



Contact

PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®

February, 1989

UNITY

THE PRESIDENT'S LETTER



Maya Brandenberger, Ph.D.
Unity de Montreal
Montreal, Quebec, Canada

From where I sit I can see the Atlantic Ocean breakers roll onto the beach. Although the winds are gusty and it is the end of November, 6:00 in the morning, the temperature is warm, around 80 degrees.

This is the last day of a long weekend with the Unity congregation in Delray Beach, Florida. We were celebrating the completion of a seven-week intensive program called, "Commitment to Spiritual Growth" under the guidance of our Director of Church Growth and Development, Dick Connor. This intensive program, tailored to the needs of a Unity congregation, is now available to you at a wonderfully low cost (from \$5,000 to \$7,000).

The components in the seven-week material are: a genuine sense of celebration of the congregation feeling good about themselves and their church, a deepening of community that allows for a spirit of compassion and healing to permeate, and a new approach and usage of the principles of prosperity and covenants.

Recently I found myself in a most complex conflict situation. Two powerful forces were conflicting, seemingly opposing each other bluntly. My reactive and intellectual coping mechanisms weighed each dimension endlessly, seeking some compromise in such a way that both forces would remain useful to me. Exhausted I moved, finally, to a familiar

point of surrender, a letting go. Almost immediately this allowed new energies to move more freely through the situation. I began to catch glimpses of new perspectives on the situation. The tension went out of the two forces polarizing and a new, third focus emerged, aligning with new energies and wellbeing: A Coming Up Higher. In retrospect, I can see just how important is the issue of energy and momentum in this process. Once I had reconnected with the new energies, I reconnected with new momentum and that pairing moved the whole experience/conflict into a new perspective which culminated in a useful resolution.

Since this is our Centennial Year, I would like to reflect some on what I call visionary leadership, a creative versus a reactive leadership and the issues of energy and momentum.

In my travels I have come to understand that the Association still has quite a confidence gap with many ministers--some a reflection of past events but also new doubts projected onto programs recently developed and offered by the Association and its staff. We, therefore, really have not achieved alignment, and we continue to shortcut momentum.

In an earlier article I mentioned that alignment is not the same thing as people agreeing on "where they are going." Alignment deals with the more spiritual and inspirational aspects of an organization, its purpose, its focus, and therefore, its vision.

Aligned organizations particularly value personal power, because when people are fundamentally committed to the same direction, the increase in their individual power increases the total power of the organization. By contrast, increasing personal power in an unaligned organization tends to increase organization conflict, and, thereby, create additional dissatisfaction and failure.

A mission statement addresses the more pragmatic questions of why we are in business, while a vision embodies peoples' highest values for self-actualization, service, excellence and community. A vision inspires people to reach for what could be and helps them rise above fears and preoccupation with the process of problems. A vision captures and recap-

tures. Visionary teaching and leadership challenges, reignites enthusiasm in teachers, students, and the members of your church, because a vision is a spirit-filled happening that enables us to clarify what is desired independent of what seems possible. A vision encourages us to develop and build a bridge between a current and a desired state and this process creates MOMENTUM!

Maintaining a vision takes energy; energy that you may not feel now, nor that you, your congregation, or even the Association, have available.

Be honest and clear-minded with yourself. If there is a reason for deciding that programs, such as "Commitment to Spiritual Growth," are too risky for your church, or you find yourself dissatisfied with the workings of the Association without taking the first steps to gently but firmly walk the necessary committee-to-board path, then you have placed yourself back in a reactive leadership role.

Some of the new programs and activities of your Association are designed to build momentum, to help to take the dilemma out of our own, personal, coping stance and lift the group or congregation of which you are a part, into an energetic-synergetic happening. In this process the energy is found for alignment and transformation of oneself and a congregation to Coming Up Higher.

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CONTACT STAFF

Editor-in-Chief Glenn Mosley
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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 of Jamaica
 Kingston, Jamaica, West Indies
 Senior Minister: Steve Samms

Deadline: 1st of every month, two months prior to issue date.

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

In June of last year, Steve Samms, Minister of Unity of Jamaica in Kingston, asked if I would come to Jamaica to speak at their twenty-third anniversary Thanksgiving Celebration to be held in late November (the nation of Jamaica does not have a Thanksgiving Day parallel to that in the United States, but the church has a weekend Thanksgiving Celebration each year, which is near the time of the U. S. celebration). I accepted the invitation.

Karin and I proceeded to plan a vacation that would precede the Thanksgiving Celebration in Kingston. We became excited with the idea, and then during early September Hurricane Gilbert hit Jamaica and many of the other West Indian nations, Central America, Mexico, and portions of the United States.

Nearly two weeks passed after the storm before we were able to contact our Unity friends in either Montego Bay or Kingston. When we were able to talk with them, we found that there was no real physical harm done to any of the people in the churches in Kingston or Montego Bay or in any of the study classes, but that many of them had suffered severe property losses, especially the roofs on their houses. The good-naturedness of the Jamaican people emerged quickly by their renaming the hurricane "Gilbert Roofus." Additionally, T-shirts are available practically everywhere that say, "I survived 'Gilbert Roofus' in Jamaica September 12, 1988."

Pearl Davis, minister of Montego

Bay, met us at the airport on Friday evening, November 11. She and a member of the congregation escorted us to our hotel. That night at 10:35 p.m. we were greeted with an earthquake. What a nation! They prepared an earthquake to greet us. This event, too, was taken very good-naturedly by the Jamaican population, especially since the earthquake caused relatively no damage.

Sunday morning at the church in Montego Bay, I spoke and Karin and I shared in the twenty-third anniversary of that church (which was begun at the same time as the Kingston church). In addition to a thriving adult ministry, four years ago Pearl Davis began a Unity preparatory school (a grade school) with four children. The school now has an attendance of more than 400 children. The teachers are always in need of supplies and teaching resources, but the children in the school receive as fine an education as is available in the entire nation. Evidence of this is that so many of the children are able to get scholarships to go into high school, which is in itself quite difficult.

It is in this Caribbean haven that the Unity message has thrived for the last 23 plus years. Daily Word has been read in Jamaica for many years and has several thousand subscribers. (Population: 2,500,000) In addition to the two well-established ministries in Montego Bay

and Kingston, there are active satellite ministries in Mandeville, Morant Bay, Ocho Rios, and Spanish Town.

Even during our vacation time, when we were just two of many tourists, we noticed evidences of the influence that Unity has brought to this island nation. The evidences are clear and distinct. For example, there is a daily radio program that reads the Daily Word message at 10:05 a.m. on RJR in Kingston. The message is rediffused throughout the entire island nation, but without the name "Daily Word" attached. For several years the woman who read Daily Word on her radio show did identify "Daily Word," but because other churches began to complain to the government, she had to quit giving the source of the message, but she did not stop giving the message. One morning shortly after breakfast, Karin and I returned to our room which the housekeeper had just left. The radio was on and the Daily Word message was being read. We recognized the message and learned later that it is currently read Monday through Friday but without giving the source of the message.

After our arrival in Kingston, we learned still other ways in which Unity has influenced the entire nation. The military band now plays "The Peace *Continued on page 7*



Steve Samms, minister of Unity in Jamaica-Kingston in Unity Preparatory School classroom. Principal Mrs. Ormsby on the left of Steve and teacher of five-year-olds on the right.

CHURCH DEVELOPMENT & MANAGEMENT ISSUES



Barbara O'Hearne
Church Development and
Management Consultant

GIVING & VOLUNTEERISM

*Volunteering has a direct
relationship to giving*

Recent articles in USA Today, The Wall Street Journal and The Kansas City Star have provided interesting and timely statistics on who is giving of their time, talent, and treasury to charity.

The Independent Sector (IS), a non-profit organization of 650 corporate, foundations, and volunteer organizations located in Washington, D.C., recently commissioned a study on giving. This was a Gallup Poll survey of 2,775 adults 18 years and older. The study entitled "Giving and Volunteering in the United States" is said to be the largest of its kind ever undertaken.

Most Likely Givers

The individuals most likely to give their time and contributions are low to moderate income families, church goers, rural residents, and midwesterners. According to Brian O'Connell, IS President, "Contrary to popular opinion, the well-to-do in America cannot be described as generous. A minority of those who are

comfortable financially are good givers and some of the country's wealthiest give dramatically large sums, but as a rule, people of means cannot be described as particularly caring. For that primary category of humaneness, it is the poor and struggling who generally lead the way." (from VOLUNTEER-The National Center, Fall 1988)

Key Survey Results

Among the study's most important findings is the percentage of giving by income levels. Contributing household with incomes below \$10,000 (below the poverty level of \$11,611) gave an average of 2.8 percent of their incomes to charitable organizations and causes. Americans with incomes between \$50,000 and \$75,000 gave 1.5 percent; those earning between \$75,000 and \$100,000 gave 1.7 percent and individuals with incomes over \$100,000 gave 2.1 percent.

Other survey findings include:

- 48 percent of the total contributions came from households with incomes below \$30,000.
- Of the 91 million households in the U.S., 70 percent contribute to charity, giving an average \$790.
- Religion, education, and health are the three major categories of giving. Over half of the respondents surveyed gave to a religious organization, giving an average of \$715 per household.
- Most of the contributions fall into either the highest or lowest dollar amounts as illustrated in this chart:

Amount of contribution	Percentage of givers
\$1,000 more	21.90%
\$701-\$999	5.77%
\$601-\$700	3.22%
\$501-\$600	3.68%
\$401-\$500	5.04%
\$301-\$400	5.57%
\$201-\$300	10.47%
\$101-\$200	11.61%
\$1-\$100	32.74%

Gallup Organization poll for Independent Sector

By Elys McLean-Ibrahim, USA TODAY

The Relationship Between Volunteering and Giving

When people give of their time they also increase their contributions. The survey reported that giving increased from 0.9 percent of household income for nonvolunteers to 3.0 of household income for those volunteering 6 or more hours a week.

Other survey findings on volunteering include:

- Those who volunteered gave an average of 4.7 hours per week. This means that about 80 million persons gave a total of 19.5 billion hours and conservatively estimated, the value of this time is \$150 billion.
- Many Americans are willing to volunteer but are not being asked!
- Although three-fourths of the survey respondent felt they should volunteer, half of the group did not volunteer in the past year.
- People who did volunteer came from households that gave an average of \$1,021 or 2.4 percent of the household income, while nonvolunteers contributed an average of \$489 or 1.3 percent of household income.
- 45% of Americans volunteer.

Final Thoughts

According to the study, an overwhelming majority of the participants believe that charitable organizations play a significant role in America today and are needed more today than 5 years ago. People who give to charities should be able to take deductions on their income tax forms.

For those interested in information on how to obtain a summary or full report, call the INDEPENDENT SECTOR at (202) 223-8100.



Dick Connor
Church Growth & Development Director

ACHIEVING EXCELLENCE IN YOUR MINISTRY

Excellence in ministry. What is it? Why is it important? How do I go about achieving it? These questions and more will be addressed in this and subsequent articles.

A Working Definition

Excellence in ministry begins with the extent to which the fundamental mission of the Unity church is manifested. Simply stated, our Unity churches exist to share with people in their community the universal principles of Truth as taught and demonstrated by Jesus Christ.

During a weekend church growth retreat, a minister told me, "Dick, the main reason this church has been so successful is that we offer 'plain vanilla' Unity principles here." I would hasten to add that her's was a spiritual version of Haagan Daz vanilla; consistent, high quality in everything provided.

Excellence must not be equated with perfection, however. Perfection usually means there is no room for mistakes, for learning through trial and error. Such an attitude can be fatal to a ministry. There must be room for mistakes as people practice applying Unity principles to all assignments designed to make the ministry "work."

Other Benchmarks of Excellence

Excellent ministries are responsive to

the mix of human hurts and unmet spiritual needs of both the regular Unity members and the new attendees. These churches exhibit an ongoing vitality which is the result of consciously listening to the needs of all who attend, and then serving these needs in ways which are sensitive to the individual's expectations.

Articulating and working out of the vision for the church is another mark of excellence. A vision statement answers the question "What does Spirit have in mind for this church?" The answer, not always easy to formulate, gives direction and energy to the ministry.

I've listed below a vision statement which was developed during a weekend retreat:

"We are a radiating spiritual community that honors diversity and celebrates the oneness of Spirit in and among all who are touched by our ministry. We are committed to providing an inspiring environment where those who join us in our celebration of life are welcomed, accepted, and nurtured."

Living out of this vision requires two additional benchmark elements: a leadership team that is focused and functional, and congregation commitment and "ownership."

An excellent leadership team is characterized by everyone "singing from the same page" where the vision is concerned. This does not mean that everyone is carrying the melody--that's largely the responsibility of the minister. It does mean being in harmony with the central theme. A symphony orchestra is incomplete without a tuba section, so too is a leadership team without the entire team being focused and functional.

The last element, congregation commitment and "ownership," is perhaps the most important element. Even with vigorous and dynamic leadership, long-term excellence occurs only when the congregation is committed to the ministry vision. In our excellent churches, the congregation takes responsibility for and are trusted with carrying out the vision through intentional thought, words and actions.

The Expressions of Excellence

I will end this introductory article by

describing three expressions of excellence: quality worship, quality education, and quality care and fellowship.

Quality worship begins with the minister. The minister's lessons, delivery, warmth, openness and connectedness make or break this area. The new attendee as well as the long-time member is quick to spot the absence of quality and the revolving church door syndrome claims another member. Quality worship also includes the support services to the worship celebration. Absorbing the Unity principles of peace, love, and abundance is hindered by sitting in a noisy church. The disparity between word and action is often too great for the initially skeptical attendee.

Quality education does not mean being everything to everyone. Rather it means being something to some special targeted audience for the educational message. An essential aspect of quality education is ensuring that new members be conversant with the fundamental Unity beliefs, and that older members be reminded in numerous ways of the practicality of the application of the principles.

The last expression, quality care and fellowship are woefully lacking in the struggling churches I've worked with. Quality care involves the out-of-church activities such as hospital visitation, following up after a loved one has passed, remembering important events in the lives of congregants, etc. Too often the minister in the church seeking excellence is so overworked that taking the time to reach out would simply tax their reserves so much that something would give, usually their health. In this area the Board has to assist the minister with support in these activities.

An active and open fellowship program is present in the excellent churches. Weekly luncheons, bake sales, preworship and after service coffee hours, potlucks, etc., characterize an excellent church. These activities are not always in the church facility. One small church holds its fellowship lunches in a local motel that gives a discount donation to the church.

Next month I'll discuss additional aspects of excellence in ministry.

CHURCH GROWTH BY RADIO



Carolyn Craft
Radio/Media Coordinator

THE VOICE OF UNITY: RADIO

Our planet has a voice and it is the voice crying out for Unity...and you are letting it be heard!

Congratulations to Don Jennings in Omaha, Nebraska; Sally Taylor in Austin, Texas; Thelma Hembroff in Memphis, Tennessee; and Jim Rosemergy in Kansas City, Missouri, who are using radio in their community outreach. In addition to Jim's radio schedule, Ed Golden is moderating a half-hour radio program on substance abuse. During the Christmas holidays, volunteers from Unity Temple on the Plaza also participated with KUDL at their Community Christmas Tree in exchange for free radio exposure during the month of December.

We celebrate with all who are incorporating media, especially radio, in your outreach. Angelo Giordani of Montclair, New Jersey, participated in a special month-long radio sponsorship of Christmas Story Vinettes which included a minute commercial adjacent to each message. This package promoted goodwill as well as an opportunity to let the community know about Montclair Unity Church.

There is not enough time nor space which could be devoted to the successes that many of you are realizing through your broadcast outreach; however, all are somewhat reflected in the feedback we

have received from the Chicago area ministries. Chicago has been on the air since March (including a couple of station changes and a three-month hiatus). In speaking with Ed Townley, Mike and Sara Matoin regarding their campaign, they had this to share:

Ed comments: "We are averaging about thirty calls a week now. But more than that, I can feel the message having an impact in the community. When I mention Unity, people in my life say, 'Oh, yea, aren't you the one with those nice messages?' (referring to the 12 Gallup Organization commercials currently airing). Even the sales representatives from the station tell us that the impact on the employees at the station is very powerful. They are so excited to have a powerful, positive message. The disc jockeys even ask, 'Where did you get those great messages?' What's nice is that the messages that we are airing are not only great for Unity, but a nice gift to the community as well. Both are working.

"I normally take the requests off the recorder (the tag line for each commercial states "...for more information call. . .") and we get feedback constantly. Like, for example, the man who called and said that he listened to our message early one morning. He wasn't sure he could make it through the day until he had heard it. He said he felt the message was meant just for him and he wanted to know more about Unity.

"Another trend that I see happening is that many people move and we have had several comments from newcomers that they used to go to Unity where they lived before and didn't know that there was a Unity church in another city. They actually did not know that Unity was more than just a local church or center. This happens every week!

"We've also found that our best response for call-ins comes late night and early morning--those times that are the least expensive as far as buying time on
Continued...

DIRECT MAIL MARKETING (*Continued*)

- I. The Blueprint
- II. Psychological Motivators of Respondents
- III. Donor (Respondent) Profile
- IV. Integral Ingredients in Every Direct Mail Campaign

A. Carrier Envelope

- (1) Should not have window
- (2) Postage should not be printed
- (3) Flap should be sealed
- (4) Addressed to person's name

(The goal is to survive sorting, thus make it within the first 5-6 minutes that the recipient spends with miscellaneous mail.)

B. Letter

- (1) The first thirty seconds of the letter must get his/her attention.

C. Response Device

- (1) Ask for a response. What is the purpose of your mailer and what do you request.

D. Reply Envelope

- (1) Should be addressed and postage paid.

V. Radio Generated Fund Raising Defined

Successful fund raising is the ability to initiate, develop, and manage mutually beneficial long-term relationships with people who identify with your mission and find fulfillment through participating financially in its ongoing success.

VI. Ten Identifiable Components of Successful Media-Generated Direct Mail Fund Raising (*next issue*)

the station, the largest percentage being around 6 a.m. and 11 p.m.

"It has also helped that we are on stations that people really listen to--they are not considered passive listening stations. These stations also have definable announcers--people trust them."

And Mike shared this regarding response to the radio campaign, "I have heard feedback from many people not even connected with our church...people I don't even know and they ask, 'Are you the same Unity connected with the Unity commercials I hear on the radio?' My chiropractor who was formerly from a traditional religion said, 'Hey, I heard your commercials and was enthusiastic about them.' When I first contemplated going on the radio, the top advertisers told me, 'God is a dial turner in Chicago because of the fundamentalists and organized religion.' I feel that we have a feather in our cap and have really made a positive impact in the community because they do listen. We have grown 60% in the past year with standing room only in one of three services and although it is an unknown factor, I attribute part of that growth to radio."

Through radio, Unity touches lives. As a movement and as individualistic as each one of our ministries is, we can reach millions of souls through the power of radio. What a gift we are giving to our community, our Unity family, and our world when we use media in our outreach.

While attending the World Association for Christian Communications Conference in Ft. Lauderdale, I recognized how more denominations are expanding their outreach through media in order to better serve their community. I spoke with several from the various faiths who also realize that media is not a question of choice anymore, but one of survival.

Through radio, we can be assured of a clear and powerful way of communicating Unity's message to many yearning to find a new language for spiritual expression.

Continue sharing with us your successes and creativity and stay tuned!

EXECUTIVE DIRECTOR

Cont'd from page 3

Song" anytime it gives a public concert. Additionally, the words of "The Peace Song" were printed on the front page of Kingston's largest newspaper, The Gleaner, just beneath the picture of the two leading politicians in Jamaica, who had signed a "peace accord." The two leaders are the present Prime Minister, Edward Seaga, and the Former Prime Minister who is running for reelection, Michael Manley. Churches of several denominations throughout the island nation of Jamaica now sing "The Peace Song" at the closing of their service. They hold hands, and often encircle the sanctuary as many Unity congregations around the world now do.

The Thanksgiving Celebration in Kingston is an entire weekend event, beginning with a Friday evening reception. This year I presented a five-hour prosperity workshop on Saturday, spoke at the Sunday morning service, and we attended a musical festival in late afternoon and early evening. There were 600 plus people at the service on Sunday morning, and several hundred attended the singing concert on Sunday afternoon.

Enid Bailey, Associate Minister of Unity of Jamaica, Kingston, and Steve Samms were classmates in ministerial school, and both were ordained in 1980. The ministry sponsors a Unity preparatory school which currently has 247 children enrolled. Recently 17 of those children stood for high school scholarship exams, and 14 were passed into scholarship programs, which is a superb record

for any preparatory school in the country.

An additional way in which the Unity movement in Jamaica has influenced other portions of life in Jamaica is in the way Unity of Kingston approaches a funeral service or memorial service. Steve and Enid said that instead of calling them either a funeral service or memorial service, they call them a "thanksgiving service for the life of John Doe." This is a practice that has been taken up by churches throughout the island, and is now recommended by funeral home directors to clergymen who do not yet refer to their services as "thanksgiving services."

It is great to see Unity at work, not only in the lives of teachers and students within the Unity movement, but how the experience of unity (oneness of humankind) is repeated throughout a culture as a result of the Unity message expressed by both Unity ministries and the printed word.

Should you be thinking of a vacation to Jamaica, may I suggest one next month. The Unity Faith Centre of Montego Bay is sponsoring their annual Caribblue Retreat 1989 which will be at Trelawny Beach Hotel, March 29 - April 1, 1989. The staff of speakers and retreat leaders is truly international; Randy Wilkinson, Ron Coleman, Maurice Williams, Jack Kern, Ruth Mosley, Unity ministers from the United States, and Pearl Davis (Montego), and Steve Samms of Jamaica. For further information, write Pearl Davis, Unity Faith Centre, 12 Dome Street, Montego Bay, Jamaica, West Indies; or you may call (809) 952-1668.

