignations and details surrounding them would be timely. The principles outlined below and, in this instance, the words he used to share them are just as valid today as they were when first published in *CONTACT*, February/March, 1978. The following was written by our Association's new Vice-President, Stan Hampson, when he was Executive Director.

"There are many questions concerning how to resign and when to resign a ministry. There are many important considerations about resignation however it is caused: duress, retirement, call to progress, or personal growth.

"Sometimes when things are going badly a minister is tempted to just resign and hope for the best. However, many ministers and many congregations have found over a period of time that this is not the most productive way. A minister can find a new church more easily while currently employed. Also, since a church can go for a period of time without a minister much more easily than most ministers can be without employment, it is best to not resign until another position is secured.

"If there is a large faction within a congregation wanting the minister to resign, it is often wise to go ahead and do

so. To fight such a request will usually do the minister and the ministry a great disservice. Usually it is better to realize that time and consciousness will heal the wounds, and it is more orderly for the minister to move on rather than marring the image of the church in the eyes of the community by fighting for his rights. However, there are also other times when obviously the best interest of the church is to keep the minister and to invite some people within the congregation to back off, change their consciousness, or to move on themselves. Because you are so close to the situation it is often impossible to determine which course of action is most appropriate without someone from the outside giving you his perspective. Of course, this is when liaison serves everyone involved best.

"Whenever a minister decides to resign, he should do so in a normal length of time. Usually, 30 to 60 days is an adequate time to alert a Board and congregation. Any less time seems abrupt and suggests foul play. Also, it is not wise to use the threat of resignation as a means of control or to try to secure a raise in salary. Manipulative types of resignation most often backfire.

"After securing a new position and deciding to resign, do everything possible to get the church and its records in order. To leave an orderly organization behind is not only helpful to the person who follows you, but good for consciousness to create smooth transitions. You can graciously leave and gently close the door behind you rather than burning bridges.

"Once you have resigned it is necessary to keep your word. There is no way you can retract a resignation once it has been established. Otherwise, it is apparently a manipulative type of thing and will be detrimental to your credibility. Once you have resigned, it is also necessary to leave that ministry behind. Ideally it would be best to sever connections in every way possible to allow people to look to the new minister. When close friendships have been established, some of those may justifiably take longer to wean. You see, you can do everyone a disservice by cutting close ties abruptly. The majority of congregational ties can be severed immediately.

"When a minister retires, it is ideal that he should even leave the community so as to enable the new minister to really take over the reins of leadership. In some cases it is not practical to leave, but certainly the retiring minister can stay away from the church for up to six months to allow the new minister to get established; then he can return only if the current minister is comfortable with his attendance or participation. No minister should ever return to a former ministry for weddings or funerals unless the current minister personally invites him to do so. If for any reason you return to a former community, it is only ethical to notify the present minister of your plans, even if they do not involve any participation with the ministry.

"As the resigning minister, you want to be more careful not to use your influence in getting a minister of your choice selected for your church. Particularly a retiring minister often feels a certain maternal or paternal responsibility for the ministry; wanting very much to create in his own image a minister to take his place. Such paternalism only breeds confusion and sometimes really blocks the orderly flow of Spirit in drawing that right minister. If, as a resigning minister, you try to use your influence with the

Continued on page 9

Volume 21, Issue 7

September 1988

CONTACT STAFF

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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 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 Peace
Port Charlotte, Florida
Minister: Mary Hinkle

CHURCH DEVELOPMENT & MANAGEMENT ISSUES



Barbara O'Hearne
Church Development and
Management Consultant

WHEN GROUPS LOSE THEIR ATTRACTIVENESS

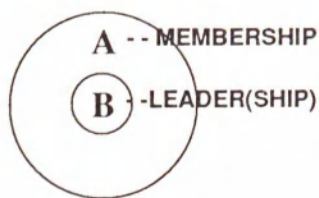
Carmel-by-the-Sea and Monterey, California, are beautiful towns to *have* to spend time working or visiting. When my husband, John, and I were invited to present a workshop on the topic of groups for the USA Transactional Analysis Association at their summer meeting in July, we "graciously" accepted. Some one had to do it!

Our presentation was entitled, **Dynamic Tensions Within Organizations**. "Berne's (Eric) theories of group functions will be reviewed and greatly supplemented by other models of organizational functioning. The presenters will utilize their separate work with large and small churches and organizations in case discussion and will lead participants in sharing work experiences," was the program description for the workshop.

The participants were from a wide variety of backgrounds and professions including: ministers, psychologists, consultants, trainers, social workers, marriage and family therapists, and experts in organizational development. Their interest and contributions were greatly appreciated.

This article will examine one of the key areas of the presentation, "How groups can lose their attractiveness." Two definitions of groups were used. One posed by Berne in his text (The

Structure and Dynamics of Organizations and Groups): A group is "any social aggregation that has an external boundary and at least one internal boundary." This diagram below illustrates the boundaries of the membership (A) and the boundaries of the leadership (B).



The other definition was developed by Napier and Gershenfeld in Groups Theory and Experience, Second Edition. "A group is two or more people acting with a common goal." Both definitions appear to describe boards of directors and church congregations.

REASONS PEOPLE JOIN GROUPS AND ORGANIZATIONS

People join groups and organizations for a variety of reasons. While some may join because the boss said "it would be a good idea"; most people agree to join because they like the tasks and activities of the group, or they like some of the people in the organization, or because they want to give something to an organization that has been important to them or has helped them in some way.

REASONS GROUPS AND ORGANIZATIONS LOSE ATTRACTIVENESS

There are times in the life of a group or organization when it is less cohesive, membership is no longer desirable, or individual needs or satisfactions are not met. As a result, people may choose to leave the group or organization. These members do not believe the organization can turn itself around, or are unwilling/unable to make the commitment of time required to make the group viable once again.

Certainly it is possible to be less involved and committed to the group and not leave. The group or organization becomes inactive and provides little or no leadership for the members. The mem-

bers in turn provide limited support for one another and/or the organization.

A review of some of the reasons groups may no longer be attractive may be helpful. These reasons include:

1. Unresolved disagreements on how to solve a group problem, resulting in the group being viewed as a source of bad feelings and impotency--nothing gets accomplished.
2. In some groups the demands are too much for the members. Or they may feel inadequate by assigned tasks or responsibilities that are too difficult for them.
3. Groups may have members who are too domineering or have other types of challenging behaviors and no one is willing to stop them.
4. There are instances in board and membership meetings in which there is a high degree of self-oriented behavior. This behavior tends to limit the opportunities for participation by all members.
5. Groups may be given low status because of negative evaluation of membership by people outside the group.
6. Scapegoating individuals or blaming them for negative events quickly leads to feelings of incompetence and feelings of being an outsider.
7. In the life of any organization or group it may be time to move on; to end the group; or to end one's participation in the group.

Many examples can be given for each of the seven points listed above. I will leave that to the reader. What appears to be an important point is-- **how a group functions does depend upon its attractiveness to the members**. Accepting the responsibilities of membership, attending and participating in meetings, increased energy in achieving of goals, working harder on behalf of the organization, willingness to listen and being open to the opinions of others, and being more flexible are but a few examples of increased involvement and participation when group membership is a positive experience.

CHURCH GROWTH BY RADIO



Carolyn Craft
Radio-Media Coordinator

WHAT THE RADIO-MEDIA DEPARTMENT CAN DO FOR YOU

In reviewing developments over the past year (through files, records, articles, and study projects) one quickly recognizes the solid foundation laid by Mike Moran, Debby Henry, and many more who have contributed their time and resources to the Radio-Media Department. In one year Unity has witnessed the birth, development, and success of an idea destined to enhance Unity ministries and serve more souls from all over the world. And the Radio-Media Department has only begun.

"Communications--our nervous system" . . . according to Ferguson in The Aquarian Conspiracy. "The technology that seemed for a time to betray us into a dehumanized future is a powerful medium for human connection. Just as modern physics and Eastern philosophies are introducing a more integrated world view to the West, our fluent media nervous system is linking our brain. Electronic circuitry is orientalizing the West. The contained, the distinct, the separate, our Western legacy, are being replaced by the flowing, the unified, the fused.

"These nerveways transmit our shocks and aches, our high moments and low . . . they help break our cultural trance, crossing borders and time zones, giving us glimpses of universal human qualities that illuminate our narrow ways and show us our connectedness."

Thanks to the innovative efforts of Mike and the loving support of John

Templeton, the department was launched none too soon. During this past year, we have been reminded of the early years of Unity when radio broadcasts were an integral part of Charles Fillmore's outreach network. Souls who perhaps would have never been touched by any other means at that time in history were reached through the airways with radio.

Radio is opening up a new field. The human voice, transformed into electrical energy for wireless transmission, develops 270 horse power. The power of ten men is equal to one horse power. The human voice electrified for wireless purposes is equivalent to the power of 2,700 men. In the various processes that step up a voice for radio transmission across the Atlantic Ocean, it becomes 135,000 times more powerful than when uttered by the person sending the message. Thus, starting with an initial energy of 1/1,000 of an electric watt, the voice is boosted by a powerful station until it is intensified 100 million times. *If the spoken word can be mechanically intensified a hundred million times, how much greater will be its power when energized by Spirit!* (Charles Fillmore - The Twelve Powers of Man)

John Marks Templeton refers to this increased power through broadcasting as our "second congregation." In a guest appearance at the Radio-Media workshop in Orlando, Eric Butterworth spoke to the participants about reaching this "second congregation" outside of their religious experience through radio. He talked of helping listeners to know themselves through his lectures on Truth principles, and about utilizing broadcasting without a specific expectation of return. This "second congregation" is the congregation that we tithe to. This is the congregation that tithes to the ministries . . . that provides potential new communicants. This is the congregation that has built and supported ministries across the world. This is the congregation who is additionally responsible for Unity's heightened community awareness, positive image, and increased visibility today.

The Radio-Media Department has, over the past year, established several programs which continue to evolve and will increasingly support you in the years ahead. Thanks to all of you who have

already made numerous contributions to its development.

Although I have been acting in a consultant capacity over the past six months, my first "official" weeks have been rewarding and enlightening. Many of you are using radio and other media with powerful success. Many are also broaching the department with one recurring question: "What can the Radio-Media Department do for me?"

In response to this, the following outline promises not all, but certainly the current capabilities of the department:

Consultation:

- Why you should broadcast on radio
- How to use radio

Provide Procedures:

- Implementing outreach programs
- Promotion/Advertising
- Fund Raising Techniques
- Organizing a Radio-Media Committee
- Developing a Church Support System
- Budget

Answer Your Questions:

- How do I prepare a Board presentation on radio broadcasting?
- How do I develop a professional sounding program?
- How do I negotiate a radio buy?
- How do I stay "on the air"?
- How do I respond to my listeners?

Provide Tools:

- Sample 60-second spot program scripts
- Successful role models
- Demo tapes
- Monthly CONTACT articles
- Successful promotional efforts
- Literature on all facets of religious broadcasting
- Updated media information

I invite all questions, suggestions, and recommendations as to how we can continue to serve you better. I also congratulate "me" daily on this wonderful opportunity to work with you as we continue to do our part in sharing Unity's light with world consciousness.

Stay tuned!

EXPANSION NEWS



Susan Eng
Expansion Coordinator

EXPANSION CHOP SUEY A LA MODE III

When I was still in San Francisco, my sister Janice made plans to spend a week with me on her way back to Washington state. She had just spent six months on a school project in central Mexico.

We made a long distance call to Mom and Dad in Othello, Washington, as soon as Janice arrived in San Francisco. I noticed Janice was having some difficulty readjusting to being in the United States because when Mom spoke to Janice, Janice responded in Spanish instead of Chinese. We hung up the phone and talked about how horrified Grandma and Mom would be to see Janice's deep, golden bronze tan.

We were the only Chinese family living in Othello, and for that reason I decided a week together in San Francisco would be a great opportunity to stuff some oriental culture into Janice. I was so pleased to be able to show San Francisco to Janice, which included old Chinatown and the new Chinatown in the Richmond district, which is known for its many restaurants.

Cantonese food is not the only kind of Chinese food there is. I wanted Janice to

know this, too so I took her to eat Szechuan food for lunch, Peking style food for dinner, Hong Kong style rice soup "jook" for breakfast, a Mandarin lunch, and Shanghai food for dinner. A few hours after eating exotic deem sum pastries for brunch, we got in my car to continue our adventure. As we were heading out, I started telling her about the Chinese restaurant where we were going to have supper.

In protest, Janice complained, "Oh, no, not again. If I eat anymore Chinese food, I'll turn into one!" At that, she pulled the car visor down to put on her lipstick and gasped, "Oh my God! It's too late!"

Janice had forgotten who she was. In most Unity ministries, spiritual counseling is available for persons who forget who they are. When a person is going through a difficult time in his/her life, they may forget to focus on truth- -that they are children of God.

Spiritual counseling brings us back to principle. The foundation of the Unity belief system is to put God first. When the need for a healing or problem solving arises, the first step is to go to a higher level of consciousness.

Counseling is the topic of this third article in a series of servings of expansion chop suey (a mixture of your thoughts, ideas, and rules of thumb).

Metaphysical Thinking Treatment Plan is an approach to problem solving recently compiled by Unity School of Christianity and taught in the Ministerial Education Program. (Available through the "Associate" bulletin board or write to the Expansion department of the Association of Unity Churches.)

I don't become what **I** think I can,
I don't become what **you** think I can,
I become what **I** think **you** think I can.

*-You've Got To Be Kid-Ding video
(shared by Marilyn Cox, Silent Unity)*

Two ears form a heart. Use both and you listen with your heart.

-Cathy Carver

Both you and counselee participate in each other's growth. You can only take a counselee as far as you've grown in your personal work.

-Claudell Lafontant

When your counselee starts in with a repetition of the problem, it's time to draw the session to a close and pray.

-Charles Neal

The answer is in the problem. There's one power, one energy. Direct it toward the solution. Watch the problem melt like magic into the solution from whence it came. . .your own energized thoughts.

-Cathy Carver

I thought I was in ministry to help people. I've since discovered that I'm in ministry so that others can help me with my spiritual growth.

-Jack Poole

Develop counseling skills or develop a counseling center that will meet many of the counseling needs of the church. Train the counselors on knowing when to refer and have a list of referral contacts.

-How to Plant a Church Seminar

In my Healing the Memories seminar, I attract two kinds of people: those who are working hard on their "recovery" and are ruthless with their spiritual growth; and those who want things done FOR them (which I will not do).

-Claudell Lafontant

Quality of Life Workshop (addressing co-dependency) is offered at no charge to ministers. It is a powerful five-day workshop that frees your growth and ability to make changes in your life. Call Nancy Myer at Chemical Dependency Unit (CDU) of Baton Rouge, (504) 387-3043.

**1,000
UNITY
TRUTH
STUDENTS**



**1 PEABODY
HOTEL IN
ORLANDO
FLORIDA**



**1,000,000
TREASURED
SPIRITUAL
EXPERIENCES**



Ron Tyson
Support Services Coordinator

Put all the above ingredients together and you have a formula for a successful Unity Convention. As many of you will attest, this year's Unity People's Convention was one of the best. The '88 Convention was comprised of 1,023 laity, ministers, and volunteers.

We want to extend our heartfelt thanks to the two Orlando ministers, Phil Schlaefel and Rob Robinson, and their congregations. The special efforts of these wonderful people along with those of some 200 volunteers from the surrounding Florida ministries and their ministers made this year's Unity Convention a spiritual experience of giving and receiving. Special mention goes to Thora Hess, Chairperson of the Program Committee; Carolyn Crane, Prayer Room Coordinator; Helen Saunders, Registration Coordinator; Carole O'Connell, Bookstore & gift Shop Coordinator; John Payne, Children's Program Coordinator; Jack

Poole, Finance Coordinator; Joe Rowe, Head Usher; Doris Peterson, Public Relations Coordinator; Carol Waterman, Children's Program Leader; and Hermes Bernard, Spanish Program Coordinator. Our deep appreciation goes to all the musicians and instrumentalists who inspired us with their divine expression in music. They were: Carrie Norman, vocalist; Maralyn Joines, pianist; Jackie Hoffman, vocalist; Ken Bettencourt, singer; Ron Palumbo, singer; Chris & Daya Doolin, "Abraham's Seed"; Don and Dorothy Ann Jackson, vocalists; Carol Brock, pianist; the Unity of Palm Beaches Choir; and the Sun Coast Ministries Choir.

Jim Rosemergy launched the convention Sunday night with an inspirational message that carried over throughout the entire week. Sallye Taylor and Jay Dishman served as emcees on Monday morning, a day that was full of celebration. Orlando Mayor Bill Frederick proclaimed Monday, June 13, as Official Unity Day in the city of Orlando. Seven ministers were recognized for serving Unity for 50 years or more. They were: L.E. and Ethel Meyer, Carolyn Reithinger, Dorothy Pierson, Eric Butterworth, and Jim and Billie Freeman. A multimedia slide show was presented by the Media Department of the Association. Copies of the slide show are now available on video and are ideal for showing to new members, family and friends. To continue with the celebration, 11 licensed ministers were ordained. After lunch on Monday, Unity School showed a video tour of the Village. Connie

Fillmore, President of Unity School of Christianity, gave an update on current events at the Village, progress on the new Silent Unity building, and plans for the upcoming Centennial Year.

There were 34 workshops and 5 intensives at the Convention. These activities covered many of the basic concepts of our movement. We want to thank the many ministers who facilitated these workshops. They gave of themselves freely which was truly a gift of love.

Each evening attendance swelled as visitors from the surrounding area joined the Convention to hear a keynote speaker. On Sunday Jim Rosemergy was the keynote speaker; Monday, Wally Amos; Tuesday, Jerry Jampolsky and Diane Cirincione; and Wednesday, Fred Allen Wolf. Thursday evening featured the Dinner-Dance. It was during this festive time that Jim Rosemergy passed the gavel to Maya Brandenberger, as President of the Association. The "Light of God Expressing Award" was presented to Eric Butterworth and John Denver.

There was an active Children's program at the convention. The children visited Disney World and Sea World and also had their own banquet on Thursday night.

We invite you now to make plans to attend the **1990 Unity People's Convention** which will be held in **Dallas, Texas**, starting **Wednesday, June 15 through Sunday, June 19**, at the **Fairmont Hotel**.

(Photos of the 1988 Convention will be in the October issue of CONTACT.)

PARTNERS IN MINISTRY

a network of spouses of ministers

by Karin Mosley

One of my favorite ways to relax is to sit down with a magazine and read it cover to cover. I read more magazines than anyone I know. I read more magazines than anyone Glenn knows, which is why he has presented me with the Mosley doctorate in Magazineology. I love to take the quizzes that give you answers to a lot of questions about a lot of different things. With this in mind, I present the CONTACT Magazine Quiz for Partners in Ministry - A Study in Self Discovery:

1. My goal as a child was:
 - a. to become a Partner in Ministry.
 - b. to be President of these United States of America.
 - c. none of the above.
 - d. all of the above.
2. I remember my mother saying there would be days like this when:
 - a. the volunteers at the church decided the annual party should be held at the manse.
 - b. the Sunday School classrooms were under water and I had to be the first to arrive at church.
 - c. I forgot the checkbook and the usher gave me one of those "what-do-you-mean-you-don't-have-an-offering" looks.
 - d. all of the above.
3. After a hectic year you and your minister/spouse decide on a vacation. As a couple you:
 - a. lead a group of congregants on a trip to the Holy Land.
 - b. attend Ministers' Conference at Unity Village or the Association Convention elsewhere.
 - c. do a workshop at the annual Regional Retreat.
 - d. all of the above, we have several weeks VACATION!!
4. When I have time to spend with my minister/spouse I love to:
 - a. tear apart the organizational chart of the church.
 - b. critique Sunday's lesson.
 - c. give the run-down of my rotten day.
 - d. all of the above.
5. Give yourself 100,000 bonus points if you've read this far!

6. When my minister/spouse arrives home after a day at church, I usually:
 - a. wonder who on earth it is at the door at this hour!
 - b. am not awake.
 - c. think about what to tell the kids about this stranger in the house.
 - d. none of the above.
7. When CONTACT arrives in my mailbox, I:
 - a. read every article.
 - b. read whose church is on the cover.
 - c. check the pictures to see who is new on staff.
 - d. read Partners in Ministry column and vow to write an article SOON.
8. A million bonus points if you've read this far!
9. I would consider being a regional Partners in Ministry coordinator because:
 - a. I love fame and fortune!
 - b. I have a handle on the regional events and activities.
 - c. I would enjoy contacting partners within the region.
 - d. what the heck, I'm not President of these United States yet, I may as well do something.
10. If a friend were considering marrying a minister, my advice would be:
 - a. run!
 - b. go for it, it's an experience unequaled!
 - c. welcome a new Partner in Ministry.
 - d. send a sympathy card.
 - e. throw a shower inviting other partners.
 - f. none of the above, it's none of my business.

OK! Now it's time to add up the points. Give yourself the following points for each answer you selected:

1. a. Smart one, you are! 1,000 pts.
b. Boo Hiss! Subtract 100 pts.
c. Independent thinker are we? 3,000 pts.
d. Whew! Ambitious soul! 1,000,000 pts.
2. a. Where? Ha! Ha! Hee! Hee! Ho! Ho! 1,000,000 pts.
b. Where's the mop? subtract 300 pts.
c. Write a check for 30,000 pts.
d. You win!! 10,000,000 pts.
3. a. What do you mean your luggage didn't arrive? 5,000 pts.
b. Why not? Your congregants *know* it's a vacation even though your minister/spouse is in meetings from 6:30 a.m. til 11 p.m.! 10,000 pts.
c. This is a goodie! All work and no play. . .! 3,000 pts.
d. There you go - rest and relaxation then back to work refreshed! 30 zillion pts.

4. a. This one is a hit for after dinner conversation! 5,000 pts.
b. Like the couch? 10,000 pts.
c. It's gotta be worse!! 25,000 pts.
d. Nothing like quality time! 1 zillion pts.
5. Yeah! Hurray! Whoopie! 100 pts.
6. a. Turn on the porch light, quick! 1,000 pts.
b. Boo Hiss! 50,000 pts.
c. Show them a picture first, preferably one with you in it! 100,000 pts.
d. Good for you - What DO you do? 113,000 pts.
7. a. Somebody is out there! 1,000,000 pts.
b. Nice house, nobody home! 25,000 pts.
c. Tisk, tisk - course you never know. Imagine MY shock when I saw my picture! 37,000 1/2 pts.
d. GOD BLESSES YOU ALWAYS and so do I 100 billion zillion pts. (plus another 200 zillion when I receive it!)
8. Yeah! You made it this far! 1,000,000 pts
9. a. This is not enough. subtract 1,000,000 pts.
b. It's a start. . . 2,000,001 pts.
c. This is good . 3,167,432 pts.
d. Besides it'll bring votes. 3,168,433 pts.
e. You are an angel! One ba-zillion pts.
10. a. Only if they own good running shoes! 100 pts.
b. To what??? 103 pts.
c. Send a welcome card! Make a phone call! Give reprints of Partners columns. 1,000,000 pts.
d. Boo! Hiss! Subtract 1,000,000 pts.
e. OK! An excuse for a party! 10,000,000 pts.

OK, so what's your total? Good for you! What do you think it means? I think you're absolutely right!

If your score exceeds 1,000,000 chances are you're a happy, healthy child of God!

If your score is under a ba-zillion points chances are you're a happy, healthy child of God!

I love you! Oh, by the way, I wasn't kidding about Number 9.

If you've read this far, send me a banana sticker!

* * * * *

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

EXEC. DIRECTOR'S LETTER

Cont'd from page 3

Board or congregation in their selection, you will find that if the new minister does not do well you then will be blamed. Also, people who are unhappy with you will automatically resist your choice, regardless of its appropriateness. It is better to let the Board work directly with the Field Services Coordinator (Placement-Liaison Coordinator) and evolve its own selections. Then when the candidates are there, they should meet privately with the Board without your presence so that the decision is made without your influence.

"When it comes to presenting your resignation, there are many ways to do it. Some ministers have had the Board President read the resignation, or they themselves have verbalized their resignation at some point in the service. Different ministers have different opinions about whether it should be read at the beginning or ending of the service. Experience has shown that whenever a resignation is given during a church service, the therapeutic and beneficial activity of that service is destroyed. People do not come to church to get bad news; they come to get the good news. Therefore, it is best for the resignation to be in letter form and mailed to the entire congregation after the minister has consulted personally with the Board of Directors and key lay leaders. Then, all of the congregation get the news in the privacy of their own hearts and are over their reactions by the time they are gathered in a group. Never underestimate the importance of a minister in the lives of the congregation. The resignation is a difficult time for many members.

"Following the announcement of resignation, the congregation goes through definite stages of grief. These grief feelings need to be acknowledged and gently handled. Within four to six weeks, most of the people have gotten through those feelings and are really in tune with the idea of hearing a new candidate and appreciating the value in a new minister. Resignation is not a casual activity in the lives of anyone involved in the ministry. Give it serious thought and let it unfold only in a very love-full manner."

SPARKPLUGS

Talk Topics & Sermon Starters from Unity publications

This Month:

The Twelve Powers of Man six-cassette album by Ed Rabel

There is a continuing desire in the religious and scientific communities to look deeper within ourselves - - to develop abilities that we now know exist and to empower human faculties that have been latent. Charles Fillmore taught about these faculties in his book, The Twelve Powers of Man, and now, Unity Audio/Video Cassette Department is reissuing the audio cassette album The Twelve Powers of Man, taught by Ed Rabel, one of Unity's foremost Bible metaphysics teachers.

When Charles Fillmore presented his findings about our inner powers, he provided Truth students the opportunity to delve deeper into consciousness and develop those powers which had been neglected or overlooked because of a lack of understanding. Students have been able to bring about healing, demonstrate more prosperity in their lives, improve their relationships, and strengthen their faith in God's outworking of good in every area of life.

The introduction to The Twelve Powers of Man states, "This book presupposes a working knowledge of both...the

subconsciousness and the superconscious mind." This is still true as the student studies via the cassette album. Through his study of Charles Fillmore's writings, Ed Rabel has gained a thorough understanding of The Twelve Powers of Man, which imbues him with excellent teaching prowess. Ed draws upon his vast knowledge of Bible metaphysics to define and illustrate each power with characters and situations from the Old and New Testaments. We would also recommend using the books, The Twelve Powers of Man by Charles Fillmore and Christ Enthroned in Man by Cora Dedrick Fillmore as study helps. Cora's book was published specifically as a guide for Truth students in their study of The Twelve Powers of Man. The The Twelve Powers of Man cassette album is fundamentally designed for concentrated study, as is the book by the same title.

Think of the opportunity for your center - - the teachings of Charles Fillmore presented by Ed Rabel. It will help Truth students release and use to the fullest the powers that lie within them. They will be able to face life with knowledge and understanding and express themselves according to their own God-likeness.

The Twelve Powers of Man, a six-cassette album by Ed Rabel, and the books The Twelve Powers of Man and Christ Enthroned in Man can be ordered from the Sales Department of Unity School of Christianity.

PRICE CHANGES on some bulletins, love offering envelopes, and the Color Key Program.

The following bulletins will be sold at \$2.20 per set of 50:

1128 - Mt. Ranier	1201 - Christmas '85	1131 - Community Church
1205 - Easter '85	1163 - Winter Fun	1160 - Winter Reflections
1204 - Thanksgiving '86	1200 - Thanksgiving '85	

The following love offering envelopes will be sold at \$1.00 per set of 50:

1208 - Easter '86	1222 - Easter '85	1213 - Thanksgiving '86
1211 - Thanksgiving '85	1220 - Christmas '86	

The Color Key Program (1295) will be sold at \$2.90 per set.

Quantity limited on all the above. Items will not be reprinted. Effective 7/1/88

We invite you to join us in putting

GOD FIRST

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

OCTOBER 1988

Through the activity of the
Christ spirit within me, I attract
my highest good. I am
prospered and blessed.

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 Fund Operations Two Months Ended May 31, 1988

INCOME-OPERATIONS	<u>May</u>	<u>Year to Date</u>
Love Offerings	\$116,043.74	\$207,532.32
Other Income	<u>4,050.24</u>	<u>15,577.78</u>
	\$120,093.98	\$223,110.10
Less: Tithe Transfer	<u>8,095.89</u>	<u>17,683.88</u>
	111,998.09	205,426.22
Gross Profit Material	<u>9,417.47</u>	<u>12,649.71</u>
Total Income	<u>\$121,415.56</u>	<u>\$218,075.93</u>
EXPENSES-OPERATIONS		
Total Expenses	<u>\$81,033.88</u>	<u>\$153,876.29</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$40,381.68</u>	<u>\$64,199.64</u>

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

Month of April: \$4,537.54

Year to Date: \$4,537.54

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

DO YOU KNOW ANYONE WITH CANCER?

Reverend V. Stanford Hampson, Palo Alto Community Church, Palo Alto, California, recommends the Cancer Support and Education Center for anyone you may know who has cancer or other life-threatening illnesses.

The Center offers an intensive self-help program that teaches patients how to mobilize the power of their own minds and strengthen their will to live. Patients are taught how to take personal responsibility for utilizing their own emotional and physical resources as part of their recovery. The entire program is designed to work in conjunction with, and in support of, the patient's prescribed medical treatment. While the program is based on the Simonton method, (the Executive Director of the Center designed the professional training programs for the Simontons) it is much more intensive.

The results are improved quality of life and a commitment to living which just could be the extra margin of difference in regaining full health. Patients may attend weekly sessions or the two-week residential program for people who do not live within commuting distance. New programs start each month. For more information call: 415-327-6166; or write: The Cancer Support and Education Center, 275 Elliott Drive, Menlo Park, CA 94025.