CARIBLUE RETREAT 1989

WHEN: March 29 - April 1, 1989

WHERE: Trelawny Beach Hotel
Montego Bay, Jamaica, West Indies

THEME: H E L P, make the world go round
Why limit your H-ealing
E-quality (Unity)
L-ove
P-eace & Prosperity



For information write:
Pearl Davis
Unity Faith Center
12 Dome Street
Montego Bay
Jamaica, West Indies



Susan Eng
Expansion Coordinator

YOU CAN'T TELL A BOOK BY ITS COVER

Last May, I flew to El Paso to visit friends and ministries in El Paso, Texas, Las Cruces and Deming, New Mexico. Although time was short, I also scheduled some shopping time in Juarez, Mexico.

My friend Jack agreed to do the driving for the shopping trip. He pulled into the front of "Shop and Go" so that I could purchase snacks while he put gas into the car. I quickly purchased some munchies and orange juice.

The timing was perfect. I stepped out of the store and into the burgundy-colored Baretta which had just pulled up right in front of the store.

I looked over at the man driving. He WASN'T Jack, but a nice-looking blond man in his 30's. He would've been even better looking if his mouth wasn't WIDE OPEN.

"What did you do with Jack?" I asked him. He was speechless. It's hard to form words when your mouth is in a state of WIDE OPEN.

Meanwhile, Jack was standing several yards away at a gas pump, trying to make a decision on whether to chase now and pay later or pay now and chase later.

I figured out what I had done, jumped out of the car and said goodbye to the could-have-been-better-looking-if-his-mouth-were-closed blond man. Sheepishly, I got into the right burbundy

car this time.

You can't tell what's in a book by its cover just as you can't tell what's in a car by color and model. A question frequently asked by Unity bookstore managers is, "How can we sell more Unity books?"

The following hints are from Unity bookstores which records higher Unity sales.

- Quote from Unity books in your Sunday lessons.
- Discuss a Unity book as the topic of your Sunday lesson.
- Mix Unity books in the shelves with the other books for sale rather than having a separate Unity books section.
- Print quotes from Unity books in your Sunday bulletin and/or monthly newsletter (Shay St. John, Unity Christ Church, San Francisco, publishes the church newsletter with a regularly featured column of quotes called, "From the Writings of Charles Fillmore").
- Teach truth classes using Unity books as required text books.
- In each guest packet, include a coupon for a free cassette to be picked up in the bookstore. In the store, give a choice of one of four cassettes where you've quoted from Unity books on topics such as illumination, health, prosperity, or relationships.
- Include a bookstore column in your monthly newsletter. Regularly include a Unity book review.
- Subscribe to Unity Book Store Network Newsletter. Margot Curtis started this wonderful newsletter six years ago before her recent retirement. The newsletter publishes helpful information for Unity bookstores such as bookstore management, ideas shared and bestselling books and tapes. For one year subscription, send \$12.00 to new editor Ann Chores, 5828 Fisherman's Drive, Bradenton, Florida 34209

You can't tell a book by its cover. Congregants don't usually buy Unity books unless you share the good that's in them. Follow the above hints and use the idea from the Unity Book Store Network. You will have a successful bookstore which aids and extends the ministry for your church.

AN INVITATION TO PRESENT GRADUATION BIBLES

Ministers 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 40 graduates receiving Bibles this year. If you would like to participate, please send \$60.00 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, Missouri 64065. This check should be sent by May 1, 1989, 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.



Wedding Bells

Maya Brandenberger, minister of Unity de Montreal in Montreal, Canada, and Hans Dieter Gruenn were married August 30, 1988.



LENDING LIBRARY

YOUTH OF UNITY VIDEO

THE YOUTH OF UNITY VIDEO LENDING LIBRARY

Established as the 1986-87 International Youth of Unity Service Project, the Lending Library provides audio-visual resources on a variety of subjects to Uniten and Youth of Unity chapters.

Herein is a listing of videos available for loan. In making these resources available the Association of Unity Churches is not endorsing in whole or in part the content or the teaching techniques. The trained Unity leader will use the power of judgment to discern proper usage. However, the issues covered are valid for today's teens. And the technique of video in the classroom is a valuable tool in the hands of a wise teacher.

Our selection of videos was carefully done to cover the whole spectrum of adolescent development and the church ministry with them.

Our selection provides:

- Basic Bible Knowledge
- Parent-Teacher Relationships
- Teacher/Sponsor Training
- Peer Pressure
- Self-esteem
- Love - Sex - Dating
- Depression & Suicide
- Drugs & Alcohol Abuse
- Peace & World Hunger

AMERICA'S VIDEO REVOLUTION

Videocassette Recorders

- 10 million sold in 1985
- 26 million total sold by 1986
- in 50% of American homes by 1990
- 75% of U.S. schools already use video

Pre-recorded Cassettes

- 33 million sold in 1985
- children's programs are third largest sellers

Conclusion

The VCR is radically changing the way Americans use television.

Your suggestions and evaluation are appreciated.

The Lending Library is a FREE service, you pay only for the postage. You may reserve one selection at a time for two weeks. A fee will be charged for damage to videos.

To reserve a video phone or write:

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

Copyright Information: A vast, rich selection of audiovisual material is now widely available to churches, schools, and families on easily affordable videocassettes. Institutions and individuals should take care not to abuse the privilege of using these programs.

When scheduling private and public use of videocassettes, every precaution should be taken not to make a viewing into a "theatrical event" - for example, avoid admission charges and other commercial features - if this is expressly excluded by the producers. Users are advised to follow all regulations printed on the videocassettes or accompanying materials.

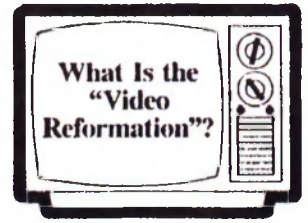
It is, of course, a violation of copyright laws to copy videocassettes for any purpose. Federal law calls for severe civil and criminal penalties for the unauthorized reproduction, distribution or exhibition of copyrighted videocassettes. Church, school, and other officials have a strict obligation to make these and other restrictions clear to those who use these programs.



A videocassette is almost as easy to handle, use, and store as a book or stereo record. It can be consulted at any point in its continuity; it can be run forward, backward, rerun, and studied at great length. Spontaneously or at short notice, videocassettes can be consulted and incorporated into programs. And program planners will be more likely to plan ahead to use such video materials if they know that they are within easy reach. Such potential use will remain potential, however, unless videocassettes are as close to the minister's or religious educator's fingertips as are the books now on the church library shelf."

--Robert W. Racine

Media Reviewer and Church Educator



Video in Religion Has Arrived

The following is a brief excerpt from an insightful article by Peter P. Schillaci, "The 'Reformation' in Religious Video," published in the Fall 1988 issue of *Sightlines*, the Journal of the American Film & Video Association.

"If Moses were descending from the mountain today he might be carrying an armful of videocassettes instead of tablets of stone. This is hardly a frivolous observation, since *Video Source Book* lists some 1,300 video titles under 'Religion,' and another 250 on the Bible alone--including one entitled *The Ten Commandments* . . .

"There's a lively 'Video Reformation' occurring in religion today, but it is more ecumenical than sectarian. It's taking place in the mainline Christian churches rather than among the fundamentalists and evangelicals. . . Video is becoming the medium of choice in a variety of innovative religious situations. . ."

A FEW TIPS ON CARE & MAINTENANCE

Videocassettes and equipment are easy to use and care for. To encourage long life and good performance:

Keep cassettes and equipment away from

- dust • moisture • extreme hot and cold
- direct sunlight and heat sources
- items with magnetic fields (magnets, motors, speakers, etc.)

Avoid dropping, shaking, or rough handling.

After using a cassette, rewind it and store it in its protective plastic case. It is best to store cassettes upright (like books on a book shelf) rather than flat.

Don't open the cassette itself or touch the tape inside.

Set up and maintain video equipment according to manufacturers' instructions and keep covered when not in use.



Association of Unity Churches
 January 1989

HISTORICAL BIBLE STUDY

The Standard VIDEO Bible Study

THE MOST IMPORTANT NEW BIBLE STUDY IN DECADES!

- VIDEO FORMAT WITH EMPHASIS ON DISCUSSION
- HIGHEST INTEGRITY SCHOLARSHIP ON EACH BIBLE BOOK
- LIVE SITE FOOTAGE FROM ISRAEL, GREECE, TURKEY, AND EGYPT
- MODERN BOOK BY BOOK STUDY OF ENTIRE RSV BIBLE
- COLORFUL ANIMATED MAPS, CHARTS, AND OTHER TEACHING AIDS
- DESIGNED FOR CLASSROOM USE FOR OLDER YOUTH AND ADULTS

In 1986, the Standard Video Bible Study was launched as part of the 40th anniversary celebration of the Revised Standard Version Bible. Since then, it has swept the church as one of the most exciting studies currently available.

The first six tapes in the series have been hailed by Bible scholars, Bible teachers, and Bible students across the USA, Canada, and the United Kingdom as the most important development in Bible study in decades. They have been specifically acclaimed for their high level of scholar integrity, their unique video format, and the thoroughness with which the texts and basic themes are covered.

OLD TESTAMENT SERIES

Jeremiah

- an 8 session study -

Jeremiah is the largest book in the Bible and because it is so long and somewhat complicated, we have tended to avoid studying it in our churches. Yet, it is one of the richest books of the Old Testament filled with powerful poetry and prose descriptions of a poignant moment in Old Testament history. Jeremiah's unique personality and his love-hate relationship with God are brought into sharp focus. The role of the prophet as preacher, political gad-fly, poet, and religious leader are carefully examined so that the life and ministry of Jeremiah become as real as those of a modern church leader.

SCHOLARS ON JEREMIAH

Dr. Yochanan Muffs
Jewish Theological Seminary

Dr. Leo Perdue
Phillips University

Dr. Wolfgang Roth
Garrett Evangelical Theological Seminary

Dr. James Ward
Perkins School of Theology SMU

OLD TESTAMENT SERIES

1 & 2 Samuel

- a 12 session study -

The sage of Samuel, the Ark of the Covenant, Saul, and David is one of the most important stories in the Old Testament. It focuses on the crucial moment when the tribes of Israel shaped themselves into a unique God-centered nation. With interviews of four of the world's top Samuel scholars and visual coverage of the archaeological sites of the Israelite nation, this study brings the stories of the fulfillment of the covenant into sharp focus. The study features the various emphases of the Samuel material from the perspectives of different authors and editors, the conflicting images of kingship, the role of the prophet Samuel, and the tensions between Saul and David.

SCHOLARS ON 1 & 2 SAMUEL

Dr. Randall Bailey
Interdenominational Theological Centre

Dr. David Gunn
Columbia Theological Seminary

Dr. P. Kyle McCarter
John Hopkins University

Dr. Joel Rosenburg
Tufts University

NEW TESTAMENT SERIES

Gospel of John

- a 12 session study -

Once believed to be just a "theological" gospel, John has come to be revered more and more for its historical contribution as well as its dynamic theological and spiritual importance. All of the important themes--as well as every important word and phrase--are studied. The relationship of the John community to the disciples of John the Baptist, the relationship of the Gospel to the Letters and the Revelation, the role of the Beloved Disciple, the Book of Signs, the Logos, the Paraclete, the Lazarus miracle, the differences between John and the Synoptics, the discourses, and the powerful passion narrative.

SCHOLARS ON GOSPEL OF JOHN

Dr. Alan Culpepper
Southern Baptist Theological Seminary

Dr. Robert Kysar
Lutheran Theological Seminary

Dr. Gail O'Day
Candler School of Theo. at Emory Univ.

Dr. Pheme Perkins
Boston College

Dr. Fernando Segovia
Vanderbilt Divinity School

Dr. Moody Smith
Duke University Divinity School

NEW TESTAMENT SERIES

1 & 2 Corinthians

- an 8 session study -

In many ways, the Corinthian letters are the best place to begin a study of the writings of Paul. They give us an excellent picture of the struggles of the first century church and Paul's personality and leadership style. Most important, we see the congregation and the apostle in the process of shaping theology, worship procedures, morality, and leadership structures on a day-to-day basis. Interviews with four of the world's top Corinthian scholars are combined with live footage of Corinth, charts of the Corinthian correspondence, and other teaching aids to make this one of the most challenging studies in years.

SCHOLARS ON 1 & 2 CORINTHIANS

Dr. Jouette Bassler
Perkins School of Theology, SMU

Dr. Hans Dieter Betz
University of Chicago Divinity School

Dr. Wayne Weeks
Yale University

Dr. Victor Pauli Furnish
Perkins School of Theology, SMU

NEW TESTAMENT SERIES

Revelation

- an 8 session study -

The Revelation to John is certainly the most unique book in the New Testament and one which evokes great curiosity and discussion. Yet, it has often been ignored by mainstream Christianity. Now with the help of the world's top apocalyptic scholars and live footage of the cities of the Revelation, this study focuses on the Revelation as a major first century art form written to stimulate the faith of the Christians of the Roman Empire. This study does not view the Revelation as a blueprint for the end of the world. It has both scholarly integrity and spiritual depth.

SCHOLARS ON REVELATION

Dr. Eugene Boring
Texas Christian University

Dr. Adela Yarbro Collins
University of Notre Dame

Dr. Elizabeth Schussler Fiorenza
Episcopal Divinity School

Dr. Leonard L. Thompson
Lawrence University

TEEN LIFE ISSUES

THE Survival Guide

Maurice Mosley; President, Priority One

SEX & DATING

Loud messages from movies, television, and magazines have portrayed pre-marital sex as the norm to millions of young people. Teenagers are feeling pressured to engage in sexual activity at a very early age.

We no longer teach moral absolutes. . . no definitions of what is right or what is wrong!

As a result millions of teenagers are swimming in a sea of confusion. . . and suffering severe consequences.

The real-life stories on this program are shocking and disturbing!
It's time to give our young people more than just "the fact of life."

- a 1 hour session with leader's guide -

THE Survival Guide

Maurice Mosley; President, Priority One

DEPRESSION & SUICIDE

The news is disturbing and shocking. Suicide is the second greatest cause of death among young people.

Like a deadly virus sweeping our world, suicide claims thousands of lives every year

The big question is why?

Through real life interviews with teenagers. . . this fast-paced program zeros in on one of the greatest causes of depression. The breakdown of meaningful relationships young people have with their parents. . . and with their friends.

This emotionally charged show deals with the pain of feeling unloved and rejected.

It answers the question, "Does anyone really care for me?"

- a 1 hour session with leader's guide -

THE Survival Guide

Maurice Mosley; President, Priority One

DRUGS & ALCOHOL

The drug abuse problem in America is alarming. It's the black plague of this century.

When you strip away the glamour, the glitz, and sensational images of alcohol and other drugs. . . you are left with a trail of sorrow, broken lives, and shattered dreams.

As young people tell their own dramatic stories, this energized program captures the emotional and physical scars of drug abuse.

Without a doubt, this program will keep you out of "THE FASTLANE TONOWHERE."

- a 1 hour session with leader's guide -

THE Survival Guide

Maurice Mosley; President, Priority One

THE MAGIC OF GOAL SETTING!

Few things in life are more powerful than a dream. A dream of what can be. . . what needs to be. . . and what should be.

What are your dreams for the future? What would you do if you knew how to make them come true?

In just a few minutes, this show may change

your whole life.

Through the use of magic and humor. . . this program will show you how to turn "your dreams" into reality.

Step by step, you will learn the four "magic" guidelines necessary to accomplish your greatest goals in life.

Goalsetting is easy. . . once you learn magic.

- a 1 hour session with leader's guide -

FITTING IN A New Look at Peer Pressure

- a 1 hour session with leader's guide -



PURPOSE OF THE PROGRAM

The purpose of *FITTING IN: A New Look at Peer Pressure* is to unite kids in their understanding of what peer pressure is; to provide them with the tools and skills they may use to deal with negative peer pressure; to provide some positive steps toward building self-esteem; and to promote positive peer pressure.

FITTING IN is designed for use with junior high and high school age students. The program presents peer pressure issues and positive alternatives through the point of view of teens. Additionally, *FITTING IN* profiles school-based approaches to dealing with peer pressure including the "D.A.R.E. PROGRAM" in Los Angeles, a decision-making curriculum at a Chicago area junior high school, and positive peer pressure attitudes at a high school in Harlem.

THE MASTER KEY
unlocks the door to self understanding.
Open the door and experience
your unlimited potential.

There are no words.

No one will tell you anything.

On this journey you communicate with yourself.
Use **THE MASTER KEY** and unlock the future
that already exists--within YOU!

... an excellent psycho-emotional inventory tool.
Michael C. Brown M.D. - Medical Director, Calabasas Clinic

Very imaginative and extremely well crafted. This is a significant example of New Entertainment and its ability to communicate beyond language.
Ivan Dryer - Futurist and Creator of Laserium

... a new dimension in visual imagery, which is all inclusive and truly holistic.
Annette Goodheart Ph.D. - Psychologist/Psychotherapist

... a unique, relaxing experience which opened my mind to inspirational thoughts.
Michael Price - Voyager Project Spacecraft Engineer - Jet Propulsion Laboratory

A soothing symphony of sight and sound. Blending of audio and visual was superb. Didn't want it to end.
E. Wagner - Corporate Attorney

This film is effective in both giving a positive and a beneficial visual experience as well as stimulating creative and constructive personal energy.
William F. Fry, Jr., M.D. Associate Clinical Professor Department of Psychiatry, Stanford University Medical School

- a 1 hour session with leader's guide

TEEN ISSUES/PARENTING/TRAINING

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 BIGGEST and The BEST

- three 1 hour sessions with leader's guide -

- The Biggest and The Best, offers three discussion starter films on three of the biggest problems confront ing 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 - Uniteens, 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 BEAK" 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.)

TRAINING VOLUNTEERS in Youth Ministry VIDEOTAPE SERIES

Grow stronger volunteers, trained in youth ministry with practical help from the nation's top authorities on youth ministry and teenagers.

VIDEOTAPE ONE Youth Ministry Basics

Philosophy of youth ministry based on needs • The importance of youth work • Practical ideas for building and supporting a strong team

VIDEOTAPE TWO Understanding Teenagers

Defining teenage value systems • Understanding teenage development • Making significant impact on the lives of teenagers

VIDEOTAPE THREE Building Relationships

Keys to starting, growing and maintaining meaningful relationships with kids

VIDEOTAPE FOUR Keys for Successful Meetings

Successful programing secrets • Programs that are winners each time • Identifying needs • Helping kids grow in faith • Create a flourishing group--no matter its size.

CHOICES

"The choices you and I make today will determine the quality of life on Earth in the days and years ahead. What is possible? What are the risks? How do we translate our concerns and caring into constructive action?"

Over 1000 people from around the world joined a distinguished group of presenters to address these questions at Windstar's 1986 CHOICES FOR THE FUTURE SYMPOSIUM. Now Windstar has captured the energy and spirit of that time in a 49-minute feature documentary for home video viewing. Gain new perspectives from the experience of global citizens including Jean-Michel Cousteau, Astronaut Rusty Schweickart, Ted Turner, Ram Dass, Dr. Peter Bourne, Robert Muller and others. Host John Denver invites you to experience the first annual CHOICES FOR THE FUTURE SYMPOSIUM and discover your own contribution to a peaceful, sustainable future.

49 Minutes - CHOICES OF THE FUTURE

Parenting TEENAGERS Video Training Series

Give parents support, encouragement and skill-building training from

VIDEO

WHAT MAKES YOUR TEENAGER TICK?

- Understanding the changes and pressures of adolescence
- What to expect from your developing teenager
- What your teenager needs most from you

VIDEO

PARENTING: HOW DO YOU RATE?

- Your goals as a parent
- Discovering your parenting style
- How to adjust your style to your teenager's changing needs

VIDEO

COMMUNICATING WITH YOUR TEENAGER

- Practical suggestions to improve communications
- Keeping your teenager talking to you
- How to hear what your teenager is really saying

VIDEO

YOUR TEENAGER'S FRIENDS AND PEER PRESSURE

- The role friends play
- Dealing with your teenager's choice of friends
- Helping your teenager resist negative peer pressure

Give the parents of teenagers in your church effective parenting training--with Parenting Teenagers.

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.)

DISCOVER YOUR DREAMTIME

by Albert Wingate

"Discover Your Dreamtime" was chosen as the theme for the retreat that was held in Sydney, Australia, September 30 through October 3. To have the opportunity to attend the retreat and to speak to our friends "down under" was certainly a highlight of my life.

We all began to arrive at the retreat center on Friday afternoon and the retreat began in full force on Friday evening. I was given the opportunity to give the opening address and to share a bit about Unity School, Silent Unity, and Unity Village. I knew some of the things that I wanted to work on during our retreat time and by that time I had spent enough time with our Australian friends to know that some of the growth that I wanted to experience was also on some of their learning agendas. It truly is marvelous--we are all the same even though we are separated by 8,000 miles.

Saturday provided the opportunity to continue growing and to share with my new found "mates" the Unity dream. The Unity dream is a vision that comes into being as we all join to dream it together. We are all a part of the Unity dream and the joy and responsibility of bringing it about rests on us all. What is the dream you ask? Stop, be still, and turn within and YOU will know.

On Saturday I was given an aboriginal message stick. Originally these sticks were to assist members of one tribe in carrying news to others. They were so significant that possession of a message stick would allow the bearer to pass through hostile territory unharmed. I was sure that I did not need my message stick because I knew that I was not facing any possibility of moving through hostile territory. Then on Saturday night, as I was thinking about my Sunday lesson it came to me. I needed my message stick for I was about to tread on some of the most hostile territory there is. On Sunday

I was going to talk about changing consciousness. From the struggles I have had in my life in doing that, I knew the going could be tough, within me if no where else.

But now I had my message stick. Take a moment to look at the message stick I was given.



I AM-UNITY-THE DOVE

It again reminded me that I need fear nothing as long as I remember that God's presence dwells within me as the I AM, and that when I live in the awareness of my unity with that presence, I am at peace, whole, and free. The dove clearly reminds me of this freedom and gives me a sense of soaring above all difficulties and challenges.

Needless to say with my message stick securely in hand and remembering the truth written on it, I made it safely through.