Bob Ellsworth
Director of Education

INTERIM MINISTRY -- Part II *An Expanding Vision for Unity*

What has become quite clear is the fact that the period of vacancy is a period of enormous potential in the life of any congregation. What happens at that time and how it happens are likely to be important in shaping the next years of the congregation's life.

-Loren B. Mead
The Alban Institute

Approximately 10 percent of Unity ministries are seeking new ministers right now! This in-between time CAN be one of the most growing times for a church, or it can be a time of trying to "hold on," and perhaps repeating some of the limiting patterns of the past.

Many denominations have a trained group of interim ministry specialists, ministers trained in the skills of helping a ministry find the potential opportunities inherent in their interim period. One denomination finds that it needs 10 trained interim specialists for every 90 churches and these specialists are busy full time. This means that Unity eventually may need over 50 trained specialists.

In some ways, it feels strange to be writing about an interim specialist program for Unity. Writing about it before it happens can create an awareness of need before the need can be satisfied. Unity has only a handful of ministers who do interim work, and it will be at least a year before even a few more are trained and become available. My reason for writing about it is to share with you the VISION of interim specialists, and invite your prayers and support. What I want you to know is that the Board of the Association of Unity Churches has this vision high on the list of its priorities. The need is clearly recognized and Unity will move toward meeting that need in a reasonable and timely fashion. In the meantime, I invite you to capture the excitement of the vision and what it can do for your church in the future.

Last month I touched on the question, "When is an interim minister necessary?" This month let us explore:

WHY HAVE AN INTERIM SPECIALIST?

- 1** The time between pastors is a critical period in the life of a congregation. How skillfully the interim period is handled determines, to a great extent, the future success of the church.
- 2** Loss of a significant person, such as a minister, can trigger congregational patterns of anger, guilt, despair, confusion, etc. Unless these reactions are recognized and skillfully handled, they can become "booby traps" for the next minister.
- 3** A congregation needs to take the interim opportunity to discover new directions, new opportunities, and a possible new identity. When this opportunity is missed, the ministry may repeat the limitations of its past vision and history.
- 4** Experience has shown over and over again that unless a church's past is healed, the next minister is likely to become an unintentional interim. This is frustrating for both ministers and congregations.
- 5** By being led through relevant developmental tasks by the interim specialist, the congregation is better able to identify the kind of minister who would best serve them.

Next month in Part III I will explain what some of the developmental tasks a ministry in interim needs to consider, and ways a board and congregation can approach these tasks.

PEACE POLE IN PRESCOTT VALLEY

Church of Today-Unity in Prescott Valley, Arizona, has been selected by The Society of Prayer for World Peace to receive a "Peace Pole" which represents the united longing of people in many countries for world peace.

The Peace Pole is inscribed with messages of peace in Hebrew, English, Russian, and Hopi.

Catherine Garvey, minister, reports, "The Society of Prayer for World Peace is a nonprofit, nondenominational organization with its headquarters in Japan, which advocates the movement of world peace through prayer as a means of attaining global peace.

"Japan alone has 60,000 peace poles. There are over 800 poles in 120 other countries besides the United States, which has over 550 poles. We will be the proud caretakers of the only Peace Pole in Prescott Valley."

TIPS ON HOW TO TREAT YOUR NEW MINISTER

by Judith Sherman
Chairperson of Ministry Studies

I write this article on the last working day before "Orientation" begins for our new ministerial education students. At the same time I recall a two-hour discussion held during the Orlando Convention with the Class of 1987. And I wonder, how are our 1988 graduates doing? Some began their first ministry last Sunday; others are scheduling interviews and tryouts in Unity churches all over the country. I don't know the exact percentage, but it seems to me that approximately five percent of our ministries are going through a change in spiritual leadership at any one time. I intended to write on maintenance schedules this month, but that can wait. The following tips on attitudes and actions of congregational members as they begin working with a new minister might help make these transitions more successful and get everyone off on the right foot. You might want to include these suggestions in your next newsletter if your ministry is in transition.

- Please give your new minister a wide range of tolerance from your ideal. Avoid idealizing him/her.
- You will be thrilled by many lessons but probably not all of them. Remember what isn't your cup of tea is perfect for someone else.
- Expecting your minister to go around applying salve to everyone who holds a grudge will undoubtedly result in an oversight. Soothing the disgruntled often encourages them in their disgruntledness.
- It is hard to learn everyone's names at one time. Help your minister and his/her spouse by telling them who you are, several times if necessary.
- Ministry is an extremely varied profession. No minister will be great at everything. Where weaknesses appear, you help make up for imperfection through your own service.
- Expect your minister to trip and you won't be disappointed. Everyone errs sooner or later. Your minister is still on this plane so we know there is work to be done.
- Let this minister be your favorite by avoiding comparisons to former ministers.
- Finally, remember to pray for your minister and his/her family as they undertake their new responsibilities and adjust to your community.

LIGHT ON THE PATH Trish Robinson

BALANCE

The word balance has been coming up frequently again. I have talked to a number of teachers lately who have been pushing themselves too much, too hard, and not taking "me time." Fun time! It is so easy to get caught up in catching up; in doing all that can be done, in staying on top of everything, and, of course helping everyone who seems to need help.

I've noticed that the lack of feeling good about oneself, or having that sense of accomplishment, often comes from not taking time to smell the roses, experiencing a sunset or sunrise, or thoroughly enjoying a long luxurious bath. A leisure walk or just sitting and thinking thoughts can be both relaxing and stimulating. Any change of pace is conducive to expanded awareness and increased energy. We are spiritual beings learning how to be human. We are life learning how to live. Our spiritual nature cries out to us, "Take time to experience me." It is good, important, and necessary to remember that we are three-fold: spiritual, mental, and physical. We need to nourish and appreciate all three.

FAITH

*When you have come to the edge
of all the light you know,*

*And are about to step off
into the darkness of the unknown,*

*Faith is knowing
one of two things will happen:*

*There will be something solid to stand on;
or you will be taught how to fly.*

The above is from the latest book, From Conflict to Caring by Drs. Jordon Paul and Margaret Paul.

I have not yet read it from cover to cover, though I have skim-read quite a bit of it, and flipped through it--stopping to read parts that have caught my attention. It is a workbook and looks to be a good book for not only an individual, but valuable to a teacher for ideas, even to build a workshop around, or to incorporate into classes or a workshop.

For those of you who do spiritual counseling, I think you will find valuable material that can be helpful. It is published by **Evolving Publications, 2531 Sawtelle Blvd., #42, Los Angeles, California 90064.**

YOUTH MINISTRY NEWS



Marianne Hill
International Children's Education Consultant

ALL THIS AND A MEDAL TOO!

As fall approaches, thoughts naturally turn to school. This is no less true for our church youth education programs. By this time, the major themes and curriculum have been decided on, but there are options to consider for use with the regular lesson plans to add to the enjoyment and learning opportunities that we provide for our young people.

Much of the mail that I receive is in regard to the religious emblems program available through the Association of Unity Churches. Members of national youth groups such as the Boy Scouts of America, Camp Fire, Girl Scouts of America, and 4H, can complete this program through their Unity church and earn the appropriate medal to wear on their youth group uniforms. In addition to the national youth groups, if these programs are used for group study in the church youth education program, the medal may also be awarded by the church.

Although this material was designed to meet the criteria for these groups, the programs are an excellent way to augment Sunday School curriculum, or as the basis for building your own program.

The God in Me religious emblems program is for young people, ages 6 to 11 years old. The purpose of this program is to help young people of Unity to deepen their faith, and to grow in their understanding and awareness of the Christ Spirit within them.

The God in Me program covers ideas such as our three-fold nature; Spirit, mind, and body. Also included are lessons and activities on seeing God through nature, prayer, and helping others. To complete the program for an award, participants must complete all activities, attend

the children's education program in the church, or church services at least twice a month for six months or longer, and become familiar with Wee Wisdom magazine.

The Light of God program is for the young of Unity, ages 11 to 13. The purpose of this program is to give young people a practical method to achieve a basic spiritual understanding of the truths taught by Unity.

The Light of God program encompasses ideas such as the pivotal nature of the soul, prayer and meditation, and the Twelve Powers. Participants are given a brief history of Unity and asked to reflect on the events that have taken place in their lives. The book, The Simple Truth by Mary Alice Jofolla, available from Unity School of Christianity, is required reading for this program.

Both of these programs provide the opportunity for young people to relate closely with their parents or guardians, counselors, and their ministers on these Unity teachings. The religious emblems program provides an opportunity for the minister to become involved in working with the young people of the church, to help them to internalize the teachings, and to relate the teachings to their lives.

The booklet for each program can be ordered through the Association of Unity Churches. An application for the emblem is printed in the back of the book. The program must be completed and the application with the necessary signatures must be sent in at the time of ordering the medal.

If you have used these programs or had a wonderful idea for your youth education department, please share your thoughts with the rest of us. We share a unity of purpose, and that is to provide enjoyable, uplifting, informative, and spiritually nurturing programs.



This is one of the cases built to display the religious emblems of participating denominations. Unity's God in Me and Light of God emblems are displayed along with medals from other religious and Christian denominations. (Photograph submitted by Tony Booth, Director of Protestant Relationships for the Boy Scouts of America)

(To order the God in Me and/or Light of God booklet(s), see page 32 of the Association's Supply Catalog.)



Ray Wiggins
International Youth Education Consultant

INTRODUCING RAY WIGGINS

I am pleased to announce the appointment of Ray Wiggins, your new International Youth Education Consultant. Before I tell you something of Ray's background, I would first like to tell you about Joyce Culey, his predecessor. Joyce has been awarded a full scholarship to complete her college degree work, a goal and dream for Joyce. She leaves her position with the Association after 3 years of productivity and many significant contributions to the Youth of Unity and the adults who work with them. She will be missed by all of us who have worked with her, and we wish her Godspeed and success.

Now let me tell you about Ray. Ray Wiggins was chosen from among 17 fine applicants. I feel blessed that so many qualified and outstanding persons applied. Ray has an MA in Christian Education from Scarritt College and 25 years of experience in youth ministry and Christian education in another denomination. He has been Youth Director in large churches, and the programs have flourished under his direction. One of the outstanding qualities about Ray is his people skills, both with adults and youth. He became enthusiastically involved with Unity 3 years ago and has completed 66 Continuing Education credits here at the Village. When you meet Ray personally, you will find him to be a warm, talented addition to our Education staff. Welcome aboard, Ray!

Bob Ellsworth
Director of Education

IT'S GREAT TO BE HOME

by Ray Wiggins
International Youth Education Consultant

Kentucky Fried Chicken has recently launched an ad campaign in which they associate their outlets with the same feeling one gets when "coming home." They, like most companies, realize that they sell not only a product

but an emotion. Why the theme, "Welcome back home"? While not all of us have pleasant memories of home, most do. Home is where you are loved. Home is where you feel safe.

My journey into Unity and into the position as your consultant in youth ministry is for me a "coming home." Like many of you, my first visit to a Unity center brought with it a feeling of being at home, of being in my right place. There I knew I was loved by all exactly as I am, and this acceptance told me that I was safe. I was safe to be me, to be myself, to be real. My previous church experience of "playing a role" of dressing a certain way, pretending to be as "professional," as "successful," and even as "religious" as they, was finally laid aside. In Unity I was encouraged to start my own personal journey of faith, in my own way, at my own pace. And how wonderful were the hugs, the affirmations, the prayers and encouragement! I felt loved. I felt safe.

When I ask myself what is the most important thing in working with young people, I have to conclude that by far it is to love them. Trite? Simplistic? No. It is the very essence of who we are and what we do as the church. It is our Way-Shower's greatest instruction to us. "Love one another, as I have loved you."

To paraphrase the 17th Chapter, I Corinthians, if we have the ability to teach profound truths, the finest youth facility in the country, marvelously creative curriculum materials, and youth leaders who have personality plus, yet have not love, we have nothing.

You see, we humans (regardless of our age) all want the same thing--To FEEL AT HOME in the universe, with others and within ourselves. AT HOME means, to me, feeling one with nature, one with others, and one with ourselves. When we are at home we feel like we belong, are "a part of"; not separated, but one with all!

Those of us who have accepted the joy of communicating truth teachings ask how do we share this truth with youth?

I believe you cannot teach what you do not know. You cannot give what you do not possess. Therefore, the ultimate task of the worker with youth is self-examination. For if that which we wish to give as gift to another is not in us, it doesn't help to have it printed in a curriculum piece somewhere.

I have to ask myself to what extent have I fully accepted myself as God's beloved child? Have I opened myself to receiving, believing, knowing that God accepts me just as I am right now? To what extent have I been successful in eradicating old parental and societal tapes which I have allowed to lower my self-esteem? Have I encouraged myself to merge with the universe? Have I experienced myself as one with the land, the sky, the water, and the creatures of this my earthly home?

Increasingly as I know myself as love am I able to know others as love; and able to share and receive that energy of

Continued...

love when I am with them. With a loving attitude toward others, I find myself able to listen and be less inclined to want to control them. I feel respect for them, for they are a mirror of my view of myself. And because I know myself to be loved, I can more readily let them know me, who I really am.

True teaching flows from the inner to the outer. And the effective youth leader is the one who knows that the lesson lies within him/her, and, indeed, is him/her even as it resides in and is the young persons with whom he/she has the joy of knowing.

I consider it an honor to have been selected to serve you. Feel free to call upon me in any way that I might be of assistance to you. I wish solely to serve God and you. I ask for your prayer support as I seek God's will for my work and my life.

This past April I came to Unity Village for the very first time for CEP. I had driven 10 hours from Nashville. While standing in line to register, the lady in front of me, having heard me say that I was from Nashville, turned to me and asked, "How long did it take for you to get here?" Thinking not of my journey from Nashville to Unity Village, but rather my life-long journey to the truth of Unity with all of its twists and turns and ups and downs and doubts and fears, I responded, "Ma'am, it's taken me 51 years."

And now while writing this I find my eyes moist with tears, as they were then, as I say to you, "It's great to be home."

NEW YOUTH MINISTRY RESOURCES

DETERMINING NEEDS IN YOUR YOUTH MINISTRY is your key to identifying specific needs and concerns of the young people in your church. This do-it-yourself research kit, complete with questionnaires, answer sheets, interpretation guide and program ideas, helps you develop a more effective youth ministry.
No. 1720

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GROUP'S BEST JR. HIGH MEETINGS is one answer to your junior high program needs. You will receive over one year's supply of easy-to-use plans and guidelines on subjects such as self-image, friendship, family, faith, values, and decisions and much more.
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MORE GROUP RETREATS offers 30 proven retreats on such subjects as faith and commitment, self-image, worship, loving others, school. Each retreat includes goals and objectives, "to-do" lists, time schedules, creative ice breakers, faith building group activities, inspiring devotional times and suggestions for positive action.
No. 1722

\$14.95

IDEAS COMBO EDITION 1-4 and **IDEAS COMBO EDITION 5-8** offer a wide variety of tested youth programming ideas on a variety of subjects including crowd breakers, games, creative communication, special events, skits, publicity and promotion and more.
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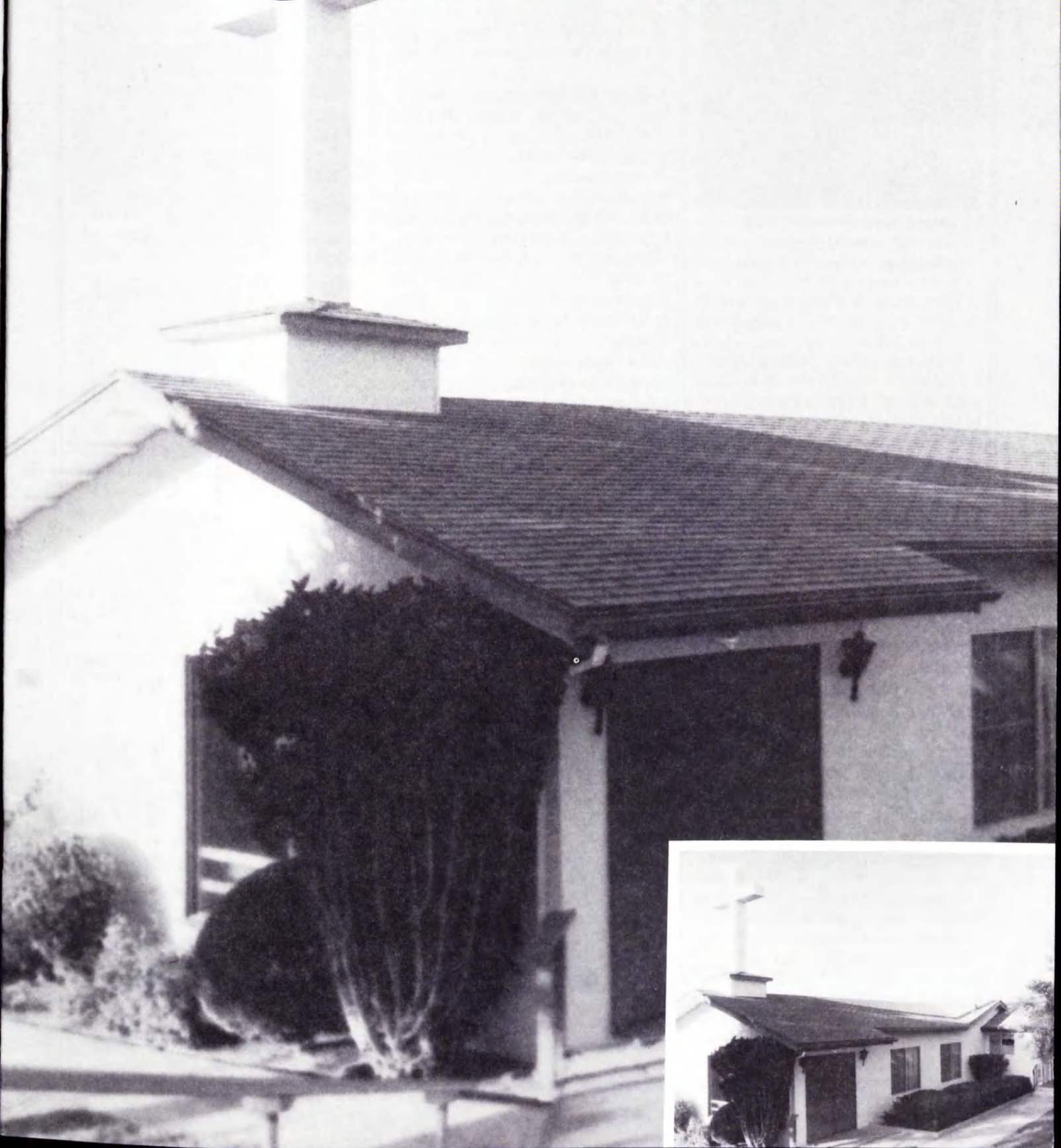
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Contact

PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®

October, 1988



THE PRESIDENT'S LETTER



Maya Brandenberger, Ph.D.
Unity de Montreal
Montreal, Quebec, Canada

Hello again. These president's letters are submitted three months in advance and I am struck by the newness that can be perceived in time; you will read about a happening in the president's itinerary three months from now, yet inspired yesterday, and formulated today.

So here we go again. I am writing to you on a warm July morning, from my "pied-a-terre"--what Montrealers call a downtown apartment--but, since it is on the twentieth floor and surrounded by glass on three sides, I like to call it my airplane!

A few nights ago some guests gathered around my dinner table, and among them were an Israeli officer, a Victoria housewife, and a professor of philosophy. As the evening progressed we found ourselves in the middle of an intense discussion which revolved around the question: is there "good conflict" and, if so, how does it contrast with "bad conflict"? We discussed this topic from many points of view; in terms of history and how, for instance, in times of war people are moved with one purpose and become a nation, indivisible in intent. We looked at the concept in terms of the dynamics of personal relationships, in marriage, in terms of loyalties to value-systems, to traditions powerfully important in some cultures. Because we sat at a table in the Province of Quebec we

discussed, naturally, the struggle here over language rights and separatism. Finally, we talked about our very own struggle: what is and what is not Unity, and should it be defined.

We concluded that what we termed "good conflict", has a dynamism that stimulates the development of greater good.

The great mathematician and philosopher, G. W. Leibniz, proposed that God created a world in which the greatest possible good could be developed with the least possible evil. The idea being that without challenge, without "good conflict," people would not develop and express courage, compassion, creativity. We agreed that in the worst possible moments in our lives, in wars, in the drama of human living, in family events, the greatest heroism and power is evoked.

On the other hand, "bad conflict" as we decided to term it, is a detriment to progress because it has lost its dynamism. It has become turned in on itself, has become a cancer, a depression, a family or relationship bound in a structure of tradition that has become lifeless.

"Good conflict" is but another word for creative and structural tension. When we are committed to a vision, to alignment with such a vision, and we simultaneously acknowledge and act within the present reality, structural tension is created. It is a tension desirable, as we said above, to the development of greater good.

Of course tension always seeks resolution. If we hold the vision, the tension will naturally resolve in favor of what we want. It may take some time but it comes in the end. In the meanwhile though, this "good conflict" translates into emotional tension, encouraging resolution as quickly as possible and generally compromising the vision.

I believe that in these thoughts that formed this free discussion of a very difficult human problem, we found an invitation to revisit our concept of denials and affirmations. Understanding how these two tools have to interface is essential for the person applying them. Affirming without the recognition of the polarity of what is affirmed, as well as what is,

and the necessary emerging tension (good conflict) only leads to a sad form of lying.

As I reflect on the issues around the question about a definition of what is and what is not Unity, I believe we have created something of this structural and creative tension I mentioned above. We may start to feel some of the frustrations from realizing that nobody has an easy answer, that we may all have to, and choose to, live with the openendedness. Yes a quick resolution to define Unity would have alleviated the feelings of frustration; but consider this, the tension would have been relieved and maybe the creativity would have been foregone, we would have become compulsive in our approach rather than persuasive.

Friend, is it not also our belief that the journey is one that allows God TO BE GOD through us? The key to this continuum of God happening in and through us lies, I believe, in a humility and an ongoing daily willingness to wrestle with the angle for the blessings.

PHOTOGRAPHS NEEDED!!

The Association of Unity Churches' 1989 Yearbook will include photographs of all ministers.

We need a current photograph of all Unity ministers as soon as possible. Along with the photograph we will need your name and year ordained or licensed.

Please send your photo to:
Association of Unity Churches
P.O. Box 610
Lee's Summit, MO 64063

(Designate on envelope for 1989 Yearbook)

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

It is essential that professional clergy and lay leadership "model" for those whom we teach and then "enable" them to assume responsibility for themselves and the world they create. By modeling and enabling, we go beyond "Each One Teach One" to "Each One Reach Many." Those whom we as clergy and lay leaders reach likewise pass along to others ways of meeting the pressures of their world.

Because of those pressures for change, periodically, I've observed to colleagues that keeping up with the needs, goals, and plans of the Association of Unity Churches closely approximates putting a new set of tires on an Indianapolis 500 racing car during the race. The ministry of laity, like that of professional clergy, is also much like that.

Since those ministries quiver, shift, and change so rapidly, getting a "handle" on them, even for the most dedicated, is much like nailing jello to a tree.

The ancient religious community (prior to the Judeo-Christian Age) existed in a hostile environment and therefore its "missionary" activities took place just outside of its proverbial "doors."

Centuries of time brought advances to humankind in religion, the sciences and arts, philosophy, and in technology and caused such changes that most religious communities did not have an immediate environment of hostility. Therefore their missionary field was often thousands of miles distant; no longer just outside their door; typical of the early stages of Christendom.

Centuries more of technological sophistication have made the world like a neighborhood. In the year 1938, eleven million people from around the entire world took a trip by airplane. In 1985 (year of most recent available figures), more than eleven million people from around the entire world took an air trip every day of the year.

Much of the organized religious world is still trying to train clergy and laity to do "missionary" work in the distant "somewhere." However, since the world has shrunk so, so has the "missionary" boundary. Once again, it's just outside your and my door. With this continuing shift of ground and its rules comes enormous pressure on clergy and laity to learn new behaviors. It isn't necessary to take religion to other parts of the world to reach who have no religion for we have learned that there are no communities without religion of some kind.

While unrest permeates the world's population, most people are not subjected to a "hot" war on a daily basis. Even without outright riots or warfare, the environment immediately around us requires our best "missionary" tools and skills, whether clergy or laity.

We are not in the pre-Judeo-Christian Age; neither are we in the early Christendom Age. Where we are is in a state of flux approaching the Next Age. (Please reread the previous two words.) Roles are changing dramatically among those within the churches of the world and they are not going to be less so very soon.

Some hierarchical bodies take a somewhat lukewarm stand on any issues they address, if indeed they address any. This allows devotees to be chameleon-like so they can adjust and wrap themselves around the crags and crevices of the consciousness of humankind. This is as exciting as a bowl of cold oatmeal.

Activist churches, by contra-distinction, distribute reams of political resolutions, many of which require hundreds of thousands of signatures even to receive notice. It is by this means however, that we are assured that the faithful know how to behave regarding every moral, legal, political, and religious issue. It seems to me both fail. The corporate church, that is, people worshipping together, is ex-

tremely important. The corporate church needs to help its people to think creatively and constructively so they can keep in touch with their religious principles.

There are very real missionary works needed which each of us can help to provide right now. The Apostle Paul indicated that our bodies are Temples of God--and such we are. Just outside these Temples of ours is an environment that in some ways is hostile. We face people daily who are capable, but who are unaware of that capability for not only adjusting to rapid changes in the world, but for helping to create necessary change and make smooth and orderly changes possible. Two major missionary tools we have to share in our world are those of "modeling" and "enabling." We demonstrate how what needs to be done can be done, and we enable others to discover their ability to do likewise.

Where In The World is the Church?

Both people inside and outside the church give us real clues as to where in the world they want the church to be.

People want to know:

- 1) Whether I can get in, literally?
- 2) Will I be accepted, actually?
- 3) Can I have an impact; can I make a difference?

Continued on page 6

Volume 21, Issue 8

October 1988

CONTACT STAFF

Editor-in-Chief Glenn Mosley
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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 of Santa Maria
Santa Maria, California
Minister: June Jones

CHURCH DEVELOPMENT & MANAGEMENT ISSUES



Barbara O'Hearne
Church Development and
Management Consultant

COMMITTEES Seven Steps for Success

Committees are an important part of the structure of most nonprofit organizations. Effective committees are goal oriented and provide needed assistance to the organization and personal growth for the committee members. Some board and committee members have minor frustrations with committees because of a lack of understanding of the role and function of the committees; while other organizations simply have committees "on paper" or in their bylaws but they are nonfunctional. As a result, the board is forced to assume committee work in addition to their board responsibilities. This situation poses a serious challenge to the effectiveness of the organization.

In a previous article entitled, "The Role and Function of Committees," (November, 1986) I discussed the key components of committees: the specific commission, characteristics of an effective chairperson, the role of the staff, committee members, and how to take minutes. The reader is referred to that article for more information on those

particular topics.

"As a committee member or chairperson, what can I do to make this committee more effective?" is a question frequently asked by workshop participants. Some of the steps presented will insure more productive meetings, increase the commitment of the members and provide opportunities for people to enjoy themselves.

STEP 1:

Have meetings only when necessary. Do not have a meeting just because there should be a monthly meeting. If there is a task to complete or committee business to be accomplished, then a meeting is appropriate. If committee members believe their time is being efficiently used--not wasted--they are more willing to work.

STEP 2:

Annually review the committee's commission (a broad statement of purpose of the committee) and specific responsibilities of the committee. Make sure the committee has a representative mix of people with expertise and interest necessary to accomplish the committee's charge.

STEP 3:

Take time to determine the committees absolutely needed. It has been my experience that many organizations are "over committed" and the structure becomes unmanageable and often falls apart. Committees serve one of four purposes for an organization--administrative, liaison, study, or project. Each committee needs to understand their responsibilities and authority in relation to the mission and goals of the organization.

A few standing committees are recommended, such as finance, nominating, public relations/community relations,

and education. An executive committee may be necessary when there is a large board.

Many of the tasks of an organization can be delegated by the board to task forces or ad hoc committees.

STEP 4:

Train the committee chairs. Once carefully selected the chairpersons should receive assistance or training in constructing and working through an agenda, how to get participation by all members, how to work with the staff, strategies to resolve conflict, summarizing the work of the committee, and determining what tasks need to be accomplished by the next meeting. It is helpful if the chairperson understand his or her role as a facilitator, not the expert.

A general training session for all committee chairs is one way to insure successful committee meetings. This training session helps build a team of committed volunteer leaders and increases the number of potential board members. For some organizations, serving on a committee as a member and/or the chairperson is necessary prior to serving on the board.

STEP 5:

Mail agendas and information needed for discussion five days in advance of the meeting. This allows all committee members to come prepared for the meeting and results in greater participation and productivity.

Written agendas help clarify the outcome desired and invite people to take ownership in the tasks of the committee. In addition, agendas help move the meeting along and provide an audit of what accomplishments have been made by the committee as well as what needs to be completed. A well constructed

Continued on page 8

UNITY INTERNATIONAL IN THE SPOTLIGHT

"GUTEN MORGEN, MEINE GEISTIGEN"

Ein Unity Gruß von Deutschland

von John Seymour

Ein freundlicher Gruß begann den 4. Tag des Unity Treffens, das letzten Monat nur 30 Meilen westlich von der Tschechoslowakei in Deutschland stattfand.

Die Sprecherin war Renate von Luxburg, ein Unity Minister, die unseren Unity Freunden in Deutschland, Österreich und der Schweiz schon seit 5 Jahren dient. 60 Stimmen antworteten mit einem Gruß und einem Lied für die zwei Ehrengäste aus Nordamerika.

"Guten Morgen, Mein Geistigen." Dieser Gruß und die herzliche Antwort mit einem Lied sind die Wahrzeichen von Renate von Luxburg's Seminare im deutschsprachigen Europa.