Monday provided a joyous opportunity for I had the honor of performing the first ordination service in Australia. Reverend Beth Whitter of Adelaide has been serving as licensed minister since 1984 and was recently approved for ordination. I also licensed two Unity teachers. The first was Mary Elizabeth Jacobs, who recently completed the licensed teacher program through Unity Village. The other license was presented to Rhonda Murray, who is the first person to complete the licensed training program in Australia. Reverend Midge Berkman-Clancy of Unity of Australia presented special gifts to all three of these wonderful friends.

Having had the opportunity to spend several days with our Unity ministers, teachers, and friends I know that the Unity work in Australia is headed in a dynamic and exciting direction.

Monday afternoon the retreat was over

and it was time to leave but I will never forget my many friends who so warmly welcomed me with "g'day mate" and who reminded me that we are all the same in Unity. Wherever people let the love of God flow in and through them and recognize that that love truly is the only presence and power in the world, there, my friends, you will find Unity.

My mates in Australia truly do have the awareness of this love and it is so freely and joyfully shared. In Australia I found a love of Unity and the Unity of love, and to all of my mates in Australia I say: "thank you and God Bless you"--you will be remembered always.

SPECIAL NOTICE

Steve Samms and Enid Bailey, ministers of Unity of Jamaica, call funeral services "thanksgiving service for the life of _____." Traditional churches in the Kingston, Jamaica, area have begun calling their funeral services by this name. Funeral homes often recommend it to other churches not yet using the name. It is a unique idea and worth sharing with you.

VISION SUBSCRIBERS

The cutoff date for subscription changes is the last day of the month two months prior to the monthly issue (Example: December 31st for March issue).

**COMING SOON!!
DON'T MISS IT!!
APRIL CENTENNIAL ISSUE!!
ORDER EXTRA COPIES
BY FEBRUARY 10th!!**

PARTNERS IN MINISTRY

a network of spouses of ministers



Karin Mosley

(A big valentine hug to Joi Field for sharing this story with Partners. It's a story with heart, about heart, and because of a heart.)

For the first time ever doing an entire Sunday service to being hired as Spiritual Leader of a nearby church in less than six months, is rapid enough change to literally make one's head swim.

Ron and I moved to Cleveland Heights, Ohio, December 10, 1987 and Ron assumed leadership January 1, 1988. On January 21 Ron had a heart attack and was hospitalized for just over a week.

I called Winifred (Hausmann) and she told me where to take Ron for help. At the Urgent Care Unit they informed me he was having a heart attack. I called Silent Unity, then called our friend in Akron to tell her what was happening. After praying with me, she said, "Joi, I know you probably feel alone, but you have moved into a spiritual family." She kept in touch with me every day Ron was in the hospital. All during this time, I never felt alone. I felt such a sense of peace and confidence; it was amazing.

Ron told me where his sermon notes were. I took them to the hospital and he talked me through them. At 5 a.m. Sun-

day morning I felt a nudge on my shoulder and heard a voice say, "It's time to get up." I looked around, then checked the clock and decided I would just go back to sleep. Another nudge--"It's time to get up!" This time I said, "God, that's your agreement with Ron, I'm going to get up at six." "It's time to get up." I gave in and got up and prayed. During my meditation I heard, "You will have knowledge at your point of need." (Tears of joy come to my eyes even now as I remember that experience.)

I rose and prepared for church. I arrived early to turn up the heat but wasn't sure about what I had done. I called the platform chairperson who said, "Go to the nursery; the control thermostat for the sanctuary is in there."

"Oh, I've already turned that one up," was my response. "YOU WILL HAVE KNOWLEDGE AT YOUR POINT OF NEED." Wow! What a day! After the first service, I confided to the chairperson, "I'm surely glad I'll never have to do that again." She looked at me quizzically. "This was my first sermon, and I'll never have to give my first sermon again."

The fourth Sunday Ron was allowed to lead one service. I continued to lead the early service, and I did the basic day-to-day tasks for the church. I was grateful for the wonderful healing taking place in Ron and at the same time, I realized I was loving what I was doing. I couldn't help wondering what I would do when Ron returned to the office full time.

One day in April Ron received a phone call from someone in a church nearby that needed a guest speaker. The rest is history. I have found my niche.

Ron is doing well, and I am enjoying my new responsibilities and the congregations of both churches have the leadership they wanted.

Do you have a story with a happy ending? Do you have a challenge that turned into something wonderful? Please take the time to write it down and send it to me so that I can share it with other Partners. Write to **Partners in Ministry, Association of Unity Churches, P.O. Box 610, Lee's Summit, Missouri 64063**; or phone me (816) 524-7414.

SPARKPLUGS

Talk Topics & Sermon Starters from
Unity publications

This month: Unity magazine.

In the February 1989 issue of Unity magazine, James Dillet Freeman presents a thought-inducing point in his column, "Life Is a Wonder." Jim paraphrases Charles Fillmore's words that intellectual understanding is never enough when it comes to manifesting Truth principles in life. Intellectual understanding alone cannot do the work. Only spiritual understanding has creative power--and spiritual understanding uses the mind, but it starts in the heart and is ruled by the heart.

Feeling--is what Jim is talking about! We need to recognize God not only as a power but to feel God also as a loving presence in life. We must go a step further than thinking of God as principle. Jim reminds us that we can understand what Charles Fillmore meant when he said that it was not enough for him to think health in his mind, he had to feel it in his toes. Then he had it.

Feelings receive a lot of attention this month through television, greeting card companies, chocolate factories, elementary schools, jewelry stores, and a telephone company that encourages us to "reach out and touch someone." As ministers, teachers, and Truth students, we can present God to others as a loving presence that human beings with real emotions and valid feelings can relate to and accept help from.

James Dillet Freeman has shared himself with you in his article. He relates personal experiences and thoughts that you can share with friends and loved ones. Read Jim's article in the February 1989 Unity magazine and go with your feelings!

Unity magazine can be ordered by yearly subscription or individual copy from the Sales Department of Unity School of Christianity.

FINANCIAL STATEMENT

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

ASSOCIATION OF UNITY CHURCHES Statement of General Fund Operations Six Months Ended September 30, 1988

INCOME-OPERATIONS	<u>September</u>	<u>Year to Date</u>
Love Offerings	\$75,549.30	\$486,845.58
Other Income	<u>5,199.58</u>	<u>30,836.48</u>
	\$80,748.88	\$517,682.06
Less: Tithe Transfer	<u>5,882.25</u>	<u>44,530.35</u>
	74,866.63	473,151.71
Gross Profit Material	<u>3,389.35</u>	<u>28,532.13</u>
Total Income	<u>\$78,255.98</u>	<u>\$501,683.84</u>
EXPENSES-OPERATIONS		
Total Expenses	<u>\$89,393.65</u>	<u>\$494,632.32</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$(11,137.67)</u>	<u>\$ 7,051.52</u>

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

Month of August: \$5,959.24

Year to Date: \$40,165.43

(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 Part II

Last month we explored some of the hazards of ministers trying to be all things to all people. Ministers who minister successfully appear to have discovered not only their unique gifts, but also what their shortcomings are. One's unique gifts and shortcomings affect all areas of ministry and a wise minister becomes conscious of his or her uniqueness.

For a minister to imagine, or for a board/congregation to expect that the minister can be competent in all areas is neither psychologically nor scripturally sound. In I Corinthians, 12:4-12, Paul clearly indicates that there are **VARITIES** of gifts and services. To one is given wisdom, to another faith, to another healing, and so on. To Paul, no gift is superior to another, but all gifts are needed and important. And all gifts, taken **TOGETHER**, make up the body that is Christ.

To become aware of one's gifts, and one's limitations, is to become **CONSCIOUS**. When a minister or church leader becomes **CONSCIOUS**, then choices can be made. When one remains unconscious, one is less able to make choices. For example, some ministers are exceptionally charismatic but very poor administrators. If they are blind to their nongifted areas and insist on maintaining control in administering a church, they can take the church into financially troubled waters. When the church becomes unable to pay their salary, they must leave. If, on the other hand, the charismatic minister had been able to delegate administrative responsibility to someone who was gifted in this area, the church could have prospered both spiritually and financially. But it takes **CONSCIOUS** people to become aware of their strengths and limitations, and to

make conscious decisions that will benefit the whole.

Another example of functioning unconsciously is found in ministers who have fine gifts in growing a new or small ministry. Such ministers often have the qualities of firmness, vision, and conviction. When the ministry does grow in size and complexity, other gifts may be called for. Perhaps the board begins to expect **SHARED** responsibility and delegation of function and authority. A minister who is unconscious of the changing needs may clash with the board, and they find that their differences cannot be resolved. Resignations of board and/or minister can result.

Ministry is an extroverted profession. People contact is required and people need to feel they have "connected" with their minister. And yet around fifty percent of ministers-in-training appear to have a preference for introversion. As an introvert, I personally know how energy depleting it is for me to be in constant contact with people. And yet I see how easily the extrovert can do this, and is even energized by it. When one becomes conscious of their gift for introversion for example, and knows how to nurture it by taking time to be apart, then it becomes possible to be with people and to be effective in doing it. Again, awareness and consciousness is an important key. People who have a preference for introversion have both gifts and challenges that the extrovert may not have. But people who have a preference for extroversion have their own gifts and challenges.

Notice that the words **PREFERENCE** and **GIFTS** are used to describe extroversion, introversion, as well as the other Myers-Briggs dimensions. "Preference" indicates that our gifts are not cast in concrete, that they can and often do change over time, probably slowly. One of our tasks is to become more balanced, and thereby to be able to make more conscious choices for ourselves. The unbalanced or extreme extrovert (or introvert) has far more challenges in life than a person who is more balanced in this area. The word **GIFT** is meant to convey that the qualities measured by the Myers-Briggs are unique and special and need to be honored. Paul, as you will recall, noted in I Corinthians, that all gifts have value, and that those which "seem" less are in fact indispensable. In my work on the Myers-Briggs with ministerial students, licensed teachers, and others, one of the great sadnesses is that many people are often not aware of their unique gifts, or if they are, they do not value them.

No one is better or worse, right or wrong; for we are all different from one another. When we finally realize this great truth, then we can truly stop trying to be all things to all people, and enjoy and honor one another more.

NEXT MONTH: The Unique Gifts and Challenges of Unity

LIGHT ON THE PATH Trish Robinson



February--the romantic month in which we see an abundance of hearts, flowers, candy, and lace. Red and pink are the predominant colors. Valentine's Day--we think of love. Therefore, it seems a great time to ask ourselves some questions such as:

1. Am I really as loving as I can be?
2. Am I really letting God express through me AS me to the BEST of my ability?
3. Am I on the road to achieving this year's goals that I set for myself?
4. Am I giving quality time to the people I'm with, the projects I'm doing, et cetera?
5. Am I learning new teaching techniques, improving my delivery, developing more harmonious balance within?
6. Am I giving more energy to doing MY job and letting God take care of all else?
7. Am I thinking of new and creative ways to use my unique gifts to the benefit of myself and others--such as:
 - A. going to those who cannot come to the church.
 - B. getting the eager to learn youth with the life experienced mature for a time of giving and receiving together.
 - C. finding new ways to help people prove Unity principles work.
 - D. developing ways to excite and motivate others to:

- a. read/study the Bible and ask themselves "how does this apply to me--how can I make use of this?"
- b. practice the truth they learn.
- c. think thoughts rather than thoughts thinking them.
- d. in joy--be the best they can be.

8. Am I increasing my awareness of my surroundings wherever I am?

And maybe, some questions that the above have prompted.

I lovingly looking forward to seeing many of you at the week for teachers later this month (February 18-24), where we will learn new teaching techniques, explore what Unity is and what Unity is not, uncover more of our unique gifts, and enjoy a perspective of Biblical numbers, PLUS so much more!!!

In love and Light!

RESOURCES

Available from the Association of Unity Churches

SEEDS IN MY HEART is a delightful audio tape combining meditations by Carol Kniskern and Unity minister Jim Fisher, with songs and music by Bruce Menier.

Inventory #1727 **\$10.00**

GROUP'S BEST JR. HIGH MEETINGS is 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.

Inventory #1721 **\$18.95**

TENSION GETTERS I is a book of strategies designed to assist teens on transferring what they learn in the classroom to daily life. A wide variety of discussion starters regarding real-life problems and predicaments for today's youth offers opportunities for values clarification.

Inventory #1358 **\$7.95**

THE NEW GAMES BOOK & MORE NEW GAMES are two books which offer noncompetitive games for all groups, regardless of age or size. The emphasis is on cooperative play rather than competitive, encourages an environment of togetherness and team-building.

Inventory #1361 & 1362 **\$7.95 ea.**



Marianne Hill
International Children's Education Consultant

BE A PAL!

For those serving in the children's education program of Unity centers and churches, trying to find a new approach or object lesson to demonstrate the oneness of the human family is a fairly constant endeavor.

People come in various sizes, shapes, and colors. We are different in many ways, and yet each person is the child of God. Depending on the area where the children in our programs are growing up, this may be more readily apparent to some Unity kids than to others.

Experiencing ourselves as part of a greater "whole" is an important part of our spiritual journey. Our children's programs help to provide this experience on a local level. The children become friends or classmates with other children in the church or center who, in many cases, are different, or have a different outlook from those with whom he or she attends school.

Learning about each other, and learning to accept each other are important steps in seeing ourselves as part of this greater "whole," as part of the family of humankind, and as the spiritual beings which we truly are.

One way of bridging the gap and helping children to learn about other people caught my attention a few weeks ago. Unity Village Chapel has implemented a Pen Pal program. To start the project off, each child selected a state or country and wrote a letter during the Sunday morning program. The letters were mailed out by the Youth Education Director, Karen Jackson. Letters were to Unity centers in 37 states, and countries such as the U.S.S.R., Japan, and China where no Unity centers exist. Karen felt that each child's letter was so important, that if there was no Unity center in a country, the letter was mailed to the American Embassy in that country to be passed on to interested children.

A bulletin board with each child's name and the desti-

nation of his or her letter is displayed in the Youth Education Department. When a letter is answered, the postmark and stamp are displayed with the name of the child who originated the letter. The letters are read to the entire assembly.

The children of Unity Village Chapel and Youth Education Director, Karen Jackson, make an open invitation to any children who would like to correspond with them. The following are copies of two letters that were sent out by children.

Dear third and fourth graders,
My name is Ginger. I love animals.
You must be very lucky to live
California. I have two dogs. Their names are
Brutus and Charlie. I have four fish two goldfish
and two guppies. I love dinosaurs!
I live in a big house. with my sister
Gretchen, my dad and my mom.



Oct. 15, 1988 Aaron Jackson
Dear Friend
I like you. Do you
like me?
I go to Hazel Grove
School. I like to
play I am in the
first grade



Ray Wiggins
International Youth Education Consultant

VIDEO IN THE CLASSROOM

Inserted in this issue of *CONTACT* is a listing of videos available through our Youth of Unity Lending Library. Since September we have added 23 videos to this **FREE SERVICE**.

The video revolution has come to the churches! The videocassette is now at the vanguard of the communication revolution and is likely to remain an important factor in all our lives. The reason is simple: it is inexpensive to purchase and easy to use and maintain. Through the Y.O.U. Lending Library you can, with minimum effort and expense (postage), utilize video in your church's teaching and worship settings.

The commercial video rental stores and educational organizations have a wealth of movie and special feature ideas which can help the teacher transport his/her class to other places, times, and cultures. With the help of videotape, ideas can be made concrete, biographies real, and information graphically presented.

Whether the movie is "Gandhi," "Ordinary People," or "Places in the Heart," these stories-on-tape can offer strong witness to the action of Spirit in our time and can serve as effective resources for a class.

How Can Video Add To A Lesson Plan?

In a classroom setting it can:

- give students access to a time, place, culture, or person that is outside their ordinary experience.
- focus attention and energy on an idea, feeling, or question in a way that is specific and concrete.
- to deliver information.

Consider these examples:

ACCESS: Class is exploring the abundance of good God has given us. As they study the Genesis creation stories, a portion of National Geographics, "The Rain Forest" can serve as an engaging opening leading to a recognition of the beautiful balance of God's world. It gives students access to the wonder of creation.

A segment from "Under Fire," a film about the strife in Central America, can give a youth group access to the suffering in that part of the world as they are led into a discussion about sanctuary.

Whether you're watching a scene from "To Kill A Mockingbird," "The Sound of Music," or "Armageddon," a movie segment can open the door to an idea, place, or person that will facilitate the unfolding of a good lesson plan.

FOCUS: "Ordinary People" provides a wonderful statement on the power of friendship to transform a life. A scene from it will help focus more concretely on the relationship of friendship to health. You can help students focus on the needs and plight of the hopeless with a scene from "On The Nickel."

INFORMATION: Several motion pictures on videotape, besides telling a good story, provide excellent historical and biographical information we want to pass on to students. "Gandhi" and "Brother Sun, Sister Moon" (a film about St. Francis) are two such movies. They provide a richness of context and data that help bring FAITH history alive.

How Should Videos Be Used?

The video is just one more resource that can be brought to a lesson. When used, they ought to be used as a well thoughtout lesson plan and, of course, be appropriate for the age of the student.

Not every movie that fits the age group and the theme of the lesson is good for the lesson plan. It may be too long or too short, or it may tell too much of the theme which you'd rather unfold in the classroom.

Generally speaking, a typical lesson plan will run an hour and will include four parts: an opening (a time to focus on the theme in an engaging way; a presentation of the theme (a time to focus one's thoughts and feelings around the theme); a mating of the theme with the student's experiences, memory, and creative skills (discussion, creation, thinking); and a closing that draws the experiences together (celebration, sharing, concluding).

Each of these segments can be accompanied by a video. The emphasis is on the word **CAN**. There is nothing that makes video resources better than other resources. A video resource is simply one of many tools that can be put into powerful use in a lesson.

YOUTH OF UNITY NEWS



Lynn "Mikki" Michael
International President
Youth of Unity

What a magnificent new year already! A new beginning in a wonderful world! Not only do I have goals planned for my personal life, but the International Team has many bright plans for the Y.O.U.

First of all, if you haven't heard, there is the new "Prosperity Bank" idea for the Y.O.U. Love Fund. This will build the "Youth of Unity Fountain" in front of the new Silent Unity Building at Unity Village.

Each Y.O.U.'er is encouraged to save their loose coins in a money (prosperity) jar. Family and friends may be invited to join you. In June each chapter collects and rolls the coins and sends the total to The Love Fund. See us raising \$5,000 for this project!

The Service Project this year is in conjunction with the Hunger Project where we give our love and time (rather than money) to be of service to others in need. Several chapters already have collected food for local food banks. Keep up the good work!

Then there is the "Freeman Scholarship Fund" to which Y.O.U.'ers between the ages of 14-18 submit their creative writing(s) in the form of poems, meditations, or prose. These are to be in by March 1st, 1989. Your minister or sponsor has details.

We also have many fun ideas for Conference '89! Theme? "Come Alive! A Serendipity Celebration." More

about Conference in the next month.

My love and enthusiasm grows and grows everyday. I appreciate everyone who has touched my life so deeply no matter how brief our meeting. Thank you, thank you, thank you!

Many blessings to you throughout this glorious new year!

What a wonderful time of year--a time of new beginnings and the love and spirit of the seasons. This year brings so much excitement for me--traveling to the different regions for your rallies, visiting Unity Village again in March for conference planning, and in June, finishing my first year of college.

My sister/prayer chapter program has begun. Now a chapter from Florida and one from Illinois will be prospering from one another's love, prayers, and fund. If your chapter wants me to match you with another chapter, write me at Michigan State University, Wonder Building, 621 North, East Lansing, Michigan 48824. I visualize each and every one of you letting your Christ light radiate out to the world. May you take the risks involved and step out in faith as you accomplish all your goals for the '89 year.

My love and blessings to each of you.



Stacy Macris
Int'l 2nd Vice-President
Youth of Unity

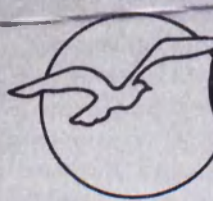
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PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®

March, 1989



THE PRESIDENT'S LETTER



Maya Brandenberger, Ph.D.
Unity de Montreal
Montreal, Quebec, Canada

I have just returned from a weekend in my country house. A group of women from the church had been gathering as a spiritual growth group for over a year and I had invited them, at the winter solstice, to create symbolic rituals to honor our spiritual and human journey. It was sometime during this weekend together that I became aware of the thoughts that I am writing here today, some thoughts about women and the feminine in all of us.

For the past 3000 years or so most people have lived in social structures conditioned by masculine attitudes and values. Ours is still very much a men's world. Men hold most positions of power, wealth, and decision making, reinforcing the masculine principle throughout society. The economist, Hazel Henderson, writes that "there is much evidence associating patriarchal societies with oppression, violence, and militarism." However, if we are to live in peace, to conserve the environment, to protect the weak and vulnerable, in other words, if the human species is to survive and have a world which we will want our children to inherit, it will be because feminine values begin to be amplified. The values of compassion, relationship, forgiveness, cooperation hold the key to our survival. In the increasing awareness of the need to balance the masculine and the feminine elements we have come to understand these two great forces to be present in each person. Women have

always been closer to the process of valuing. Men knew that unconsciously, and in order to maintain patriarchy, they had to control and even fear all that was female and feminine around them and in them, cutting themselves quite effectively from their feeling dimension.

As the sage says, it is the uplifted, reclaimed, and light-filled wise woman who will lead us out of the confusion--women who have fully embraced their bodies and their sexualities and have called into their lives the light. Such women can stand without crumbling, firmly grounded yet receptive and open, at the door of wisdom. Again, the sage says what the world needs now is the cooling waters of the uplifted feminine in all of us, men and women, which now truly allows a birth of a new world consciousness.

It is evident in a vocation such as ours, the ministry, which is essentially psychological and spiritual/transformational in its function, that individual men and women need to come face to face with the innate polarity of these forces. It is within the dynamics of this polarity that the creation of the Self is formed. We are all dynamic creatures with our heads in the sky and our feet on the earth. And, while this process continually ebbs and flows around and through us, we can hope to move on to expanded levels of the Self.

Externally this drama is so very current. When I speak to men, I still hear stories of mistrust and hostility toward women. I listen to women tell me of their desperate attempts to find love from men who are preoccupied with another world. So there seems to be both a rapprochement and yet a gulf between the sexes. Sometimes it seems as though the "sacred marriage" is beyond us. Jan Bauer, a Jungian psychotherapist here in Montreal, spoke recently of the New Couple facing each other's complexities in a society where women are becoming more bold and men more loving. And she asks, "Have we come, in these most fecund of times, to an impasse where two ships pass in the night?"

Well, vive la difference, as the French say so confidently. I believe that it is exactly the dynamics of this difference, which are too powerful to let such a thing

happen and which are moving us to where we will be seeing the making of a deeper, more comprehensive sacred marriage.

One most important aspect of this journey is a great need in men and women to rediscover and differentiate their feeling/valuing function. In a monologue on Teilhard de Chardin, Raymond Lehahan writes, "Men and women are beings that are still coming 'to be'. Mankind is, for me, nothing else than evolution becoming conscious of itself. Both man and woman include a within; i.e., they not only look 'out' at the world but look 'in' and are conscious of themselves, a new world is born, a world of intelligence and love and a new sense of being honest about what one is feeling."

Religion, our ministerial arena, has all too often been accused of being a method of avoiding to think for one's self, to avoid the internal process of clarifying what one is feeling. Yet we know that no matter how powerful the metaphysical treatment of a situation is, if we do not first establish congruency with what our feelings are reporting from within, the unconscious dynamics reports the metaphysical and affirmation treatment as a lie.

Yet how many of us are "at home" with ourselves, in tune, able to sense what we are feeling at any given moment. Bear in mind that I am not talking here about an emotional "solar plexus charge" but a

Continued on page 7

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March 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: Unity of Montego Bay
 Montego Bay, Jamaica, West Indies
 Senior Minister: Pearl Davis

Deadline: 1st of every month, two months prior to issue date.

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

The mixture of tears and laughter throughout the week that followed Jay's death on December 12, and during the "Thanksgiving for the Life of Jay W. Dishman Service" on Saturday, December 17, 1988, marked efforts of family, friends, staff, and congregants to begin healing from a deep feeling of pain and loss. The service was conducted at Atlanta Unity Church by C. Thomas Sikking, co-minister of Unity of Jacksonville, Florida; John Strickland, Director of Silent Unity and Vice-President of Unity School of Christianity, and me. As to the actual recovery, there will be much laughter and many tears for a long time to come.

Jay Dishman was born in Texas and grew up in California, and was preparing for a career in psychology when he was introduced to the Unity teaching. A seed was planted within him suggesting that his two strongest interests, psychology and religion, could be merged into one service to mankind. The seed took root. In 1963 he entered ministerial training at Unity School, was graduated in 1965 and ordained in 1966. I count myself fortunate to have been friends with Jay since 1965 and a close coworker on committees and boards almost continuously for the past 20 years.

During his first two years in the field Jay worked primarily with youth groups. In Seattle, Washington, he built a group to exceed 100 in number, which produced three international officers from the 1967-68 Y.O.U. Conference at Unity

School. Jay served dynamic ministries in Sacramento, California; Detroit, Michigan; Seattle, Washington; Yucaipa, California; Atlanta, Georgia; San Diego, California; and a second term in Atlanta, Georgia. In his ministry in San Diego, Jay was involved in organizing Unity-Amigos, a clergy/medical project assisting in health and humanitarian needs in Tijuana, Mexico.

During his ministry in Atlanta, Jay attracted a dynamic congregation, built Sunday services to overflowing, initiated a fund raising program for expansion, inspired several candidates to enter ministerial school, and created a positive and strong Unity image in the Atlanta community. During this time he also helped to establish several churches and study groups in Tennessee and Georgia.

Jay Dishman taught motivational techniques for sales training organizations, gave seminars for chiropractic associations, and spoke to numerous service clubs. His sincerity, coupled with his wit and easy delivery, made listening to him a stimulating and privileged experience.

Jay served on committees of the Association of Unity Churches. For four years

he served as co-chairman of the Licensing and Ordination Committee; he served on the Board of Trustees for ten years and the Board's Executive Committee for seven years. In 55 years of the organized Unity Field Movement, Jay is the only person to have served as President for two years. After leaving the Board of Trustees, he immediately went onto four very important committees, and was chairman of the Development Committee. Not only will this beloved man be missed personally, but professionally. Unity will miss his valued leadership.

In November of 1977, Jay was nominated by Dr. William R. Parker, Dean of Faculty of Union University, as a candidate for the degree of Doctor of Divinity. In January of 1977 this honorary degree was conferred in the presence of Jay's congregation in San Diego.

Jay's indepth search and willingness to share the fruits of his search are epitomized in his interpretation of The Lord's Prayer. It seems a most fitting ending to this tribute to a great man who was, and is, loved by so many, including his beloved wife, Carolyn and children, Linda, Jeannie, Chris, Molly, Laura, and Amy:

"A Prayer In Secret" by Jay W. Dishman

O Holy Spirit, which art alive in the soul of me;
precious and sacred is Thy name.

May the abundance of Thy Kingdom and the
Truth of Thy will be expressed in my outer affairs
as they are revealed to me at the summit of my soul.

And for the needs of my day: Help me to know that
you have already given to the capacity of my awareness.

And help me to forgive myself so that I may then
forgive those with whom I have experienced pain
and inharmony.

Help me to determine the difference between temptation
and inspiration, so that I may avoid error and
make my life a living testimony to Thy love and Presence.

For Thine is the kingdom of good, the power of Truth,
and the glory of life that endures forever.

Amen





Barbara O'Hearne
Church Development and
Management Consultant

SURVEYING THE CONGREGATION

An integral part of the strategic planning process is to gather information from the congregation through a survey or questionnaire. The importance of this information is multifaceted. It helps to evaluate what is being done within the ministry, what the members want to be done, and ways to narrow the gap between the two by setting goals. Let's examine the value of a congregation survey, some possible questions that might be asked, and ways to conduct a survey.

Value

Input and recommendations from the members of a church or organization are necessary information when the leadership, defined here as the minister and board of directors, wants to insure the needs of the people being served are met.

Like all data that is collected, the value is how the information is used. In other words, what changes are ultimately implemented as a result of the survey information.

On occasion the members of the congregation have a different viewpoint than the minister and board. Because of the anonymity of a survey, people may be more willing to come forth with their responses.

Questions To Ask

I have read various survey instruments specifically designed to assist the minister and board in developing their strategic plan. The types of questions asked depends upon the size of the questionnaire. For example, a very simple and effective survey might ask for the following information.

Name the two most important services provided by this church.

Name two strengths of this church.

Name two weaknesses of this church.

List two or three goals you would like the board to achieve in the next twelve months.

On this open-ended type of survey ample space is provided for people to write their responses. This particular instrument is quick and provides some key information that is a useful component in the strategic planning process. Note that the survey is not signed.

A more sophisticated and thorough survey was developed and administered at one of the larger Unity churches. This survey contained 152 items that were either short answer responses or required circling the number that best described the answer. This survey also provided important demographic data such as age, line of work, level of education, household income, etc. Optional information included the name and telephone number of the person completing the survey.

A more lengthy survey requires more time to complete and generates a great deal of data for compilation, analysis, and utilization.

Which one you choose depends upon what kind of information you want, cost factors, available staff or volunteers to compile and analyze the data, and how it will be used.

Administering The Survey

Once the decision has been made to develop and administer a survey, the type of instrument seems to determine the methodology. The key to success is to announce, advertise, and, in general, excite the members about the upcoming survey. The advanced notice of the survey contains such information as: why the information from the membership is important, what will be done with the

information, and when the results will be made available.

Among some of the successful techniques or strategies used, three come to mind. All have advantages and disadvantages in terms of time and money. One strategy used by larger organizations involves the mailing of a postcard notifying the members that an important survey is coming within a week and asking the person to take time to complete it. The survey arrives, as promised, by mail with a cover letter indicating the reasons why it is being conducted and asking for 15 minutes of the member's time to complete. Provided in the survey is a self-addressed return envelope. In about 2 weeks another postcard arrives, this time asking for the return of the completed survey or thanking the person for completing it. For many organizations this procedure gets an impressive rate of return.

A second technique can be used with a very simple survey like the one previously mentioned. This also requires the advanced notice and advertising. The survey is passed out and completed during the Sunday Service for a couple of Sundays. In addition, copies of the survey are mailed in the newsletter with a request to return them by mail or bring them to the church. Rarely do people respond more than once to a survey so "stuffing the ballot box" won't be much of a concern.

A final strategy that requires a great deal of advanced planning and notification involves one or more special membership meetings. These meetings can be held immediately after service and provide an opportunity to discuss the survey in greater detail, answer questions, and then administer it.

Feedback Of The Information

Once the survey has been conducted, compiled, and studied, the membership should receive a report. A combination of oral and written reports seem to be most effective.

A written report can be published in the newsletter, sent in a special mailing, or passed out at a Sunday service. In addition, a brief oral report is made to the congregation. What is of utmost importance is the quick and timely feedback of the survey results to the membership.

CHURCH GROWTH BY RADIO



Carolyn Craft
Radio/Media Coordinator

THE MESSAGE IN OUR TIME

Favorite Unity Radio Talks is dedicated to the more than three million regular listeners to "Unity Viewpoint," Unity's nationwide radio program, and to the hundreds who wrote asking that the most helpful scripts used on this program be printed in book form for timeless enjoyment. —Charles Fillmore.

Beginning in 1920, Unity's Radio format on WOQ (now WDAF) in Kansas City included religious messages, talk shows on diet, health, public issues, poetry, music programs, healing services and a daily reading of The Lord's Prayer at 11:00 a.m. The programming became so popular that requests came in from all over the world for copies of scripts and times and dates of upcoming broadcasts.

Until as recent as 1970, radio shows such as "God's Half Hour," "Voice of Unity," and "Morning Meditation" were carried from Kansas City Radio. Unity's 28-minute program entitled "The Power of Your Potential" continues to air today. Beginning in 1969, "The Word," one-minute programs were put into production and today air on approximately 500 stations.

Radio continues to be the most personal medium of our age. In light of Webster's definition for communication; to communicate Unity's message in our time is "to impart information, to reveal, or to have connection with. It is the act of making known, a connecting passage."

As we read in Connie Fillmore's

message in January's *Daily Word*, "The story of Unity's first 100 years is a story of an idea whose time is right for expression in the human family. The idea is as fresh and new today as it was a century ago. It is as applicable to your life right now as it was to the lives of your parents, grandparents, and great-grandparents. It is as useful in the United States as it is in Europe, Africa, Australia, Japan, China, Russia, and the rest of the world. The idea of Unity is timeless, boundless, and limitless. Unity offers a new way of thinking, a new way of being. It is a way full of hope, love, peace, abundance, healing, and joy."

During Charles and Myrtle Fillmore's day, radio was an innovative way to share Unity's message of Truth. Unity's own WOQ was the oldest radio station in the midwest in 1922. Students, who were ready, found their teacher through the voice of Unity. Today, radio can be just as powerful to your ministry.

While the pupil wishes for help, he makes it difficult for the teacher. His soul

Congratulations to Don Jennings of Omaha, Nebraska, Evelyn Casper of Key West, Florida, and Paul Roach of Ft. Worth, Texas, now utilizing radio in their outreach!

wants to receive, but his ego does not want to acknowledge. --Khan

This is where radio does its work. When one least expects it, the message of our time, that of Unity, touches him/her on a personal level, wherever listening occurs. Radio reaches more people one-to-one more efficiently, and with more personal impact, than any other form of media communication.

Radio has a powerful ability to reach many persons personally, yet time and consideration must be given to the selection of the most appropriate station(s). There are more stations covering each community now than during earlier years and the apparent fragmentation can seem confusing. The question I am asked most

Continued on page 8

DIRECT MAIL MARKETING (Continued)

VI. Nine Identifiable Components of Successful Media Generated Direct Mail Fund Raising.

- A. Clear sense of mission (What's going to happen to the dollars that respondent donates). What difference is his/her donation going to make in the world?
- B. Clear goal or vision in support of the mission. What are the necessary steps to be taken in order to accomplish the mission?
- C. Competent, disciplined people who support the goals and the mission with as much enthusiasm as their leader.
- D. Ability to articulate the mission accurately to donors in terms of their needs, in a compelling way. (Oftentimes successful fund raising includes follow-up letters highlighting progress toward goals.)
- E. Know the ratio of return on certain strategies. Donations are placed in the strategy which will bring the greatest return. (Actually a verification that the most dominant need is being responded to.)
- F. Ability to create and present specific fund raising offers which match the donor's interest.
- G. Clearly identify donor groups by category.
- H. Ability to organize and relate to donors.
- I. Thank donors often.

Source: Bob Screen, CMMA Conference Fund Raising

CHURCH GROWTH & DEVELOPMENT ISSUES



Dick Connor
Church Growth & Development Director

Using Your Agenda To Deepen Consciousness

Are you using your agenda to deepen the consciousness of participants at your board meetings? Many churches still neglect to prepare agendas prior to their meetings. The results? Long meetings that ramble on, little positive action resulting from the meeting, bored board members, etc.

In this article I'm going to share a copy of the agenda we use in my church. It is one I recommend during my weekend seminars. We started using it about eight months ago with undreamed of good results. At least seven other churches are now using this format and they, too, have reported excellent results.

Please refer to the copy of the agenda as we proceed. I will only discuss the unique aspects of the agenda. I suggest that you review the excellent articles on this topic prepared by Barbara O'Hearne in earlier issues.

1. Check-in

The check-in process begins by inviting all in attendance to share what little "i" of personality and ego might have accompanied them this evening. We are asking them to tell the truth, small "t", about what is so for them at this time--

BOARD MEETING AGENDA (Date)

<u>Activity</u>	<u>Responsibility of</u>	<u>Action Required</u>
1. Check-in	All	Sharing the impact of our "i" on this meeting
2. Prayer	Minister	Oneness
3. Approval of Agenda	President	Discussion, Motion, 2nd & Vote
4. Approval of Minutes	Secretary	Discussion, Motion, 2nd & Vote
5. Financial Report	Treasurer	Discussion, Motion, 2nd & Vote
6. Minister's Report	Minister	Discussion
7. New Board Orientation: Relations with minister, staff, congregation. History, Helps, Hindrances	President	Discussion
8. New Business a. Joseph's Concern b. Staffing c.	President	Discussion, Motion, 2nd & Vote
9. Standing Committees	Leaders	Discussion, Motion, 2nd & Vote
10. Next meeting date/s	President	
11. Action Item Summary	Secretary	Commitment
12. Individual acknowledgements	All	Recognizing the divine "I" manifested during the meeting
13. Closing Prayer	Minister	
14. Adjournment		Motion, 2nd & Vote

experiences, feelings, and reactions that might interfere with their being fully present.

The sharing is relatively brief and to the point. The agreement is that their feelings will be honored but not pandered to. Be prepared for surprises! Prior to inviting this sharing, we often plunged into the business at hand and the full membership was not really alert and ready for the Lord's work.

I've listed below the actual comments made by my board members and others in churches who are now using this technique:

"I'm not here yet. The last meeting I attended this afternoon was a blood bath and I'm still trying to handle my anger at the way my boss treated one of my people."

"I just had a counseling session with one of my congregants who is probably not going

to survive the week and mortality stuff is really up for me."

"I dread another long evening dealing with our money problems."

"I'm fighting a cold and I feel headachy."

Discussion

Let's explore the dynamics of each comment in turn. Please note that every comment was in the first person, and was "owned" by the speaker.

The lady who shared about the "blood bath" was an executive with a large local establishment that was undergoing hard times. She admitted later that she was concerned about her continued employment, and was angry that she "caved-in" when her Neanderthal boss embarrassed

Continued...

one of her female employees. She later remarked, "Having the opportunity to unburden myself and not feel embarrassed in front of my 'family' was really liberating. Not too long afterwards I was totally there."

The minister who shared about being hooked on his own mortality stuff truly served the other members who were comforted that they were not alone in their feelings. A lot of Unity people tell me they have thoughts of, "I shouldn't be feeling this way!" "What will the other board members think of me?"

Prior to installing the check-in procedure this minister, according to one of the board members, "walked around with a frozen New Year's eve grin on his face that was a real put-off to me." The act of trusting the others to handle this disclosure in a nonjudgemental manner opened up the space for additional sharing. To this day this ministry reports that their meetings are highly effective and that issues are surfaced and handled lovingly and effectively.

The comment about the prosperity consciousness is a frequent one. Until a check-in time or other technique for telling what's so is instituted, sensitive topics tend to go unhandled. In this instance, the church was experiencing a shortage of operating funds and feelings of frustration and pending gloom were present. Too often the Leadership Team thinks prosperity problems are the direct result of their lack of consciousness, that they must be doing something wrong.

One of the most exciting experiences I had in handling this topic was the least expected. A seemingly shy and retiring board member with an abundance of wisdom lines in her face startled the group. She quietly and firmly stated, "Damn, damn, damn! When are we going to quit beating around the bush and tell the truth? This church is in financial trouble and I'm scared and upset about it."

The effects of her sharing were electric. Several members were surprised that she felt so strongly about the situation. In fact one said, "I'm delighted that you care so much. All this time I thought you were the original 'ice princess' when it came to money."

Another member, the self-designated

"Miss Fix-it-up" in the group tried to smooth things over and was told by the lady, "Grace, I don't want to feel 'good' right now. I want to tell the truth Dick is urging us to do. You can make nice-nice later on."

This board is now experiencing the freedom of being able to tell what's so without fear of hurting feelings and not being a good Unity student due to the language used to accurately describe one's perceptions and feelings.

The cold comment is another typically hidden comment that gets in the way. A lot of us still have the notion that it's not spiritual to experience symptoms such as headaches and fever. A minister told me that she felt free for the first time in several years to admit that she didn't always feel great.

2. Centering Prayer

Too often a group begins with a prayer or recitation of a statement prior to checking in and the healing opportunities discussed earlier are not realized.

Using the check-in disclosures as a guide, the person praying in the board has the opportunity to create a safe, accepting, and healing environment.

8. New Business

Items 8a and 8b are preapproved topics. Many ministers are caught unaware by topics being brought to the table without previous notification. In one meeting I had to call the board president on her tactic of "let's surprise the minister." Item 8c is left blank in the rare case of an emergency that has just arisen and must be handled.

11. Action Item Summary

We have a wonderful secretary who is able to keep track of individual commitments and time lines. She quickly reviews her understanding of the commitments with each person. This avoids ineffective action based on incomplete understanding.

12. Individual Acknowledgements

Just before we adjourn, each of us takes the opportunity to recognize the

divine "I" manifested during the meeting by various members. This is positive and powerful acknowledgement that truly builds trust and a spirit of community. One member remarked, "This is the safest and most supportive environment I ever experienced, even more so than at home."

Let me know *your* experiences in these areas! Blessings.

PRESIDENT'S LETTER

Cont'd from page 2

heart-centered knowing, sensing, and valuing. It is here that the mystery comes full circle; it is the feminine in us all that does and is this knowing.

I see the regular attendance of a person in a Unity congregation as a way for the individual to rediscover this feeling function, to learn to heal and then to differentiate between emotions and feelings. At this point a trust is established, a bridge to the Self.

"What do I feel?" Such a simple question yet so profoundly complex for the men and women of today. We must first "come home" to ourselves again and learn to trust this most direct and immediate door to the heart. For many of us this is a painful journey of reclaiming, healing, and sorting out. Yet it is the way of individuation, of bringing light and dark, yin and yang, thinking and feeling into resonance. And it gives birth to the Self, becoming ever more conscious, ever more allowing for a new, comprehensive sacred marriage "within" and among us humans.

PARTNERS IN MINISTRY

a network of spouses of ministers



Karin Mosley

My Easter gift to you is the following story. It has been reprinted as it appeared in *Partnership Magazine*, March/April, 1987. Know you are loved in this season of renewal and always!

It's Empty

by Harry Pritchett, Jr.

Philip was a pleasant child, a happy one, but he seemed increasingly aware of the differences between himself and other children. His Sunday school teacher, a friend of mine, watched with interest and concern as Philip sat with nine other eight-year-olds in the third grade class. The children really cared about each other, even though eight-year-olds don't say that out loud. But my friend could see that Philip was not really a part of that group. Philip was different. He was born with Down's syndrome.

My friend had no idea just how far-reaching his marvelous plan was for his class on the Sunday after Easter. He gathered some plastic eggs, the kind pantyhose come in, and gave one to each of the children. On that beautiful spring day the children were to go outdoors, find symbols for new life, and put them in their eggs. They would then mix up the eggs, open them, and explain their "new life" symbols one by one.

It was glorious, confusing, and wild as they ran around to gather their symbols.

When they returned, the children put the eggs on a table, and my friend began to open them.

He opened the first and found a flower. The children "oohed" and "aahed."

He opened another and saw a butterfly. "Beautiful!" the girls said. It is hard for eight-year-old boys to say "beautiful."

He opened another and discovered a rock. Some of the children laughed. "That's crazy!" one said, "How's a rock supposed to be like new life?"

Immediately one little boy spoke up: "That's mine. I knew everybody would get flowers and leaves and butterflies and stuff like that. So I got a rock because I wanted to be different. And for me, that's new life." Everyone laughed.

The teacher opened the last one, and there was nothing inside. "That's not fair," someone said, "That's stupid," another said. "Somebody didn't do it right."

My teacher friend felt a tug on his shirt. He looked down and saw Philip standing beside him.

"It's mine," Philip said. "I did do it. It's empty--the tomb is empty."

The class fell completely silent.

For those who don't believe in miracles, I want to tell you my friend saw one that day. From then on, Philip became part of the group. They welcomed him. He entered in. Philip was set free from the tomb of his differentness.

From the time he was born, Philip's family had known he would not live a long life. Many things had been wrong with his tiny body. That summer Philip was overcome by an infection most children could have shaken off. Late in July, he died.