Die besonderen Gäste dieses Seminars waren Maya Brandenberger, zukünftige Präsidentin der AUC und Scott Sherman, Hauptminister der Unity Church of Truth in Seattle, im Staat Washington.

Brandenberger und Sherman waren zu Besuch in der Schwarzwaldgegend von Todtmoos in West Deutschland, um die immer wachsende, geistige Unterstützung der AUC für die Unity Minister auf der ganzen Welt zu bezeugen. Außerdem veranstalteten sie auch ein "Dynamic Meditation" Seminar in Lichtquell, dem Unity Seminar Zentrum in Deutschland.

Unter den dutzenden von Unity Studenten und Freunden, mit denen sie sich trafen, war auch der Rev. Peter Wenzel, ein Führer der Unity Bewegung in Deutschland für 14 Jahre, Helmut Frick, der Verleger der deutschen Zeitschriften "JA" und "Das Tägliche Wort", und Thea Jung, die Übersetzerin die schon 20 Jahre lang die Zeitschriften übersetzt.

Frau Brandenberger, die in der Schweiz gebürtig ist, drängte den Vorstand der AUC schon vor drei Jahren die Übersee-Minister aufzufordern, sich mehr aktiv an der AUC zu beteiligen. Sie sprach damals mit Connie Fillmore, Präsident der Unity School of Christianity und Foster McClellan, Direktor der Übersee-Abteilung und sie alle stimmten zu, ein Übersee-Botschafter-Programm zu entwickeln, das dazu beiträgt, um mehr internationale Berührung zu fördern.

"Unser Besuch im Mai war sehr wichtig, um Vorbereitungen zu treffen für den Europäischen Kongress um das 100. Jubiläum zu feiern," sagte Maya Brandenberger. "Wir werden die Unity Freunde von Deutschland, der Schweiz, Österreich, Italien, den Niederlanden, Großbritannien, Frankreich und Skandinavien einladen. Sie planen schon alle für das Treffen in Süddeutschland oder der Schweiz," erklärte sie weiter.

In Besprechungen mit Helmut Frick stellte sich heraus, daß im "JA"--Heft und im "Das Tägliche Wort" über 100 Studiengruppen ausgeschrieben sind, die im deutschsprachigen Raum Europas funktionieren und die Zeitschriften haben eine Auflagebasis von 13 000 Abonnenten.

Peter Wenzel, der führend an der Entwicklung von Lichtquell beteiligt war, erklärte, daß dieses Unity Seminar Hotel durch den Einsatz und die Widmung vieler Unity Freunde gekauft und restauriert wurde.

"In 1980, als wir heir ankamen, waren keine der Räume bewohnbar," sagte Herr Wenzel. "Ich lebte in einem kleinen Wohnwagen und andere, die von allen Teilen des Landes kamen, wohnten in Zelten und Wohnwagen auf dem Grundstück. Wir restaurierten jeden Zentimeter des Hotels."

Und jetzt können 39 Gäste in dem wunderschönen, bayrischen Gasthaus wohnen und 70 passen in den großen Saal.

Lichtquell hat eine volleingerichtete Küche und sitzt inmitten des unvergleichbaren Schwarzwaldes in Deutschland. Waldspaziergänge und Schifahren sind in diesem Gebiet möglich.

"Diese Gegend erinnert mich an die Cascade Berge im Staat Washington," sagte Scott Sherman. "Es ist eine wunderschöne Lage für Seminare."

"Die Menschen, die zum Seminar dort waren, kamen von allen Teilen Deutschlands. Eine Frau reiste 450 Meilen um dabei sein zu können. Ich war sehr beeindruckt von dem ungeheuren Interesse an Unity und anderen New Thought Gruppen. In der kleinen Stadt Todtmoos sind drei geistige Seminar-Hotels und alle dort vertretenen Gruppen sind uns ähnlich."

Der Rev. Helmuth Heidenreich, der dritte Unity Minister, der den deutschsprachigen Gebieten Europa's dient, konnte im Mai nicht dort sein. Er war mit seiner Braut nach Unity Village, Missouri geflogen, um dort getraut zu werden.

"Es tat uns leid, daß wir ihn nicht treffen konnten," sagte Frau Brandenberger, "aber da wir vorhaben oft nach hier zu Besuch zu kommen, weiß ich, daß wir bald Gelegenheit haben werden, mit ihm zu sprechen."

Bemerkung des Verlags: Dieser Artikel wäre nicht ohne die Zusammenarbeit und die Hilfe von Scott Sherman, Hauptminister der Unity Church of Truth in Seattle, möglich gewesen. Wir danken ihm vielmals und segnen ihn.

GOOD MORNING, MY SPIRITUAL FRIENDS A Unity Greeting From Germany

by John Seymour

(This article originally appeared in the June issue of Vision Newspaper)

A warm greeting began the fourth day of a Unity seminar just 30 miles west of

the Czechoslovakian border in Germany last month.

The speaker was Renate von Luxberg, a Unity Minister who has served our friends in Unity from Germany, Austria, and Switzerland for nearly five years. Sixty voices responded with greetings and a song for two special guests from North America.

"Good morning my spiritual friends." This greeting and a warm response in song are the trademarks of Renate von Luxberg's seminars in German-speaking Europe.

The seminar's special guests were Maya Brandenberger, Association of Unity Churches President-elect; and Scott Sherman, Senior Minister at the Unity Church of Truth in Seattle, Washington.

Brandenberger and Sherman were visiting the Black Forest area of Todtmos, Germany, to represent the Association's growing support for Unity ministers around the world. They also conducted a "Dynamic Meditation" retreat at Lichtquell, the Unity retreat center in Germany.

Among the dozens of Unity students and friends they visited were Rev. Peter Wenzel, a leader of the Unity movement in Germany for 14 years; Helmut Frick, Publisher of the German magazines *JA* (Yes) and *Tagliche Wort* (Daily Word); and Thea Jung, a translator who has served the magazine for 20 years.

Three years ago, Brandenberger, who was born in Switzerland, urged the Association Board of Directors to encourage overseas ministers to be more involved in Association activities. She met with Connie Fillmore, President of the Unity School of Christianity; and Foster McClelland, Director of the Overseas Department; and they agreed to form an Overseas Ambassador Program which would encourage more international contact.

"Our visit in May was important to prepare for the European Congress to celebrate Unity's 100th Anniversary," said Maya Brandenberger. "We plan to invite our friends in Unity from Ger-

many, Switzerland, Austria, Italy, The Netherlands, Great Britain, France, and Scandinavia. Everyone is excited about the plans to gather in Southern Germany or Switzerland next fall," she continued.

Discussions with Helmut Frick revealed that *JA* and *Tagliche Wort* include the listings of over 100 Unity study groups in German-speaking Europe; and the publications have a circulation base of over 13,000 subscriptions.

According to Peter Wenzel, leader and developer of Lichtquell (or "Light-source" in English), the Unity Retreat Center Germany was built with the commitment and dedication of its people.

"When we first arrived in 1980, there were no liveable rooms," said Wenzel. "I stayed in a tiny trailer, and others from all over the country stayed in tents or trailers on the grounds. We renovated every inch of the hotel."

Now the beautiful Bavarian Inn accommodates 39 in residence and 70 in its main seminar room. Lichtquell features full kitchen facilities and an unparalleled setting in the Black Forest of Germany. Hiking and skiing are available nearby.

"The area reminds me of the Cascade Mountains in Washington," said Scott Sherman. "It's a beautiful setting for retreats."

"The people who participated in the seminar came from all over Germany," he continued. "One woman travelled 450 miles to join us. I was impressed with the incredible interest in Unity and other New Thought groups. The little village of Todtmos includes three spiritual retreat centers, and all of them represent ideas complementary to our own."

Rev. Helmut Heidenreich, the third Unity Minister who serves the German-speaking countries of Europe, was not available in May. He had flown to Unity Village, Missouri, with his bride-to-be to be married.

"We missed seeing him," said Brandenberger, "But since we plan to visit here often, I know we will have time with him very soon."

EDITOR'S NOTE: This article would not have been possible without the commitment and assistance of Scott Sherman, Senior Minister at the Unity Church of Truth in Seattle. Many thanks and blessings.

EXEC. DIRECTOR'S LETTER

Cont'd from page 3

People want to experience:

- 1) Love; I do not want to just be talked to about love; I want to be loved.
- 2) Courage; tell me something on Sunday, or any day, that will send me back out, renewed for my Monday morning "in the world."
- 3) Integrity; "model" for me and "enable" me to do and to be with others all that I can do and be.
- 4) Strength; help me to experience societal strength so that there is an undergirding of life and families (most often voiced by those who are single, divorced, or widowed).

Of the seven items listed above, most people do not care whether the church is a corporate body (a group of worshippers) or an individual ("body as a Temple of the living God") worshipper, they really only want a positive answer and experience.

Your assignment, then, should you decide to accept it is to "model" for others that they can get "in" (to the circle) and then to "enable" them; it is to "model" for them being loved and loving, and then to "enable" them to do likewise, etc.

Re-read the three questions people want answers for and the four items they want to experience. Remember, "model" and "enable." **M**odel and **E**nable; **M.E.**; **Me**.

I close this open letter with an announcement. With this issue of *CONTACT*, we begin a new regular feature called, "Unity International in the Spotlight." Each month, we shall have an editorial view, interview, article, or news item written in the language of *situs locus*, followed by an English translation. This month's column features the German-speaking tour taken in the spring by two of our International Task Force members, Maya Brandenberger and Scott Sherman. (See page 5)

CHURCH GROWTH BY RADIO



Carolyn Craft
Radio/Media Coordinator

Radio is more visual than any other media. Think about that for a moment. RADIO is more VISUAL than any other media. Why more VISUAL? Because radio encourages the individual, personal idea out-picturing more so than any other form of media. It taps into the "theatre of the mind." The response that the listener experiences is that alone. . .his or her experience. . .and "experiences" come from one's inner perspective. Dr. Carl Simonton states, "strong emotion is stimulated by vastly different things in different people."

The effectiveness of audio--radio--is in its power of visualization. According to Kenneth Wyndro in *Thinking On Your Feet*, "whatever you are picturing in your mind will play itself out in your actions in the field." He goes on to say, "You can picture what you want to happen. To tap your creative potential, which is always inside of you, give yourself positive mental pictures. No thought is more powerful than a mental picture."

Television is often considered the most visual medium and in becoming omnipresent over the years, its power in many cases has diminished. Familiarity has bred a kind of complacency and with the "rap" that religious TV suffers from today, it further necessitates utilization of the personal medium of radio. Radio reaches your potential congregant (or your "second congregation") when they are most readily touched by your "one-on-one" message. Radio accompanies their lifestyle by reaching them while in their car, at home, at work, at the park, while walking, jogging, or shaving! Where else, other than in the pews of your

church or classroom, can you speak to each individual personally? In communicating your ministry through radio, you can call forth the beauty, that Christ light, that creative potential of each individual hearing your message.

UNITY AND RADIO. In today's very communicated society, we are vying for the ear and presence of the "unchurched." They want and need our message. We have a responsibility to reach out to them with an invitation to frequent our centers and churches. Through radio, we can speak to them harmoniously. . .through their own visualization.

Radio represents efficiency at a time in our universe where all senses are being sought. To see, touch, or smell is to experience the senses externally, outside of oneself. Hearing is internal, inside. Since a picture is worth a thousand words (these words, I might add, have lived for 2,500 years) and since the subconscious is a pictorial, we are most effective when we appeal to one's more memorable sensory facility--Echoic memory (Iconic memory stores visual images; Echoic memory stores auditory images). Elizabeth Loftus, psychologist, teacher, researcher and author of more than eight books and one-hundred articles on the human mind and how it works, states, "In many ways the ear is superior. There is

evidence from controlled laboratory studies that show that when you present a list of words to people auditorily, say on a tape recorder, or you present it visually, say on slides; people remember more that they hear rather than see." She adds, "When the ear takes in information, it fades more slowly than when the eye registers an image."

Many studies have been effected over the years consistently showing radio's recall higher than with other media. People intuitively believe in the power of their own thinking. They own their thoughts, yet will connect with the source of the stimulus. And that stimulus is your message. Whatever the form, be it a five-minute radio program, delayed church service, or a commercial schedule, radio will enable your ministry to achieve your goals consistently through proper planning and execution.

Let's speak to them personally, individually. I believe that the successful outreach ministry of today and tomorrow will utilize radio as a primary medium, resulting in stronger congregations and the development of a solid, ever-expanding "second congregation." We believe in the power of the invisible over the visible in our lives. Let's continue to incorporate radio in our outreach. The Radio/Media Department can help you. Stay tuned!

Various questions regarding radio-generated direct-mail marketing (developing a "second congregation") have been asked. In an attempt to address the more pertinent, we are adding this section.

I. The Blueprint

- A. Invite listeners within the tag line of your radio commercial to write or call for a free cassette and information about Unity (idea received from Jim Schrotel in Tyler, Texas, was to place our "What Is Unity?" seven-minute cassette tape in your visitors' packets. He says newcomers really get a lot more from listening to this cassette.)

- B. Identify interested persons by recording their names and addresses.

- C. Generate a mailing list and con-

sider this list your "second congregation."

- D. Begin periodic mailings with consistent offers of value (classes, fund raising items, giveaways, etc.)

- E. Cultivate them because they love you and want "to be loved."

- F. Think of new things for them to do to get involved with you.

- II. "The crying need of a mature person (adult), is to touch something of lasting value or permanence." (next issue)

Thought for the month: "Volume of income is proportionate to volume of investing."
- John Groman/CMMA Conference



ATTENTION!

ANNOUNCING a special Association of Unity Churches 1989 Yearbook commemorating Unity's 100th Anniversary



Susan Eng
Expansion Coordinator

Cheryl Vestal, Graphics and Composition Specialist, and I are putting together this special edition which features an 8 1/2" X 11" album, with pictures of ministers (twenty on each page, listed alphabetically), memorabilia and interesting facts in addition to our regular yearbook data. In order to do this WE NEED YOUR HELP!

One thing we must have from each of you is a current picture and year of ordination. The size or whether it is in color does not matter. However, it's easiest for us if it's black and white in wallet size. Please, right now, get a picture to us in the mail, along with any interesting things about yourself, your ministry, or your ministerial school class.

For example, do you know the answers to these questions?

- 1) Which Unity ministry currently has the most licensed teachers?
- 2) Who is the Unity minister with the longest tenure in one church?
- 3) Most Unity ministers were born in which states in the U.S.?

4) Which is the only Unity church established in a town with a biblical name?

5) Who is Unity's only third generation minister?

6) How many Daily Word subscribers are in Unity, Maine?

7) Which Unity church purchased a grand piano by selling piano keys for \$60.00 per key?

There are also some interesting things about you or your ministry that we would like to include. But we must have these from you as soon as possible.

Send pictures, facts to:
Yearbook
Association of Unity Churches
P.O. Box 610
Lee's Summit, MO 64063
DEADLINE: November 1, 1988

Thank you for your participation in making this project a success.

- ANSWERS
- 1) Unity Village Chapel, Chris Chenoweth, minister, has 21 licensed teachers; followed by Unity Church of Oak Park, Illinois, where Richard Billings is the minister, with eleven licensed teachers.
 - 2) Wallace Tooker, First Church Unity in Toledo, Ohio, since 1946.
 - 3) Michigan, Ohio, and California in that order.
 - 4) Unity in Lehigh Valley is located in Timonium, Pennsylvania. Yves Lafontaine is minister.
 - 5) Laura Barrett-Maday, minister at Unity Church of Flint, Michigan. Laura is the daughter of Dr. Paul Barrett, minister of Unity in The Desert, Palm Springs, California. Laura's grandmother was a Unity minister in Fairfax, Virginia. Laura is married to Michael Maday, minister of Unity in Pontiac, Michigan.
 - 6) 16
 - 7) New Horizons Community Church in Irving, Texas.

COMMITTEES (Cont'd from page 4)

agenda is of great assistance to the person taking the meeting minutes. The minutes should be mailed to all committee members two to three days after the meeting.

STEP 6:

Provide a system for committee chairs to communicate with the board. A form that includes a listing of recommendations by priority and the rationale for each recommendation or a form listing goals accomplished by the committee is easy to design.

Boards are encouraged to report back to the committee chairs and/or members what action has been taken. The ideal response time is within 24-48 hours. Committee members who believe their hard work and efforts are making a difference in the organization are willing to stay involved.

STEP 7:

Although committees are constituted by the board to work, this does not eliminate the opportunity for fun, friendship, and food. Men and women in Denmark frequently come together over a meal to discuss issues and problems to solve. This has proved successful for many years.

Getting to know the individual members of a committee is an important benefit often overlooked in the interest of getting the goals accomplished. It is easier to work with someone you know and like.

Taking time to assess the committee structure in your organization is the first step. If any of the steps above are missing, now would be an ideal time to put them in place. The goal is to have an effective and harmonious team of committee members. These teams can enhance and strengthen the organization.

PARTNERS IN MINISTRY

a network of spouses of ministers

By Karin Mosley

"... a place where everybody knows your name." A bit simplified, but so go the lyrics of the theme song for the television series *Cheers*. I've always enjoyed a place like that. A movie rental store in Akron, Ohio, made it their policy to learn the names of the members/customers. The second time I walked into that store, the owner called me by my name. What a delightful surprise! I became an even better customer.

What's in a name? A friend of mine recently dropped her nickname and began using her "real" name which she had disliked throughout her life. I asked her why - I'd loved her nickname and now had to train myself to call her something else, even though it really suits her. She had recently taken the time to research her name and found it to be a very meaningful, healing experience. I longed as a child to have a short, cutesy nickname. Maybe it's time to look for the meaning of my name. What' in your name? What's in your friends' names?

I remember one special minister's wife from a former church I attended. She was a delight: warm, loving, and a support to the church and her minister/husband. Every Sunday following the service, she stood next to her husband/minister and smiling, she'd extend her hand to shake my hand while at the same time she'd hang her head and say, "I just can't think of your name!" So I'd tell her. Every week we'd play this same name game. It would have been nice if she had remembered. However, letting me know every week she didn't remember led me to think she really didn't care.

One of the things I loved about being in a field ministry was that everybody knew my name. When I walked in the door of the church, everyone knew who I was. Sometimes, clad in paint-spotted jeans, sweatwhirt, and no make-up, I'd hear people say, "That's the minister's wife!" That's when I'd get into the "image" thing. You know what that is - the

look, the image of a minister's spouse. People have often commented to me as well as to you, I'm sure, "My, you certainly don't look like a minister's spouse!" Whatever that means. Thank you??

Struggling with "the role," I've found wonderful people everywhere will accept me if I express what I really am - a child of God - no matter what my role is or what I wear. It helps, too, to remind myself that everyone I meet is also a Child of God - whether they acknowledge it or not. It's those times when they are the most unknowing of their Divine Self, we can THINK, "My, you certainly don't act like a Child of God."

I'd love to hear from you! Partners in Ministry, Association of Unity Churches, P.O. Box 610, Lee's Summit, Missouri 64063; or phone (816) 524-7414. All letters and phone calls will be kept in strictest confidence.

Until next time, I'm here praying with you, loving and blessing you!

When was the last time you walked into your church and heard someone say, "Hey, what's-your-name, good morning!"

SPARKPLUGS

Talk Topics & Sermon Starters from
Unity publications

This Month: Unity magazine.

Do you need a miracle? Are there persons in your center or church in need of miracles? Is there a situation or condition that could use a miraculous solution?

In the October, 1988, issue of Unity magazine, Charles Fillmore's article

"Miracles and Laws of Nature" gives an explanation of miracles, guidelines to manifesting miracles, and specific reasons why we may not receive miracles. Regardless of the current level of spiritual development you or your center is in at the moment, you can apply the wisdom in this article and receive miraculous results.

Every sentence is packed with so much thought-provoking information that you can easily add your own ideas and develop an entire series from this article. Some series topics might be "What is a Miracle?" "The Historical and Biblical Background of Miracles"--a delight to Truth students who are especially interested in Bible history, "Our Privilege and Our High Privilege"--explanations of our spiritual power and our obligation to use that power, or "The Development of Our Miracle-working Power"--exact steps to achieving the level necessary to manifest miracles.

Let the teachings of Charles Fillmore help you with building programs, harmonizing factions, bringing about peace, or whatever miracle you or your center needs.

This month brings a special Unity magazine announcement. Pamela Yearsley, who has been Unity magazine editor for several years, has accepted the position of Unity book editor. Philip White, formerly the dean of education of Unity School for Religious Studies, has accepted the editorship of Unity magazine, effective with the January issue. He feels that Unity magazine is a vital metaphysical publication and he wants to continue building its importance as a source of inspiration and study material for Truth students. With Phil's background as Unity minister and Truth teacher, we look forward to his special touch in the magazine.

Unity magazine and Unity books will now be separate departments with editors who are dedicated to publishing Truth teachings to help you in your spiritual growth and development. Pamela and Phil will appreciate hearing from you.

Unity magazine can be ordered by yearly subscription or individual copy from the Sales Department of Unity School of Christianity.

BLESSINGS OF LOVE

Dear Sirs,

I have been a member of Unity for 18 years and I've again found how important Unity is to me.

When my daughter was born May 15, 1984, the doctors told me she had Down's Syndrome. The very next day Ross Goodman and his wife, Joan, of Tampa Unity came to see me. Their words of encouragement and prayer are what helped me get a grip on a very tough situation. Ross, being a wonderful minister, really had the right prayers which gave me back my strength; and Joan, who heads the Sunday School and many other duties, knew how to listen and give me the hugs when I needed them. One year later I got involved in teaching Sunday School and at the age of two my daughter, Kana, (with Ross and Joan Goodman) joined the two-year-olds in Sunday School. The enclosed picture shows Kana receiving her Bible after completing her first year of classes. This was a real heart-rendering moment in my life. Since she was born I have become active with handicapped children and their needs spiritually. They need to learn about God as much as they are capable and participate in Sunday School and other church related activities.

If a child comes to Sunday School who is handicapped, talk with the parents about any special needs the child might have and ask enough questions to make yourself and the parent feel relaxed. As more and more people start accepting handicapped children, the church will be seeing them.

I feel there is a beautiful extra gift that we can give children with special needs and that gift is getting them in touch with their God.

With love and blessings,

Cyndi Kramer
Valrico, Florida



SNOW MOUNTAIN RETREAT

On July 10, 1988, some one hundred fifty people (from the South Central Unity Church Association) converged on Snow Mountain, at the YMCA Ranch of the Rockies for a rousing homecoming. Cancelled in 1987, the group was eager to meet with old friends once more and to find and/or complete their healing appointments with the Spirit of living Power within them.

Snow Mountain Retreat has been scheduled for 1989 with a firm commitment to more than double the attendance for the week of July 9-15.

For more information write **Unity Church of Today, 3715 North 104th Avenue, Omaha, Nebraska 68134, Attn: Snow Mountain Retreat; or call 402-493-8009.**

FILLMORE FOUNDATION GRANT RENEWED

The Fillmore Foundation has renewed their grant to Unity School for Religious Studies. Not only has the grant been renewed but the amount of the grant has been increased from \$10,000 to \$12,000.

The previous grants have made it possible to bring in a variety of ministers and teachers to speak to the ministerial students. Both the students and visiting faculty find the sessions to be rich and rewarding experiences.

The Fillmore Foundation Board of Trustees includes 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.

DEDICATION SERVICES HELD FOR UNITY CHURCH OF TODAY

On July 23-24, 1988, guests from California, Kansas, Missouri, and Nevada, attended the weekend-long celebration of the new 15,000 sq. ft. facility for Unity Church of Today in Omaha, Nebraska, where Colleen Lehnus serves as minister. Special guests were Reverend Edwene Gaines and husband, Bert Carson, of Mentone, Alabama. Edwene, in a prior visit, had challenged the congregation to build its new church home "soon" and she would be on hand for its

dedication. A tape of those words was played back to her in a moving demonstration of the power of God at work.

On January 11, 1981, Colleen, then a student minister (along with Ron Ballenger, also a student minister), held the first worship service for Unity Church of Today with 19 people in attendance. Ordained in 1982, Colleen began her commitment as minister to Unity Church of Today, and the congregation now numbers over 300 families.

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

NOVEMBER 1988

The goodness of God fills my
life, and abundance flows to
me. Thank God for good!

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 Fund Operations Three Months Ended June 30, 1988

INCOME-OPERATIONS	<u>June</u>	<u>Year to Date</u>
Love Offerings	\$68,522.49	\$276,054.81
Other Income	<u>6,112.37</u>	<u>21,690.15</u>
	\$74,634.86	\$297,744.96
Less: Tithe Transfer	<u>6,865.44</u>	<u>24,549.32</u>
	67,769.42	273,195.64
Gross Profit Material	<u>3,889.14</u>	<u>16,538.85</u>
Total Income	<u>\$71,658.56</u>	<u>\$289,734.49</u>
EXPENSES-OPERATIONS		
Total Expenses	<u>\$92,086.62</u>	<u>\$245,994.86</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$(20,428.06)</u>	<u>\$ 43,739.63</u>

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

Month of May: \$13,285.64 Month of June: \$7,644.48
Year to Date: \$20,930.12

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

"SHARE THE SPIRIT"

Association of Unity Churches Supply Catalog Updates

The following six pages are inserts for the Association's "Share the Spirit" supply catalog. Please remove pages from the fold, three-hole punch, and insert in your catalog.

An updated price list, easy-to-follow index, and samples of the new bulletins were mailed in August. If your ministry did not receive copies of these items, please let us know.



2687 & 2688 Men's and Women's UNITY Watches-Each watch comes in brilliant golden tone with the Association logo in full color on the dial. Powered by a quartz battery with conventional hands and numerals to indicate the time. Comes in cotton filled gift box with a one year limited warranty. (Note: Please specify color of watch band--BLACK or BROWN)

2687 Men's Watch

2688 Women's Watch

CERAMIC WARE. These items all come with the 3-color Association logo:

2690 Modern Style Mug-(10 oz.) coffee mug. White with Association logo.

2691 Dairy Style Mug-(11 oz.) coffee mug. White with Association logo.

2692 Jewel Box-3 1/2" round jewel box with cover. White with Association logo.

2693 Wood Plaque-A 3 1/2" ceramic insert with the Association logo is centered within this 6" X 7" wooden plaque. (Engraving plate is not included.)

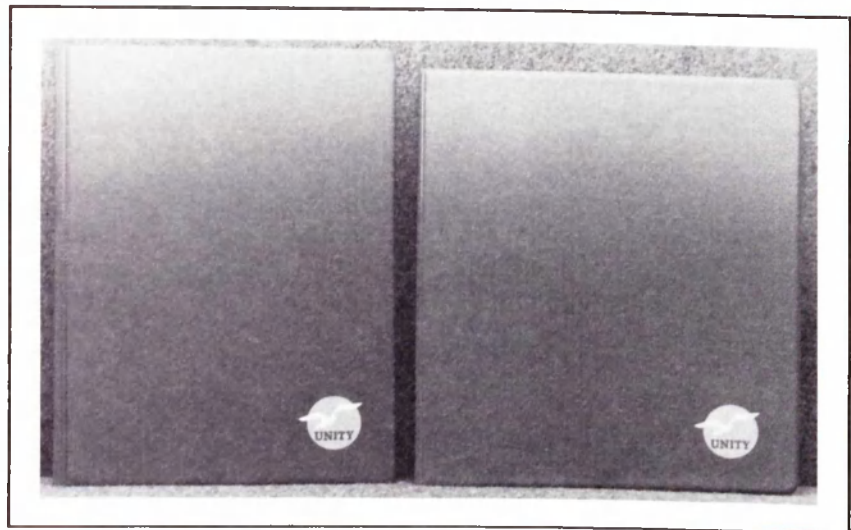
2694 Prayer Box-A great prayer box for the small prayer or study group. Measures 5 1/2" square X 6" wide with a 3 1/2" ceramic insert with Association logo centered on front panel.



2695 Zipper Portfolio-Blue portfolio measures 15 3/4" X 10" with a zip-shut closure. Comes with Association logo on the lower right hand corner.

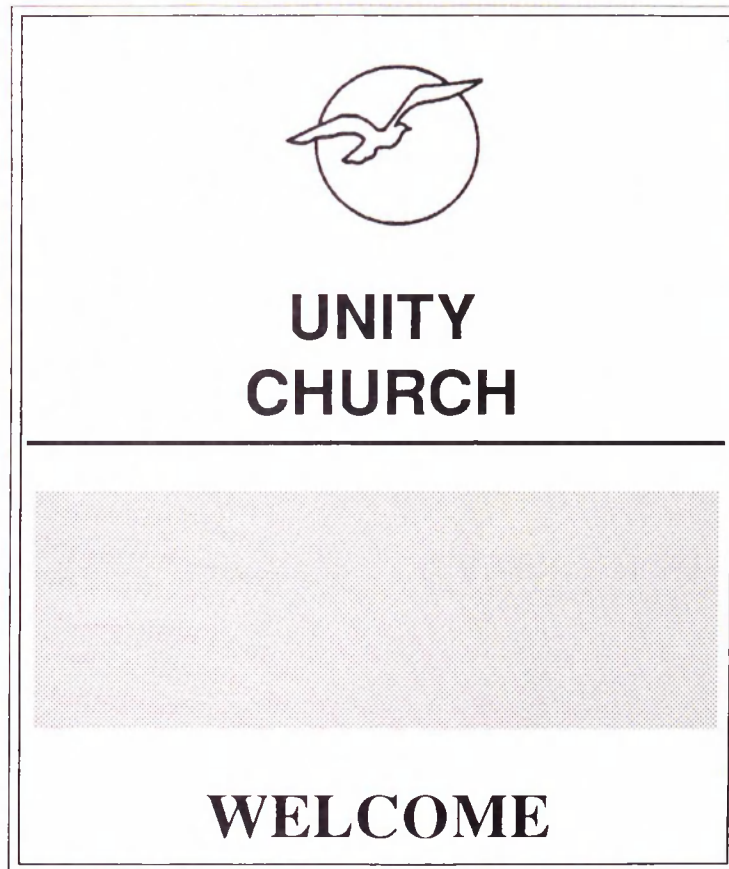
2696 3-Ring Notebook-Blue vinyl 3-ring notebook with inside pocket. Comes with Association logo on the lower right hand side of the front cover. holds 8 1/2" X 11" notebook paper. (paper not included)

2697 Meeting Folder-Blue vinyl folder with inside pocket with pen loop and 8 1/2" X 11" lined pad included. Refill pads available from local stationery or department store. Comes with Association logo on lower right hand side.