On the day of Philip's funeral, nine eight-year-old boys and girls met death's reality and marched up to the altar--but not with flowers. Nine children, with their Sunday school teacher, laid on the altar their gift of love--an empty egg.

(THE STORY OF PHILIP by Harry H. Pritchett, Jr., © 1976 Saint Lukes Journal of Theology, University of the South, Sewanee, Tenn. Used by permission.)

Write to **Partners in Ministry, Association of Unity Churches, P.O. Box 610, Lee's Summit, Missouri 64063**; or phone me (816) 524-7414.

CHURCH GROWTH BY RADIO

Cont'd from page 5

often is, "How do I select the best station(s) in each market?"

All radio stations identify themselves by their format. By asking the account representative from each station to define their programming, you can begin eliminating stations that are inappropriate.

The most popular formats today are: Adult Contemporary (AC), Contemporary Hit radio (CHR), Album Oriented Rock (AOR), Country and Western (C&W), Modern Country, and Urban Contemporary. The music indicative to these more popular formats will be played by more than one station in each city. Other formats are: Ethnic, News/Talk, Gospel, Jazz, Oldies (usually identified by certain decades--50's, 60's, etc.), Classical, Big Band, Sports, Easy-Listening, Financial News, New Age, Classic Rock, Contemporary Christian, and Children's Radio. The Adult Contemporary format is often the one most difficult to distinguish. Each station that identifies itself as AC has different air personalities and format structure but the music and commercials are similar.

Important questions to ask yourself prior to deciding on the station(s) for your outreach are:

1. What is my goal with this radio outreach?
i.e., reach new church members; a message tithe to the community; announce, for example, a special 10-week course; advertise a guest speaker or special event; advertise with co-sponsor an upcoming charitable event.
2. What age group will my message appeal to?
i.e., teens, 12-17; children, young adults, 25-34; women, 25-49; adults 35-54, etc.
3. Is a particular psychographic profile important to my message?
i.e., business executives; homemakers; retired, etc.
4. What geographic (zip code) areas of the city are important to me?

Sales representatives from the stations can provide this and more information on the dynamics of their station.

The message in our time is the message that our founders revealed 100 years ago. It is rewarding to share with you through your media outreach the words of Unity and Truth. Let us know how we can be of assistance.

Stay tuned!

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, 1988

INCOME-OPERATIONS	October	Year to Date
Love Offerings	\$93,500.62	\$580,346.20
Other Income	1,634.85	32,470.71
	<u>\$95,134.85</u>	<u>\$612,816.91</u>
Less: Tithe Transfer	10,036.03	54,566.38
	<u>85,098.82</u>	<u>558,250.53</u>
Gross Profit Material	6,743.36	35,275.49
Total Income	<u>\$91,842.18</u>	<u>\$593,526.02</u>
EXPENSES-OPERATIONS		
Total Expenses	<u>\$86,456.49</u>	<u>\$579,588.81</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$ 5,385.69</u>	<u>\$ 13,937.21</u>

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

Month of October: \$10,422.76
Year to Date: \$50,588.19

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

June/July Special Issue

Once again it is time to remind you of our Special June/July Issue of CONTACT. 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 the Association family in the field. Please take pictures, write brief descriptions, and submit them by March 31, 1989, for possible inclusion in the June/July issue.

SPARKPLUGS

Talk Topics & Sermon Starters from
Unity publications

This month: On Wings of Truth--The Unity Way to Health, Prosperity, & Love

How many times have you been asked the questions, "What is Unity? What does it teach?" Have you occasionally searched available Unity pamphlets and books to formulate your answers?

Especially for Unity's Centennial, a videocassette has been produced to acquaint people with Unity and to answer many of their questions. On Wings of Truth--The Unity Way to Health, Prosperity, & Love (available in VHS and Beta II) presents the basic tenets of Unity's principles. The introductory portion of the sixty-minute videocassette features Charles Fillmore, Chairman of the Board of Unity School; Connie Fillmore, president of Unity School; and John A. V. Strickland, director of Silent Unity. They give brief histories of Unity School of Christianity, Myrtle and Charles Fillmore's ministry, and the Silent Unity ministry.

The major portion of the videocassette presents well-known Unity ministers; Eric Butterworth, Dorothy Pierson, James Dillet Freeman, Jim Rosemergy, and Sharon Poindexter. They present Unity's philosophy on healing, prosperity, prayer and meditation, consciousness, the power of thanksgiving, right livelihood, giving and receiving, loving relationships, and other important aspects of Truth.

The entire program is presented in easy-to-understand language appropriate for anyone new to metaphysics, and you will appreciate the way in which the ministers relate Truth ideas to real-life situations.

The film concludes with the singing of "Let There Be Peace on Earth" and a colorful balloon release.

The warm presentation of Truth and Unity's basic teachings is very impressive in its professional execution. Latest methods of filming make On Wings of Truth a grand production--one that is a must for every Unity center to have in its Truth library.

On Wings of Truth--The Unity Way to Health, Prosperity, & Love is available through the Sales Department of Unity School of Christianity.



Bob Ellsworth
Director of Education

THE UNIQUENESS OF UNITY Part III

Last month we discovered that each of us has unique gifts which we need to become conscious of and honor. When we remain unaware of our gifts, including both the blessings and the challenges they bring, we limit ourselves and sometimes create problems for ourselves and the ministry we serve. But when we become conscious of the gifts we can offer, and the gifts others can offer--better than we, our ministries can prosper and grow.

Unity is unique. All of us have heard this, but I didn't realize just how unique Unity is. Recently I became aware of the kinds of gifts Unity people have--and don't have--as measured by the Myers Briggs. For example, Unity is full of people who value INTUITION, but lacks people who value SENSING (people who focus on facts that can be verified by seeing, hearing, touching, etc.). In the past seven months, about 200 Unity licensed teachers, ministers, ministers-in-training, church leaders and continuing education students have taken the Myers Briggs. Rarely has anyone in Unity scored high on SENSING. Before you, as the reader, think, "What difference does this make?" let me tell you that the majority of adults in this country are SENSING people. SENSING people make up about 75% of the population in this country, while only 25% prefer INTUITION. **Unity, therefore, does not appeal to a majority of people.**

All this makes sense. For example, Unity teaches a metaphysical rather than a literal approach to the Bible. SENSING people tend to be attracted to a literal interpre-

tation of Bible stories and events. INTUITIVE people, on the other hand, search for meaning within the allegories, parables, and events. SENSING people, being more OUTER directed, prefer a clear system of do's and don'ts, rights and wrongs. INTUITIVE people find their guidance more from INNER direction and meditation. While all this makes sense, it means that Unity does not appeal to the majority of people in this country.

Could Unity appeal to more people who are strong in SENSING? The gifts that SENSING people can bring are: serving God in practical, down-to-earth ways; helping the poor, the hungry, the sick; and finding God in here and now experiences. SENSING people like vivid descriptions in story telling. People who minister effectively to SENSING people focus on the sights, sounds, and graphic details of Bible stories and other events. SENSING people appreciate good music, and often enjoy singing lively songs with movement and clapping. While Unity does not have rigid teachings of do's and don'ts, rights and wrongs, we often suggest practical steps to follow in applying the teachings to our daily lives.

I would like to see us in Unity become more conscious of the preferences of others whose values differ from our own. As we become more conscious, we can make choices. I believe that Jesus was fully aware of the differences among people. Some of His teachings appeal to SENSING people: "For I was hungry and you gave me to eat," and "Blessed are you if you do these things." On the other hand, His teachings that "the Kingdom of heaven is like..." appeal to INTUITIVE people who seek the inner experiences Jesus was alluding to.

I'm not suggesting that Unity should try to be all things to all people. We are unique, and we attract people who are in harmony with our metaphysical and mystical approach to spiritual life. Also, the consciousness of the minister will attract people whose values and preferences are similar to his or her own. But I do feel that we can become more aware of what other preferences and values are, how better to minister to a broader range of people.

As we grow toward wholeness, part of becoming whole is moving toward balance. Those who prefer introversion more easily become extraverted when needed. People who are strong in valuing and feeling begin to honor logic and thinking more. Highly INTUITIVE people begin to balance that out by experiencing and appreciating more the here and now of the sense world. Theorists and philosophers begin to honor practicality. As we become more balanced ourselves, this will be reflected in our worship services. And our worship services and classes will appeal to a broader range of people.



Trish Robinson
Licensed Teacher Consultant

ATTITUDE OF GRATITUDE

Living in an "attitude of gratitude." We hear the phrase, "prayed up" which is part of it, yet I'm not sure it is exactly the same thing. Jesus *always* gave thanks *before* He asked.

Recently I was a participant in a thought-provoking, soul-searching discussion. One of the things that came up was the question, "How often do we seek out someone to say 'thank you' to?" I found myself thinking about this days later. I asked myself, "When was the last time I called Silent Unity just to say thank you for being there, for doing what you do?" When was the last time I called a friend or relative to say, "Hi, just wanted to let you know I'm feeling good and life is going very well," or, "Just called to say I love you, thanks for being my friend."?

As I often do, I'm writing this to you so that it will become more ingrained in me. I recall having periods of time when I truly was living in an attitude of gratitude--beginning each day with thanksgiving, giving thanks throughout the day, and preparing for sleep giving thanks. In awe I would say to God, "I don't see how it could get any better" and God would promptly show me.

When and why did I slack off? Perhaps I began taking things for granted. Oh, I give thanks a lot and express gratitude to others, but it's not the same as *living in* an attitude of gratitude. A doctor that I worked for would often say, "When something is working, don't replace it; you can add to it, but don't replace it." When I am

experiencing the most and best of life, joy is full in me. I am giving thanks throughout the day, singing, "thank You, God; thank You, God, I just want to say thank You, God." In addition to giving thanks for life, for breath, I give thanks for the day, what it holds for me and excitedly look forward to what I will give to the day. When I pick up a book, I give joyous thanks for the benefits of what I am about to read. I give thanks for food I am about to eat, for my sense of appreciation, for knowing that everyone who comes into my space has a gift or gifts for me. And I also give thanks for being aware that I do not have to know what those gifts are.

Sometimes we may feel we are doing a thankless job. When it seems like that, the quickest and best way to change it is to sincerely express our thanks to God and to another person.

How great it feels to seek out the minister (or make an appointment), not because I want something or have a problem, just to express gratitude for working with him/her, and for being the minister that s/he is. Let's remember to find special ways of expressing our thanks to the people who attend our classes and workshops. Certainly we have proven that the more we give thanks, the more we become aware of how much we have to be thankful for. You know, "the more I give thanks to God, the more God gives me to be grateful for." We CANNOT out give God.

As Unity teachers we truly are doubly blessed. We get to teach Truth principles and help others learn these principles and apply them in their lives. We also project and radiate what we are. The more we feel anything--peace, gratitude, love, et cetera--the more it is radiated out from us. And the more we live the Truth we know, the more it shows, and more people around us catch it! Isn't it wonder-filled and aren't we blessed! Thank God that God is God. God bless God!

NOTICE: There will be a summer session of Skills Demonstration Seminar. Please inform the CEP students you know who would be interested in this information. When we became aware there was already seven people on the waiting list for the May SDS, Bob Ellsworth requested the summer session. We have received the OK on this. The dates are: **August 6-11, 1989.** Thank you!

P.S. I'm also very grateful for the Association's resource materials and how it is ever-expanding. Have you browsed through your "Share The Spirit" catalog lately?



Marianne Hill
International Children's Education Consultant

A Matter of Consciousness

In Unity we have long held to the truth that the circumstances we recognize in our outer, physical world, are reflections of our consciousness. When in our churches and centers we find ourselves wondering why our children's programs are not thriving or growing at the rate we would like them to, it could be a matter of consciousness.

When I say consciousness, I don't just mean the consciousness of the minister, or youth education director, or the board of directors. I mean all of these and more. When I say the state of the children's program in a church is a matter of consciousness, I mean the collective consciousness of the whole church, which includes the minister, board, youth education director, parents, and the congregation at large.

Many times we find that an "out of sight, out of mind," attitude exists. The children are kept busy somewhere out of "earshot" and are not in the way or underfoot, so the program must be working; except that the children complain to their parents when its time to get ready on Sunday morning, and the number of children involved in the program has not increased for some time. To create a vital, thriving children's program involves a conscious commitment, or a commitment of consciousness from the whole church. It involves realizing that the children are an integral part of the whole church. Our children's program is as much a ministry as is any other program or outreach supported by the church or center.

To begin the process, let's look at the environment of our present children's program. What does it tell us about

the consciousness of the church or center concerning the children? Many of our buildings are at present less than ideal. However, we might ask ourselves, "Has the space allotted to the children been given the care and consideration to comfort and aesthetic appeal that other major areas of the church or center have received?" According to author and church growth expert, Lyle Schaller, the three most important facilities, as far as creating a favorable impression on those seeking a church home or affiliation, are: 1) The nursery; 2) the women's restroom, and 3) the sanctuary. IN THIS ORDER! This means that where the children are housed and the aesthetic appeal of the area do make a difference, especially when we are looking at church growth and future expansion of the group.

In discussing environment, we are looking at both the physical and emotional environment created in and for our children. Even the smallest group can enlist the help of those in the church community to help paint or make new curtains for the children's area. Make sure there are adequate lighting, fresh or circulating air, clean floors, and uncluttered, freshly painted walls with colorful decorations and displays. Children, as well as adults respond positively to beauty and to an emotional climate that says, "We care about you."

If after surveying the existing situation, a change of consciousness seems in order, how can we begin to facilitate the change? For the board, minister, and youth education director, attempting to look at the surroundings as a child might see them will often reveal the types of environmental adjustments that will have a positive effect on the children's program. Another way to make the congregation aware of the children as an integral part of the ministry is to give a higher profile in the church community. Find ways to allow the children to interact with the adults of all ages. You may find the adult congregation responds favorably to having the children participate in the singing of the hymns before they leave for their classes, or they may come in at the end of the service to join in a song. Children can hand out the Sunday bulletins, older children can read the announcements or a scripture. A reception or open house in which all of the adults are invited to come and tour the children's area helps keep the needs of this program in the awareness of those who plan repairs and who budget for improvements.

Whatever way works best for the church or center is fine, the important thing is to allow the children's program a high profile in the total picture. Whatever it takes is well worth the time, money, and effort spent in creating an environment conducive to physical comfort and spiritual upliftment. The beauty and growth taking shape in the outer, reflect the beauty and ongoing growth within the hearts and minds of all who are privileged to participate in bringing forth a new awareness. It is a matter of consciousness.



Ray Wiggins
International Youth Education Consultant

Teachers/Sponsors

What You Can Expect, Ask For, and Forget About Getting From Your Minister

Church ministers, like the old country doctors, are expected to be able to do a variety of jobs. They need to preach inspiring (or at least not boring) sermons; baptize, marry, and bury members of the congregation; comfort the shut-in; counsel people when their marriages are breaking up, or their lives are falling apart; organize the work and finances of the church; arbitrate church fights; and lead in the church's education ministry. Because each minister is an individual, each will excel in some areas and be less effective in others. This means that sometimes you may be blessed with a minister whose creativity and interest in education make the church school one of the most exciting parts of the life of the church, but whose financial leadership could take the church into bankruptcy. It also means that the next minister may draw in new members by his or her outstanding leadership in worship and inspirational preaching, while he or she is content to leave the church school to the lay folks.

Because ministers are individuals, it is impossible to write a single description of the role a minister should play in the church's education ministry. Instead each congregation and its minister must describe together the role *that particular minister* will play in *that particular church*. Each role will be unique, but each will be made up of (1) some expectations of what any minister must do as part of being a minister, (2) the special gifts the particular minister offers, and (3) the special needs and gifts of the particular congregation.

As you define the role your minister will play, it is helpful to be clear about what is reasonable to expect from any minister, what kinds of roles a minister interested and trained in education might assume, and what is unreason-

able to ask for or expect from any minister.

You Can Expect. . .

There are certain things you can expect from every minister. Regardless of their individual gifts and interests, when they accept the call to the ministry, ministers accept some responsibility for the education ministry of the church. Therefore, congregations have the right to expect any minister to:

(1) **BE AN ENTHUSIASTIC SUPPORTER OF THE CHURCH SCHOOL.** While a minister may not have equal zeal for, or even be in agreement with, every program or policy of the church school, there should be no doubt that he or she takes education seriously. A minister with little interest in education, and no gifts as a teacher, can still be expected to give the support of an enthusiastic bystander. This support is evident in casual conversations around the church, the way announcements related to the church school are made, and other little ways.

(2) **KNOW WHAT IS HAPPENING IN THE CHURCH SCHOOL.** Only the most interested ministers will keep up with what each class is studying. But every minister needs to have basic knowledge of the church school program. A minister needs to understand the overall purpose and educational approach of your church school, how students are divided for classes, who is teaching, and what curriculum is being used. This knowledge enables him or her to interpret the program to people when necessary, and to support it with some integrity.

(3) **BE PRESENT AT CHURCH SCHOOL ACTIVITIES WHEN POSSIBLE.** The minister's presence proves his or her interests. If it is possible, a minister needs to be present during every church school session, visiting different classes (of all ages), leading in classes occasionally, and talking with people working in education ministry. When possible the minister's attendance at programs and parties beyond the Sunday morning class can be essential.

(4) **GIVE ADMINISTRATIVE SUPPORT TO CHRISTIAN EDUCATION.** The minister, as the chief administrator of your church, serves on all the committees that set policy and coordinate programs. His or her support of education in this is essential.

(5) **EMPHASIZE THE IMPORTANCE OF EDUCATION IN SERMONS, ETC.** In preaching, ministers are constantly telling us what the Christian life is like. If their preaching indicates that growing in faith is an important part of being Christian, people will take education more seriously.

(6) **PRAY PUBLICLY AS WELL AS PRIVATELY FOR THE CHURCH'S EDUCATION MINISTRY.** When the youth are gone on a rally, the congregation can

pray together for their growth. At the beginning of the church school year, pray together for its success. Offer thanksgiving for education work being done in your church. People pray about things they care about. As the prayer leader of the congregation, a minister can be expected to be praying about education in the church.

You Can Ask For. . .

In addition to the things you can expect of ALL ministers, there are a number of things you can ask your minister for. Ask for these things as ways of using special interests and talents. A few ministers would gladly try all of them. Some ministers will feel more competent to try one role than others. Other ministers have time for only a few of them. Some, in all honesty, have neither the interest, nor the ability, nor the time for any of them. If you ask your minister about one of these, you may get some suggestions of other ways she or he would like to be involved. Ask to explore possibilities, not to make demands. Some reasonable requests include asking your minister to:

(1) BE A PART OF "THE RESPONSIBLE GROUP."

A minister with a special interest in education can be a great asset to this group. From his or her reading, mail, and knowledge of Christian education, such a minister can point out useful resources, share new ideas, pass on denominational suggestions, and share in developing and implementing dreams. As minister, the person can interpret the work of "the responsible group" in education to others in the church.

(2) HELP THE TEACHERS. The help could come in different forms. Most ministers are glad to help teachers understand the content of their lessons or answer questions. If several classes study the same subject, you might ask the minister to lead an introductory lesson for the teachers on the subject they will teach during the coming quarter. Some ministers have the training and interest to serve as "teacher of teachers." In this role, they could lead workshops and work with individual teachers in developing their teaching skills.

(3) TEACH AN OCCASIONAL SHORT COURSE.

Many ministers enjoy teaching and teach well. Since they often do not want to be tied to one class or to teach every Sunday, short courses in different classes may be attractive to them and to the students. The minister may teach alone or as part of a team.

You Can Forget. . .

There are a few things you simply cannot expect any minister to do. Some of these may look obvious, but what is obvious to one person needs explaining to another, because each community has its own myths about minis-

ters. So, let me tell you that you can forget about:

(1) USING THE MINISTER AS AN ON-CALL SUBSTITUTE FOR ALL CLASSES. Ministers can no more teach a class without preparation than anyone else can. If a teacher calls in sick on Sunday morning, have another substitute ready with a preplanned lesson, or combine classes. A minister's Sunday mornings tend to be hectic even with careful planning. There is no room for surprise teaching assignments.

(2) EXPECTING THE MINISTER TO READ EACH CLASS' LESSON EVERY SUNDAY. There are not enough hours in the week for such activities. If a teacher calls for help on a specific lesson, it is reasonable to expect the minister to read that lesson and offer whatever help she or he can. It is not reasonable to expect the minister to read all lessons just in case advice, comments, and so forth, are needed.

(3) EXPECTING MINISTERS TO BE CHURCH SCHOOL EXPERTS. Many people assume that ministers have been taught the organization of church school and teaching skills as part of their training for the ministry. Unfortunately, this is not often true. Some students, out of their own interest, do get such training and graduate as excellent teachers. Other ministers get the training after realizing their need for it while serving their first church. But you cannot expect that a minister will also be a knowledgeable church educator.

What To Do About It

Discuss it with your minister. Too often, laypeople have their own ideas of how the minister should be involved in the church school, and the minister has his or her ideas of how to relate to the church school. Each may have some good guesses about what the other is thinking. But no one ever actually talks about these ideas and hopes openly (unless a major crisis has resulted from differing, unvoiced expectations). There is little to be lost, and much to be gained, by openly discussing these role hopes and expectations in order to define a role that everyone is aware of and accepts.

Invite the minister and the "responsible group" to sit down together to discuss that minister's role in the church's education ministry. You will probably be able to move through a time of what you can expect from any minister fairly rapidly, but will want to spend more time on ways you might use the particular talents your minister offers. Ask your minister to outline her or his training in education and to share how he or she wants to be involved in the church's education ministry. As you discuss all these ideas and dreams and abilities, you will begin defining the role that your minister will play. The group may want to put this in writing. In some churches, however, a clear verbal agreement will be sufficient.

Continued. . .

The Care and Feeding of Ministers

One last thing about a minister's involvement in education. Ministers, like teachers, grow and develop. Just as we need to take advantage of and honor talents they bring to us, we must work with them to increase their understanding.