2700 & 2701 Association T-Shirts-These beautiful T-Shirts come in royal blue color in a superior weight and fabric, a soft blend of 50% Dacron polyester and 50% cotton. The Association logo and title are imprinted on the left chest. (Indicate Adult or Youth and SIZE)

- 2700 Adult
- 2701 Youth



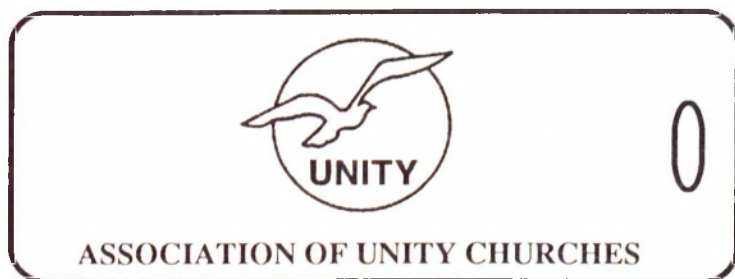
2720 Directional Road Sign-This 24" X 34" sign fabricated from rust-proof enamel-coated .050 gauge aluminum, is designed as a directional sign for Unity churches. The basic sign displays the Association logo, "UNITY CHURCH," and "WELCOME" as depicted above. The sign may be customized by adding one of several directional instructions and the churches name (shaded area). Directional instructions available include "NEXT RIGHT," "NEXT LEFT," "STRAIGHT AHEAD," or any number of "BLOCKS" or "MILES." The arrow points to either left or right. Sign will take decimal points but not fractions. The church name and direction copy are made of 3M vinyl letters that are baked into the sign. Letters are 3" high.

The Directional Road Sign has a white background with the upper top portion in a blue background with the yellow sun and white gull, with the words "UNITY CHURCH" in white and "WELCOME" at the bottom in blue.

Rust resistant screws or bolts are recommended for mounting and 2 pre-drilled holes are in the center top and bottom of the sign. Signs are shipped from Tennessee. Allow 60 days for delivery.

BE SURE TO CHECK LOCAL SIGN ORDINANCES BEFORE ORDERING.

2710 Video - "UNITY: A Vision Unfolding" -This 15-minute tape tells the history of Unity with Charles and Myrtle Fillmore and the evolving Association of Unity Churches. The viewer sees the past, the present, and gets a glimpse of the future. Ideal for prospective new members, audiences of both Unity and non-Unity viewers. Produced on VHS. (Not pictured)

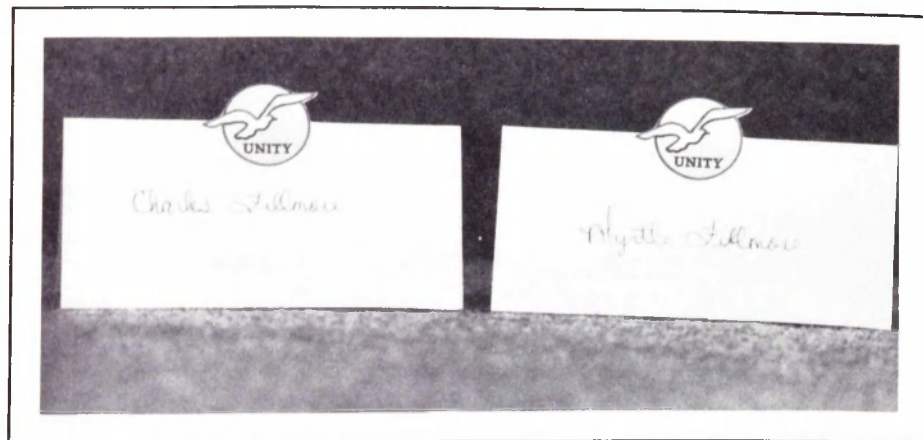


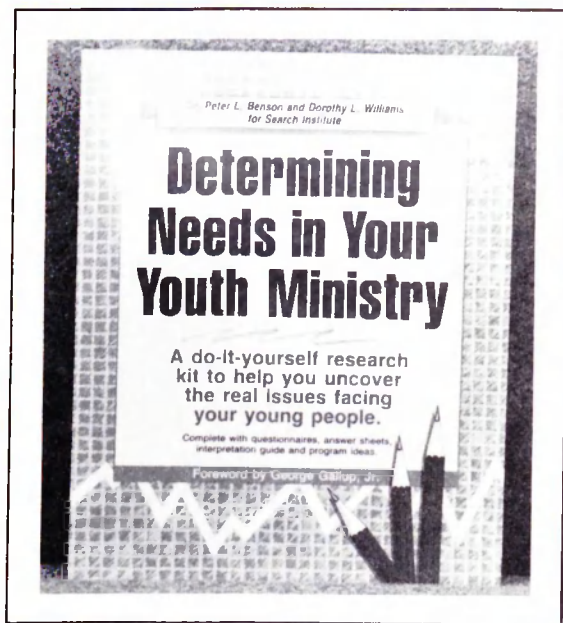
2684 Luggage Tag-Identify your luggage and Unity while traveling with this attractive luggage tag. Ideal for your briefcase, suitcase, or hanging garment bag. The tag is made of a rigid vinyl with the Association logo and "Association of Unity Churches" imprint on one side and the other side has a visible compartment to hold a standard sized business card or ID card, which is provided. Clear vinyl loop securely fastens the tag to your luggage. Size 2 1/4" X 4 1/4".

2685 Pew Pencils-This short lead pencil is ideal for placing in your church pew or passing around with the attendance list or just to give away. The pencil comes in bright yellow with the Association logo and affirmation, "GOD IS MY HELP IN EVERY NEED" imprint in blue. Size 3 1/2" long. (Not pictured)

2686 Ball Point Pen-This gold anadized aluminum pen (Not pictured)

2689 Name Place Card-This deluxe place card comes in card stock with 3-color Association logo. When folded the logo extends above the top of the card, giving the card a distinctive look. Folded 4 1/2" X 2 1/4".



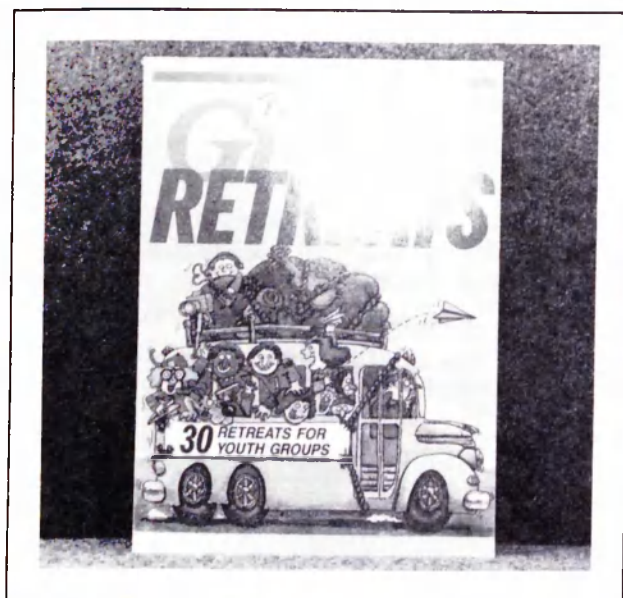


1720 Determining Needs in Your Youth Ministry-Your key to identifying specific needs and concerns of the young people in your church. This do-it-yourself research kit, complete with questionnaires, answer sheets, interpretation guide and program ideas, helps you develop a more effective youth ministry. (Y.O.U./U)

1721 Group's Best Jr. High Meetings-One answer to your junior high programming needs. You will receive over one year's supply of easy-to-use plans and guidelines on subjects such as self-image, friendship, family, faith, values, and decisions and much more. (U)



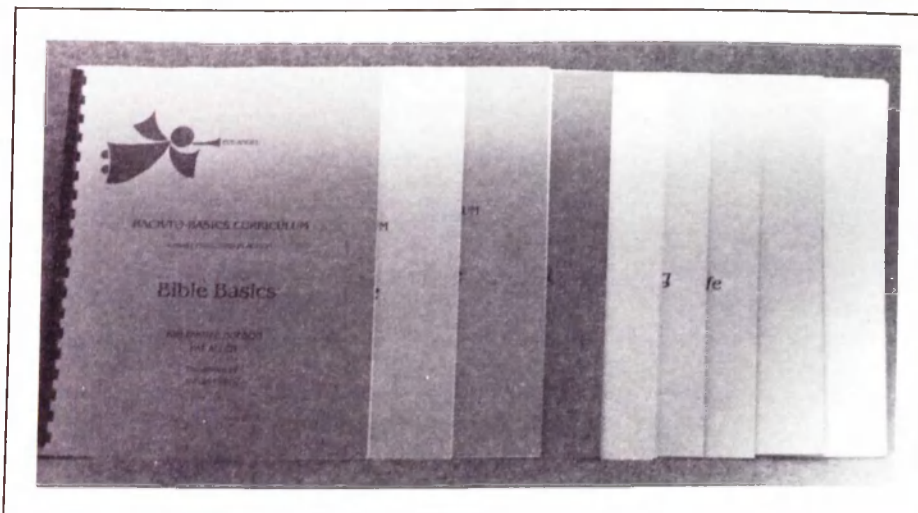
1722 More Group Retreats-Offers 30 proven retreats on such subjects as faith and commitment, self-image, worship, loving others, school. Each retreat includes goals and objectives, "to-do" lists, time schedules, creative ice breakers, faith building group activities, inspiring devotional times, and suggestions for positive action. (LT/Y.O.U.)





1724 Ideas Combo Edition, 1-4-Offers a wide variety of tested youth programming ideas on a variety of subjects including crowd breakers, games, creative communication, special events, skits, publicity and promotion. (LT/U/Y.O.U./Y.A.U.)

1725 Ideas Combo Edition, 5-8-Offers a wide variety of tested youth programming ideas on a variety of subjects including crowd breakers, games, camping, creative communication, publicity and promotion, multi-media, special events, and skits. (LT/U/Y.O.U./Y.A.U.)



2500 Back to Basics-A set of 9 booklets, one for each month of a standard school year. This program can be used in any size children's education setting, and is particularly useful when several age levels are combined. Includes ideas for object lessons, activities, and Bible story presentations. (Y.E.)



Bob Ellsworth
Director of Education

INTERIM MINISTRY - - Part III *An Expanding Vision for Unity*

Just as people experience loss, a congregation often goes through a similar process upon losing their minister. As many readers already know, the stages following loss can include: (1) Denial, (2) Anger, (3) Depression, (4) Bargaining, and (5) Acceptance. People in the congregation need to be supported in letting all of these feelings be expressed. When I left my own ministry in November 19 1987, people said to me, "We'll see each other again." I accepted that statement without realizing that I would not be seeing them again in my role as their minister. Although that relationship had ended, we were both into denial (stage 1).

An alert exiting minister can help people through some of the stages of loss. Certainly, an alert minister who heard, "We'll see each other again," could have said, "Perhaps, but not in my role as your minister." By not denying the loss, both parties could then open to other feelings, such as grief, anger, love, or whatever, and the process of healing could go forward. Unfortunately, not all ministers are alert to the process of loss, perhaps because of their own guilt, excitement, or even anger about leaving.

When a minister leaves there is often much healing work that needs to be done. In Unity, this healing work may not get done. Sometimes an alert board or temporary spiritual leader can assist the congregation in exploring and accepting their feelings associated with loss. But often, the feelings are not explored, and the next full-time minister walks into a challenging situation in which feelings have not resolved. What could have been a fresh

new start for both congregation and minister becomes disrupted by unresolved feelings.

In other denominations an interim specialist is able to assist the congregation in dealing with stages of loss and moving to the healing stage of acceptance. Even this may not be the only task a congregation may need to deal with before calling their permanent minister. Years of experience have shown that before a congregation is ready to begin again in a constructive way, some other tasks may need to be completed by the congregation. Additional tasks may include:

- 1) **Coming to Terms With History.** A congregation needs to celebrate their past "glads" and acknowledge their past "sads."
- 2) **Discovering A New Identity.** Before the next leader is chosen a congregation often needs to become aware of its past identity, and make an intentional decision about their future needs. Once this is done, then an appropriate new leader can be identified.
- 3) **Allowing Needed Leadership Change.** Sometimes people become tired of serving in particular ways. It becomes important to let these people take a break, and allow new leadership to come forth.
- 4) **Renewing Denominational Linkage.** A church which is in the process of changing leadership may also be a church that has lost its linkage with denominational ties. When a church no longer feels in harmony with its denomination, either administratively or theologically, it has lost an important source of support. The interim period offers an opportunity to explore re-establishing this linkage.

If your church loses its minister leader before interim specialists become available, what can a board do? I would recommend a small book called, Critical Moment of Ministry in a Change of Pastors by Loren Mead. The book can be ordered from The Alban Institute by calling 800-457-2674. This book can be extremely helpful to a Board in alerting the congregation through some of the tasks of the interim period, and even accomplishing some of the tasks if skillful people are available locally. Remember, the interim period can be a very productive period for a congregation and board. If handled well, it helps insure future success for the church, the congregation and board, and the new permanent minister.

(NOTE: Next month, "What is Expected of an Interim, A Congregation and Board.")

LIGHT ON THE PATH Trish Robinson



As Licensed Unity Teachers we are not immune to fear (or any of its sub-headings such as: anxiety, feelings of defensiveness, the "what if's," rejection, etc.). Often we feel fear due to changes or when we're asked to do something we have never done before. The following may be of benefit.

Another "help your students THINK" idea:

October: often the beginning of falling leaves, a nip in the air, and the month of the FUN HOLIDAY. The holiday when no takes off from work or school, "All Saints Day" (commonly called Halloween). What comes to mind with the word saint? Many times throughout our life we hear, "She/he's such a saint." (It's akin to angel - right?) So isn't it interesting, and maybe a little thought-provoking, that when All Saints Day is mentioned, what comes to mind is not saint or angel, but ghosts, hobgoblins (whatever they are), bats, black cats, and witches with pointed teeth and a "wicked" laugh.

Is it possible that with the word saint, we think of good, and stable, but colorless; while black cats, bats, and ghosts, etc., conjure up scary, fun, and excitement? Let's think about that for a minute--let it play around a bit in our mind. Could it be that "scary" IS fun? If scary is fun then why is FEAR so fearful? Maybe it's the way we view it.

Perhaps "fear" serves us as a tremendous benefit. That is: fear becomes increased energy to be directed by us into whatever we face, or are about to face.

It occurs to me, is not joy energy? And is it not possible that joy (exhilaration) and fear are flip sides of the SAME energy? Even probable? Perhaps when we feel fear, or any of its subheadings, it is a signal of a new and different opportunity to "come up a little higher."

A blinking red light means stop. Then proceed when clear (safe). A blinking yellow light means proceed with caution and be prepared for whatever. Perhaps fear is the blinking yellow light signaling us to be prepared as we enter unknown territory! Unknown is just that, unknown!

Not familiar!

Remember a first when you were a child? Your first chocolate fudge sundae? First ride on the merry-go-round? First trip to the circus? These were all UNKNOWN territory, yet weren't we FILLED WITH EXCITEMENT? No wonder Jesus said to "become as a little child."

Even in a "confrontation" situation could we not learn to recognize that fear energy is a signal for a "first" and therefore an opportunity to apply Truth principles, to LET that energy be directed, to stand firm in faith, KNOWING that "God is in charge." Therefore all is well and good regardless of appearances.

We CAN program ourself to remember:

FEAR (anxiety, defensive feelings, etc.) means BLINKING YELLOW LIGHT.

BLINKING YELLOW LIGHT means BE PREPARED FOR A "COME UP HIGHER EXPERIENCE."

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YOUTH MINISTRY NEWS



Marianne Hill
International Children's Education Consultant

THE RIGHT TO ASSEMBLE PEACEABLY

Are the assembly times in your children's education program productive, quality times which enhance the teaching and purpose of your program, or are they times when wiggly, giggly little ones become unruly, inattentive, and disruptive to the other children around them? The planning and importance that we give to the assembly makes the difference.

In planning assembly time, we need to look at our vision for the children's program. What are we trying to accomplish? What experiences do we want our children to have?

Assembly times can be wonderful, joy-filled minutes which build a sense of community among the children and teachers in your Children's Education Program. Assembly time provides opportunities for children of various ages to interact with each other, as well as with the adults who participate in the program, in a positive, loving environment.

Assembly times offer opportunities for the children to share experiences which would not be feasible to do in a one-class setting, where noise or space requirements could disrupt other classes. Shared experiences help to further develop a sense of community and bonding among the children and participating adults.

Recently, I had the opportunity to talk with several Youth Education directors and teachers about their assembly format. One of them shared that her program uses an "Order of Worship" around which the assembly is prepared. Music is played, either on the piano or on a cassette player, as the children enter. The children are welcomed to the program. Next, one or two hymns or joy songs which have been preselected are sung, following by the offering. After blessing the offering, announcements are made, guests welcomed, and any recent birthdays given recognition. The "actual" time of worship is introduced with a meditative song, followed by a centering exercise or

guided meditation. (Many good centering activities can be found in *The Centering Book* \$7.95, and *The Second Centering Book* \$8.95, available from the Association of Unity Churches.) An affirmation is shared by the group, and there is a closing prayer before the children are dismissed to go to their individual classes.

An "Order of Worship" can be adapted to suit the needs of any program, and has the added benefit of providing a consistent format which allows the children to know what to expect and creates a sense of participation--the children may begin to settle themselves down when time for the meditation nears, new children sense the "flow" of the program from the other children.

Monthly themes can be reinforced and enhanced when all of the children are gathered together--each age group may be studying a different aspect of the theme, and this time together can really be used to strengthen the concept that is currently being covered. Appropriate songs and musical presentations, dramatic presentations and skits, puppet plays, videos or slide shows, and object lessons can be utilized to enhance and add variety to the program. Ideas for many of the above listed types of activities can be found in resources available from the Association of Unity Churches, such as, *A Child of God*; by Peggy Jenkins, \$6.95, is filled with ideas for object lessons. *The Best of Agape*, \$9.95, is a compilation of ideas from the former newsletter, *Agape*.

Assembly times provide opportunities to invite members of the adult congregation to come and share their talents or special interests with the children.

If your Children's Program has developed a special assembly format, or a special activity, I would really like to hear about it.

Assembly time can be used to add interest, variety, continuity. It can provide a meaningful worship experience for the children. It can be the start of a great learning experience every Sunday!

"GOD IN ME" AWARD



On Sunday, July 31, 1988, Ann Marie Pertuit, age 11, received the Association's "God In Me" youth emblem at the morning devotional service. Ann Marie is a member of Girl Scout Troop No. 33 in Tulsa, Oklahoma, and in the 5th grade youth education class at the Unity Church of Christianity in Tulsa. Her ministers are Charles and Nancy Neal (pictured above with Ann Marie).



Ray Wiggins
International Youth Education Consultant

VOLUNTEERS THEIR CARE AND FEEDING

Imagine trying to build a house without plans. No one would know what to build, where to start or what the house is supposed to look like. None of the materials would arrive when they were needed. And the roofing crew might show up before the foundation was poured. The project would be a disaster.

A disaster is what the recruiting and training of volunteers is in churches where there is no plan or preparation. Yet, the church operates on the love, energy, and talent of volunteers. There is probably no other job more important than that of effectively managing volunteers.

I say "managing volunteers" because that is exactly our role. Ministers, youth directors, and others whose responsibility it is to match a person with a job are managers.

It has only been recently that managers of volunteer programs, including churches, have begun to think of themselves as belonging to a distinct profession. As managers, they deal with many of the same issues as their counterparts in business or government - worker motivation, selection of the right person for each job, supervision, performance evaluation - and much of the literature on these management functions can be directly applied to their situations. But managers of volunteer programs have other issues to face: designing jobs that will attract volunteers, recruiting volunteers in a society where the value of volunteerism for the individual and the community is not understood, helping professional staff work with volunteers, providing appropriate rewards for workers who don't get paychecks, saying no to the well-meaning but unqualified people who don't understand why organizations can't use everyone who wants to volunteer. The new vision of the minister, volunteer coordinator, or youth director as professional managers requires that these issues be faced in order to assure the church to effectively serve its people.

One of the primary concerns for most ministers or youth directors is how to recruit more teachers or workers. Though this is an important concern, it often reflects a lack of understanding of what must come before recruitment: good job design and knowledge of what it takes to be successful in the volunteer world today. Before you can recruit, you must know what you're recruiting for and what types of people you want to attract.

First of all, whose job is it to recruit volunteers in the church? In my opinion, the minister is to make sure that the ministries of the church are fully staffed and trained. The wise minister will recruit persons who will assist in that responsibility, but the ultimate responsibility lies with the minister.

In some churches the job of recruiting falls under certain positions; i.e., the youth director recruits and trains the youth workers. Some ministers recruit a "volunteer coordinator" who, working with the minister and the department heads, oversees all of the volunteer needs of the church. Whatever method one takes, it is crucial that the responsibility for recruiting is clear to all and the minister takes his/her role seriously. The minister should make sure that all volunteer positions are filled with highly trained, motivated volunteers.

Planning steps to take include identifying all positions in the church which utilize volunteers. Ask yourself what you want done in each of these positions. Then write it out in a specific, simple way. This becomes a job description. It should include such information as: job titles, time commitment, who supervises the position, specific duties, and qualifications. Job descriptions can also include statements of what the job offers to the potential volunteer and what the importance of the job is to the church.

Good job design is a preparation for staff involvement with volunteers for recruitment, and for effective use of volunteers in any setting. It's what you do before you do anything else, and it will make the subsequent parts of the recruiter's job immeasurably easier.

ELEMENTS OF VOLUNTEER JOB DESIGN

1. The job is **NEEDED** by the church.
2. The job fits into the overall goals and policies of the church.
3. The job has specific duties.
4. The job fits the time frame of potential volunteers.
5. The job is supervised by a specific staff member, someone who wants to work with a volunteer.
6. The job does not take over the professional duties of paid staff.

Continued...

7. The job has specific policies and procedures which are understood by both staff and volunteers.
8. The job provides volunteers with a sense of satisfaction and a feeling of belonging to the church.
9. The job provides learning opportunities for volunteers.

Some churches prepare a complete procedure manual which they give to each volunteer as a part of their recruitment procedure. The manual contains the job description, a schedule of training events for the position, dates and details of teacher's meetings, appreciation banquet, installation ceremony, history of the church, a listing of other volunteers and a packet of basic resource material to help them understand and do their job. This takes time to develop initially but saves time long term. It shows the prospect how seriously you take your volunteer program and is greatly appreciated by the volunteer for its clarity and resource value.

Training is crucial. Most volunteers quit because they are failing at their jobs. We should never allow them to be in that position. It's up to the church to provide full training for all of its volunteers. For each job decide and plan what training it will take to assure that volunteer's success.

Now, with the job defined and training planned, it's time to find your volunteers.

RULE ONE: Never recruit from the pulpit. Why? You'll have to take whoever comes forth, and that person may not be qualified. Besides, it leaves the impression that your volunteer program is in trouble and is not well organized.

Recruiting is always done in person, one on one, at a time and place where the prospect can be provided all the details and attention he needs to consider the job. Don't recruit during coffee (social) hour. But you may set a time when you can call in the privacy of the prospect's home or office. I prefer the home for it gives a chance for family members to know about the job and its time commitment. Family support is important.

Some churches have developed a "Talent Bank" as a way to identify prospective volunteers. This data, usually kept on a simple card and when used properly, is a great resource. Update the Talent Bank annually. Make sure it's in each new member's packet. And USE IT. You will want to know a person's professional experience, volunteer experience, skills, and talents, and where they possibly see themselves serving in the total ministries of the church including ones which they would like to create.

Car dealers want to get you in the car driving it. Once there, you begin to see yourself owning it. It makes his sale easier. This same idea can be used for recruiting. Invite parents and other adults to "observe" a class or a youth function. Do it weekly or monthly. Utilize volunteers for short-term events like a trip, or retreat, or an overnight. These people often learn that they really enjoy youth, and

have a good rapport with them. You, as recruiter, also have an opportunity to observe the adult's interaction with the youth to make a determination if s/he is one you wish to provide the opportunity to serve.

A well-planned volunteer recruitment program is a must. Space does not permit a full description of all the details. Feel free to call me if you need assistance or wish to share a recruitment idea with me. I learned early on in my professional church career that recruitment never ends and that it calls for the best effort of all concerned. Like a house being built, it takes a plan which includes knowing who recruits, who supervises, what the job is, how it is done, what training equips one for doing it and an ongoing effort to support and encourage the volunteer. Such a plan assures success for all persons involved in this glorious, alive, and wonderful organization we call "the church," the largest volunteer organization in the world!

INTERNATIONAL YOUTH OF UNITY OFFICERS SAY FAREWELL

Quincy Allen, International Y.O.U. President:

It seems hard for me to believe that it has been more than five years since I first entered Y.O.U. This would be an incredibly long article if I named all the things I have learned in Y.O.U., so I'll do my best to summarize it.

When I first entered Y.O.U. I couldn't imagine all that I would go through in these five years. The first lesson I was made aware of was the ability to dream. And when I took my first step toward a goal, I was supported by everyone. This support and love is deeply felt in my heart and is everlasting.

This year will be illuminated in my mind forever. From day one I've given my all because you are truly special to me. We are all special, and by letting our Christ Light shine we can all accomplish our dreams. I hope I have shown you this by living my dream of serving you. Some may say that being International Youth of Unity president is a lot of work, but I would definitely do it again without hesitation or complaint. I recall so many friends that have touched my life as I shed a tear of happiness for truly being blessed. Even if we only shared a smile or warm fuzzy, I truly am grateful. Wherever I went I felt welcomed and I thank you.

Now as I go forth opening new doors, I will always recall the lessons I've learned. I shall always remember that when one door closes, another always opens. Finally, because of you I can climb any mountain and for that I shall hold your everlasting love in my heart. We can all climb mountains because just as you are here for me. . . I am here for you.

God bless and I love you.

Continued. . .

Todd Ellis, International Y.O.U. First Vice-President:

"What is real?" asked the Velveteen Rabbit." He later discovered that at times it hurts to become real. He found that it takes a long time of awakening and "once you've become REAL you can't become unreal again."

I began my awakening three and a half years ago when I attended a biregional rally where I first dreamed of running for an international office. It seemed a far-off fantasy to get an office my senior year. Two and a half years later divine order played through my consciousness and I was elected First Vice-President.

I expected my senior year to be a challenge, a joy, and a learning experience. What I didn't expect was the immense amount of inner change that took place. I began my journey of becoming REAL--of becoming myself.

I discovered that becoming real made me look at parts of myself that I was afraid of and didn't like. It hurt to see that I had masks of fear, anger, and guilt. I found by accepting and loving myself, not suppressing any part of me, my fears dwindled. Even when I don't practice acceptance and love it's O.K. It is O.K. to slip. Once I accepted the need for self-love it became a painful and rewarding journey. Along with self-love I learned the beauty of trusting in me and my inner self.

During these changes, Y.O.U. and the office became a haven of security. I didn't want to let go of it. I even considered running again, although I knew inside it was time to move on. I got the office by letting go and trusting

and that is the best way to complete my term. I'm not leaving empty-handed. The summer-sweet memories Y.O.U. have given me will last forever.

Y.O.U. and you all have given me an abundance of peace, love, and joy and my gratitude goes beyond words. Thank you. The special you and Y.O.U. are still fresh in my memory and my spirit.

Y.O.U., I love you, I bless you and I truly appreciate you!

Emily Reynolds, Int'l Y.O.U. 2nd Vice-President

It's been a good year. I couldn't have asked for a better team to work with. It's amazing how Todd, Quincy, and I were able to sit down and each share ideas that fit like puzzle pieces into the big picture. This year's International Coordinator, Joyce Culey, was wonderful. She helped us realize what exactly it was we were trying to accomplish.

I've learned so much from all the people who've touched my life. I've learned more in my five years in Y.O.U. than I would have earned in a lifetime without it. Yes, I'm sad to see it end, but I'm also excited. I'm ready to take all that I've learned and share it with other people whose lives I may touch in some small way. I feel that because of Y.O.U. I am more confident and prepared to tackle any challenges that may come my way during my life. Thanks for everything you've given to me. I love you, I bless you, and I truly appreciate you.

Dans sa lumiere.

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PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®

November, 1988



THE PRESIDENT'S LETTER



Maya Brandenberger, Ph.D.
Unity de Montreal
Montreal, Quebec, Canada

At a recent regional conference I met up with two very dear friends whom I had not seen for some time. We touched each other with a sharing, a kind of immediacy that reminded me again that there really is no separation in Spirit. Unique, strong, and deeply loving women, they both journey now with a rich sense of solitariness but do not cease to remain open and passionate about their lives.

We have known each other through twenty years of our various commitments to Unity. We talked about the challenge inherent in living with a mate, trying to maintain a primary relationship and working to stay grounded in the growing strengths we feel without losing a sense of vulnerability. We asked, was the challenge a horizontal dilemma, a problem of balance or a vertical dilemma, one of ordinary life versus the demands of the spiritual life? We spoke about Martin Scorsese's film of Kazantzakis novel The Last Temptation of Christ, about the longing for the ordinary life in Jesus, a life where He might have grown old and loved in the bosom of a family and friends; we spoke of all He experienced being sacrificed to fulfill his soul's destiny.