If a minister knows little or nothing about education, encourage him or her to get some training. Invite the minister to join a group of teachers going to a workshop. (This has a double benefit. The minister gets some training and becomes part of the fellowship of the teachers, which the teachers appreciate.)

Finally, many ministers have a week or two a year to pursue "continuing education" to keep them growing as ministers. How they spend this time is usually their choice, but that choice can be influenced by suggestions. So let your minister know what areas you wish she or he would pursue.

If all this is done in a loving way by people who support them (rather than in a judgmental way by people who seem to be out to get them), most ministers will find such suggestions and invitations food for their growth, and will appreciate the good care you are giving them.

NOTE: Ray will offer a workshop during Ministers' Conference in June entitled, "Church Growth and Teen Ministry--The Minister's Role."

YOUTH FIND FOOD FOR NEEDY

The 1989 Y.O.U. Service Project is THE HUNGER PROJECT. A packet of material has been mailed from The Hunger Project to your President. Each Y.O.U. chapter is to find a way/s to feed the hungry in their communities and to raise the consciousness of their peers, family, and community to the realization that we can end hunger in our time. Many chapters are gathering food for their local food bank.

A Food Scavenger Hunt is a unique way of collecting food. One youth group held theirs on a Sunday afternoon. Adults provided transportation for the youth teams who were seeing which could collect the most. Teens were permitted to go only to homes of members or friends, asking for no more than two items. Points were assessed for each food item collected regardless of whether or not it was on the list of basic foods. The team with the most points at the end of 2 1/2 hours won.

Chapters are encouraged to document and photograph the various methods they use toward THE HUNGER PROJECT. The International Y.O.U. will present an award at Y.O.U. Conference to the chapter which submits the most unique and beneficial project.

NEW! Youth of Unity Service Project Videos

*THE END OF HUNGER: ERA OF OPPORTUNITY

Excerpts from the 1987 Global Satellite Teleconference

*IT'S ABOUT TIME

The Hunger Project Video. Running time 11:30.

These videos highlight the need for people to commit themselves to the eradication of hunger in our lifetime. THE HUNGER PROJECT is the official Y.O.U. Service Project. A resource packet is available from The Hunger Project at 1388 Sutter St., San Francisco, CA 94109.

**THE END
OF HUNGER
ON OUR PLANET
BY THE YEAR
2000!**

**YOUTH
ENDING
HUNGER**

Every year 13 to 18 million people die of hunger and hunger-related diseases--35,000 of us every day, 24 every minute, 18 of whom are children under the age of 5.

Yet, we live at a time when we have enough food to feed every child, woman and man alive. There is even enough food on our planet today to feed the projected population in the year 2000.

It is now possible to end the persistence of hunger forever. Ending hunger is no longer a matter of not enough food. Ending hunger is now a matter of not enough opportunity.

**TO END CHRONIC, PERSISTENT HUNGER,
WE MUST PROVIDE PEOPLE LIVING IN
NATIONS WHERE HUNGER PERSISTS
WITH THE OPPORTUNITY THEY NEED
TO END THEIR HUNGER.**

To reserve one of the videos described above write:

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

Freeman Writing Scholarships

*An Interview with James Dillet Freeman
by Renee Ruth, Youth Education Associate*

In August of 1988, James Dillet and Billie Freeman set up the Y.O.U. Creative Writing Award whereby Youth of Unity members from charter chapters could submit writings and win a prize. The prizes are:

- 1st: \$ 1,000 College Scholarship
- 2nd: \$ 600 College Scholarship
- 3rd: \$ 200 "Conferenceship"

The entrants must be grades 9-12, 14-18 years old. They may submit poetry, prose, short stories, articles, or meditations based on a Unity truth principle.

During an interview with James Dillet Freeman, I asked him why he set up the Creative Writing Award? His reply was, "Because I'm a writer!" A short time later he stated the real reason he started this contest was RAY WIGGINS. Ray is our International Youth of Unity Consultant here at the Association of Unity Churches. Mr. Freeman indicated that Ray was very good at thinking up ideas and getting people and money to make those ideas a reality. I must concur with this observation and add that I'm glad to be working in the education office with Ray and glad he is for our youth. Apparently the idea for the Creative Writing Award came in an earlier interview when Mr. Freeman told of a contest many years ago during Y.O.U. Conference in which the youth had a writing contest and Jim was one of the judges. Dan Perin was the International Coordinator at the time and Greg Barrette was one of the youthful contestants. Greg was later to

become the International Coordinator but he did not win the contest. (If anyone out there knows who the winner was, give us a call!)

Mr. Freeman emphasized that the artist's way is tough and doubly so for the poet. He likes drawing out the creative abilities in people, especially since these abilities are often squelched by others who feel artistic endeavors are not lucrative or worthwhile.

Mr. Freeman was a youth during the depression. He attended a junior college here in Kansas City for two years and for his junior year he headed for Missouri University in Columbia with \$63.00 pinned inside his vest pocket. Jim was told that was all the money there was and all there would be. No sooner had he gotten there than a literary contest was set up by a benefactor in memory of his wife. Predictably, Mr. Freeman won the contest which was \$100.00 and this supported him the entire year (it was the depression and he could buy a meal for 15 cents). His winning article was published in a national magazine and the university saw to it that he received loans in order to finish his college career.

Jim Freeman feels very strongly that if you can encourage kids in any way, it is good. He feels that he was guided all along the way and was fortunate to be the poet and writer he wanted to be--thanks to the Fillmore's and Unity. Myrtle Fillmore offered him a position reading poetry at Wednesday night meetings and has been with us ever since. He says, "Do what is yours to do and be what you need to be--then life will provide the way."

If you desire further information regarding the contest and how to enter, please contact me or Ray Wiggins at: **Freeman Creative Writing Award, 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, 1989



THE PRESIDENT'S LETTER



Maya Brandenberger, Ph.D.
Unity de Montreal
Montreal, Quebec, Canada

I am writing this to you in the middle of our hard Canadian winter with outside temperatures ranging below minus twenty degrees Celcius (say, minus 10 degrees Fahrenheit or worse!). The light outside my window is a gentle and diffuse winter light but we long for sunlight and the renewal of Spring.

Yesterday, I came across an article on light therapy for winter depression and I would like to take some space here to muse on our relationship to light and what this relationship can teach us about ourselves.

Spiritual teachings have always emphasized the role of light at a subjective level in our lives. Arthur Young has written a very stimulating development of cosmological writing entitled "The Reflexive Universe." In respect to light as the first cause of physical manifestation, Young refers to Quantum Physics and the famous work of Max Planck in that field. It was Planck who, in 1900, proposed that light is transmitted in whole units or quanta of action; and action, as demonstrated by science, comes in wholes: that purpose lies in the whole and not in the part and that the whole cannot function when divided.

One of the fascinating enigmas of light is that it seems to be both wave and

particle. Scientists now have found that as soon as we observe a photon it is altered in some way. It will change direction and frequency. In other words, we cannot observe a photon without disturbing it in some way. When we apply this fact to human reality, it validates the findings of modern psychology, and we can see for ourselves how every human interaction inevitably produces some sort of change, either negative or positive, at some level of our being.

This, then, places great responsibility on us in terms of our actions, feelings, and thoughts. Here, of course, some certain philosophical assumptions have been made. We cannot observe light directly, i.e., without some type of interaction-perception, light may not exist without consciousness. They may be synonymous.

Here in our northern country, Canada, winter can be an isolating experience. As we all know, whether we live in the South or in the North, isolation of the individual is one of our most urgent social problems. And then there is the larger problem of the isolation of groups and, indeed, nations and all due to certain views of perception. The more narrow our perception, the more easily we manifest ignorance. But, as our vision widens and becomes more inclusive, ignorance diminishes in a direct proportion to the degree of that opening up.

Judy Jacka writes, "Thus, evil is the ignorance of perceiving the small part with no sense of relationship or responsibility towards the whole."

Then, in 1964, Bell indicated that our commonsense ideas about the world may be very deficient. The implications of Bell's theorem is that A does not cause B, and we are left with a picture of the Universe as an unbroken state where everything is in instantaneous touch or connection with everything else. This view is in keeping with many philosophies which state that man has the possibility of moving his consciousness beyond time and space so as to experience the wholeness of the Universe. That it is

the observer who always changes what is observed as a direct result of this interaction.

What a promise of spring! What a message for our exciting times! We live in a sea of energies and understand that the universe is created by the interactions of fields, units, parts, and that every part of this whole can be in instantaneous touch with every other part.

It is this promise of light that invites us to recreate the world in the image of wholeness and relatedness.

Wedding Bells

We are pleased to inform you that Judith Sherman and Ken Grimes were married on Saturday, November 19, 1988 by Clare Austin. The wedding was the first to be held in the chapel of the new Silent Unity building. A reception was held in the cloister area of the Silent Unity building immediately following the ceremony. Please join us in extending best wishes to both Ken and Judy.

Volume 22, Issue 3

April 1989

CONTACT STAFF

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 Circulation Glenn Mosley, Jr.

EDITORIAL PURPOSE

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

Cover: Unity of Montego Bay
 Montego Bay, Jamaica, West Indies
 Senior Minister: Pearl Davis

Deadline: 1st of every month, two months prior to issue date.

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

LIVING THE VISION: THE SECOND HUNDRED YEARS

At fourteen, Charles Fillmore went to work with a printer in St. Cloud (Minnesota). As a printer's apprentice, known then colloquially as 'devil,' he swept floors, cleaned type, and ran a hand press; this feat he would repeat many times when, twenty-one years later, in April, 1889, he and his bride of eight years, Myrtle Page Fillmore, began publishing a small metaphysical magazine called Modern Thought.

(Taken from Charles Fillmore, "Confidentially," in The Story of Unity's Fifty Golden Years, by Dana Gatlin, Unity School, 1939)

With that first edition of Modern Thought, now Unity, Charles and Myrtle Fillmore began, no doubt consciously

and unconsciously, a worldwide movement known as Unity. They began three specific ministries: the Society of Silent Help (later the Society of Silent Unity, a prayer ministry), a publication ministry, and a spiritual education ministry.

One segment of the education ministry branched off quickly into study groups, centers (of spiritual learning), and churches in far-reaching places across the United States. Today, we often use the term "ministry" when referring to any of the above branches of the spiritual education ministry. The first such ministry began in Kansas City, Missouri, in the late 19th century. By 1906 the field movement was "born," and grew over the next sixty years to 213 centers (churches) and approximately 50 study groups. By 1966, several of those 263 collective ministries were established in Canada, Africa, Australia, Germany, the West Indies, Great Britain, and the Dominican Republic.

The Association of Unity Churches (formed in 1966) now totals 550 ministries (churches) and approximately 275 study groups (satellite ministries), well on their way to church status for a total of 825 ministries around the world. We expect to double those figures by 1998.

We have a great history, a possible present, and an unlimited future. Our history is recorded, the present is being lived; regarding our future, one part of the Association of Unity Churches' mission statement, "... is focusing the vision of unity. . . in sharing with people everywhere the transforming principles as demonstrated by Jesus Christ." Added to this mission, in September, 1988, our Association Executive Committee selected "Living the Vision" as an overarch-

ing theme to our Association projects and programs through the rest of this century.

That which Charles and Myrtle Fillmore taught 100 years ago was earth-shaking and teeth-rattling. Today, their words are increasingly common. Unfortunately, the *experience* of those teachings is not so common.

We can repeat the Fillmores' words and nod tacit agreement and wrap ourselves around their teachings as mental gymnasts, or we can *live the vision* by sharing our awareness of the transformational principles as lived and taught by Jesus, the Christ.

It is entirely possible that this publication you are reading, CONTACT, will, in this second one hundred years beginning April, 1989, help us to share and celebrate our past, to connect with others of like mind around the world (we have recently added international news) and finally, through greater networking and communication, to assist us all (5 billion plus) in our living our own vision of who we are and what we are not only capable of *becoming*, but also of what we are capable of *being*.

Our grandchildren's grandchildren will arrive in mid-twenty-first century, and they will see the bicentennial celebration of the Unity Movement. Will they also see transformed lives among their ancestors, their peers, and most especially, will they be inspired to be transformed lives?

The prayer we pray is not, "God, please give the 'vision' to all humanity," but rather, "God, please give all humanity to the 'vision'." Specifically, "God, I commit myself to living the vision of the unity of all humankind and all creation."

Attention Vision Readers

Effective April 1, 1989:

Price increase for Vision Newspaper is

40¢ - Individual (\$4.80 annually)

20¢ - Bulk (25 copies or more)

We are able to keep the price of the paper minimal and expand the size of the paper! We need contributions on human interest stories, testimonies, etc. We are also looking for advertising agents to be paid on a commission basis.

If you are interested, please contact the Association of Unity Churches at 816/524-7414, ext. 46.



Barbara O'Hearne
Church Development and
Management Consultant

How the study was conducted:

The Gallup Organization conducted the study from May, 1987 through March, 1988. The study was limited to congregations and did not include denominational organizations, religious charities, or religiously owned or affiliated institutions such as schools and hospitals. The three-stage survey included telephone interviews of representatives of 4,205 congregations, a common questionnaire by mail and telephone with 1,862 congregations of which 1,353 responded to a more detailed questionnaire. Questions related to membership, program activities, employees, volunteers, and revenues and expenditures. The survey did not assemble financial data on the basis of denomination.

How Congregations Spend Their Money

"For the first time, it is absolutely documented that American's religious institutions practice what they preach," according to Brian O'Connell. Mr. O'Connell is president of the Independent Sector, a nonprofit organization based in Washington, D.C., that directed the study entitled "From Belief to Commitment."

Survey Findings

In 1986 individuals gave an estimated \$41.4 billion to 294,000 congregations of all denominations. Of that \$19.1 billion (46 percent) was used by the churches and synagogues for nonreligious programs including large donations to other organizations. The other half, \$22.3 billion (54 percent) was spent on worship and religious education.

Congregations provided \$8.4 billion in grants to individuals and charitable organizations in 1986. Of the \$8.4 billion, \$5.5 billion went to denominational organizations, \$1.9 to other charitable organizations and \$1 billion in direct assistance to individuals. In the area of grant making, religious congregations surpassed the \$5.9 billion given by U.S. foundations and the \$4.5 billion in grants from American companies.

Of importance is the fact that members of the congregations accounted for \$13.1 billion worth of volunteer time of

which approximately 50 percent went to nonreligious programs. Religious institutions are making a significant contribution to community service that has not received the public recognition it deserves. In an earlier article in *CONTACT* (February, 1989) entitled, "Giving and Volunteerism," it was noted that individuals who give their time and make contributions are usually church goers.

The study showed that congregations supported a wide range and variety of outside activities. Most notable are:

- About 87 percent have one or more programs in human services and welfare including 80 percent in family counseling.
- Seventy-nine percent were participating in international activities including 71 percent in international relief assistance.
- Seventy percent had programs for public or societal benefits.
- Sixty-eight percent had programs in health.
- Forty-three percent reported programs in arts and culture.
- Thirty-eight percent support programs in education.
- Twenty-seven percent contributed to work on environment issues.

In addition, over 90 percent of the religious groups reported their facilities were available to groups within the congregation and six out of ten indicated their facilities were available to community groups. Sixty percent of the congregations provide some in-kind support such as food, clothing and housing to human services programs.

Other Findings

- Of the \$41.4 billion donated by individuals to congregations in 1986, 37 percent came from pledges, 57 percent from collections and 5 percent from fixed fees.
- Ninety percent of religious bodies reported using volunteers to perform work in their congregations. Overall, 10.4 million volunteers, other than clergy, worked an average of 10 hours per month. Forty-eight percent of those hours were devoted to nonreligious programs.
- Of the estimated 686,000 clergy, 63 percent were paid and the remainder were volunteers. The average pay was \$8.54 an hour.
- There were approximately 1.6 million paid employees in congregations in 1986.
- Of the 294,000 congregations, 60,000 had fewer than 100 members, 124,000 had between 100 and 400 members, and 103,000 had 400 members or more.
- Thirty percent of congregations were founded before 1900, 16 percent between 1900 and 1930, 25 percent between 1931 and 1970, and 15 percent since 1971.
- Fourteen percent of congregations ranked themselves as liberal, 26 percent as moderate, 39 percent as conservative, and 18 percent as very conservative.
- Fifty-four percent of congregations reported that membership had increased from five years ago, 26 percent reported no change, and 18 percent faced a decrease.

Source: *The NonProfit Times*, January 1989

Continued...

The Independent Sector report, "From Belief to Commitment: The Activities and Expenditures of Religious Congregations in the United States," may be obtained from **Independent Sector, 1828 L Street, N.W., Washington, DC 20036**. As of this writing the price has not been set.

Expenditures of U.S. Church Congregations

(In millions of dollars)

	Size of Congregation							
	Small ¹		Medium ²		Large ³		All	
	Amount	Pct.	Amount	Pct.	Amount	Pct.	Amount	Pct.
Operating expenditures								
Wages and salaries	\$971	30.0%	\$3,664	32.4%	\$9,848	29.4%	\$14,482	30.1%
Fringe benefits	435	13.3%	1,075	9.5%	2,566	7.6%	4,074	8.5%
Church occupancy costs	585	17.9%	2,264	20.0%	6,623	19.7%	9,472	19.7%
Other supplies and services	363	11.1%	1,144	10.0%	6,154	18.4%	7,661	15.9%
Total operating costs	2,353	72.2%	8,147	72.2%	25,190	75.1%	35,690	74.2%
Donations								
Within denomination	347	10.6%	1,466	13.0%	3,653	10.9%	5,466	11.4%
To other organizations	165	5.1%	514	4.5%	1,219	3.6%	1,897	3.9%
Direct assistance to individuals	190	5.8%	306	2.7%	494	1.5%	990	2.1%
Total donations	701	21.5%	2,285	20.2%	5,365	16.0%	8,352	17.4%
Capital improvements	204	6.3%	857	7.6%	2,974	8.1%	4,035	8.4%
Total.....	\$3,258	—	\$11,289	—	\$33,531	—	\$48,078	—

Revenues of Congregations

(In millions of dollars)

Source	Size of Congregation							
	Small ¹		Medium ²		Large ³		All	
	Amount	Pct.	Amount	Pct.	Amount	Pct.	Amount	Pct.
Individual giving	\$2,803	82.8%	\$9,905	77.3%	\$27,692	83.0%	\$40,400	81.5%
Bequests	144	4.2%	289	2.3%	940	2.8%	1,373	2.8%
Denominational organizations	74	2.2%	82	0.6%	122	0.4%	278	0.6%
Dues and charges for services	240	7.1%	382	3.0%	1,858	5.6%	2,479	5.0%
Sale of products and literature	11	0.3%	81	0.6%	410	1.2%	502	1.0%
Endowment or investment income	44	1.3%	242	1.9%	637	1.9%	923	1.9%
Miscellaneous	71	2.1%	1,836	14.3%	1,710	5.1%	3,616	7.3%
Total	\$3,386	—	\$12,816	—	\$33,369	—	\$49,571	—

Sources of Giving to Congregations

(In millions of dollars)

	Size of Congregation							
	Small ¹		Medium ²		Large ³		All ⁴	
	Amount	Pct.	Amount	Pct.	Amount	Pct.	Amount	Pct.
From pledges	\$353	15.2%	\$2,966	28.7%	\$10,807	41.9%	\$14,874	35.9%
From collections	1,936	83.6%	7,116	68.9%	13,578	52.6%	24,650	59.6%
From fixed fees	28	1.2%	243	2.4%	1,427	5.5%	1,866	4.5%
Total	\$2,317	—	\$10,322	—	\$25,817	—	\$41,409	—

Note: Some totals may not add exactly because of rounding.

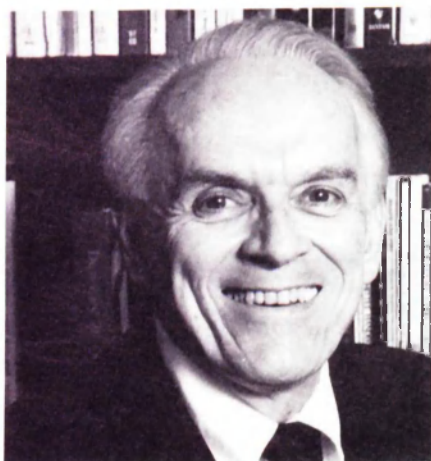
¹Fewer than 100 members

²100 to 399 members

³400 or more members

⁴Includes giving to congregations not identified by size.

SOURCE: INDEPENDENT SECTOR



Dick Connor
Church Growth & Development Director

Potpourri

This month I will review progress on our new Unity Commitment to Spiritual Growth Program and share three church growth ideas.

Commitment Program

The pilot run of the Unity Commitment to Spiritual Growth Program at Unity of Delray Beach is finished. Richard Barnes' theme, "Growing in Community," was well received. I attended many of the functions and was impressed with the high level of participation and transformation. I conducted a debriefing session with the program leaders and fine-tuned the Program Managers' Guide.

Joel Baehr, minister at Unity Church of Mesa, Arizona, is well into his first commitment program. His theme, "Breakthrough 89," includes an original song written by Rob Richards, Director of Music, and Joel. The creativity of our Unity people is a joy to behold.

I look forward to working with more Unity ministries in preparing and delivering this wonderful gift to their congregation.

Volunteers

What's the first word or phrase that comes to mind when you read this word?

If you are similar to the people with whom I've worked this past 15 months, your reply may well range from, "They are great!" to "Helpers--something for nothing," or "...are difficult to find and manage," or "...don't worry about quality," or "They are important to the church but are unreliable."

We believe that a thought and feeling held in mind produces in kind, so it is not surprising that problems with getting and managing volunteers is a key topic in virtually all my church development workshops.

Surfacing the previously unexpressed thoughts and feelings your key leaders hold about volunteers is an important first step. One minister opined, "It's ridiculous to expect more volunteers to come forward when we hold negative ideas and feelings about them." His statement opened up communications, and a positive program for honoring and attracting volunteers emerged from this session.

Churches that have articulated a vision for their ministry often find the enrollment of volunteers a much easier task. Several churches have had me speak to their congregations about "Catching the Vision." I share the exciting results of our weekend church growth workshop, and invite the congregation to invest their spiritual gifts in making the new vision a reality.