As Regional Representative I had already come in contact with ministers with a great deal of complexity in their lives. For example, there are the many single ministers who struggle particularly hard over balancing being both ministers and human beings; so often they

either came to resent one or deny the other.

I would like to say a few things about the ministry as a profession. Profession of course is not the right term, actually quite misleading. I have come to believe and know that choosing the ministry as a vocation is choosing to become a transformational agent. From my work with psychotherapy I know that, in order to be therapeutic, I must remain open to the transformational process in myself. Transformational agents are like very good therapists; they are artists because they must be truly creative at being catalytic. They are there for another by creating a healing space that ignites, that confronts, that encourages something new to occur in that life. An artist who is empowered and creative enough to allow this to happen and yet wise enough to know that it is not she or he who is healing, who is being loved, maybe fought against or even revered. What do I mean? We ministers understand something about spiritual experiences, awakenings in ourselves and those we come in contact with. The nature of what these awakenings precipitate are centered in the consecration of life and have archtypal patterns and are of transformational nature. The minister becomes a lens that focuses energies from deep levels in the individual and the collective in a group or congregation. Thus, the importance of why he or she must learn how to SERVE to be that focus. AS ministers we come to demand this capacity from ourselves and others come to demand it of us. We come to strive to act at the highest level of energy possible. And it is exactly this mechanism that creates very unique problems for the human being.

I have had ministers tell me that they feel so very much loved and respected by so many on a Sunday morning and yet when they go home after a service they find a deep sense of letdown, of loneliness. They realize that the love they experienced was not so much for them, as for the function they serve, a perceived sacrifice of much that is human, personal.

We all left the ministerial school with a feeling and enthusiasm of now being able to "do it our way." This enthusiasm

carries us a long way. We are wonderfully fed by the joys and the many meaningful moments of being; amidst our new congregational families. We see our successes and find ourselves striving for that ordinary, solidly successful life. We want it all and come to almost forget that we are not in the ministry as one is in business. Yet we continue to teach that we are called to come up higher, to close the gap between Creator and creation, to experience the presence of God and oneness with Him. We continue to teach to let go of all that stands between our oneness with God and to let God be the creative factor in our life. Not surprisingly, sooner or later someone or something acts as a catalyst in our own life again, the structure falls away, life becomes a new adventure in Spirit.

So many ministers I believe struggle with the effect of being transformational agents in our functions as ministers. We all have at times thought to know just how to orchestrate our lives, how to control them, how to mix the right ingredients. Yet life has its own deeper wisdom; it has its own timing; its own relentless movement toward wholeness; a continual movement from structure to formlessness back to structure. It is to this constant flux, this protean quality of life that a transformational minister is particularly sensitive and vulnerable to.

Unity is a mystical, transformational, Christian teaching. It becomes alchemical, when taught, spoken and focused on; there is no hiding from, no way to keep the lid on that which we don't want to face. Repeatedly, these principles challenge all of us to the core and shake the foundations of all those things to which we have formed attachments.

How do we balance being a transformational agent and yet remain in the world grounded, safe, sound, and constructive? Let me conclude by saying that the creative tension in a minister's life is immense; the horizontal line stretches from the ordinary to the sublime constantly. To imagine that we are capable of orchestrating such a life is both arrogant and ignorant. Allowing harmony to enter our lives is a daily choice for all of us and practicing the discipline to hold a high vision of love is essential to daily deepening our understanding that it is not I but the Father within me who does the work.

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

SILENT UNITY'S NEW HOME

What a wonder-filled month November is when we actually take the time to "list" those blessings of life for which we are grateful but which we seldom acknowledge at a conscious level.

As Unity students and teachers we all can add another. As I am writing, the "Passing of the Light" Ceremony here at Unity Village, Missouri, has just occurred; a ceremony in which symbolically the light in the home of Silent Unity was taken to the new home of Silent Unity. Director of Silent Unity John Strickland placed the "Light that Shines for You," and me, and the world, at exactly 8:43 p.m., September 7, 1988. Several hundred people participated in the celebration conducted in the quadrangle surrounded by the old Silent Unity building, the Tower, Administration, and the new Silent Unity building. Many of those present were ministers and laity from across the United States and Canada.

Others who came to celebrate were Unity School and Association co-workers and former co-workers, and local ministers and laity, local elected officials and business people, architects and

*The light that
shines for you. . .*

New Home of Silent Unity



building contractors. Many were children, teens, and young families. It must be assumed some of these children are future Unity co-workers and colleagues. Imagine the feeling of pride with which those children will share with their children, grandchildren, and great-grandchildren over the next 15 to 100 years, that they were present at the "Passing of the Light."

The leaders of the celebration were John Strickland, Connie Fillmore, Charles R. Fillmore, Dorothy and Phil Pierson, James Dillet and Billie Freeman, Wayne Manning, Chris Jackson, and Silent Unity workers. Brenda Strickland and Richard Blew directed the Unity Centennial Choir.

Unity School plans numerous centennial activities at Unity Village, Missouri, throughout 1989 and a time of celebration for Silent Unity's new home will be included in the Retreats and other events.

At the "Passing of the Light" last evening, John Strickland announced that the "dedication of the new Silent Unity home will be held on June 11, 1989, during our annual Unity Minister's Conference."

The light of prayer has been passed to millions of people throughout the last 99 years; quite likely you are among those millions. I am. Silent Unity has prayed with and for me many times as a child (when my mother wrote and I was too young to know what Silent Unity was). I was healed then. I've had Silent Unity's prayer help as an adult for many of life's biggest challenges and I have been

healed, prospered, and blessed abundantly. I've asked Silent Unity to rejoice with me in times of real victory. They rejoiced with me at the birth of my children and my grandchildren. I am proud to say I began my Unity ministry when I began working in Silent Unity July 22, 1957.

The new building housing Silent Unity will make prayer help available to many more millions of people more quickly and with written responses to prayer requests more efficiently for the second hundred years, and beyond.

Father-Mother God, I am grateful.

Volume 21, Issue 9

November 1988

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: Unity Christ Church
Golden Valley, Minnesota
Minister: Jim Fisher

Deadline: 5th of every month, two months prior to issue date.

CHURCH DEVELOPMENT & MANAGEMENT ISSUES



Barbara O'Hearne
Church Development and
Management Consultant

THE BOARD AT WORK *Checking Our Vital Signs*

An important and useful activity prior to a minister/board church development management workshop is an assessment of the current board at work, or as one management consultant has suggested in a survey instrument, "how are our vital signs?"

When a minister requests my services as a management consultant, this is the beginning of a process of change that is intended to assist the ministry in the articulation and actualization of their mission. As a consultant I have worked with ministries at various stages on the growth continuum. This includes ministries with well organized and functioning boards, a clear vision of their desired future state, growing in membership, is fiscally sound, and has an outstanding Sunday School. This ministry will continue to change and grow usually in a positive upward direction.

Those ministries facing challenges in areas of membership growth, the Sunday School, the organization and functioning of committees and loss of income also request consultation services. They must change in order to survive. Ministries in

transition from a small family church of 50 active members to a medium sized church of 50-150 active members realize the impact of this type of growth has on the minister/board partnership, the staff and the need to strengthen the organizational structure. Change is inevitable because no ministry or organization ever remains static, and it is far better to be in a proactive position or charge of the change.

For those ministries who "want to do what we do--only do it better," to ministries wanting board training and the development and implementation of strategic plans to ministries in need of "turning the ministry around," management consulting provides the opportunity. Regardless of the stated reason for the management consultation and training, the sessions are exciting, usually creative and results are oriented with clear goals and objectives to be implemented over the next 1-36 or 60 months.

Once the church development and management training workshop has been scheduled, a packet of information is sent to the minister. This includes the workshop materials to be distributed at the workshop and two self-assessment questionnaires to be completed prior to the workshop. Each participant is asked to bring the completed questionnaire to the workshop session for discussion. This article will look at the two questionnaires. The content of the workshop materials will be the subject of a later CONTACT article. The questionnaire for individual use by the participants are: the Board Effectiveness Questionnaire and An Analysis of My Behavior in Groups.

BOARD EFFECTIVENESS QUESTIONNAIRE

This short assessment has seven key questions to be answered in a narrative form. The questions cover mission statement and goals, bylaws, standing committees, board meetings, congregation input, board members responsibilities and skill development.

Board members need to be "good students" of the organization, how it operates and manages its responsibilities. These questions are designed to allow the

board member to examine his or her base of information; formulate questions to be asked during the workshop session; or to affirm the skills, knowledge and contributions they are making to the ministry as a board member. They are in fact, doing a great job!

The questions in the Board Effectiveness Questionnaire are listed below. Take time to look them over and see how many you can answer.

1. Do you feel you understand and accept the mission statement and stated goals of the ministry? What are they, in your words?
2. Are you satisfied with our bylaws? If not, why not?
3. Do we have enough standing committees? Are the committees well organized and functioning?
4. Do you receive enough material before hand to discuss agenda items thoughtfully?
5. Do you personally have adequate input into the decisions made by the board? In your opinion, do board members know several methods of planning and problem solving?
6. Are you comfortable with the ways in which we survey the membership/congregation for their priorities and goals for the ministry?
7. In what ways could we more effectively function as a board?

These questions do examine many important components of board and organizational operations. Question number 7, "In what ways could we more effectively function as a board?" often sets the tone for the second question-

Continued...

naire. In previous workshops typical responses to this question include: "there is a need to become a team," "to become more of a working group," or "to better understand the individual strengths and skills of the board members." An Analysis of My Behavior in Groups provides the opportunity for a self-assessment by individual board members.

ANALYSIS OF MY BEHAVIOR IN GROUPS

When completing this form, the workshop participant is directed to do a self-rating of their typical behaviors in the board meetings or committee meetings of the ministry or organization sponsoring the training. And, to indicate how they usually behave in working groups on the job. Outcomes include the identification of the greatest strengths an individual brings to the board or committee and to identify the area(s) of behavior change the person would like to make to improve his/her effectiveness as a group member.

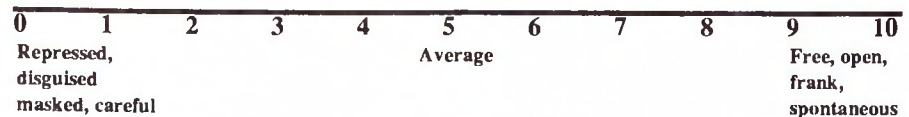
On occasion workshop participants have shared insights with the board or committee members involved in the exercise. One participant realized he/she had strong leadership skills that were of value on the church board but were not in a job where these were being utilized.

Some of the questions are included here (at right).

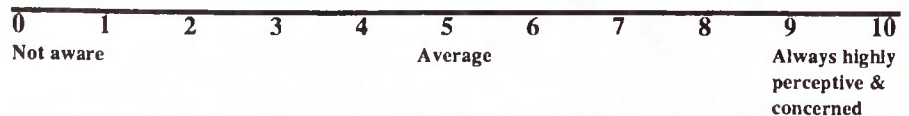
Taking the time to respond to both questionnaires is the responsibility of the workshop participant. The activity is designed to check out the amount of information the board member knows about the ministry or organization; to stimulate some creative thinking prior to the workshop session; and to take a look at how the individual functions in a group setting. Many former workshop participants have liked the process and felt it was very helpful in their ministry.

ANALYSIS OF MY BEHAVIOR IN GROUPS

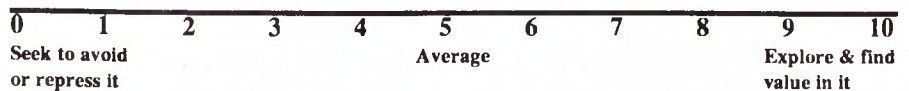
1. Openness, frankness in expressing my own real feelings.



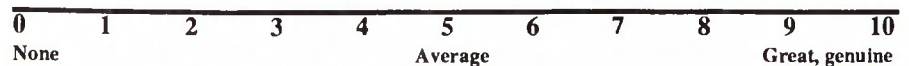
2. Awareness of feeling of other members in the group, even when these are not being overtly expressed.



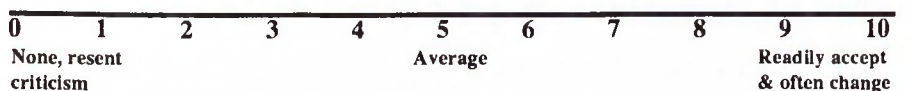
3. My reaction to potential conflict in the group.



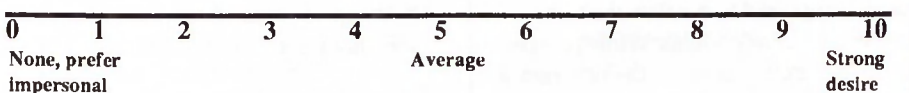
4. Extend of my trust in other members of the group.



5. Ability to accept disagreement with my ideas and criticism of my behavior.



6. Give encouragement, support, and appreciation to other group members.



From: School of Administration, Center for Management Development - University of Missouri - Kansas City

CHURCH GROWTH & DEVELOPMENT ISSUES



Dick Connor
Church Growth and
Development Director

THE UNITY COMMITMENT FOR SPIRITUAL GROWTH PROGRAM

During the June Conference, I had the opportunity to describe the new Unity Commitment program to several hundred participants. In this article I will present a summary of my remarks so you can determine if the program is something you would like to provide at your church.

PROGRAM DESCRIPTION

The program consists of a growth-oriented theme developed by the minister. For example, one minister created the theme, "I am creating a new world." Another used, "I am living the abundant life."

A seven-week series of topics, one of which includes tithing, and another as a banquet, support the theme. For example the topics may include physical vitality, visualizations, acceptance, etc.

The purpose of the program is to deepen the spiritual commitment of the participants, and to quicken the transformation of the individuals. While prosperity is included as a topic, the program is not about fund raising per se.

ORGANIZATION

The program is managed by a Pro-

gram Manager who directs the activities of at least six committees which are staffed entirely by volunteers. The committees include:

1. *Annual Visual Presentation.* This committee is responsible for producing a 7-10 minute presentation which is designed to show people being caught in the act and process of transformation.
2. *Annual Goal-setting.* This team is responsible for planning and conducting a number of surveys for the purpose of recommending to the Board major goals for the coming year.
3. *End-of-program Banquet.* This team is responsible for planning and holding a celebration banquet for all who participated in the program. The banquet is usually held two Sundays prior to Thanksgiving and consists of a delicious meal, entertainment, a visual presentation, speeches, discussion of the proposed program and budget for next year, and the opportunity for making an individual financial commitment.
4. *Communications Committee.* This team is responsible for preparing and distributing a variety of products used in the program; several program theme posters, two brochures, weekly topic-related covenant cards, newsletters, letters from the minister, in-home study guides, banquet invitations, and a variety of church decorations--streamers, balloons, etc.
5. *Consciousness-transforming Committee.* This team is responsible for creating in-home groups that discuss in more depth the weekly topic. A prayer vigil is also held prior to the banquet.
6. *The Covenant Committee.* This committee prepares and distributes seven different Commitment Cards which are read and signed during the Sunday worship services. Each card contains information relating to the topic.

OTHER ESSENTIAL ELEMENTS

The program requires a major time commitment from the minister and program manager, especially during the

seven weeks period. The individuals serving on the committees must be prepared to invest a substantial amount of time during the planning and get-ready phase preceding the weekly series.

To ensure success the program also requires visible commitment and support of the board for minister's and staff time and budget. The board needs to "champion" the effort, but is not expected to play a major role in the actual management of the activities.

BUDGET REQUIRED

The printing and postage budgets can be substantial for the larger churches. The banquet costs can be contained with careful planning. In general, the moderate-size church can plan on investing between \$5000 - \$7500 for the program.

IS YOUR CHURCH READY FOR THE PROGRAM?

To determine if you are ready to undertake the commitment program, please review the following criteria:

A. Personal

1. You have a personal commitment to building a growth-oriented ministry. You are willing to do what it takes to change attitudes, and take a stand, even in the face of what appears to be nonagreement at first.
2. You are willing to initiate and be responsive to changes in your manner/style of running your church. You are willing to shift from the "shepherd" style to more of the "rancher" style.
3. You have invested sufficient time in working with and communicating openly about your mission, vision, goals, and desire for excellence in all aspects of the ministry with your board, staff, and key volunteers.
4. You are motivated to motivate others. You are dedicated to empowering others to help you

Continued on page 8

CHURCH GROWTH BY RADIO



Carolyn Craft
Radio/Media Coordinator

RADIO, THE DIFFERENCE IS YOUR IMAGINATION *"Where Do I Begin?"*

We are often asked when considering a media campaign, "Where do I begin?" Beginning a campaign can appear to be overwhelming at first. The challenge most often is in just where to begin. The following questions will provide a start-up point for gathering information for your campaign. A representative from any given media can offer many resources to you. I urge you and/or your radio committee chairperson to make friends with them so to be "top of mind." Mutually beneficial programs developed by the station or your church always need publicity.

When meeting with the media repre-

sentative, be prepared to respond to the following questions so that he or she can most readily design a program suited to your needs:

1. Every ministry has a position which fills a need in the market. What is your ministry about? What is the public perception of your ministry? Is it what you want?
2. Who are you appealing to (adults, families, singles, youth, elderly, etc.)?
3. Are you building a "second congregation" radio outreach and/or tithing ministry?

Congratulations Reverend Joyce Kramer, Unity minister in Virginia Beach, Virginia, on your International Radio Broadcast! First airing is set for October 2nd in at least three different countries (Ghana, Nigeria, and the Cameroons). The potential population of this outreach is estimated at over 140 million souls! Blessings to you, Joyce.

4. What are your expectations from your media campaign? How will you measure your results?
5. Do you have building goals, program goals, special retreats or classes? What do you want to promote?
6. Would you be interested in a cooperative program with the station such as a tie-

Congratulations to the following ministries who are utilizing Radio in their outreach:

Unity Center of the Triangle
Raleigh, North Carolina
(starts October 1st!)

Community Unity Church
Kansas City, Kansas
(started September 11th!)

in with "Kids Fest," Christmas Tree Lighting, or other special events sponsored by the radio station?

7. What seasons or months are most important to your church/center?
8. What are your long-term and short-term goals?
9. If you could describe in one word or phrase the image that you feel best suits your ministry, what would it be?
10. What days are most important as far as phone inquiries (from potential congregants, workshop enthusiasts, etc.)?
11. What challenges (location, building capacity, parking space, teacher availability, etc.) does your ministry face? Which are you focusing on?
12. What is the most unique quality about your ministry?
13. What should the media representative hold in mind as you grow your business relationship?

Among the many questions you will need answered, consider the following:

1. What is the station's geographical coverage area?
2. Who does the station primarily appeal to (age, sex, etc.)?
3. What psychographic information does the station provide on their audi-

Direct Mail Marketing (continued from October CONTACT article)

II. Psychological motivators of respondents (donors).

- A. To touch something permanent
- B. To fulfill ego needs
- C. To discharge obligation
- D. To invest in a cause of personal importance (your mission)
- E. To be remembered after death

III. Donor Profile (next issue)

Continued on page 13



Susan Eng
Expansion Coordinator

PROSPECTING FOR CONGREGANTS

(Thar's Gold in Them Thar' Skills)

On Saturday morning a woman called to announce that a new community church was starting near my home in Lee's Summit. The purpose of the call was to invite the unchurched to attend Sunday services.

The woman was prospecting for clients--"farming." Webster's definition of farming is "to grow or cultivate in quantity." In real estate, the term means working with specific people or a geographic area to build one's reputation as a real estate agent. The techniques have also been used successfully in fund raising and in starting churches.

A real estate farmer cultivates an area exclusively and regularly. The average farm has between 150 - 250 homes. It's usually too difficult to handle more than that. For the same reason, church growth will plateau at 150 - 250 congregants. It would be difficult for one minister to effectively pastor more than 250.

Farming is effective. Canvassing is not. Canvassing means going indiscriminately to various areas with a one-time message, such as sending 5,000 an-

nouncements about your special event, with no intention of getting in touch with the addressees again.

When I was beginning in a real estate career, I had not yet established clientele or a referral network. To my chagrin, I noted that all the top salespeople for CENTURY 21 Real Estate farmed. I didn't like going door-to-door and I always sighed a "thank God" prayer of relief when people weren't home to answer their phones. I needed other ways to farm.

It occurred to me that I could farm the downtown complex of 200 tightly-secured condominiums near the real estate office. I sent monthly newsletters. These included a "what's happening" section which kept the owners up-to-date on the real estate activity within the complex.

Farming worked. My name usually came to mind first whenever any of the folks in my farm planned to sell or knew of anyone who wanted to purchase. If I did nothing else but concentrate on following up on the buyers and sellers, I didn't lack for clients. Not only did clients return to me for additional business, they became part of my referral network. Prospecting includes inspiring potential clients to look for you. Farming resulted in my winning CENTURY 21 of Northern California top sales awards. After winning seven times consecutively, a partner and I opened our own real estate office where we made farming the highest priority.

Study the demographics of your area and decide your target farm. A female voice on the phone gets better results than a male voice. Schedule phone workers to call on Sundays between 11:00 a.m. and 1:00 p.m. to find the unchurched at home. Distribute Unity literature using Unity farming supplies available through the Association office. There are rich rewards for knowing where and how to prospect for congregants. Thar's gold in them thar skills!

CHURCH GROWTH

(Cont'd from page 5)

achieve the mission and vision for your church.

B. Your Church

1. Your board is a strong, visible support team.
2. You have, or have the potential for developing an active group of committed volunteers.
3. You have completed a Management Study with either Barbara O'Hearne or Louise Innancaro within the last three years and have no serious critical issues yet to resolve.
4. You have sufficient funds on hand to see the program through to completion--to cover printing, postage, the banquet, and my travel and living expenses for at least three visits.

CONCLUSION

This program has been designed to make a difference in the lives of the participants. It is anchored by Unity principles. I have prepared a series of how-to manuals for use by the minister, program manager, and the coordinators of the committees. If you meet the conditions listed above, please contact me and I will schedule your church. Do it soon--January and February are already completely booked.

HIGHLIGHTS OF 1988 PEOPLES' CONVENTION

The 1988 Unity Peoples' Convention, held in Orlando, Florida, this past summer still remains in the hearts and minds of those who attended. The good news is that the convention was blessed with a surplus of over \$8,000. Of this surplus, more than \$5,000 came from the convention Bookstore and Gift Shop. These monies will be reinvested to help make upcoming conventions bigger and better.

Following are photographs which highlights some of the activities of the convention:



Pictured above are five of seven Unity ministers who received the (diamond) Fifty Anniversary Pin. Pictured left to right are: Carolyn Reithinger, Orlando, Florida; Jim and Billie Freeman, Unity Village; L.E. and Ethel Meyer of Winter Park, Florida. Recipients not shown are Dorothy Pierson, Sacramento, California, and Eric Butterworth of New York, New York. These seven Unity ministers had a cumulative total of over 350 years in Unity.



Above is a typical scene of the general session where the Association family of ministers and laity gathered each day to share. One of the joys of the convention is renewing old friendships and making new ones, and sharing Truths with like-minded people.



The youth celebrated the week with their own banquet on Thursday evening which was held simultaneous with the adult banquet. This banquet was the culmination of an active week which included Disney World, Sea World, and an active program of swimming, games, and crafts at the convention hotel.



Glenn Mosley, Executive Director of the Association, presents Jim Rosemergy with the President's gavelled plaque at the Thursday evening banquet. This was in recognition of his outstanding year of leadership.



Association President Jim Rosemergy turning over the gavel to the new President-elect for the Association of Unity Churches, Maya Brandenberger.

MAKE PLANS NOW TO ATTEND THE 1990 UNITY PEOPLE'S CONVENTION WHICH WILL BE HELD AT THE FAIRMOUNT HOTEL IN DALLAS, TEXAS - JUNE 17-19, 1990.

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- * *Vision* addresses a quantifiable market--Unity churches and Unity students.
- * *Vision* is destined to become the communications link for the entire Unity movement.
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- * *Vision* allows prospective advertisers to access a worldwide network of people.
- * *Vision* is a versatile cross-promotion tool for a ministry to use with a church newsletter, a newcomer's packet, a retreat, a radio spot. . . .
- * *Vision* is a vital voice of Unity's global movement.
- * *Vision* is the Association of Unity Churches' publication--a standard of excellence in media communications.

Questions? Comments? Please call
Debby Henry, Vision Liaison
Association of Unity Churches
816-524-7414.

.....
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UNITY INTERNATIONAL IN THE SPOTLIGHT

(Ed. Note: This column will feature an article about or by someone from the International Ministries and will be followed in English where necessary.)

NUESTRA HISTORIA

por Carmen Figueroa

Un viernes 17 de Abril de 1963, se efectuó la primera reunión de Unity en Dominicana, bajo la dirección de la Sra. Elvira Gil Cáceres. Ella había regresado recientemente de Nueva York, donde había recibido instrucciones de las enseñanzas UNITY. Se reunieron en la residencia del Sr. Juan Padilla, junto a su esposa e hijos y los Señores Leovigildo y Antonia Reynoso.

La Sra. Gil Cáceres fué ordenada Ministro Unity el 30 de junio de 1969 en la Logia Cuna de America por el Rvdo. Robert Sikking, Director Ejecutivo de los Centros Unity en el mundo; en presencia de los Rvdos. Luis y María Molinary, Carlos M. Castillo y Marie Cruz.

Unity en Dominicana está afiliada a Unity School of Christianity y a la Asociación de Iglesias Unity. En su trayectoria ha sido dirigida por los Rvdos. Elvira Gil Cáceres (Ministro Emérita), Luis y María Molinary, Samuel Acosta y Luis Pérez. Su dirección en estos momentos reposa en manos de la Rvda. Carmen V. Figueroa (Fe) y de una Junta de Directores compuesta por seis miembros.

La Rvda. Figueroa cursó estudios Unity en el Instituto de Cristianismo Práctico en Santurce, Puerto Rico, donde obtuvo el título de Maestra Licenciada. Bajo su dirección nació un grupo de Estudio y Oración en la ciudad de La Romana, donde trabajó hasta ser designada Coordinadora del Centro

Matriz en la Ciudad Capital. En el año 1981 fue nombrada Ministro Directora de Unity en Dominicana, Inc., con este motivo visitaron precedentes de Unity Village Missouri, los Rvdos. Foster McClellan y Alan Rowbotham, Director de Ultramar y Director de Servicios Ministeriales, respectivamente, acompañados por la Rvda. Lourdes Collado de Venezuela. Fué ordenada oficialmente en Unity Village Missouri, el 13 de junio de 1982.

Unity en Dominicana es el hogar local de La Palabra Diaria, la cual sirve como guía para miles de dominicanos que encuentran a través de su lectura y meditación el mensaje de Amor y Comprensión que nos trajo el Maestro Jesucristo. Unity es ecuménico y más que una doctrina es una *Actitud* (forma de vida). No es sencillamente una organización o un lugar de Oración. Es un estudio dinámico que cuenta con siete (7) Maestros Licenciados que trabajan bajo la dirección de un Ministro Ordenado.

Al cumplir 25 años contamos con nuestro local propio construido en el año 1983, con nuestros recursos y el financiamiento del Banco Hipotecario Miramar. Nuestro Centro tiene capacidad para 450 personas y una hembresía actual de 400. Ofrecemos las siguientes facilidades y actividades: Una distribución mensual de 10,000 Palabras Diarias. Literatura Unity, Un grupo de Protesionales, los 70 del Silencio, difusión de nuestras enseñanzas a través de programas de radio y televisión, escuela Dominical con una matrícula de 75 niños desde la edad de 4 a 12 años, un grupo de Estudio y Oración bajo el liberazgo de Maestros Licenciados y la disponibilidad de

Consejaría por solicitud.

Los estudiantes de Unity en Dominicana laboran con entusiasmo en la seguridad de que Dios es la única Fuente que realmente fortalece nuestras creencias en la oración, aceptando las enseñanzas del Dulce Rabbi de Galilea, Jesus de Nazareth cuando dijo: "Por tanto os digo que todo lo que pidieréis en oración, creed que lo recibireis y os vendrá" (Mr. 11:24).

El día 17 de abril del año en curso, iniciamos la celebración de nuestras "Bodas de Plata" que culminaran en la misma fecha del año 1989. La actividad mas sobresaliente ha sido el Seminario Convivencia con el tema "Estableciendo el Cielo en la Tierra", contando con la participación de los Ministros Unity, Rvdo. Glenn Mosley, Director Ejecutivo de la Asociación, Luis y Norma Montero y Nicolina Benítez de Puerto Rico. Así como tambien la asistencia de Maestros Licenciados Unity y estudiantes de Puerto Rico, Nueva York y Mexico.

Este evento fué una verdadera manifestación de amor y avivamiento espiritual, nueva vez reafirmamos las palabras del Sr. Charles Fillmore cuando dijo: No hay mayor amor que el compartido entre los Cristianos.

Durante estos años de Servicio han sido innumerables las bendiciones recibidas; una de las ultimas que no queremos dejar de mencionar ya que significa una herramienta importante en la proyección del trabajo que realizamos, es la apertura de la escuela para maestros de habla hispana en Puerto Rico, bajo la dirección del Rvdo. Luis Montero y su extensión a Unity en Do-

Continued...

minicana. Esto nos permitirá continuar y preparar nuevos maestros que llevarán el mensaje de Luz, Amor y Vida Eterna a los diferentes pueblos de nuestro país.

En este 25 Aniversario estamos seguros en las palabras de Jesús cuando dijo "Es el placer del Padre daros el Reino"; es un reino de ideas divinas, puras e incambiables al alcance de nuestras manos.

En este Seminario reafirmamos nuestra posición de ocuparnos y no preocuparnos dirigiendo nuestros pasos de avance "*Estableciendo el Cielo en la Tierra*".

OUR HISTORY by Carmen Figueroa

On Friday, April 17, 1963, the first meeting of Unity was held under the leadership of Ms. Elvira Gil Cáceres. She recently had returned from New York, where she received instructions about Unity teachings. The meeting was held in the residence of Mr. and Mrs. Juan Padilla, with the presence of their children, and Mr. Leovigildo and Antonia Reynoso.

On June 30, 1969, Ms. Gil Cáceres was ordained as Unity minister at the Loggia "Cuna de América" by the Reverend Robert Sikking, Executive Director of Unity Centers in the World, in the presence of Revs. Luis and María Molinary, María Cruz and Carlos M. Castillo.

Unity in Dominicana is affiliated with Unity School of Christianity and the Association of Unity Churches. In its

trajectory it has been directed by Revs. Elvira Gil Cáceres, Luis and María Molinary, Samuel Acosta and Luis Pérez. Its actual direction relies on the hands of Rev. Carmen V. Figueroa (Fe) and a Board of Directors of six members.

Rev. Figueroa studied at the Institute of Practical Christianity in Santurce, Puerto Rico, where she received the title of Licensed Teacher. Under her direction a group of study and prayer was born in La Romana City, where she worked until she was designated main coordinator in the Capital City. In 1981 she was appointed as Director Minister of Unity in Dominicana, Inc.

This is the reason why Revs. Foster McClellan, Overseas Director, Alan Rowbotham, Director of Ministerial Services from Unity Village and Lourdes Collado from Venezuela visited the Dominican Republic. She was officially ordained at Unity Village on June 13, 1982.

Unity in Dominicana is the local home of the Daily Word, which serves as guide for thousands of Dominicans who find through its reading and meditation a message of love and understanding brought to us by Jesus. Unity is ecumenic, and more than a doctrine is a way of living. Is not simply an organization nor a place to pray; it is a dynamic study. Unity in Dominicana, has seven Licensed Teachers that work under the direction of an Ordained Minister.

At the fulfillment of our twenty-five (25) years we count, with our own establishment built in 1983, with our own funds and the financing of Banco Hipotecario Miramar. The Temple seats 450 people with an actual membership of approximate 400. We offer the following facilities: a monthly distribution of 10,000 Daily Word, Unity literature, the Silent-70, spreading the word through radio and television programs, Sunday School with 75 children from ages 4 to 12, a Study and Prayer Group under the leadership of Licensed Teachers and permanent counseling available as requested.

The students of Unity in Dominicana work with enthusiasm in the assurance that God is the only Fountain that really strengthens our beliefs in prayer by accepting the teachings of the Sweet Rabbi of Galilee, Jesus of Nazareth, when he said: "I give you my word, if you are ready to believe that you will receive whatever you ask for in prayer, it shall be done for you." (Mk. 11:24).

On April 17th of this year, we started celebrating our Silver Anniversary which will culminate the same date in 1989. Our most outstanding activity has been the Conference - Seminar with the theme "Establishing Heaven On Earth" counting with the participation of Unity Ministers Revs. Glenn Mosley, Executive Director of the Unity Association, Luis and Norma Montero, and Nicolina Benítez from Puerto Rico. Also the attendance of Unity Licensed Teachers and students from Puerto Rico, New York, and Mexico.

This event was a real manifestation of love and spiritual uplifting. Again we reaffirm Mr. Charles Fillmore's words when he said: "There is no greater love than the one shared among Christians."

During these years of service, innumerable blessings have been received. One of the latest that we wish to mention, because it means an important tool within the projection of the work we carry on, is the opening of the Unity School for Spanish-speaking teachers in Puerto Rico, under the direction of Rev. Luis Montero and its extension to Unity in Dominicana. This will allow us to prepare new teachers to continue carrying out the message of light, love, and eternal life to the different towns of our country.

On this 25 Anniversary we are confident of the words of Jesus when he said: "Is the pleasure of the Father give us a Kingdom." It is a kingdom of divine, pure, perfect and unexchangeable ideas at the reach of our hands.

During this seminar we reaffirmed our position of occupying, and not preoccupying, and directing our steps toward "Establishing Heaven on Earth."

PARTNERS IN MINISTRY

a network of spouses of ministers

by Karin Mosley

A LETTER TO GOD

Dear God,

Little did I know when I married him, I'd have so many in-laws--there are over three hundred who show up on Sunday mornings! And can they drink coffee! Oh, I forgot to tell you I'm a Partner in Ministry. Oh? You're not sure what that is? I'm married to a minister--you know, one of those YOU called. YOU know, he's always about YOUR business? In fact, he's always about YOUR business so much I get left with business that should be about his business!

Anyway God, the reason I'm writing to you is the number of hours in a day. Do YOU think maybe YOU could slip a few extra ones in now and again. Maybe YOU could kind of freeze some time then let the clock run on later? Like they do in a football game. YOU know, when the football scoreboard says there is only 10 minutes left in the game it really goes on for 45! If you could do that for us here on earth it just could provide us with some quality time, God. Well, take for instance last week. I had worked very hard on the patio all summer, the flowers were beautiful, the new flagstones were all neatly on the ground with fresh sand providing a good base, the picnic table had a new top and even the new gas lights were working properly. With delighted giggles I set about preparing a wonderful dinner. YOUR annointed one arrived home on time (whatever that is) and was surprised to find dinner in such a lovely setting! Well, what do YOU suppose happened? The phone rang! Now, see what I mean about the "freeze plan"? Won't work, huh? Well then how about a few extra teensy weensy hours slipped in? What's that God? It would burn out lawns and pop the corn in Iowa? Well, thought I'd give it a try.

What's that? YOU say YOU've already given us quality time. Ah yes, YOU are right - as usual. Thank YOU, God!

SPARKPLUGS

**Talk Topics & Sermon Starters from
Unity publications**

This month: Wee Wisdom magazine.

For everything there is a season and a time for every matter under heaven: a time to be born, and a time to die; a time to plant, and a time to pluck up what is planted; . . . a time to weep, and a time to laugh; a time to mourn, and a time to dance.

--Ecclesiastes 3:1-4

It's time to look more closely into Wee Wisdom magazine for ideas! Does the above Scripture sound pretty heavy for a children's magazine? No so, for Wee Wisdom presents stories, poetry, even activities that deal with "real life" circumstances and events--all presented in a simple, tasteful, and effective way. The above Scripture is used as a closing thought in an excellent story in the November issue of Wee Wisdom. It brings home the fact that children and adults can face real life in harmony.

You can look in the November 1988 issue of Wee Wisdom for stories and poems that convey the following thoughts:

- Different does not mean bad
- It is OK to cry when you miss someone
- An adopted family is a real family
- We all have something to contribute
- How to care for God's "other" creatures
- Viewpoint on the homeless
- Expressing our thaksgiving through dance.

All of these points are good starters for talks, and because they are from Wee Wisdom, they will get everyone's attention. Remember to check with Wee Wisdom magazine when you are looking for ideas, points for emphasis, poems, and stories to use.

Wee Wisdom magazine for children can be obtained as a yearly subscription (10 issues) or on a single issue basis from the Sales Department of Unity School of Christianity.

CHURCH GROWTH BY RADIO *(Cont'd from page 6)*

ence (lifestyle, income, schooling, etc.)?

4. What are their ratings? (How many people hear the station at any given time of day?)

5. What are the station's peak hours, days, months?

6. Is the station considered a "personality" station (popular disc jockeys)?

7. Would the station use church volunteers in exchange for free mentions of your church for special fund raising events sponsored by the station?

8. Are there any Direct Mail or TV promotions pending over the next year that the station needs cosponsors for (TV, Billboard, etc.)?

9. Will the station "bonus" every paid commercial with a free commercial?

10. Can they provide a copywriter to

write your commercials free? Can they work with you on an image campaign for your church/center?

11. What other religious, non-profit organizations advertise with the station?

12. Who is their main competition? Why?

13. What schedule would they recommend, over what period of time that will assist you in meeting the goals of your church?

(More specifics available from the Radio Media Department.)

There are countless resources available from radio stations. Your one-on-one contact in building a long-term relationship with an account representative from any media will insure the visibility necessary to meet your needs. Radio can provide a solid foundation for your ministry. Let us know where we can be of assistance! Stay tuned!

Send us your successful fund raising and/or Direct Mail marketing ideas!

1988 CONVENTION REPORT

A wonderful and successful convention was held at the Peabody Hotel in Orlando, Florida. Based on all of the feedback and evaluations we received, everyone seemed to enjoy the convention programs and activities. Following we are listing some of the highlights of the Conference Body Meetings:

NEW MEMBER MINISTRIES

The following centers were acknowledged and blessed for becoming new full-time member ministries through this year:

Unity Church of Christianity
Abilene, Texas
Tia Couvillion, Minister

Unity of Lubbock
Lubbock, Texas
Millie Willoughby, Minister

Unity on the Space Coast
Titusville, Florida
Katherine Geddes, Minister

Unity in Manatee
Bradenton, Florida
Gerald Chores, Minister

Unity Church of Vacaville
Vacaville, California
Victor Jenkins, Minister

Unity Church of Charleston
Charleston, South Carolina
Mary Ann Finch, Minister

Tree of Life Unity Growth Center
Ttacom, Washington
John Wingfield, Minister

Unity Temple in San Francisco
San Francisco, California
Charles and Marilyn Roth, Ministers

Unity of the Keys
Key West, Florida
Evelyn Casper, Minister

NEW BOARD MEMBERS

New board members elected include Gerry Bartholow and Lafayette Seymour elected by the conference body, and Scott Sherman and Polly Dozier were elected by the Board of Trustees, with David McClure elected by the Board to fill a one-year term. Howard Caesar and Scott Sherman were elected to the Executive Committee. Stan Hampson was elected as the new Vice-President

LIGHT OF GOD EXPRESSING AWARD

The Light of God Expressing Award was presented to John Denver as a member from the community at large and Eric Butterworth as a significant contributor to Unity from within Unity

UNITY MOVEMENT ADVISORY COUNCIL

Jim Rosemergy and Connie Fillmore presented a report to the conference body on the Unity Movement Advisory Council. UMAC meets four times a year for two days. Connie Fillmore and Glenn now meet twice a month. Connie pointed out that many of the differences between the two organizations can be solved by communication and the developing of UMAC has helped a great deal.

MINISTERIAL EDUCATION PROGRAM

Bob Barth presented a report to the conference body on the Ministerial Education Program. Forty-three (43) individuals were graduated from the Ministerial Education Program this year and all 43 individuals were licensed by the Association of Unity Churches. Thirty-eight (38) students have been accepted for the first-year program.

HIGHLIGHTS

Glenn Mosley reported that two of the highlights of the past year were the formation of the Church Growth and Development Director position which has been filled by Dick Connor and the Development of the Radio/Media Department filled first by Mike Moran and then by Carolyn Craft. Glenn also noted that the full Association Annual Report appears in the middle of the June/July (Convention) edition of CONTACT. Jim Rosemergy expressed appreciation for his year as president and indicated the notes and phone calls he received throughout the year meant a great deal to him.

COMMITTEE REPORTS

Joyce Kramer and her ministry in Virginia Beach, Virginia, received the second Templeton Radio Grant for the year 1988. Two churches were granted Expansion Funds which were recommended by the Expansion Committee.

All of the committee reports were ratified by the conference body. If you are interested in seeing any of the committee reports, please feel free to call or write the Association for copies.

THE 1989 ASSOCIATION OF UNITY CHURCHES CONFERENCE will be held at Unity Village, June 11 - 16, 1989. Since this is the 100th Anniversary for Unity, we encourage you to plan now to attend next year's conference.

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, 1988

INCOME-OPERATIONS	<u>July</u>	<u>Year to Date</u>
Love Offerings	\$65,167.15	\$341,221.96
Other Income	<u>1,769.70</u>	<u>23,459.85</u>
	\$66,936.85	\$364,681.81
Less: Tithe Transfer	<u>6,747.04</u>	<u>31,296.36</u>
	60,189.81	333,385.45
Gross Profit Material	<u>3,065.41</u>	<u>19,604.26</u>
Total Income	<u>\$63,255.22</u>	<u>\$352,989.71</u>
EXPENSES-OPERATIONS		
Total Expenses	<u>\$77,958.82</u>	<u>\$323,962.43</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$(14,703.60)</u>	<u>\$ 29,027.28</u>

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

Month of July: \$5,944.09

Year to Date: \$26,874.21

(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 1988

The love of Christ reveals divine
ideas for abundant living. I am
prospered.

Unity School Prayer Group



Bob Ellsworth
Director of Education

INTERIM MINISTRY - - Part IV *An Expanding Vision for Unity*

In previous CONTACT articles, we have reviewed such questions as: "When is an Interim Specialist necessary?" "Why have an Interim Specialist?" and "What tasks can an Interim Specialist help the congregation with?" Part IV is the last in this series of articles on Interim Ministry.

By the time you read this article the Executive Committee of the Association will have reviewed the proposal for the training of Interim Specialists. Final approval is expected by January of 1989 and the training of the first Interim Specialists could begin in early spring of 1989.

What kind of person would want to become an Interim Specialist? When I first began my training in the non-denominational interim program, I thought only retired ministers would be interested. Imagine my surprise when I found that at least half of those receiving training from other denominations were far from retirement age. "Why would a younger minister want to move every 6 to 12 months?" I asked myself. The answer seems to be that some people like the challenge of helping a church get itself "on track" again, but do NOT like to stay with a church over the long haul. They find innovation, problem solving, and variety stimulating, but do not enjoy the long range maintenance and expansion functions. The Interim Specialist also needs to be able to adapt quickly and to LET GO completely when the work is finished. The Interim Specialist and board need to agree, beforehand, that the Interim will NOT become a candidate for permanent minister in that church.

Interim Ministry has clearly become a PROFESSIONAL speciality. Interim ministers from many denominations meet yearly at an annual conference. They continue to upgrade their skills through a publication

called Interim Network, as well as attend seminars and workshops at the annual interim conference.

The articles in this series have touched on what a church can expect from an Interim Specialist. But the congregation and board also need to be aware of certain expectations they need to meet. For example:

- 1** The board needs to appoint an Interim Advisory Committee to give direction during the interim period, and to support the Interim Specialist. Ideally, at least one member from the board would be on that committee.
- 2** The congregation and board will be expected to work together to complete agreed-on developmental tasks and to establish goals for the ministry.
- 3** The board will ordinarily interview the Interim Specialist recommended to them. Before being hired, the board and specialist will negotiate a contract covering salary, hours per week, limited moving expenses, benefits (health and retirement contributions), vacation, attendance at regional and national conferences, etc.
- 4** The search process for a permanent minister will begin only AFTER it has been agreed that the interim tasks are nearing satisfactory completion. This distinguishes the services of the Interim Specialist from a "fill in" minister who begins to serve about the same time the search process begins.
- 5** The board and congregation agree to participate in an evaluation of the interim's services.

The Interim Specialist Program will offer an EXPANDING VISION for Unity. I have already begun to receive mail from ministers in the field who are excited about the program and aware of its potential. One minister wrote, "your work with interim ministry fills me with a real sense that the Association is moving ahead in the right direction." Another wrote, "I read it (your first article) with great interest because as I read it, I realized that in some ways, I had served as an interim minister in this, my own church. ... (in ways) I couldn't quite articulate, but could feel."

LIGHT ON THE PATH Trish Robinson



One of my favorite subjects is "our identity in God and God in us." Therefore, it is with delight that the following article is being shared with you. Love and blessings, Trish.

THE TRUTH THAT SETS YOU FREE

I feel so deeply about the teaching of the subject, our true identity. I was led to write this article:

As a metaphysician, spiritual teacher, and counselor, I am becoming more and more aware of the tremendous responsibility that the ministers and teachers of Christianity have been given. We must keep our message clear and undiluted.

Jesus, our Master Teacher, gave and is still giving this message to us. The "Spirit of Truth" which is in you will be your teacher. As men and women become aware of their spiritual identity as children of God and are taught that they are created in the image and likeness of their Father, the freedom to become that which they are created to be is set into motion. Our responsibility is to teach that this freedom and likeness can be found by seeking "first the kingdom of God" and not looking here or there, for the kingdom of God is within you!

Our self-help and support groups are good and they do draw people who are hurting, but the message of the inner kingdom is not found there. I have been a member of just such a group for twelve years and I know their value. Becoming aware there is a problem is always the first step to recovery from addictions of any kind. But we must not and cannot leave people in the discovery stage of recovery. Our purpose is not to reform lives but to transform lives. This transformation can only come as man accepts that the power that is greater than himself is within him. The potential to become that living, loving expression of God that each of us is intended to be, can only become real in us, to us, and through us as we learn about that "Spirit of Truth" that yearns to reveal itself to us. Our power,

strength, love, peace, and serenity are the expressions of our true self. As we read and study the life and teachings of our Way-Shower, Jesus, we see His love and compassion, forgiveness, healing power and strength. The potential to express all of these qualities is ours also, as Paul told us, "Have the same mind in you that was in Christ Jesus." The way is not through our outer entity but coming to know our true identity.

We are more than human beings, we are also spiritual beings! Just as the prodigal son came to his self (recognized his true identity), and returned to the Father, so must we return to the Father. It is in the recognition of our humanness and its frailty that man seeks the Higher self. We all know deep within us there is a more perfect "me." How can a man not love himself and his fellow man when he comes to know this truth about himself--how he has within him the nature of his Father God. How can a man know unless he is taught? How can he be taught? How can he be taught without a teacher?

Annette Abbey
Licensed Unity Teacher
Great Lakes Region

PROGRESS FOR FIRST CHURCH UNITY Nashville, Tennessee



"I'm a Barn Fan," was the theme of the dedication and celebration at First Church Unity, Nashville, Tennessee, June 26, 1988. An estimated 250 members and friends gathered together to share in this excitement.

The remodeling of the barn is to be used in several ways: twelve step programs, Wednesday night meditations, gathering for Unity Singles, Y.O.U., Workshops and Seminars. When completed, it will contain a small kitchen, bathroom and the capacity to seat 80-100 people.

Jimmie Scott, minister, believes that the barn "gives us a building that is tucked away from the other building, providing privacy. It is a focal point for our cohesiveness, it brings us together."

Kaye Winslette, the director of the renovation, describes the addition in this way, "Our barn is a place available twenty-four hours a day, seven days a week, three hundred sixty-five days a year. Behind our barn is our meditation garden, 'A Quiet Place.' Our barn and garden are wonderful expressions of God's love. They have a wellspring of love, peace, and joy."



Marianne Hill
International Children's Education Consultant

SEASONAL JOY

Holidays have a special place in our church calendars. Themes for Sunday talks, special services, decorations, and special bulletin covers, are all vestiges of the season within our churches. Likewise, holidays provide our children's education programs with opportunities galore for giving our children's program a high profile within the church. Our children's programs are part of the church, why not make the church part of our children's program?

Beginning with Thanksgiving, followed by Advent, Christmas, and the New Year, we have several weeks in a row that can be a celebration which can provide variety and depth to the lessons that we prepare for the children in our programs as well as opportunities to involve adult members of the congregation.

Wonderful intergenerational activities can be planned by the minister and the children's education director together, that will involve the whole church; activities in which various age groups can interact and share with each other. The traditional progressive Thanksgiving dinner can be a progressive punch and cookies where adults and children alike go from classroom to classroom to eat and enjoy the holiday decorations and artwork or classwork of the children.

Following on the heels of Thanksgiving come Advent and Christmas. What about a whole-church Christmas decorating party? Sunday afternoon, or a evening that is compatible with the class schedule of the church, everyone come and help decorate the church for the holidays. Preplanning is necessary for this type of activity. The theme for the holiday, color scheme, and location of Christmas trees or other large holiday displays need to be determined in advance. For the decorating party have seasonal music, lots of munchies, and decorating activities that give each person a feeling that their presence and efforts contributed to a beautifully decorated building.

Areas to be decorated by the children need to have plenty of adult supervision, and should be age appropriate activities--ones that the children can do successfully and feel proud of.

Other ideas for keeping adult congregants aware of the children's education program include: having some of the older children help serve coffee/tea and cookies at a social hour after church on Sunday, a seasonal sing-along for the whole church during the early portion of the Sunday service, intergenerational caroling to convalescent hospitals or to shut-in members of the church, or an open house and holiday pageant in the Sunday School to which all are invited. Holiday plays which might be part of the Sunday worship service, or part of a special Christmas service can be intergenerational too, utilizing the talents of both children and adult members of the congregation.

Holidays are a time of seasonal joy. The church is an extended family of warm, loving, creative beings of all ages, whose privilege it is to celebrate these special days together.

BACK-TO-BASICS CURRICULUM

Available through the Association of Unity Churches

Details regarding curriculum:

- ✧ Written by Kim Farmer Hudson and Patricia Allen, Eve Angel, Inc.
 - ✧ A nine month series written for children grades K-5
 - ✧ Ideal for small churches where it is necessary to combine a wide age range of children into one setting
 - ✧ Each lesson's format consists of:
 - ✓ an object lesson
 - ✓ Bible presentation
 - ✓ activities (divided into 2 tracks: Track A for younger children and Track B for older children)
 - ✧ All instructions, patterns, and visuals are included in the monthly curriculum book
 - ✧ Curriculum is sold in sets of nine (9) books which will cover the following themes:
 - ✓ Bible Basics (children will learn basic skills in using the Bible which will be reinforced throughout the remaining months)
 - ✓ The Nature of God
 - ✓ The Nature of Man
 - ✓ The Christmas Story
 - ✓ The Law of Cause and Effect
 - ✓ Prayer
 - ✓ The Easter Story
 - ✓ God's Abundance/Prosperity
 - ✓ Healing and Wholeness
 - ✧ One set for each teacher is recommended but not essential
- Cost: \$45.00 for a set of nine (individual months cannot be sold separately)



Ray Wiggins
International Youth Education Consultant

HOW TO RECRUIT TEACHERS - - Part I

The very first obstacle to overcome in recruiting teachers is the feeling of hopelessness with which we tend to approach the job. Every recruiter in every church is sure that this will be the year when we really will not be able to find even the bare minimum number of teachers. This sense of hopelessness can become a cloud that makes our requests to teach sound like invitations to doom.

So our first task as recruiters is to remind ourselves what it is we are doing. Recruiters are asking people to share their faith with other Christians. Teaching is a calling ranked high among the spiritual callings by Saint Paul. To be asked to teach is an honor, as well as a challenge. These teachers are going to be given carefully prepared and selected materials to work with and will have the support of the entire church. All of this is being done because the church places a very high value on Christian growth. So, set aside the cloud of doom, and approach the task of recruiting teachers for the church's education ministry with the prayerful energy it deserves.

Once you have gotten your task into the proper perspective, plan your recruiting job by answering the following question:

Whom Will We Ask to Teach?

To answer this question, make yourself a big chart. Down the left side of the page, list all the officers you must recruit and all the classes for which you must provide teachers. Be sure to include every office and every class, even those you are sure are already filled.

In a second column, list what each class will be studying during the coming year. Instead of listing the curriculum, list specific topics. These topics might influence your selection of teachers, and will surely influence the decisions of those you ask to teach.

Some classes do not have a curriculum. In such cases, make any notes about the content of those classes that

might affect leader selection. The worship hour nursery, for example, may simply be child care. Note it as such. Now you are ready for the crucial step. In the third column, make notes about the kind of leadership you want for each situation.

In describing the teachers needed for each class, be as open to new possibilities as you can. Do not let what you have done in the past describe the future unless you want it to. There are many, many ways of providing teachers. Here are a few:

One Teacher and a Substitute: One person takes responsibility for teaching a class for one year. A dependable substitute is available to replace the teacher during sickness or vacation times.

Two-or-Three-Person Teaching Team: Several people agree to teach a class together for a year. They plan together and are all on duty every Sunday, sharing in the teaching of their class. Some teams of three plan their work so that each team member has one Sunday a month off. Many people who would hesitate to teach alone will agree to be part of a team. Therefore, it is sometimes easier to recruit a team of two than to recruit one solo teacher.

Short-Term Teachers: Many people today cannot or will not commit themselves to long-term teaching jobs. The farmer has seasons during which there is time for nothing but farming. The college student is only home during the summer. The family of campers may be gone every summer weekend. Such people may be glad to accept short-term assignments that fit their schedules. To some, like college students, such a request may let them know they are still an important part of their church. Classes often enjoy studying with different teachers because it offers variety. Therefore, you may want to recruit a different teacher for each unit or quarter a class will study in a year.

Topic Teachers: Everyone has some favorite topics or an area of special interest and even expertise. One way to provide a class with teachers is to recruit a teacher or team of teachers for each topic to be studied in a given year. Match people with their interests. People who would say "no" to a general request might consider a short-term opportunity in their specialty.

Rotating Teachers: Some people prefer to teach alone but do not want to be tied down to "every Sunday." A pair of such teachers may happily share responsibility for one class. They may alternate months or units. Or, they may just agree which weeks each one will take. I suggest this approach hesitantly because its success depends on the attitude with which it is used. If both teachers are truly committed to the job and their students, it works fine. But if this is a desperation solution in which teaching is being done in the least demanding way possible, students (of any age) will recognize it for what it is. They will feel uncared

Continued...

for. Consequently, their enthusiasm for the class and their teachers will drop significantly. So consider this approach honestly.

Consider each class and its agenda for the coming year to provide teachers uniquely appropriate to it.

At this point, you need to list any qualifications for teachers that will affect your work.

Only now are you ready to do the job we often start

with--listing names of possible teachers. Actually, you may have already started your list as you described what you were looking for and thought of people who would be perfect for the job. That is fine, because the trick to recruiting teachers is matching the right person with the right job.

(Note: Next month, How To Recruit Teachers - - Part II on "When Do We Ask Them To Teach?" "What Will We Ask Them To Do?" and "How Will We Ask Them?")

DISTINGUISHED YOUTH SERVICE AWARDS ANNOUNCED



Glenn Mosley, Executive Director of the Association, gave The Distinguished Youth Service Award to eleven persons during the International Youth of Unity Conference Banquet on August 18, 1988.

Receiving the awards were:

- Joyce Culey, outgoing Int'l Y.O.U. Consultant
- Karlin Mosley, Education Assistant
- Bonnie Barron, S.E. Region Y.O.U. Consultant
- Dave Birge, S.W. Region Y.O.U. Consultant
- Carol Gardner, Midwestern Region & South Central Region Y.O.U. Consultant
- Jackie Green, Western Region Y.O.U. Consultant
- Barry Roberts, G.L. Region Y.O.U. Consultant
- Susi Roberts, G.L. Region Y.O.U. Consultant
- Gallen Twentyman, E. Region Y.O.U. Consultant
- Marcie Howk (in absentia), W.C. Region Y.O.U. Consultant
- Rick Rogers (in absentia), former S.C. Region Y.O.U. Consultant

There have been only eleven recipients of the Distinguished Youth Service Award since its inception. Two of those, James Dillet Freeman and Dick Everts, were present at the Banquet and were recognized.

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 to the spiritual development of the young people of Unity.

The eleven candidates total more than 133 years of service, averaging 12 years or more in Unity Youth Education and/or Youth of Unity as teachers, directors, sponsors, regional and/or international consultants, staff, musicians in youth programs.

ANNOUNCING!



The James Dillet and Billie Freeman International Youth of Unity Creative Writing Scholarship Awards

\$1,000 College Scholarship - FIRST PRIZE

\$ 600 College Scholarship - SECOND PRIZE

\$ 200 Y.O.U. Conference Trip - THIRD PRIZE

PURPOSE: To encourage youths of Unity to express their faith through the written word.

ELIGIBILITY: Open to youths ages 14 through 18 who are members of a Youth of Unity Chartered Chapter.

PROCEDURE: Submit prior to March 1, 1989, poetry, short story, article, or meditation (not to exceed 1,500 words), double-spaced typewritten to:

**International Youth of Unity
FREEMAN Writing Award
Youth of Unity
P.O. Box 610
Lee's Summit, MO 64063**

Enclose a self-addressed, stamped envelope for our use in notification. Material submitted will not be returned. Judges will be participating Unity editors and the Freemans. Awards announced by Mr. and Mrs. Freeman at the annual Y.O.U. Conference. Funds disbursed directly to colleges and Y.O.U. Conference upon proof of registration.

THIS IS WHAT IT'S ALL ABOUT!



DELEGATES TO THE 1988 INTERNATIONAL Y.O.U. CONFERENCE

Some 400 plus delegates explored the theme "Opening The Doors To Unlimited Potential" during the week of August 14-20 at Unity Village. Inspired by presenters Alan Cohen, Mike Matoin, Musician Karl Anthony and lots of loving adult and youth friends, the delegates opened themselves up to the reality that they are free and unlimited!

OUR OBJECTIVE 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.

INTERNATIONAL YOUTH OF UNITY OFFICERS - - 1988 - 89



(left to right) Greg Witbeck, First Vice-President; Mikki Michael, President; Stacy Macris, Second Vice-President.

From the International Y.O.U. President:

Happy Autumn, everyone!

I am an unlimited child of God, and my name is Lynn LeAnn Michael (a.k.a. "Mikki"). I am the 1988-89 President of the International Youth of Unity, and I am enthusiastic about working with the other members of the International Team: "Dad" Ray Wiggins, Greg Witbeck, and Stacy Macris. I am currently majoring in psychology at Iowa State University, loving every day of my courses, the beautiful campus, and the many friendly people.

This year is already off to an exciting start. September 30 to October 2 is the Midwest Leadership Rally at Camp Mokan in Missouri. The following Wednesday through Sunday the International Team will have its first get-together to plan a wonderful year of consciousness raising.