I believe that the most valuable resource a ministry has is its people--people who God has equipped to do an increasingly larger portion of the work of the ministry. Applying a spiritual gift creates a primary channel for Spirit to work through the individual who in turn grows through serving his brother/sister. The scripture that deals with this subject includes, I Cor. 3:9, 12: 1-11; Luke 6:38; Mark 12:31; and Eph. 4:12. I'd love to hear from you about the ways in which you apply this idea in your ministry.

The Volunteer Handbook produced by Lura Smedstad is a must-have publication. The booklet clearly presents a system of logistics which is useful in every ministry. This handbook is available by ordering **Packet Number 9** on the Association's **Information and Literature Order Form**. Every year additional

free products become available as a result of such sharing. Won't you share your programs with us? We will convert them into generic products and handle the distribution to other churches. Thanks.

Financial Health

Has the idea, "More members mean more money, so how do I/we get more people to attend?" come to mind, or been brought to you by a well-meaning board member?

It's easy to get caught up in trying to use this "conventional wisdom" when you are now facing a financial challenge. When bills to be paid exceed the church's available cash, or you are facing an unexpected financial outlay, our true Source of supply may be momentarily forgotten.

Often a financially-oriented, well-meaning board member will suggest, "Enough of relying on prayer to meet our needs, we've got bills to pay! We've got to get organized. We need to get more from our current congregation, and bring in new people with the consciousness and means who will bail us out of this situation. We'll go back to prayer after we can pay the bills."

Or they suggest taking still another "cut" at reducing unnecessary costs. Such costs usually include tithing to the Association, mailings and printing, minister perks, etc. Often implied or stated when the minister is not around is the belief, "If our minister's consciousness was larger and deeper, we wouldn't be facing financial problems."

When my assignment is to work with the leadership team on improving the financial well-being of the ministry, I first turn to the use of affirmations used in handling the situation. I find that the affirmations used are not believable by all members of the leadership team. Thus, alignment with the one true Source is blocked.

After a gentle and factual discussion of the current situation, I urge the participants to develop an affirmation that is both truth-based and believable to all now. The purpose of this task is to ensure alignment and harmony and unity of purpose.

Continued...

An affirmation that met these criteria is, "We know and affirm, 'It is our Father's good pleasure to give us the abundant life as we create and sustain the consciousness to be channels for the available inflow of substance.'"

To ensure alignment, we thoroughly explored the definition and deeper meanings of each of the terms. Then we identified the structure of belief that needed to be present for positive manifestation.

If you are experiencing a financial short fall, you might gently probe to uncover the unstated thoughts and feelings of your leadership team. Too often there is an explicit notion that "Telling the truth about the financial situation is not allowed around here. Good Unity students, and especially members of the leadership team should not have to express doubts about money."

After an extended period of openly discussing the current financial realities and beliefs and feelings about the current cash short fall that had to be present for the effects/facts to occur, one minister told me that it was a relief to give up trying to be Doris Day or little Mary Sunshine. The facts were there was not enough money on hand at this time and the job at hand was to get in alignment with the only Source of all good things.

While this ministry is not yet out of the woods, there is clear evidence that the alignment is now opening additional channels for Source/Spirit to inflow.

Thoughts About Alignment

As I see it, alignment refers to the "single eye" remark attributed to Jesus. A clear and consistent focus is required to achieve excellence.

Again, "where ever two or more are gathered in my name, there I am in the midst of them," suggests to me such persons are aligned and have access to absolute power and wisdom.

Alignment can be explained by considering the laser beam where energy/light is amplified by stimulated emission. A laser simply focuses energized light and creates a heat source that produces results not dreamed to be possible a few generations ago.

In administrative terms, I think alignment refers to the process of developing and articulating a mission and vision for the ministry which is believed in and "owned" by the members of the leadership team.

It also refers to the process of defining goal and objective statements, the attainment of which is supported by those involved, even if they do not personally agree with the activity. This means that they will not invest energy in blocking the attainment of the objective.

This is an important notion for the minister as administrator. Total agreement and commitment on anything is hard to achieve, and is not necessary if there is alignment of purpose.

Sparkplugs

Talk Topics & Sermon Starters from Unity publications

This month: Centennial Celebration: Carrie Norman Sings Songs of Unity

What's a celebration without music? Unity School of Christianity invites you to help us celebrate with the very special music of Centennial Celebration: Carrie Norman Sings Songs of Unity.

Carrie's voice is sparkling and clear as she sings selections from Unity's own hymnal, Wings of Song. She is accompanied on several impressive arrangements by the enchanting voices of children, superb soloists, and an exceptional choir. Ed Tossing will thrill you as his expert keyboard performance brings you the sounds of various instruments.

Centennial Celebration: Carrie Norman Sings Songs of Unity is designed to help you celebrate Unity's Centennial regardless of your preference in music. Perhaps you rejoice best with reflective music such as heard in "Quite Waters," or maybe you prefer the thoroughly rousing "God Will Take Care," and you can definitely let your soul or your voice soar with Carrie's remarkable voice in "The Lord's Prayer." Also on the cassette are "I Behold the Christ in You," "The Father and I Are One," "Work Wonders From Within," "Confident Living," "Let There Be Peace on Earth," "In the Silence," "The Morn of Truth is Breaking," "Be Thou My Vision," and "God is So Good."

Centennial Celebration: Carrie Norman Sings Songs of Unity brings together in one unforgettable cassette some of the favorite selections from Wings of Song. All have specific Truth messages, some set to traditional melodies, but all with the enduring qualities of joy and assurance. The album is representative of the spirit of Unity and especially of Charles and Myrtle Fillmore's example of steadfast faith in God. Truly, with this cassette, Unity celebrates oneness in Spirit and diversity in expression. Celebrate with us!

Centennial Celebration: Carrie Norman Sings Songs of Unity can be obtained through the Sales Department of Unity School of Christianity.

Blessings of Love. . .

Dear Glenn,

Please read this letter with the fullness of joy, success, and appreciation in which it is written. We have recently embarked on our radio media advertising project, and thanks to the help of Carolyn Craft I am happy to report that we are scheduled to air our first series of radio spots in December (1988). This would not have happened as quickly and wonderfully as it did without Carolyn lending her professional expertise, willingness to dig in and help us get organized, and in touch with all the right people. Her help in doing the media research, scheduling appointments, and helping to conduct the interviews has saved us countless hours which made it possible for us to get on the air before Christmas.

This is just another affirmation of the kind of help and support we get from the Association, and we want to encourage all of our fellow member ministries to avail themselves of a great opportunity to further their outreach into the community.

Again, we are truly grateful that the Association is staffed with such gifted people as Carolyn Craft, and extend our thanks to her for the work she is doing for us all.

Blessings,

Jim Rosemergy, Senior Minister
Ed Golden, Minister of Administration
UNITY on the PLAZA

CHURCH GROWTH BY RADIO



Carolyn Craft
Radio/Media Coordinator

Say It Loud! Say It Clear!

Although millions have testified that they have felt the quickening life of Christ, other millions doubt if such a thing as the Christ life exists.

The unseen forces have always been an enigma to the masses. . . It is said that when Marconi demonstrated to a group of scientists in Paris the power of radio waves, they doubted his claims and sought in various ways to discover the concealed wires, which they were sure were being used. --Charles Fillmore

As we listen to a radio station, our only "proof" of its existence is in the performance of the receiver that we are using--the sound waves are unseen. Considering this, it can be more comfortable at times to minister to those who are prominent in our lives and most visible in our churches and centers on Sunday morning than to the thousands of "unchurched" searching for more unity in their lives.

Jesus knew what He had accomplished in breaking the mortal mesmerism of the race, and He boldly proclaimed His ability to help all those who join Him in seeking to effect a direct union with creative Mind. --Charles Fillmore

Let's continue to consider our media outreach as a means of breaking the mesmerism of the race and touching souls who are seeking and now receptive to the message of truth through the voice of Unity. Say it loud! Say it clear--through radio!

In conjunction with the March issue of

CONTACT, the following will assist you in selecting the most appropriate radio station for your communications outreach:

Descriptive Highlights on Formats by Popular Title (These titles reflect contemporary terminology used by media sales representatives):

Z-Rock

Youth oriented, top rock hits of today. Skews heavy with young male teens. High energy. Personality of disc jockey usually very important to listener.

CHR/Hits (Contemporary Hit Radio)

Young adult oriented. Popular hits both rock and soft rock. Skews evenly among males and females. Popular DJ's important to this format.

New Wave

Very young audience. Rap songs. Hot, energetic music appealing to both male and female teens. Popular on West Coast.

Urban

Ethnic format appealing primarily to black adults and young adults. Popular format in cities with high percentage black population. Dedicated primarily to black artists. DJ's are important to the success of this format in most cities.

Album Oriented Rock

Music consists of long versions of popular contemporary rock hits. This format has been popular for about 20 years now. Appeals to young adult and teen males.

Classic Rock

More of a "yuppie" formatted rock station. Hits of 60's-70's. Appeals to adults who grew up with rock. Often listeners who enjoy this also listen to Adult Contemporary.

Adult Contemporary

This is the most popular format in radio today. It appeals primarily to adults 25-49 by blending popular hits and soft rock with news, weather, and information. It is usually the format at the top in number of listeners. It is a "safe" format for listener and client--nonoffensive in any way. Personality of disc jockeys and promotional activities usually very important.

Lite - Format 41

Adult Contemporary format that includes a few more music selections appealing to a younger demographic. This is a syndicated format. Less emphasis on local air personalities.

Oldies

Music format appealing to the 35 to 55 year age group. Each station will identify itself by 40's, 50's, 60's, and/or 70's.

New Age/The Wave

Light jazz and esoteric album cuts of new music and new artists appealing to adults. This is a brand new format and reaches independent thinkers who thrive on music that is less popular to the "masses."

Continued. . .

Country

Country and western music. Depending on the market, country music stations vary from a more music/less talk format to a music-news-weather-sports-information format. The former puts less emphasis on air personalities and more emphasis on music with fewer commercial interruptions. Country stations are popular in the south and southwestern cities primarily. "More music" stations appeal to the younger country listener.

News/Talk

Mostly news, weather, sports, and information. If there is much talk, these stations often appeal to a profile of listeners who tend to be less active and pretty conservative. Skews heavier with males 35 and over.

Beautiful Music

Usually syndicated and has fewer commercial interruptions than most stations. Skews to an older audience. Is played often as background music so commercial placement should be strategic and consistent rather than random.

Middle-of-the-Road

Format that is similar to the popular music, news, weather, sports, and information formats from the 50's and 60's. This appeals to a listener profile who enjoy air personalities of yesterday and the music of a more conservative nature. Format does not usually have a big audience.

Music of Your Life

A syndicated format. Music from the Big Band Era. Music is primarily from the 30's and 40's. It appeals to the 50 and up age group.

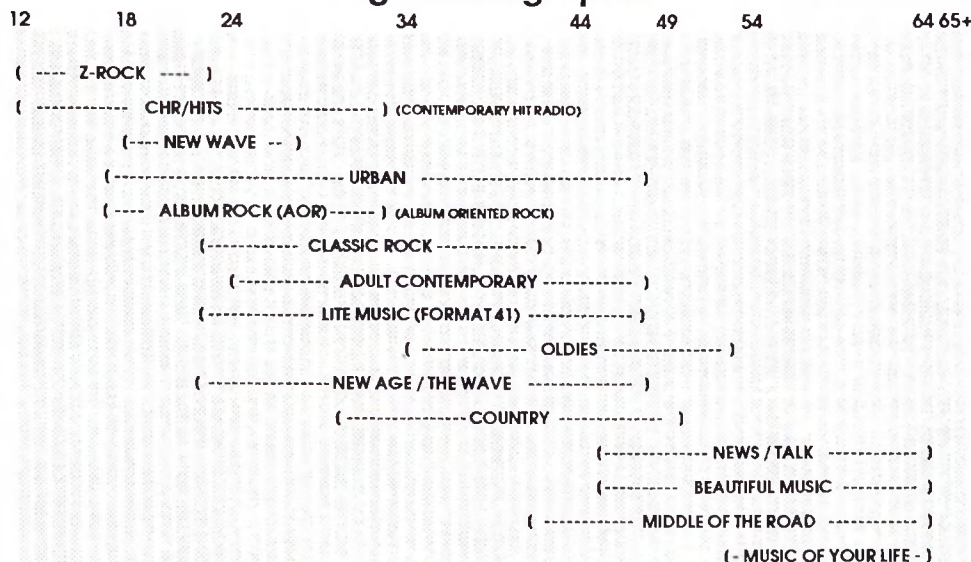
This list does not cover every format or format combination that is available. Ethnic presentations vary in presentation from "All Music" to various combinations of talk, music, news, etc.

Gospel and religious stations offer ways to blend positive Christian thinking with the Unity message; however, the audience is usually dedicated to a more fundamental Christian theology. The potential Truth seeker is less likely to be listening to a gospel or religious format.

In conclusion, the sales representative from each radio station can present a clear picture of the age group their audience appeals to as well as provide additional psychographic information on their listeners. In all cases, the size of your city and the area of the country determine the popularity of the various formats. Note the size audience and the geographical coverage area of the station being considered. Find out about their community profile. As the station representative presents this information, integrate it with your immediate and long-term goals. There is a wealth of information available from the media that can help you focus on the best method for clearly communicating your vision through your ministry's outreach.

Stay tuned!

Target Audience Age Demographic





Susan Eng
Expansion Coordinator

1989 Trends in Ministry

Please send a list of Unity churches with an elementary school.

I am seeking information regarding whether Unity has any retirement homes, centers, complexes in the USA for my mother.

These requests reflect the needs of a Baby Boomer. A Baby Boomer is someone who was born between 1946 and 1964. Standard descriptions of Baby Boomers include those who do not like boring sermons, offering plates (try bags), hymnals, coats and ties, or the narrow-minded Christianity that many of them find in the average church.

One of the major concerns of Baby Boomers is the welfare of their children. They are willing to pay more and to relocate if they can be assured that their children will receive a good education.

Parents are also a top priority of the Baby Boomer. Sandwiched between arranging the elder care and child care, it is no longer the "me generation."

The 1990's will be the best decade for marriage and family life since the 1950's. Commitment to improving our world and family will be our biggest concerns. As we strive to make the world a better place

for our children, our top priorities will be environmental quality and the nuclear arms race.

Baby Boomers will enjoy higher salaries and more job opportunities. In today's dollars, one third of you will earn \$50,000 or more, and one in seven families will have a household income of \$75,000 and up.

More of us will donate our time and money to worthy causes. It will be a time of sharing and voluntarism. Americans will give more money to worthy causes than ever before.

Jim Sims, a nationally recognized authority on the Baby Boom mentality said at the New Dimensions-Church Development and Marketing Symposium that the time is right for New Thought ministries to boom. He gives these ten traits of effective churches that reach Baby Boomers.

- ① They will be open to experience.
- ② Their Bible teaching will stress practical living.
- ③ They place a healthy emphasis on relationships.
- ④ They will have fewer titles and less formality.
- ⑤ They will understand the new family in America.
- ⑥ They will share their faith by what they say and do.
- ⑦ They will recognize the ability of women.
- ⑧ They will place emphasis on worship.
- ⑨ They will have high tolerance for diversity.
- ⑩ They will be action-oriented.

Are we communicating in ways that would appeal to Baby Boomers? One of the questions on a survey given to Unity ministers at the Association's 1987 Conference was, "If I were to hold a CEP Unity class, I would expect _____ to attend." The results:

10 ministers said 0 - 4

52 ministers said 5 - 10

36 ministers said 11-20

21 ministers said 21-30

18 ministers said 11-20

3 ministers said 51-75

3 ministers said 76-50

1 minister said 35-100

In order to obtain some insight as to why the numbers were lower than expected, I read through hundreds of Unity church newsletters to read how the class was advertised. Only seven advertised the class with benefits that would attract a Baby Boomer to class.

Most of the writeups used one or two sentences which state facts but not benefits. "This book is a Unity classic." "This wonderful Unity book by Charles Fillmore makes an interesting study."

Although the book, Psychocybernetics was published in 1960 and is no longer on the bestseller list, I discovered quite a few churches are still giving it more "press" with the same benefits that could have been said about a CEP class.

Sample statements appealing to a Baby Boomer might say, "This action class is for you if. . .

. . . you want to achieve success.

. . . you are almost, but not quite, where you want to be.

. . . you want decisions which will put you at the top.

. . . you are not yet demonstrating the really important things in your life.

. . . you want creative stress reduction.

. . . you want to be materially successful and spiritual at the same time.

. . . your career, money, or relationships do not seem to be working as well as you would like.

Although not every church has been called to reach Baby Boomers, addressing the needs and wants of Baby Boomers can help a church grow.

Resources:

Cheryl Russell, editor in chief, American Demographics magazine

Charles E. Fuller Institute of Evangelism and Church Growth

PARTNERS IN MINISTRY
a network of spouses of ministers



Karin Mosley

Mary Ann Detzler, a partner in ministry and a Unity minister from San Jose, California, stopped by my desk a few weeks ago. She left with me the following article (at right). After reading it and pondering the wonderful thoughts and words, I called Mary Ann to ask if I could share it in print with you. She is happy to share it with partners everywhere. Let it touch your heart. After reading it, you may feel the need to read it with your minister/partner, then take some time to have a heart-to-heart talk about how you both feel about listening.

This is just a "taster" of much more to come from Mary Ann. She has agreed to be our workshop presenter at the 1989 Association of Unity Churches Conference in June. The workshop "Forgiving When It Hurts" will be open to Partners in Ministry ONLY. Many of you have requested this private time for Partners to openly share and have this time together. Watch for more information about Conference happenings for Partners.

* * * * *

I'm looking for Partners experiences in "Experiencing The Holiday" to be printed in the Christmas issue of CONTACT. Write: **Partners in Ministry, Association of Unity Churches, P.O. Box 610, Lee's Summit, MO 64063.**

Listening

When I ask you to listen to me and you start giving me advice, you have not done what I asked.

When I asked you to listen to me and you begin to tell me why I shouldn't feel that way, you are trampling on my feelings.

When I ask you to listen to me and you feel you have to do something to solve my problems, you have failed me, strange as that may seem.

LISTEN! All I asked was that you listen, not talk or do. . . just hear me.

Advice is cheap; twenty cents will get you both Dear Abby and Billy Graham in the newspaper.

And I can do for myself. I'm not helpless. Maybe discouraged and faltering, but not helpless.

When you do something for me that I can and need to do for myself, you contribute to my fear and inadequacy.

But when you accept as a simple fact that I do feel what I feel, no matter how irrational then I can quit trying to convince you and can get about this business of understanding what's behind this irrational feeling.

And when that's clear, the answers are obvious and I don't need advice. Irrational feelings make sense when we understand what's behind them.

Perhaps that's why prayer works, sometimes, for some people. . . because God is mute, and doesn't give advice or try to fix things.

God just listens and lets you work it out for yourself.

So please listen and just hear me.

And if you want to talk, wait a minute for your turn. . . and I'll listen to you.

--Author Unknown

Adult Victims of Child Sexual Abuse

by Dr. David Fero

It is increasingly more common for professionals and ministers to encounter in counseling adults who have been abused as children, some of these clients were sexually abused. Rarely does the counselee come to counseling and acknowledge the abuse readily, and it may come to light only after a considerable time in counseling. The counselees often have repressed these unpleasant experiences for so long that they are rarely brought to consciousness, but the consequences of child abuse are present in the day-to-day life of the victim.

The typical adult sexually abused as a child suffers extreme low self esteem, depression, has disturbed relationships and sexual problems. They will often have periods of their childhood that they cannot recall. They have anger towards members of their family, and fear of the abuser, whom they may idealize. Sexual abuse occurs most commonly between a child and a trusted family member or close friend of the family. Most often the abuse occurs repeatedly. Secrecy is maintained by guilt, threats, and pleas to protect the perpetrator. There is often a collusion on the part of many family members to maintain the family appearance of normalcy and to ignore the signs of abuse. But family relationships are inevitably disturbed. Disturbed relationships with others result as every significant relationship is affected by the impact of these profound early experiences. Sexual dysfunction is

"Unity teachings are ideally formulated to combat low self-esteem and depression and the consequences of child sexual abuse."

common, due to guilt and anxiety. The sense of shame and guilt become pervasive parts of the personality resulting in depression and low self-esteem. Substance abuse is very often a part of the original abuse as well as a problem for the adult victim.

If you suspect childhood abuse occurred with one of your adult counselees, build a real loving relationship with the counselee and help them to feel accepted just as they are without a sexual connotation to the relationship. At the appropriate time tell the counselee that they are acting just like someone abused as a child and point out the behavior. Allow them to recall the abuse giving them permission to recall the abuse gradually. Be aware of excessive denial which may indicate you are right but that the counselee is not ready to acknowledge the abuse. Let them think about it. When the abuse is recalled help them to know they did the best they could. Let them know a child is never the cause of sexual abuse, the adult must assume all of the responsibility, and that continuing the behavior or even enjoying it at some level are normal feelings. Help the counselee to identify victim thinking and replace it with the recognition

that they were conceived as a child of God at creation. As such they are not meant to continue thinking of themselves as helpless victims, but as co-creators of their world. Once they know the Truth, they are set free. Help them to forgive their family, both the perpetrator seeing them as being ignorant of the Truth about themselves and that's why they seek validation through the love of a child, and those who allowed the abuse.

Unity teachings are ideally formulated to combat low self esteem and depression and the consequences of child sexual abuse. And no one is better qualified to use these principles in counseling than the Unity minister; so be confident that you can play an important role. If you are concerned that the depression needs professional management, refer to a professional experienced in therapy with abused persons and stay involved as your counselee needs your continuing love.

Some support groups available are Al-Anon, Alcoholics Anonymous, Sons United/Daughters United, P.O. Box 952, San Jose, California 95108.

(Dr. David Fero is a psychologist in Akron, Ohio, and attends Unity of Akron.)