I am looking forward to a grand year of growth in all aspects of life.

In the love and Harmony of Christ,

Mikki Michael
Lyon 416 Harwood
Ames, IA 50013

From the International Y.O.U. First Vice-President:

Hello!

I'm having trouble sitting still while I write this letter, because I'm still so happy about being able to serve Y.O.U. as First Vice-President. Serving as an International Officer will fulfill a goal I have held for three years. It enables me to return to the Y.O.U. some of the energy, love, and faith that it has placed in me.

Y.O.U. has completely changed my life, turning me into a much more outgoing, cheerful, and positive person than I was when I first entered it as an 8th grader in 1984. I would like to thank everyone involved in Y.O.U. for the work that you are doing: it is paying off big-time! Through Y.O.U. more and more people are gaining an affirmative outlook on life that will last throughout our experience on this earth. This is an important step in educating ourselves toward attaining the peace that we all long for.

I am anticipating an incredible year with Mikki, Stacey, and Ray. From the one meeting that we have had so far, I feel we have an incredible amount of energy to put into next year's conference. One of the plans we have come up with so far is the expansion of the International Prayer Panel into a Newsletter. I am really looking forward to that.

In love and light,
Greg "Bach" Witbeck

From the International Y.O.U. Second Vice-President:

What an exciting feeling it is to know that I help represent thousands of teenagers in the Unity movement who practice Truth principles and let their Christ lights shine to the world everyday. The Youth of Unity helps change the shyest of people, like myself, to- -well, to become an international officer.

As second vice, my responsibility is to create sister chapters. Sister chapters are two chapters from opposite sides of the country who become pen pals to exchange ideas, gifts, letters, pictures, and anything else they want to share. This year, I would like to expand the idea to include prayer between the two chapters. It would be the same idea as that in the Mastermind program. Once a month the chapter presidents call each other with their members' prayer requests. On Sundays the fellow sister chapter will visualize and affirm for their friends across the country. And, as Jesus told us, when two or more are gathered in His name, He is there to shine His light upon us all.

For me, this office I now hold is a dream turned into reality. Let us all not forget that miracles are possible. Richard Bach wrote, "that whatever we hold in our thought, comes true in our lives." What miracle do you want in your life? Hold it in thought, visualize it, believe it, let it go to the Higher Power, and there will be your miracle come true in your life.

My love and blessings,
Stacy Macris

A TRIBUTE TO LOUISE RAMEY



CEP student Marilyn Tullys is enchanted with 96-year-old Unity minister Louise Ramey of Tampa, Florida.

Imagine the delight of Session B CEP students at Unity Village when they found enthusiastic, fun-loving 96-year-old Louise Ramey among them!

Louise made the July trip with grandson Steve, a real estate analyst from Tampa, Florida, to further familiarize

Steve with Unity philosophy. She attended classes, some with Steve, some on her own, and walked the grounds at a brisk pace.

Students enjoyed visiting with Louise at the Unity Inn or on a stroll. They found her gentle manner, wholesome outlook, and quick wit absolutely captivating. Student Marilyn Tullys from Canton, Ohio, took Louise to her Development of Unity class where, as guest speaker, Louise responded to questions about her involvement in the beginnings of the Unity movement.

Louise, who will be 97 in February, is nearly as old as Unity itself, and she was a student (obviously an outstanding student!) of Charles and Myrtle Fillmore. She was ordained by the Fillmores in 1935.

Even before her 1928 "Tent City" trip, Louise was traveling by bus or train to study under Charles and Myrtle. Such commitment and love helped make a lasting contribution to bringing Unity teachings to Florida and the southern United States. Louise, through the years, specialized in Truth teachings for young children.

ASSOCIATION OF UNITY CHURCHES®

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PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®

December, 1988/January, 1989



THE PRESIDENT'S LETTER



Maya Brandenberger, Ph.D.
Unity de Montreal
Montreal, Quebec, Canada

Christmas is upon us again and this allows me to reflect a little on its meaning for us all. As Aldous Huxley wrote some fifty years ago, "Today, Christmas is an important economic event." We do not need to ask what he meant. The rampant consumerism we see around us from October to December is something we have lived with. Huxley, in 1936, was comparing Christmas of his time to that of a Dickensian period some hundred years previously. Mr. Pickwick and his family, in all their benign innocence, celebrated a "typical feast day of the old style; a time of jollification and excitement." This, by contrast with his own day, "did very little to stimulate consumption" (leaving aside extra being spent on food and drink, very little being spent on Christmas gifts, if at all, since most such presents would have been tokens and most likely handmade by the giver with all the feelings of personal giving inherent in such a gesture). The Dickensian Christmas of the early Victorian era was "mainly a gratuitous festivity" which had its roots firmly planted in the rituals of tradition handed down through the generations from pre-Christian times.

Take, for instance, this word "jollification." Its etymology derives from a Norse rootword "Jol," which becomes our anglicised "Yule"--and from which we can see that the Christmas tree of

tradition, like boughs of holly and mistletoe, are direct links with ritual decorations for that period of year in pre-Christian, pre-Roman, druidic religions. In mid-winter, around the solstice, farming communities gave thanks for their survival, their thanks for the saved harvest which gave them food through the cold months and for a chance to express their rebellion against the dormant aspects of their winter lives; they could reassert their will to live by celebrating life when all around them was "dead," or asleep or morose. The green tree inside the house represents the green life of spring and the growing season. The mistletoe symbolizes a winter "flower" surrounded by greenery that represents rebirth. Kissing beneath it alluded to fertility - a defiance of winter dormancy.

The burning yulelog, the candles afixed to the boughs of the Christmas tree are again all symbols of new life, an expression of our will not to be subjugated by the despair that follows close on the heels of winter inactivity. The "jollification" was very useful and a necessary part of the continuum of life. Light was made to shine in through the lives of the captives of winter. All these traditional decorations and activities were meant to dispel animosities, fears, hates; they were carefully calculated reasons for the family, the community, to brush aside these ill-feelings, to activate themselves and to find rebirth - love for each other - in the dead zone of the year.

In Christian times, the solstice celebrations of life become a time to remember Christ, His birth, the light He shed on the world, the hope He offered to the future. Christmas became a moment to emulate that intent, to look inside ourselves for the spiritual light, to reclaim its succour and give public and family expression to it - our jollification.

Let us consider for a moment this aspect of joyfulness at Christmas, this message of joy which is expressed in as many different ways as there are people and cultural temperaments on Earth.

In his book, Festivals in the New Age, Spangler explains this phenomenon very well. "Jesus fulfilled the law of his time, and in so doing, he set in motion a new law. He went through a long and arduous

process most likely to bring the Christ to birth within himself, but, he went a step further and brought to birth the vision of a sacred life and of an identity which for the first time was able to bridge the gap between the initiate race, of which he was one, and the race of men, of which he was also one."

This ability to do as Christ did is a Unity principle in which we believe very deeply. The result is that, as Spangler says, "we are now at a point where we can appreciate the reality of Christmas." Increasingly, we grow to know Christmas as a celebration of progress. Jesus' birth is joyful for us because we know now that it is our birth we celebrate as well as His.

Above I said that the "jollification," which cannot take place in isolation is, in whatever form it takes, a demonstration of love in relationships. It is an attempt to express our love and our need for love in return. The question immediately comes to mind, "What about our isolation and our need for renewed relationships at Christmas?" We know only too well that it is especially at Christmas time that feelings of loneliness and emphatic isolation from those we love, and whom we want to love us, are felt in excruciating clarity. We understand the human condi-

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Volume 21, Issue 10

December 1988/January 1989

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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: Asociacion Unity de Cristianismo
 Practico
 Santurce, Puerto Rico
 Ministers: Luis & Norma Montero

Deadline: 5th of every month, two months prior to issue date.

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

May each of you who "co-labor"-ate in Unity ministry as either professional or laity, experience the Christ reborn again and again in December, in January, and in "forever." My letter in this issue of CONTACT addresses four items: 1) a brief book review*; 2) a report on Spanish Unity Training School Summer Session, 1988, in the Dominican Republic; 3) a report on my attendance at the I.N.T.A. Congress last July; and 4) a Church Executive Institute sponsored by the Alban Institute which I attended last summer.

ITEM 1

In Generation To Generation, Rabbi Edwin Friedman describes triangulation as a concept of intervention: one person (or organization) being drawn in to help settle the problems of two other people (or organizations). One of the strongest possible results is that "A" (who is supposed to settle arguments) will be blamed by both "B" and "C" for their continuing disagreements.

The only possible win/win solution is for "A" (leader, minister, interpersonal communications expert, liaison representative, marriage counselor, mediator, etc.) to have one-on-one relationships with everybody in the system, but not to take responsibility for the relationship of any two others. "A" cannot change "B" or "C." If "A" attempts to, "A" very quickly receives the stress for the failing relation-

ship.

Staying out of emotional triangles maximizes effectiveness in leadership in a system, and also maximizes health in oneself. We who are professional clergy and active laity, social workers, and other "helping" professionals are more likely than the rest of the population to get caught in triangulation. It has been said that "all the basket carriers and all the basket cases will eventually find each other." A leader needs not just to avoid being a basket carrier by overfunctioning, but to become a nonanxious presence in the life of others.

It is not possible to make others behave responsibly by trying to make others behave responsibly. The very attempt to do so preempts their responsibility. Overfunctioning in an effort to make others responsible is an anxious response as in both "anticipatory" and "fearful."

If one has used an overfunctioning leadership style, in order to allow others to begin assuming responsibilities they have agreed to and/or which are rightfully theirs, it is necessary to pull back and let things fall a little bit. If we cease being basket carriers, others cease being basket cases.

ITEM 2

Last July I visited the Dominican Republic where Luis and Norma Montero, of Santurce, Puerto Rico, and Carmen Figueroa of the Dominican Republic, were completing a two-week intensive of the Spanish Unity Training School in the capital city, Santo Domingo. Ten students successfully completed the two-week intensive. I spoke to the licensed teachers-in-training near the conclusion of the two weeks and at the 25th Anniversary Sunday Service (both the Independence of the Nation and the founding of Unity en Dominicana). We then conducted a five-day retreat in celebration of the anniversaries as well.

ITEM 3

I attended 2 1/2 days of the I.N.T.A. Congress in July and was able to build several important bridges between our Association and members of various New Thought ministries. Two such people with whom we built administrative-information-exchange bridges were Peggy

Bassett and Kennedy Schultz, Presidents of the two Religious Science Movements.

ITEM 4

I recently attended a five-day Church Executive Institute sponsored by the Alban Institute. There were 25 students; Bishops, District Superintendents, Conference Ministers, Executive Presbyters, State Executives, Secretaries General and me. The good news is that developmentally, our organization is at least as far along as any Protestant denomination represented. The better news is that in some important ways we are even further along in our development than most of them. The simple explanation is that we have never practiced what some of them are struggling to become free from. One denomination for example considers that anytime a "pastor" stays in a church more than two years, the coverage is "gravy." Even when I didn't want it to be so, I shook my head in amusement at how alike we are.



Top, left to right: Glenn Mosley, Xiomara Malagon; Bottom, left to right: Luis and Norma Montero, and Carmen Figueroa (Item 2).



Students attending the two-week intensive of the Spanish Unity Training School held in Santo Domingo (Item 2).

*Friedman, Edwin H. (Rabbi) Generation To Generation. New York; The Guilford Press, 200 Park Avenue South, 10003. 1985.

CHURCH DEVELOPMENT & MANAGEMENT ISSUES



Barbara O'Hearne
Church Development and
Management Consultant

INFORMATION MANAGEMENT

A discussion of the pros and cons of computers comes up at most Church Development/Management Training workshops. Having an awareness of the computer preference "camps" that exist --Macintosh vs. IBM, I readily share my personal enthusiasm for the Macintosh. (The Association staff personnel and the Computer Feasibility Committee are going to IBM and IBM compatible; they have developed a less-than-\$100 total software package specifically for Unity churches, so you do not need to buy a less-than-satisfactory \$300-\$500 software package.) Although many hours were spent in learning how to use the computer and reviewing different kinds of software; I am probably among the millions who underutilizes my computer. This situation can be easily remedied by taking additional courses at a computer store or a local community college. In addition Macintosh has interactive computer-based training where you become familiar with program operations by working examples on practice disks. This is augmented with audio or video cassettes, reference texts, and workbooks.

The technology is here to stay and it is changing rapidly. Young children in schools are using the computer on a daily basis. Teachers have had to join their students in learning about the computer

and its capabilities and limitations. This same trend is happening in the management of nonprofit organizations.

Ever listen to a group of computer "techies" or enthusiasts when they are talking "computerese"? They appear to be speaking a different language--which is true. This article will discuss some basic terminology of information management systems, the types of computers and why I believe computers are a necessary part of the management of a ministry.

KEY TERMS

Three key terms need to be defined and understood in the context of information management: *Data*, *Information*, and *System*.

Data, the plural of the word *datum*, as defined by Webster is "a group of facts or statistics." Examples of data include a list of addresses or series of dollar amounts not organized in any particular way.

Information, according to Webster, is "a representation, an outline, a sketch." Information is more organized data. A list of addresses and the dollar amounts given by individuals are examples of information.

The third term, system, is defined as "a set or arrangement of things so related or connected as to form a unity or whole." (Webster) Thus an information system is a set or arrangement of information that has a specific function. The Webster's Dictionary used to look up the terms, data, information, and system is an information system. It has an alphabetical listing of words with definitions and the ability to check for spelling. Other examples of information are zip coded mailing lists, instructional manuals, or donor records.

Much of the work of a nonprofit organization involves the collecting of data, organizing the data into information and developing a system of accessing and using the information that staff and board members can understand and use.

Staff and board members spend a great deal of time dealing with a variety of information and making decisions based upon this information. Some important questions need to be asked when looking at the current information management within the organization:

- Are we getting accurate information?
- Can we access the information quickly?
- It is cost effective?
- Is the information reliable?
- What about the security of confidential information?

USE OF COMPUTERS

Most discussion of information management systems is in the context of using computers. Many people believe that computers provide information faster and more reliably. Computers are becoming more "user friendly" (easier to use) and less expensive. While computers have many assets they also have some liabilities. They can be expensive in terms of purchasing the equipment and getting people trained to work with the system.

Many of the tasks the computer does such as sorting, selecting, and calculating are simple tasks that can be done by staff and volunteers. As the organization grows, the number of tasks increases and the complexity of information needed increases and the computer becomes even more useful. If a finance committee is interested in calculating individual giving of \$1000.00 for the third quarter as a percentage of total giving for the year, this can be done quickly and accurately by computers.

TYPES OF COMPUTERS

Newspapers, magazines, and professional journals and publications are filled with ads and articles on the wonders of computers. Basic to understanding and sorting through all of this information is knowing something about the types of computers and how they work.

There are three sizes of computers: mainframes, minicomputers, and microcomputers.

Mainframes are the largest and usually the most expensive computers. They are used by large nonprofit organizations such as colleges and universities with heavy information requirements. Mainframes have many people working at separate terminals on different tasks at the same time; hence, the term multi-

Continued on page 7

CHURCH GROWTH BY RADIO



Carolyn Craft
Radio/Media Coordinator

PRACTICAL COMMUNICATION

There is a way for your ministry to attain your goals and expand your vision. Today!

Each ministry is very individualistic, yet there is one very common denominator among successful ministries (successful in relation to one's specific goals). In attending the Church Growth Seminar in Huntington Beach last week, I learned that as ministers, our success is founded on the same basic principles supporting all other businesses: Management, Motivation, and Marketing.

What does success mean to you? Perhaps: a) large or larger congregations; b) new building; c) increased tithing; d) increased participation in classes; e)

reaching a new demographic (yuppie, youths, business men, etc.); f) developing a "second congregation"; g) increased support group meets and/or counseling; h) more professionals in your ministry. Whatever your ministry's vision and image, communications (marketing) is as vital as the light bill.

What can a Marketing (Communications) program do for you? It can:

- ☛ Organize and assist in the overall management of your church. A marketing program stimulates your congregation and you. It is the thread that binds all areas of your administrative efforts.

Congratulations to Frank Pounders who is now using radio in his media outreach in Dallas, Texas!

- ☛ Provide a blueprint for the planning and execution of your goals. This will enable your vision to take form. "Thoughts held in mind."
- ☛ Build consistency in your ministry's outreach. On a national average, three out of five families move within a year either within or outside of your city or town. Your marketing program provides an ongoing outreach to compensate for this attrition.

Congratulations...

A new radio buy for Unity of Chesterland, Ohio, begins October 17th!

- ☛ Establish and encourage a solid, professional image for your individual ministry.
- ☛ Breed "familiarity" within the community so to encourage an open door when inviting participation in your promotional plans, classes, etc.
- ☛ Develop a "second congregation," listeners who will enjoy and support your outreach as you build on the various attributes of your ministry.

As a manifestation of a state of the soul, a single sound has the power of influencing other souls for good will. Therefore, as a manifestation of energy, musical sound is a force that interacts with the physical world for it influences our thoughts, our emotions, our dense physical bodies and the electromagnetic field that surrounds us. -Lama Govinda

Radio stations reach 95.2% of all persons age 12 and up. We love our music. It is the most efficient, cost-effective way your ministry can personally tap into those persons eager to hear your message and to participate in your ministry. Many have found rich success inherent in utilizing broadcast in their outreach and you've heard their stories.

Yet, your ministry is unique and rightly needs a Communications/Marketing plan congruent with your vision.

In November's CONTACT we shared questions to ask yourself and your media representative that would clearly define your goals, short and long term. It is important to clearly become familiar with the media community. Once you formulate your directive, consider the following "free communication" ideas that will assist you in getting started, and will also encourage your media fund raising energy.

Continued...

Direct Mail Marketing (continued from November CONTACT article)

III. Doner Profile

- A. Desires to make a lasting impression on the world and/or leave something meaningful behind.
- B. Typically female. . . average age of 62 years.
- C. Considers trip to mailbox a "magical journey of self-importance."
 - 1. Helping children, people in hospitals, young persons going to college, ministry's contributions to community, etc.
 - 2. Offers a chance to make a difference in her world.
 - 3. Contributes to your ministry's efforts because she knows about your mission.

IV. Integral ingredient in every Direct Mail Campaign (January issue)

*Source - Marvin Sparks - CMMA Conference

A word spoken in due season, how good it is. -Proverbs 15:23

I. PSA's (Public Service Announcements)

- A. Prepare your communications (marketing) plan or outline for the following six months to one year. Include a completed commercial copy or a fact sheet (using Unity's Press Kit or your letterhead) of the first month of events.
- B. Make a personal appointment with the Program Director (PD) or General Manager (GM) to see face-to-face. Hand deliver your communications kit to them.
- C. "Sell" them on your vision. Share with them in a way that they can see the benefit to their organization to promote your outreach activities.
- D. Even if a challenge to see, try "22 no's" before giving up on your meeting. It will be worth the extra effort!
- E. Promote various activities, rallies, classes, etc.
- F. Invite PD's, GM's, and News Department of broadcast facility to your events and activities.
- G. Follow up consistently, being pleasantly persistent by phone and letter. They will respond.

In writing or in selling a PD or GM on airing PSA's or bonus announcements, remember the following:

1. Attention (speak in terms of the benefit to who you are addressing)
2. Interest (position your information in a way interesting to them)
3. Conviction (use testimonials and/or facts to convince)
4. Desire (paint a picture of how meeting your request will benefit them)
5. Close (ask specifically for what you want)

Be aggressive and enthusiastic about your vision - remember the gift your ministry brings to the community.

II. Donate volunteers time to radio stations, TV stations, and the print media.

- A. See the Promotion Director of various media face-to-face and inquire about events they need help for (i.e., balloon fest, kids fest, etc.). Of course you want to choose media events supportive to your vision.
- B. Ask for volunteers in congregation to "have fun" with particular media event.
- C. Congregants wear T-shirts, badges, blazers, or whatever that identifies your church - an excellent way to share your ministry's light, one-on-one with potential new members. (If event requires special attire, negotiate--Unity name badge, hat, etc.)
- D. Of vital importance: Be assured that your church is included in all promotional air announcements and print materials as a sponsor.
- E. Volunteer time for Big Brothers, Ronald McDonald, soup kitchen, abuse center, in cooperative effort with a media (radio, TV, print) where again, your center is mentioned in all publicity by the station, paper, or billboard.

III. Fund raising for communications campaign

- A. Share your marketing plan and the specifics therein with your congregation.
- B. Prepare commercial announcements and play during your presentation.
- C. Be specific about the plan, its execution, its benefits to your congregation and the investment from your congregation by a specific deadline in order to fulfill the goals of your plan.
- D. Ask for a few volunteer sponsors from your congregation at \$ amount per, who will underwrite your communications campaign while receiving sponsor identification (i.e., this message brought to you by or sponsored by Unity Center of _____ and _____ Investment Company).

All it takes is a well organized plan and follow-through. . .confidence and enthusiasm!

Call and share your ideas! It is our goal to provide resources for you and to act as a "hub" for successful ideas from each of you.

We are formulating a **Radio Magazine** of 1, 5, and 15 minute broadcasts received from you to make available to one another. Let us know if you have any non-dated programs of good audio and/or video quality.

If you are searching for any piece of music, call: BMI at 212-586-2000 or ASCAP at 213-466-7681 with title, and they will send the sheet music free of charge.

Stay tuned!

PRESIDENT'S LETTER (Cont'd from page 2)

tion and our fight against that isolation throughout the year, but at Christmas our determination to overcome this pain in the soul is at its strongest and our will to break the condition is at its most intelligent and energetic.

Think of the members of your congregation, maybe yourself, who will spend Christmas alone. We can see then just how important it is for you and for me to hold in our minds and recall this cosmic reality of Christmas. It is the celebration of our birth, individually and collectively, the birth of Christ within; it is our birth of the soul. If we can bring ourselves up to this higher viewpoint, we can gain a new sense of joy, the merriment, and jollification of Christmas, a sort of cosmic smile of delight!

Here, I'm holding my symbol of that mistletoe in my hand right now, and as we kiss, I know and feel that you and I are joined in this celebration of our soul's rebirth.



Susan Eng
Expansion Coordinator

NEW HEIGHTS IN CHURCH MINISTRY

Last September, Peggy Bassett of Huntington Beach Church of Religious Science, Jack Boland of Church of Today - Unity in Warren, Michigan, and Johnnie Coleman of Christ Universal Temple in Chicago presented "New Dimensions, Church Development and Marketing" on the Huntington Beach church grounds.

Because I had been to all three churches, there was no doubt in my mind that I would enroll for the seminar. Imagine! a seminar by three outstanding teachers who have taken a small church and effectively developed tools and principles to develop large successful churches. Each minister and church is utterly unique yet each has striking similarities.

Attendees received a wealth of information on the latest in church marketing and management tools and we expanded our own consciousness to forward our churches. The networking with others in New Thought was specially beneficial.

In the question and answer session, Drs. Bassett, Boland, and Coleman shared authentically about their trials and triumphs. Workshops were given on adult education, volunteers, youth programs, administration, publications, pastoral care and music/cassette tape marketing.

Special seminar leaders presented highly informative techniques on demographics, church conflict management, why the targeting of baby boomers would make a difference in the success of a church, strategic planning and church health.

Church growth and development consultant, Howard Kelley, included an enlightening portion of his presentation on what he would do differently if he were to begin a ministry now.

From the details of how to operate a highly profitable bookstore to receiving course outlines on the classes taught, to a way to have 90% of all visitors go home with a cassette tape of a Sunday worship service, the information was fun, exciting, valuable and new. The seminar slogan might have been, "I wish I had known this before."

Without exception, each attendee shared enthusiastically about a renewal of vision. Everyone got in touch with their dedication to ministry and went home to begin again. Each had renewed insights and was committed to moving forward.

The seminar is focused for ministers, boards of directors and church staff who want to know more effective "how to's" for successful church ministry. Jack Boland will host the seminar on April 26-30, 1989 at the Church of Today - Unity in Warren. Johnnie Coleman will host the seminar in September 1989 at Christ Universal Temple in Chicago.

For information on the next "New Dimensions" seminar, write to Kathie Tetrault at the Church of Today - Unity in Warren, P.O. Box 280, Warren, Michigan 48090-0260; or phone (313) 758-3050.

MANAGEMENT ISSUES

(Cont'd from page 4)

user.

Minicomputers are used by organizations with complex information management system needs and can handle up to 10 users. They use sophisticated software and can have several terminals and printers. In addition, they are less expensive than mainframes.

The microcomputer was developed to meet the computer needs of smaller organizations and individuals at a fraction of the cost of mainframes or minicomputers. They have many of the applications of larger systems such as list maintenance, bookkeeping and accounting, and text editing. Some disadvantages include limited memory for storage of information and they are single users. However, many smaller organizations find the microcomputer a great solution to many information system needs.

The newest computer I have seen is the lap-top. Men and women who spend a great deal of time traveling find this new, smaller computer a very effective and efficient way to get work done while on the road. While prices for these computers vary, the convenience and portability is tremendous.

SUMMARY

Among the many tasks and activities of board and staff is the opportunity to analyze the information management system. Often this is done in the context of the newsletter because of the mailing lists or during discussions of the financial statements.

Thomas Wolf in The Nonprofit Organization, suggests that the board and staff periodically look at information management to see how it can be made more efficient. Members of the ministry with expertise in information management or outside consultants can help in this process. The goal is to have a system that will work over a period of time and will meet many different needs in the ministry. A well thought out and comprehensive plan for information management is worth the investment of time and money.

UNITY INTERNATIONAL IN THE SPOTLIGHT

(Ed. Note: This column will feature an article about or by someone from the International Ministries and will be followed in English where necessary.)

GREETINGS FROM NIGERIA

Your letter to us was very encouraging and I have read it to the hearing of both Board and members of Unity congregations. They were very grateful to learn that there's such Association over there for the first time and happy for the affiliation. The Unity Congregations here in this area congratulate all of you for the great prayer help rendered for the progress of Unity work here. I believe that through this kind love the Unity work will grow more than this in this branch.

The Unity works are growing far and wide due to the deep interest that the people see. There is power in prayer. Please continue praying for this ministry here. I enclose herewith copies of photographs taken during our Circuit One Revival of April 29th - May 1st, 1988. We are going to have another great revival in which Brother Foster McClelland (Director of Overseas, Unity School of Christianity) will share with us in the blessing of our newly completed altar.

We are one with you in the Unity service. Extend my warm greetings to the Board Members of the Association of Unity Churches and others in the Unity Service.

Yours in Unity Ministry,
Brother Justin R. Udo



CIRCUIT ONE Unity Congregation, Akina Obom State, Nigeria



CIRCUIT ONE/UNITY CHOIR Nung Ukana Ibesifpo, Akina Ibon State Nigeria

FRED KNAFL, ZURICH

On July 22, our Unity friend of many years, Fred Knafl, died at his home at Schaufelbergstrasse 57, Zurich. Together with Dr. Helmut Steiner, he was one of the founders in 1961/62 and one of the outstanding promoters of our nondenominational New Thought movement, who used his organizational talents and with the help of his wife Trudi, led this movement for about 5 years.

Calm, unobtrusive and unassuming - as he lived - he passed into the next dimension. According to his expressed wishes, the funeral was attended by his close family only.

The Unity friends in Switzerland will think of the deceased with reverence and gratitude and we express our heartfelt sympathy to the grieving family.

Am 22. Juli verstarb unser langjähriger Unity - Freund Fred Knafl in seinem Heim an der Schaufelbergerstrasse 57 in Zürich. Zusammen mit Dr. Helmut Steiner gehörte der Verstorbene 1961/62 zu den Gründern und massgeblichen Förderern unserer überkonfessionellen neugeistigen Bewegung, deren organisatorische Geschicke er in der Folge zusammen mit seiner Gattin Trudi während rund 25 Jahren leitete.

Abgeklärt, unaufdringlich und bescheiden - wie er lebte, ging er auch in die nächste Dimension. Auf seinen ausdrücklichen Wunsch erfolgte die Bestattung im engsten Familienkreis.

Wir Unity - Freunde in der Schweiz gedenken des Verstorbenen in Ehrfurcht und Dankbarkeit und kondolieren der Trauerfamilie ganz herzlich.

PARTNERS IN MINISTRY

a network of spouses of ministers



Karin Mosley

BEGIN AGAIN

We begin again. Is that something like "New, Improved!" The proper term might be "Old and Improved" or "Old but Improved." To imply it needed to be improved while still new says that it didn't "measure-up" to quality standards at first. Now you could say, "Well, I'll buy it even though the first attempt was not successful." Thus the improvement, but "what the heck" they tried and it IS after all, improved! Of course this attitude would also depend on the product. A New and Improved tube of toothpaste isn't much of a risk. But what about a car? Hmmmm. Before I spend a bazillion dollars on a new car, I'd expect all the improvements to be done and not advertised, please. Just NEW will suffice, thank you!

So, shall we begin again? Well, just how do we do that? We can begin and we can resume, but can we really begin again? A beginning is just that--a beginning--and if we could begin again isn't that saying we went back in time, erased the previous beginning to begin again?

For a moment let's look at the creation story. Once upon a time (actually it was four and a half billion years ago) God said, "Hummmmm think I'll do something with this lump of clay, minerals, rock, and sand. So She rolled it around in

Her hands until it was nice and round; in fact, it was 24,901.5 miles around and approximately 8 thousand miles in diameter. Then She pitched it just like the President of the United States pitches the baseball at the World Series. God is a great pitcher! There was a wonderful spin put on that "ball"! Well, that was the first day. God went home, watched some TV, put out the dog and had a wonderful night's (whatever that was--it hadn't been invented yet) rest.

The Second day She didn't begin again because She had already begun! So what She did was resume: added light, darkness, air, clouds, water, beautiful beaches, green trees (some purple ones, too), sand dunes and teddy bears and the rest, as you know, is history!

Ah well. Here we are with New and Improved Beginnings - Again. The past is past, forgive yourself and those you've allowed to transgress upon you. It's a new year. It hasn't been improved because God made it the highest quality the first time. So begin my friend--again, again, and again.

I'd love to hear from you. Please write to Partners in Ministry, Association of Unity Churches, P.O. Box 610, Lee's Summit, Missouri 64063; or phone me (816) 524-7414.

Happy Holidays!

SPARKPLUGS

Talk Topics & Sermon Starters from Unity publications

This month: Unity Centennial Books

Unity's Centennial is poised to begin, and emerging from the wings, for what we anticipate will be great performances, are two exciting Unity centennial stars.

Taking center stage is a keepsake special edition publication, A Trilogy of Unity Classics, comprised of Christian Healing by Charles Fillmore, Myrtle Fillmore's Healing Letters, and Lessons

in Truth by H. Emilie Cady. These three books, all popular in their own right, are encased in a slipcover enhanced with stunning watercolor reproductions of Charles and Myrtle Fillmore and scenes of Unity Village. The individual hard-bound book covers feature watercolor reproductions of the respective authors.

Christian Healing is a comprehensive study of Charles Fillmore's spiritual healing and revelations through meditation, observation, and experimentation.

Myrtle Fillmore's Healing Letters is a compilation of letters written by Unity's co-founder in the early days of the movement. She explains in loving, understandable communication the Truth way of working with specific problems.

Lessons in Truth is Unity's basic text with complete explanations of God, humanity, faith, and other tenets of Unity teachings.

Promising equal power to thrill the heart of every Truth student and friend of Unity is Unity--100 Years of Faith & Vision.

Unity--100 Years of Faith & Vision captures the spirit of the Unity movement with highly-readable text and magnificent full-color and black and white photographs. A striking dust cover, displaying a colorful view of the Unity buildings and fountains, protects the volume which is bound in rich royal blue with gold-foil printing. Included in the book are articles by Charles R. Fillmore, Connie Fillmore, James Dillet Freeman, John A.V. Strickland, Eric Butterworth, and other Unity notables.

Both of these centennial literary presentations have material that is helpful--even necessary--for accurate Truth talks. Historical facts and present information about the Unity movement and Unity Village, Unity's basic teachings, Truth principles, and looks at early teachers and leaders of the movement are included in these all-important books. Copies of these keepsake-quality publications should be in every private and public Unity library.

A Trilogy of Unity Classics and Unity--100 Years of Faith & Vision can be ordered through the Sales Department of Unity School of Christianity, Unity Village, Missouri 64065.

UNITY CELEBRATES 100 YEARS WITH



by Dr. David Williamson
minister of Detroit Unity Temple
Detroit, Michigan

We now stand at the eve of Unity's 100th birthday celebration. 1989 marks the progress of spiritual service brought to Planet Earth by Charles and Myrtle Fillmore. The Fillmores had a profound and far-reaching vision of universal spiritual development.

Although Unity has contributed a practical approach to Christianity and positive way of life to millions of people for these past 100 years, many people are still unaware of Unity or are not clear about the extent of Unity's influence in the world. The centennial year is an ideal time for a new publication to be inaugurated in Unity to help unite all Unity students throughout the world. Also, our new newspaper, *Vision*, enables us to let communities know about the work of Unity and our 100 years of quiet and prayerful service. We have a vision of peace, health, and plenty for every person on the Earth. We want to celebrate our accomplishments and stretch forth in faith to help establish the kingdom of God "on Earth as it is in heaven"-in the manifest realm as in the realm of our spiritual potential.

We at Detroit Unity Temple have selected the following affirmation as our centennial declaration to the Detroit community: "WE ARE POSITIVE ABOUT YOU!" The church that I serve is located in the middle of one of the most important and impacted cities in North America. We are challenged by auto industry shut downs, crime, drugs, teen violence, racial division. Crack cocaine is a billion dollar a year business in Detroit. Detroit Unity Temple and 12 other Unity centers in the Detroit metro area serve the millions of people who live in this great urban setting and era. The greater the problems we face, the more Unity is needed.

I want to let Detroit know that Unity has a positive and workable vision for their lives. I want to celebrate our achievements by distributing *Vision* throughout our city. I wish to support Unity's new *Vision* because it tells the Unity story. It can inform and rally people around an idea

and way of life, not just another sect or personality.

I have grown up studying Unity and have proudly served as a minister for almost 30 years, but our past is not our potential. It is not sufficient to just recount and reprint our past. The best is yet to be. We have a great future, and the tougher the local, national, and world problems are, the greater is our opportunity to be "positive about you!" We are here, and we are here to stay and serve.



We have a vision of hope and help. We have a vision of you as a creative expression of God. We have a vision of your infinite potential. We have a vision of all people living together in peace and plenty. We have a vision of freedom of thought and belief.

Please be a committed worker in this vision. Give yourself to the vision. Give your time, resources, living to fulfilling the dream.

We now, finally, have a publication to network and freely communicate with Unity centers and students who have affiliated with hundreds of local groups. We have a way to exchange ideas and be inspired by the stories of people who are practicing the positive principles that Unity teaches. We have a way to report on how great people of the world are doing things that have a positive effect on the world consciousness of unity.

Thank God for an organization of freedom and visionary new thought called Unity. We give thanks for 100 years of faithful service with quiet integrity. Thank God for *Vision* to help us tell our story and make the future the living of our potential.

David, thank you for your "vision." For those ministers who have any questions in reference to the *Vision* publication, please call me at the Association office at 816-524-7414. Let us keep *Vision* alive! God bless you, Debbie Henry.

ASSOCIATION OF UNITY CHURCHES®

Goals Recently Completed

November, 1988

- ☐ Unity Movement Advisory Council fully functional coordinating mutually-recognized concerns and goals
- ☐ Sponsoring publication of ministry-oriented national newspaper, Vision
- ☐ Church Development & Marketing Director supported by pledges above regular tithe. After receiving Church Development & Management training, contact Dick Connor directly, 703-569-9131. Professional fees and expenses borne by the Association of Unity Churches
- ☐ Templeton Radio Grant now TWO per year, began broadcasting into Africa.
- ☐ European-African International Broadcasting began October 3
- ☐ Functioning computer bulletin board system accessible to ministries
- ☐ Developed Interim Minister Training Program Plan
- ☐ Established Spiritual Renewal Committee
- ☐ Developed full-time Support Services Coordinator and filled position
- ☐ Hired full-time Support Services/Expansion Assistant
- ☐ Ongoing Church Development & Management Consultant training with Barbara O'Hearne on a first come, first served basis; please call her directly at 816-531-3353.
- Professional fees and expenses borne by the Association of Unity Churches
- ☐ Operational Unity Training School of Puerto Rico
- ☐ Functioning Association of Unity Churches-Urban Ministerial School Curriculum Committee
- ☐ Proactive, accountable board performing planning and goal setting instead of crisis management
- ☐ Fully functional Radio/Media Department with Coordinator and Assistant - hired Associate Coordinator
- ☐ Refinement of Committee Commission Statements/Responsibilities
- ☐ CONTACT article monthly by Church Growth & Development Director and Church Development & Management consultant
- ☐ Revised Policy Manual for a Unity Ministry
- ☐ Creative, cohesive, field responsive Education Department
- ☐ Feedback from field actively sought and acted upon
- ☐ Operational Overseas Ambassador's Task Force
- ☐ Increased inventory of Spanish material

NEWS FROM THE FIELD

There Is A Way TELEVISION MINISTRY

PROGRAM CHANGE

There Is A Way, G. Arthur Hammons, Host Minister, has announced a new schedule for their television program. The program is aired Monday through Friday on the following stations:

Palm Springs	KESQ 3 & 42	5:30 a.m.
Los Angeles	KVEA 52 (UHF)	7:30 a.m.
San Diego	COX 4	7:00 a.m.
Phoenix-Prescott	KUSK 7 & 27	7:00 a.m.
Flagstaff-Sedona		
Chicago	VPN 3	7:30 a.m.
Seattle	VPN 14	10:30 p.m.
New York	WLIG 55	7:30 a.m.

Bouquets To Clergy

Dear Friends,

As a recent member, but long-time friend, of Unity Church on the Mountain, Huntsville, Alabama, I am writing to express my appreciation for our minister, the Reverend Doris McCafferty.

She is truly an associate you can be proud to have in the Unity Movement. Her professionalism, dedication to her work, the depth and breadth of her teachings, together with her pleasing personality and loving touch, make her well-qualified to handle the challenges found here.

I am sure you realize that being a minister in the New Thought movement is not an easy assignment, but she is going about her work like a champion. We are most blessed to have her in our midst.

Lovingly,
Katy L. Holt

Letter to the Editor. . .

The little article in the latest issue of CONTACT (September) on the peace pole greatly interested me. Last August, I am proud to say, we "planted" one of these peace poles in our patio at the Westside Unity Church in Culver City, California. I donated the pole and Bob Hill, minister, officiated. Every person offered their blessing with a handful of dirt in the planting process. It is a lovely, powerful statement. Encourage more!

Blessings,
Joseph Della Sorte
Licensed Unity Teacher

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, 1988

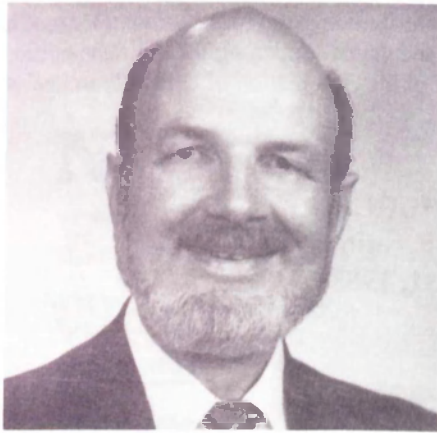
INCOME-OPERATIONS	August	Year to Date
Love Offerings	\$70,074.32	\$411,296.28
Other Income	<u>2,176.85</u>	<u>25,836.70</u>
	\$72,251.17	\$436,932.98
Less: Tithe Transfer	<u>7,351.74</u>	<u>38,648.10</u>
	64,899.43	398,284.88
Gross Profit Material	<u>5,538.52</u>	<u>25,142.78</u>
Total Income	<u>\$80,621.64</u>	<u>\$404,584.07</u>
EXPENSES-OPERATIONS		
Total Expenses	<u>\$80,621.64</u>	<u>\$404,584.07</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$(10,183.69)</u>	<u>\$ 18,843.59</u>

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

Month of August: \$7,331.98

Year to Date: \$34,206.19

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



Bob Ellsworth
Director of Education

GIFTS DIFFERING IN MINISTRY

Recently I asked a long-term successful minister, "How have you managed to do so well in ministry for so many years?" She replied, "One of the things that has helped me is discovering what my long suits and my short suits are. If someone asks me to do something that isn't my long suit, I say, 'Honey, you'll just have to find someone else to do that.'"

Many ministers don't survive over the long haul, often because they try to "be all things to all people." As a result, they take on tasks that they don't do especially well, or do only with great difficulty. Over time, burnout can set in. Imagine that you were asked to write your name and address with your NONdominant hand. What would be the result? If right handedness were your gift, and you tried to write with your left (nongifted hand), the result would be poor quality and great effort expended. And so it is with our natural versus our marginal gifts. When we try to be all things, we must use at least some of our marginal gifts in the process, and we likely put ourselves under a lot of unnecessary stress.

Ministers are often expected to be excellent Sunday speakers, counselors, meditation leaders, healers, administrators, property managers, teachers, accountants, youth leaders, and resident mystics. Wise ministers know what their natural gifts are and do these well, but delegate to others what they do not do well. One minister shared with

me, "I am very poor at making hospital visits, and I don't like to do that. When someone asks me to make a hospital visit, I may tell them I'm not very good at it but I can send someone who is very good." Another minister acknowledges, "I'm not especially good at counseling, and it's hard for me to do. But I find people who can counsel and they do it. That way, no one loses out." These ministers are obviously very comfortable in acknowledging their marginal gifts, and delegating to others those things they can do far better than the minister.

One of the best approaches I know to helping us get in touch with our special gifts--and our limitations--is the Myers-Briggs Type Indicator (MBTI). The MBTI is taken by over 1 1/2 million people each year, people in leadership positions, nonprofit organizations, business, and religious organizations. Some seminaries use it throughout seminary training to help students look at how their Sunday sermons, prayer life, and administrative styles are related to their MBTI gifts. The Alban Institute has just published a book titled, Personality Type and Religious Leadership by Roy Oswald and Otto Koreger. They conclude, "The more we understand about MBTI type, the more we will understand about ourselves and our own spiritual path, and the better able we will be to help others on their spiritual journeys."

People come to Sunday services with different needs. The introvert prefers quiet before the service starts, while the extrovert likes to visit with everyone within range. The *thinking* person likes sermons that are logical, orderly, and insightful; while the *feeling* person prefers dramatic stories of how someone overcame obstacles in their life. Added to this is the minister's style and preference. He/she may be able to minister to the needs of introverts and/or feeling oriented people, but fail to reach people with different temperaments.

In their book, Personality Type and Religious Leadership, Oswald and Koreger recommend that ministers become aware of their own unique gifts, and how these gifts affect all areas of their ministry. They also recommend that ministers include in leadership roles others whose gifts differ from their own. No person can be all things to all people. But a diverse team can. No person can do well the entire range of ministerial functions. But a diverse team can.

NEXT MONTH: "Discovering Your Unique Gifts"

LIGHT ON THE PATH Trish Robinson



Peace Love Joy

DECEMBER: the month with the first day of winter, New Year's Eve, and CHRISTmas. The Holiday Season--hustle & bustle--busy, busy, busy! Things to do, to make, to buy. Presents to wrap, cards to send, people to see, decorations to put up and tree to trim. It can be a month of just doing and giving, or it can be so much more, a month of "being." The doing and giving can be richer and easier because it takes second place to the being.

December is truly a month of joyous celebration when we take time to "be," to feel God's peace, and to ask, "What does Christmas mean to me?" This month we celebrate the birth of Christ! Jesus Christ and the Christ within ourselves.

Not only has every Christmas been more meaningful to me, my life has more meaning since I asked and sought the answer to, "What does Christmas really mean to me?" The bright, colorful lights remind me to "let MY light shine" every day throughout the year. The holiday music reminds me to "make a joyful noise unto the world" on the dreariest and coldest of winter days and the hottest, muggiest summer days. The pretty ribbon, bows, and gift paper remind me the greatest gift I can give is myself. A smile, a touch, a word, silence. So many ways to give. Another one of the greatest gifts we can give is to gratefully receive the gifts of others. Their smile, touch, THEIR SELF--however they are choosing to express at any given moment.

When we are peaceful we give peace to others. When we are joy-filled it over flows and others catch it. When we are loving and truly rejoicing in how good life is, how awesome it all is to "be," we charge our batteries. The energy flows and we do more good, probably without knowing it, than we ever can do otherwise.

For me the week that follows Christmas (I like to start Christmas night) is review time. I do a brief review of the

past year and think thoughts about what this rebirth or increased awareness of the birth of Christ within means to me. Then begins the planning of a "releasing" and "replacing" process; the setting of goals, looking at purpose and objectives. Part of the planning is to keep my eye single and ask myself what checkmarks will I use throughout the coming year to do this. It IS a wonderful time of year--outside and inside--and it can be more wonder-filled each year and, therefore, carry and increase throughout the NEW year.

WONDER-FILLED JOY-FILLED
HOLY DAYS

ANNOUNCEMENT!

WHAT IS COMING::

Licensed Teacher Post-Graduate Week

WHEN IS IT COMING:

February 19-24, CENTENNIAL YEAR of 1989

WHERE:

Unity Village
(You'll see the new Silent Unity Building)

WHY will you be estatic that you attended?

It's a week of programs just for you!

THEME: "What Unity Is & Isn't

Most of the workshops will be "TOOLS" you not only can go home and USE, you can go home and TEACH

MICHAEL RYCE (he is great) will be doing a great workshop. If you don't know him, or haven't heard of him, you'll be really glad you're having this opportunity.

WE LOVE YOU! GRACE US!



Marianne Hill
International Children's Education Consultant

RAPPING PAPER

"Let's rap." Some of you who remember the 1960's might remember this phrase. It meant let's get together and talk. Communicating, however we do it, helps us encourage each other in ministering to our children, as well as providing each other with new, creative, and stimulating ideas with which to keep the enthusiasm alive in our children's programs.

I sincerely thank each of you who took time from your busy schedules to respond to the survey sent out from the Education Department last summer. Communicating with us in this manner was very informative, and helped us to get a better idea of what those of you working in children's education programs would like to see in the way of resources and lesson ideas.

Every survey that was returned to us was read, and all comments noted. I want each of you to know that your input is appreciated, and provides us with valuable information which will greatly assist us in making future decisions concerning curriculum revisions and additions, as well as other children's education resources added to our inventory.

For those of you who didn't receive a copy of this survey (or perhaps it got misplaced, or whatever may have happened), if you have comments that you would like us to take into consideration you don't have to wait for us to send out a survey. Anytime you have a thought, or hear an pertinent comment about the lessons or resources from the Association of Unity Churches, create your own "rapping paper." Drop me a line, or give me a call, and let me know what items or information will facilitate the working of your program. The Association of Unity Churches executive offices are open Monday through Thursday, 7:30 a.m. to 5:00 p.m. (Central time zone); P.O. Box 610, Lee's Summit, Missouri 64063 (816-524-7414).

Speaking of "rapping," or communication within each individual program, much valuable information can be gathered from an informal survey taken among the teachers in your program. What areas do they feel they might like additional training in? What equipment would they like to see the center or church purchase for the children's education program? Which of the available resources do they use the most? Are they familiar with the storage area and know what resources are available for them to use in their classroom? Surveys are a wonderful tool for providing information which allows Youth Education Directors, Youth Ministers, or anyone who is involved in planning programs to find out what information is important. What do the teachers want to know about? A survey gives them an opportunity to communicate their expectations and desires, and insures that the Youth Education Director knows what kind of support and nurturing they need.

Just as our Christmas wrapping paper allows us to make a neat and beautiful package, keeping our communication with each other an ongoing affair helps us make a neat, loving, harmonious, and beautiful package of our children's education programs. Rap it up!

REGIONAL CHILDREN'S EDUCATION CONSULTANTS

EASTERN

Gailen Twentyman
P.O. Box 53
Roanoke, VA 24002
(703) 344-6704

SOUTHWEST

Cindi Reiman
5200 S. Lakeshore #201
Tempe, AZ 85283
(602) 345-7298

SOUTH CENTRAL (MIDWEST)

Linda Michael
6630 College
Des Moines, IA 50311
(515) 277-4803

WESTERN

Penny Gruver
2802 S. Laurel
Port Angeles, WA 98362
(206) 452-7953

SOUTH CENTRAL

Katie Curtis
3717 Discay
Arlington, TX 76016
(817) 429-1402

SOUTHEAST

Suzanne Cameron
Miami Unity on the Bay
411 NE 21st Street
Miami, FL 33137
(305) 573-9191
(305) 573-7795

WEST CENTRAL (Open)

GREAT LAKES

Jeannine Stallings
21 W. 551 N Avenue #224
Lombard, IL 60148
(312) 953-0895
(312) 848-0966

NEW RESOURCES

from the Youth of Unity
Lending Library

VIDEO VIGNETTES from Creative Resource for Youth Ministry

Video Vignettes are ten visual presentations of stories, cases, and situations taken from *Creative Learning Experiences* and *Creative Communication and Community Building*, two books in the Creative Resources for Youth Ministry series published by Saint Mary's Press.

The vignettes can be used together as one component in an extended learning experience about a particular topic or as individual learning experiences. Questions and directions for exercises that assist in guiding discussion and reflection either follow or are built into each vignette. They are to be used with young people in various youth settings—in the classroom, during retreats, or with a youth group.

Vignettes

- **Man from Ick** (7 min.)
- **Sermon of the Moose** (8 min.)
- **Food Store Robbery** (8 min.)
- **Great Fish Controversy** (6 min.)
- **Great Donut Crisis** (3 min.)
- **Island Affair** (6 min.)
- **What Do You Say?** (7 min.)
- **The Window** (9 min.)
- **Lifesaving Station** (5 min.)
- **Mad Late Date** (5 min.)

One 69-minute videocassette

THE LENDING LIBRARY:

The Y.O.U. Lending Library is a free service of the International Youth of Unity supported by love offerings. Your gifts allow us to expand the library.

TO ORDER:

Write or phone the

Y.O.U. Lending Library
The Association of Unity Churches
P.O. Box 610
Lee's Summit, MO 64063
(816) 524-7414.

HOW TO RECRUIT TEACHERS Part II



Ray Wiggins
International Youth Education Consultant

Last month we looked at identifying prospects for teaching. We stressed the importance of leadership needs in your church and how to match those needs with people who can meet them. This month we address the questions related to approaching the prospective teacher to accept the position.

When Will We Ask Them To Teach?

There is only one correct answer to this question: "Early!" Teachers should be recruited months before they are to teach.

By recruiting so far ahead you offer time for training and preparation. Most of our regions offer training programs for teachers. A teacher recruited early has the option of taking one of these courses. Furthermore, teachers can begin gathering resources and ideas during the months before they start teaching. The time of preparation and training will produce better teaching.

Also, recruiting done early lacks the feeling of panic and desperation that last minute recruiting has. We are able to pursue the job calmly and with poise. This affects both our feelings about the task, and the response of those we ask to teach. The whole job has more dignity and is more in the spirit of our education ministry. So recruit early.

What Will We Ask Them To Do?

We all know stories about teachers who were promised that "it (teaching) won't take much time" or were told "there's nothing to it." In small churches, we know people fear that if they take any job, they may well have a lifetime assignment. We also know people who said they would be "helpers" and found themselves being "teachers." All of these situations make it difficult to recruit teachers. All of them can be easily avoided, if we will be as specific as possible about what we are asking people to do.

One way to be specific is to draw up a covenant or contract for teachers. In the contract, list exactly what the church expects of teachers and what it promises teachers. Give potential teachers copies of the contract and discuss it with them. All of this clarifies what a church asks of teachers. When the job is clearly defined in this way, it is easier for people to evaluate their willingness to become teachers. It is also easier for them to say "yes."

Continued...

UNITEEN/YOUTH OF UNITY MINISTRY

How Will We Ask Them?

The way we ask our question says something about what we think about the importance of the question. You may quickly ask several people to bring cookies for a reception while they are visiting with each other on the sidewalk after church. But a young man may take hours setting the scene to ask his girlfriend to marry him. In fact, if he did not go to some trouble to ask the question in an important way, his girl may think he equates marriage with such mundane things as reception cookies, and answer accordingly. Therefore, the way we ask people to teach should communicate something of the importance we attach to the job.

Instead of asking people "when we see them around church" or calling them on the phone to pose our question, we need to arrange a time when we can talk with each potential teacher uninterrupted. In most cases, this requires a visit in their home. Call ahead to arrange a convenient time. It is best, if possible, to avoid stating the purpose of your visit. Simply say that you need to talk to them for a few minutes. This avoids allowing them to make their decision before you get to present your request fully. People may guess why you are coming and have some tentative excuses or interests in mind, but they are more open to hear the request.

During the visit, you need to: 1) discuss the proposed covenant; 2) show the curriculum to be used; 3) list the students; and, 4) answer any questions the potential teacher has.

This is not the time to ask for a commitment. If the person is at all willing to consider your request, leave a copy of the covenant and the curriculum for them to examine more closely. Ask them to call you, or promise to call them in a week to get their answer.

Such a visit says you care about teaching and the people who teach. It says that being asked to teach is an honor. And it says that if they teach, they had better plan to take the job as seriously as the church does. Such messages make this way of asking people to teach well worth the time.

Who Will Ask Them?

The job is too big for one person in all but the smallest of churches. The natural thing is for the "responsible group," which produced the covenant and identified the needs, to do the recruiting. Within that group, individuals may split up recruiting responsibilities in any way that suits them. One person may take responsibility for recruiting all the leadership for a given class. Or people may agree to speak to candidates to whom they feel they could most effectively state the request. In either case, keep in close touch with each other on your progress.

NOTE: In some churches, teachers must be approved by the ruling board. Ask your minister what kind of approval is necessary in your church; and be sure to follow it.

INTERNATIONAL Y.O.U. OFFICERS PLAN CONFERENCE '89



Left to right: Stacy Macris, 2nd Vice-President; Lynn "Mikki" Michael, President; Greg Witbeck, 1st Vice-President.

October 5-9, 1988, were busy days for the International Y.O.U. officers. Mikki, Greg, and Stacy had two full days of training in their jobs and skills related to them. Included were: public speaking, writing and leading a meditation, affirmative prayer, leadership styles, planning in a group, and Tao leadership. Glenn Mosley, Joann Landreth, and Bob Ellsworth of the Association staff took part in portions of the training.

The International Team studied the evaluations from all sources of the 1988 Y.O.U. Conference and they met in person with the Unity School staff. The evaluations show several areas of improvement but that it was a tremendous success for a large majority of those in attendance.

The Y.O.U. Conference for 1989 will start on a Saturday. This saves several hundred dollars, in some cases, for those who fly. It ends at 12 Noon on a Friday. The dates are August 12-18 at Unity Village.

The 1989 theme is, "COME ALIVE! A Serendipity Celebration!" Our objective is to have each participant to experience at-onc-ness with self, others, God, and to know themselves as true Christ lights worthy of respect and love.

We ask you to affirm with us:

The International Youth of Unity 1989 Conference is a Divine Idea. Every plan for the Conference unfolds perfectly under the direction of the Christ.

1989 Y.O.U. Conference
Saturday, August 12 - Friday, August 18
Unity Village

PERSON PROFILE

Marcie Howk
West Central Regional Y.O.U. Consultant

Marcie Howk is our Regional Consultant for Youth of Unity in the West Central Region. Her love, light, and skills have richly blessed us.

Marcie is married. She and her husband, Bob, have a son, Joshua, who just turned one in June. She also has two stepdaughters; Angela, 19, who is a student at University of California in Santa Barbara; and Amy, 13, lives in Santa Cruz. Her family enjoys their three cats and one dog.

Marcie has a B.A. in Philosophy from the University of California, has studied business classes and worked as an accountant for ten years upon completion of college. She was born into a Unity family and has served her church over the years as a Y.O.U. sponsor, assistant to the regional consultant, and most recently as regional consultant which she has held for two years. She was awarded the Distinguished Youth Service Award this August in appreciation for her dedicated service.

Marcie says her dream for Y.O.U. is "that it will touch the largest number of people in our Unity family and communities in the deepest and most transforming way. I see Y.O.U. as the vehicle for our churches to continually renew the spirit of youth, a willingness to take risks for what we believe."

Thank you Marcie Howk. We love you, bless you, and truly appreciate you!

The James Dillet and Billie Freeman International Youth of Unity Creative Writing Scholarship Awards

James Dillet & Billie Freeman encourage young writers by offering two college scholarships and a trip to the International Y.O.U. Conference. Details for submitting are available from your sponsor or regional consultant. The deadline for submission is March 1, 1989. Send your poetry, prose, meditation (not to exceed 1,500 words) BY MARCH 1st to:

International Youth of Unity
FREEMAN Writing Award
Youth of Unity
P.O. Box 610
Lee's Summit, MO 64063

AROUND THE REGIONS

Our Uniteen/Y.O.U. Regional Consultants do a marvelous ministry of training and teaching our regional sponsors and youth. Here is a partial listing of the activities of the regions. Please contact your regional consultant for details or for any assistance in your Uniteen/Y.O.U. ministry.

*** Midwest & South Central - Carol Gardner, Consultant (816) 942-9033**

Both regions held fall events; a training weekend for officers and sponsors for Midwest and a rally for South Central.

*** Great Lakes - Barry Roberts, Consultant (608) 246-4206**

Conducted their Fall Rally in November.

*** West Central - Marcie Howk, Consultant (916) 966-7283**

Has a Y.O.U. Sponsors' training event set for January 6-8.

*** Eastern - Gailen Twentyman, Uniteen and Y.O.U. Consultant (703) 344-6704**

Has a Y.O.U. Rally in Washington, D.C. May 5-7.

*** Southwest - David Birge, Consultant (619) 224-4500**

Held Leadership Training in October and has upcoming "Holiday Rally" in Tucson February 3-9; their retreat in San Diego January 13-15; May 5-7 in Santa Barbara is their "Official Rally"; and Kid's Camp is set for June 25 - July 1 at Big Bear.

*** Southeast - Bonnie Barron, Y.O.U. Consultant (813) 593-0781 and Suzanne Cameron, Uniteen Consultant (305) 573-9191**

Has held Fall Leadership and Rally events and look forward to Youth Team Conference for Y.E. teachers and sponsors in Leesburg, Florida, January 6-8; their Spring Rally April 7-9; and their 3rd Annual Summer Connection June 10-15.

*** Western - Jackie Green, Uniteen & Y.O.U. Consultant (509) 838-6518**

Held Leadership Training September 16-18 and Y.O.U. Retreat October 14-16. Coming up are: Youth Team Conference for Y.O.U. officers, sponsors, Y.E.D., and Uniteen leaders on February 17-19; Counselor Training March 17-18; Y.O.U. Rally April 21-23 and Kid's Camp June 25-28.

OUR OBJECTIVE 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.

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ASSOCIATION OF UNITY CHURCHES®

IMPORTANT DATES FOR 1989

Held at Unity Village
"Unity's 100th Year"

Mid-Year Committee Meetings--January 22-27
 Licensed Teacher Seminar--February 19-24
 Executive Committee Meeting--April 16-21
 Skills Development Seminar--May 7-12
 Pre-Conference--June 4-9
 Conference--June 11-16
 YOU Conference--August 12-18
 Executive Committee Meeting--September 10-14
 Skills Development Seminar--November 12-17

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