FINANCIAL STATEMENT

On behalf of the Association of Unity Churches' staff and Board of Trustees, we extend to you our deep gratitude and appreciation for your past financial support. The love and faith you incorporate into your gifts make them special. We will appreciate your affirming with us daily these powerful words:

Thank you, God, for an increasing awareness of Your all-providing love. We are confident that the prospering power of Your love blesses the Association of Unity Churches with success and plenty.

ASSOCIATION OF UNITY CHURCHES Statement of General Fund Operations Eight Months Ended November 30, 1988

INCOME-OPERATIONS	<u>November</u>	<u>Year to Date</u>
Love Offerings	\$69,848.41	\$650,194.61
Other Income	<u>2,429.98</u>	<u>34,900.69</u>
	\$72,278.39	\$685,095.30
Less: Tithe Transfer	<u>7,565.44</u>	<u>62,131.82</u>
	64,712.95	622,963.48
Gross Profit Material	<u>2,826.45</u>	<u>38,101.94</u>
Total Income	<u>\$67,539.40</u>	<u>\$661,065.42</u>
EXPENSES-OPERATIONS		
Total Expenses	<u>\$88,925.44</u>	<u>\$668,514.25</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$ (21,386.04)¹</u>	<u>\$ (7,448.83)¹</u>

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

Month of November: \$5,767.99

Year to Date: \$56,356.18

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

¹ Includes \$(27,300) of Church Growth Fund's Deficit



Bob Ellsworth
Director of Education

The Uniqueness Of Unity

Part IV

Seven out of every ten (70%) ministers and licensed teachers in Unity have an INTUITIVE-FEELING temperament, as measured by the Myers-Briggs. Yet only 12% of the population are INTUITIVE-FEELING people, while 40% of protestant ministers fall into this category. Unity is indeed unique in the kind of people it attracts to its church leadership. I suspect that most of our congregations are also of the INTUITIVE-FEELING temperament. So far, 142 ministers, ministerial students, and licensed teachers have taken the Myers-Briggs here at Unity Village. We don't have any questionnaires yet from Unity congregations, but I'd be surprised if most congregants weren't also INTUITIVE-FEELING in temperament.

What are INTUITIVE-FEELING (NF's) people like? It is important to know this because in knowing this we come to know ourselves in Unity. Here are some of the "gifts" that NF's often have:

- ✓ Seek personal/spiritual growth and self actualization.
- ✓ Romantacize relationships
- ✓ Inspire others to action and change (have charisma).
- ✓ Are effective, articulate communicators.
- ✓ Seen as a "feeling" person, caring deeply about others.
- ✓ Highly intuitive about what others are thinking and feeling.
- ✓ Have competence as group facilitators, catalysts.
- ✓ Contagiously optimistic about the future.
- ✓ Give strokes freely in relationships.
- ✓ Want to make a "difference" in the world.
- ✓ In touch with emotions and feelings, skilled at expressing them.
- ✓ See possibilities and good in others.
- ✓ Enjoy bringing out the best in others.
- ✓ Skilled at creating intense relationships
- ✓ Respond to partner with sympathy, tenderness, and affection.

- ✓ Skilled socially, make others feel wanted and well hosted in home.

The above are wonderful gifts. When Unity leaders look out on the congregations, they see the possibilities for growth. Valuing personal transformations for themselves, Unity leaders seek to call this forth in those they serve. NF's contribute a lot in making their church a loving community where authentic encounters with other people are possible. Articulate and effective communicators, NF's make great speakers and teachers.

But what is amazing is that the NF temperament seems to appeal to a minority of churchgoers in this country. Many people seem to prefer a firm system of do's and don'ts and a moralistic approach to religion, with abundant measures of right and wrong thrown in. Most people in this country are OUTER directed rather than INNER directed, as measured by the Myers-Briggs. As wonderful as the NF qualities are, the truth is that they probably don't fill the needs of most people who prefer another approach to worship and congregational life.

NF leaders have some "challenges," as well as gifts, as all temperament groups do. Can you find yourself with any of the challenges listed below?

- ✓ Attract needy people like a magnet, become rescuers.
- ✓ Tend to be "too" helpful, even when unwarranted or not asked for.
- ✓ Highly sensitive, even reactive to criticism/suggestions.
- ✓ Irritate others by being seen as playing favorites.
- ✓ Anger others when withdrawing intense interest.
- ✓ Have a high need for strokes, recognition, approval.
- ✓ Handle conflict and disagreement by avoiding when possible.
- ✓ Try to please too much, strive to be what others want, difficulty saying "no."
- ✓ Have difficulty maintaining own physical/emotional well being.
- ✓ Create dependent relationships through expression of caring and understanding.
- ✓ Idealize and romanticize relationships, then become disappointed.
- ✓ Not at peace with authority.

While NF spiritual leaders are the most adaptable of all clergy, they are also more often caught between trying to please people and being true to their own drive for authority. Also, setting boundaries for themselves does not come easily, and NF clergy have a difficult time nurturing their own needs for family, recreation, and a private spiritual life.

Fortunately, there are several million people with NF temperaments in this country. That means that while Unity may appeal to a minority, we have lots of room to grow. Next month we will examine two other temperament groups who are sometimes attracted to Unity. By understanding what these other groups are like, it would be possible to broaden Unity's base of appeal.

(NOTE: Many of the above conclusions were drawn from the book *Personality Type and Religious Leadership* by Oswald and Kroeger, published by the Alban Institute in Washington, D.C.)



Trish Robinson
Licensed Teacher Consultant

It is a pleasure to share with you the following piece written by **Ben Andrews**, licensed teacher and spiritual leader at Unity in Duncanville, Texas (this article pushed my "think buttons," which I like):

Name Your Own Price

Wouldn't the world be interesting if we could determine the value of everything we receive and then pay only that amount? Would we offer more? Less? How would we determine how much is appropriate?

There is only one place which allows us that freedom and that is our church. It gives us all the love and support we will accept for growth toward our full potential, while allowing us total freedom, to determine the value of it to us.

I wouldn't change the system even if I could. I like being fully responsible for determining exactly how much my "spiritual support" center has contributed to me and then giving according to how I see the value of it. It makes me feel good to know that somewhere in my world I am trusted to use my own judgment without feeling guilty that I gave too little or too much. I like not having my giving determined by what someone else gives, or what is expected of me. If I don't receive value, I don't have to give at all. Or I can take as much as I want and only give a little in return. It is totally up to me.

My only requirement is that I be true to my integrity; that I give enough, but not too much. It is solely up to me to give in accordance with the value I place on what I receive. And I like being able to find out how the money I give is being used, if I so desire.

All in all, I think this is a system which supports me. It trusts me. It believes in my willingness to always be fair, and in my willingness to be aware of how the good I receive here compares with what I receive elsewhere in my life.

I am thankful that somewhere, someone believes in me

that much. Now all I have to do is be honest with myself. No one else will ever know the difference. And most of all, I know that if I decide to give more of myself--my time, my talents, or my money--it will be multiplied and I will receive a great blessing, even as my gifts bless others.

The question of how much should I give is really a question of how much I am willing to receive. I like that!

This Centennial Year is filled with exciting experiences--Licensed Teacher Week being one (February 19-24, 1989). It truly was great. The high quality of teachers in attendance contributed tremendously to the wonder of it all.

We began the week with a workshop, "What Unity Is," on Sunday afternoon and the Centennial Play, "Beautiful Dreamer," in the evening. I would like for all of you to experience the play.

Alyssa VanTil, licensed teacher and Bible Instructor for USRS, gave a seminar that was jam-packed with good Bible material; ways to have fun preparing Bible classes, fun ways to learn more and to share with your students as well as new insights into the study and meaning of the Bible.

Michael Ryce (author, lecturer, and consultant in teaching the practical application of "self-help tools") shared with us the importance of, and benefits from, taking responsibility for ourselves and our lives. Some of us were privileged to see him living what he teaches when unexpected opportunities arose.

Pat Glancy, licensed teacher from El Paseo, Texas, gave new insights into the use of "writing"--how to make writing a varied tool in self-help and in teaching others.

Bob Ellsworth helped us see our unique gifts in new ways, while discovering gifts we were unaware of. In his workshop, "Gifts Differing," we learned to value the gifts of others and see how we can all work together in acceptance.

Adrianne Dorfman, USRS Communication Instructor, was dynamic and fun in sharing teaching techniques.

Your Licensed Teachers Regional Representatives will be sharing more with you. And speaking of Licensed Teachers Regional Representatives, please let them hear from you. Let them know you appreciate them. They are very dedicated and can serve you better when you share with them.

'Til next month, love and blessings.

GOOD NEWS!

Licensed Teacher Post-Graduate Week will be held in JUNE of 1990! You realize, of course, that this allows more of you to take advantage of the week that IS FOR YOU!



Marianne Hill
International Children's Education Consultant

Resources for Enrichment

No matter what the church budget for the children's program is, most of us feel that we could do more if there were more money available. This is probably true, but in most cases the extra money is not readily available. One way to work with the situation is to capitalize on the resources that are already available, organize materials, label, and place so that they are readily available to the classroom teachers.

A resource library in the children's program makes a variety of information available to the teachers. Children's books can be arranged according to the subject, so that teachers can locate a story that is pertinent to the theme for the week, without spending a great deal of time. Having the books in one location, rather than scattered throughout the classrooms makes a bigger selection available to all of the teachers in your program.

Several of the resources available from the Association of Unity Churches, such as the Back to Basics Curriculum, and the Twelve Power Program for Young People, list children's stories that can be used with different topics. Once these have been acquired by your children's program, keeping them available and in good condition, you can continue to add to your library. Books add interest and variety to a teacher's lesson plan. The drawings can be used as patterns to create flannel board characters and the story can be presented to the children on a flannel board. A few books, relevant to the week's theme, can be placed in a learning center for a child to enjoy on his/her own.

The chairperson of the Youth Services Committee, Marge Kass, recently asked the managers of a number of Unity bookstores to recommend their favorite children's books. If you are interested in any of these books, and your bookstore doesn't currently have them available, the manager can order them from either New Leaf or DeVorss.

- The Serendipity Series by Stephen Cosgrove
- The Velveteen Rabbit by Margery Williams (\$7.95--all ages)
- Stepping Stone Series by Margaret Stevens
- Remember the Light by Fisher (meeting bereavement) (\$8.95--ages 5 and up)
- Meditations For Little People by Langford (\$3.00--ages 3-7)
- Something Special Within by Richter, Betts, and Jacobsen (\$4.50)
- I, Monty by Marcus Bach
- Liking Myself by Pat Palmer (\$4.95--ages 6-10)
- Make It So by Richter, Betts, and Jacobsen (\$6.50)
- Meditation With Children by Rozman
- Hope For the Flowers by Trina Paulus (\$5.95)
- Timothy Turtle Learns About Love by Wendy Smith
- Cat Who Went to Heaven by Coatsworth
- Our Father - Prayers For Young People by Joan Hodgson (White Eagle)
- Alphabet of God by Larson (\$4.00--ages 4-10)
- Windows of Nature by M. Stillwater
- Have You Hugged A Monster Today? by Allen Cohen
- Sharing Nature With Children by Joseph B. Cornell (\$6.95--all ages)
- The Little Prince by Antoine De Saint-Exupery (all ages)
- There Is Only One Me by Gibbon
- The Rose and the Pickle by Golday
- Twelve by Elaine Kittridge
- The Lord's Prayer by Lucy
- Otto Shares (A Hug, A Tear, A Giggle, A Fright) by Kathleen Morey (\$2.95 each)
- The Giving Tree by Silverstein
- The Girl Who Cried Flowers by Yolen (\$7.95--all ages)

Western Region Children's Education Consultant

Penny Gruver



Penny Gruver has been the Children's Education Consultant since May, 1988. With a background in art education, Penny has worked in public schools, and as a guest educator working in grades 1-5. She served as Youth Education Director for Unity in the Olympics, Port Angeles, Washington, for seven years, and on the church board of directors for over two years. Penny resides in Port Angeles, with her husband, Ray, and their three children. When asked about her personal vision for children's ministry, Penny says she encourages the awareness of young people as a "thriving part of the church membership. . .and support for the teachers and directors!" In a nutshell, she believes in helping each person to be the best they can be!

Survey Says: "Teens Vulnerable"

A new study of teenagers' attitudes toward health and sexual issues reveals that many young people are not making the proper health decisions or are embracing dangerous misconceptions about their bodies and sexuality.

The National Adolescent Student Health Survey questioned more than 11,000 eighth and tenth graders across the country on such topics as AIDS, injury prevention, violence, suicide, sexually transmitted diseases, consumer health, nutrition, and alcohol, drug, and tobacco use.

Some of the findings are alarming: More than one-third of teens surveyed replied that they would not know where to seek help for a sexually transmitted disease. Slightly more than half confessed that they don't wear seatbelts while in an automobile, and more than two-thirds admitted to riding in cars with a driver who has been drinking. School violence was another cause for concern: 77 percent of teens surveyed said that they have been involved in a fight in the past year. And 61 percent of them reported that they had been either threatened, robbed, or attacked on school premises in the past year.

The National Adolescent Student Health Survey was funded by the U.S. Department of Health and Human Services and developed by the American Alliance for Health, Physical Education, Recreation and Dance; the American School Health Association; and the Society for Public Health Education.

--from Girl Scout Leader Magazine

Teamwork. . .and your local ministry!

Creative communications between sponsor & minister

Sponsors. . .one way of assisting your minister in keeping up with the Y.O.U.'s busy schedule is to prepare a chart with three columns, showing date, event, and chairperson. The date column would include all the Sundays (and who is teaching), and scheduled extra social events, fund raisers, retreats, and rallies. Give this chart to your minister every quarter to six months. Make sure you discuss and have approval for all events involving the church, and the parents receive informational flyers, newsletters, etc. The Y.O.U. secretary should have a similar chart visible in the Y.O.U. room.

--Bonnie Barron, Southeast Regional Y.O.U. Consultant

Tips for The Teacher

Keys to Communication In The Classroom

"I just can't get through to those kids; I may as well be talking to a wall."

"I don't understand a word that teacher says; he talks way over our heads!"



Ray Wiggins
International Youth
Education Consultant

Some may say these comments show a lack of communication; it would be more accurate to say they are indications of ineffective communication. If communication is sending and receiving messages, it is impossible *not* to communicate. The way you fix up the meeting place communicates how much you care. Being on and prepared and enthusiastic communicate that teaching this group of young people is important. The problem is not communication; the problem is how to communicate effectively.

Meanings in the Mind

People often assume that the meaning is in the message. This is not true; meanings are not in the message sent, they are in the mind of the receiver. Think of a person trying to communicate with someone who does not speak his/her language. No matter how much meaning the sender thinks is in his/her message, if the receiver is not constructing that same meaning in his or her own mind, the intended message has not been communicated.

To get meanings from one person to another, there are two main processes--sending and receiving. It is a particular challenge to try to get your intended messages received by the young people you are teaching. To be an effective sender, consider following these guidelines:

- State clearly what the lesson is about: "Today we are going to talk about. . ." This does not necessarily have to be stated at the very beginning of the session, particularly when using a "discovery" approach, but at some point it should be made very clear.

- Explain why it is important for students to know or think about what you are teaching. Of course you understand that these topics are far more important than most of the subjects the students are studying in public school, but you must convince them of this. Don't assume that your students will somehow "catch" an understanding of the critical importance of what they are learning without having an explanation.

- Try to get all of the learners involved as much as possible: "I want you all to think of. . ." If you call on just one student, then only that student's mind is engaged in the

Continued on page 20



Inner-View

Y.O.U'er of the Month

Lisa Sander

Age: 15

Hometown: Spokane, Washington

Family: John and Vicky Sander, parents;
brother, Curt, age 17

Unity Center: Spokane Unity Church

Hobbies: softball, piano, singing in choir

Activities: Vice-President/Chaplain of Y.O.U. chapter,
play on softball team, camp counselor (Kid's
Camp)

Favorite Color: light blue, peach

Favorite Food: pizza/spaghetti

Favorite Musicians: U-2, Van Halen, Excess

Favorite Expression: "That's raunchy."

Best Movie Ever Seen: "Gone with the Wind"

Future Plans: graduate from high school, go to college,
get a job

Words That Describe Me: athletic, intelligent, loving,
caring

Best Time in My Life: with family. . .aunts, uncles,
and 4 cousins get together--holidays, skiing,
and fishing.

How I See God at Work in My Life: To me He is just
someone I can talk to and help me. . .not a
person, a part of my personality. . .

Ways I Am Growing: (spiritually) Right now trying to
find out where I am going. Trying to set goals
for my future.

My Wish For The World: I want everyone to be content
with who they are and what they are.

My Vision For Y.O.U.: I imagine it as a haven for young
people where they can be anybody they want.

Hardest Think I Ever Had To Do: First time I sang in
public and talked in public.

Biggest Challenge Facing Teenagers: Accepting who
they are and the way their life is going instead
of fighting everything.

What I Am Most Thankful For: My family because they
are so understanding and support me a lot.

Person I Most Want To Meet: A person I would just
click with. . .like I've known them all my life.

Do you know a Y.O.U. teenager we could feature in
this column? Send us this person's name, address,
and phone number, and tell us how he or she dem-
onstrates the Unity truth principles.

Santa Barbara Y.O.U. Feeds the Hungry



A pre-Thanksgiving luncheon served to the "Tree-People" by the Santa Barbara Youth of Unity.

We salute the Santa Barbara Youth of Unity in their demonstration of an effective "Hunger Project" activity as they extend their love, in their feeding of the Tree-People (homeless who live by the famous Santa Barbara Morton Fig Tree) a pre-Thanksgiving luncheon.

It all began in July, 1988, when they started to feed the homeless at "Transition House" which is operated by over 10 churches in the Santa Barbara area (Unity Church of Santa Barbara included). The homeless are screened for drugs, alcohol, weapons, and they must be actively seeking a job in order to be a resident of the home. The residents may stay anywhere from one week to two months and ages vary from infants to senior citizens. The Santa Barbara Y.O.U. purchased and prepared the food themselves and then congregated once a month at Transition House to dine together with the homeless. They shared activities and joy songs as they do at Y.O.U. Conference.

In September, 1988, the Y.O.U. decided they would like to feed the other homeless who really don't have a home, the Tree-People of Santa Barbara. The Santa Barbara Youth of Unity donated over \$200. Merchants gave donations and the congregation and friends of Unity Church of Santa Barbara graciously brought canned goods. The night before, the Y.O.U. cooked all the turkeys, hams, potatoes, gravy, jello, stuffing, and pump-kin pies. Then Saturday morning, November 19, 1988, they warmed the food and drove in the church van with tables and food for the pre-Thanksgiving luncheon.

The newspaper and TV media reported on the luncheon which fed over 186 homeless, ages 1 year to 86 years old. The Y.O.U. later presented the infant Christmas presents of food, pampers, toys, and used toddler clothes.

Santa Barbara Y.O.U. also visits shut-ins and held a pancake breakfast to pay off the balance of the church piano of over \$450.

God Love and Bless the Santa Barbara Y.O.U. (and their sponsors, Cal and Jeanne Lee) for they live in the now with their Light shining.

Share with us your Y.O.U. chapter's Hunger Project activities. We love to hear of all the exciting ways Y.O.U.'ers are expressing love in the world!

Youth of Unity Around the World



It is my dream that young people from around this wonderful earth of ours will share how Truth is working in their lives.

Recently the following letter from Nigeria came in. I was deeply moved by the contents and have posted the affirmation above my desk to refer to from time to time. It is a marvelous story. Enjoy!

Ray Wiggins
International Consultant
Youth Education

The Greeting That Changed My Life by Barnabus Iwuoha

(printed as received)

Years ago, when I was about six years old, Our Reverend by then was a kind of person that loves kids, He has a kind of special love for me, why because I was naughty and brilliant.

Each time, I greet him his reply will be "boy learn how to bring Christ nearer to yourself." Every Sunday before he began each service, he will instruct the congregation to shake hands with each other and repeat these words "I salute the Christ in you" every body will shake hands with his or her neighbour and say "I salute the Christ in you."

After each service I will rush to the Reverend and say I salute the Christ in you, instead the Reverend will reply me normally he will say "boy learn how to bring Christ nearer to yourself."

I grew with these words till the time I entered into high school.

One day, when I was on my bed in the school dormitory around 2:00 a.m. I could not sleep again, I began to ask myself how can I bring God nearer to myself. It is in this moment of deep thinking that I remembered how we used to greet in the church, at this point an affirmation cropped out from my mind. The affirmation is MIGHTY CHRIST I SALUTE YOU IN FRIENDSHIP AND INVITE YOUR LOVING PARTICIPATION INTO MY LIFE AND WORK. From that day I began to use this words of mine, normally before, whenever I woke up and I go round the dormitory to crack jokes with friends, but starting from that very day, I found that I could no longer go out to crack jokes. Each morning whenever I woke up I say to myself

"mighty Christ I salute you in friendship and invite your loving participation into my life and work," sometimes I will say this words silently, at times I will thunder it to the hearing of others and my friends will ask me 'Boy whom are you greeting' and my reply will be I am greeting the mighty of mighties.

From that day onwards changes started taking place in my life pattern, I began to excell in academics and sports, to the extent that whenever my name is mentioned in school my fellow students will say progress, this persisted till they nicknamed me progress, infact I started answering progress and progress also started pouring in.

One day my two immediate friends (Billy and James) came to me and asked me "Boy what brought this kind of drastic changes to your behaviour, I laughed and gave them my wonderful words, they laughed over it and call it talisman words. And a miracle happened at last after some months, one of them, Billy came to me one day after holiday and said "Boy it works, I asked him what works he said the wonderful words.

Mighty Christ I salute you in friendship and invite your loving participation into my life and work is really a wonderful statement. Last year during our local youth conference, I delivered this testimony to them, and many of the youths started to chorus it like songs wherever we are.

Because of the way we used the chorus it an idea came into my mind that I should put it into songs. Here is the song or (poem):

Mighty is the Christ I salute
To whom special invitation has been given
To whom that honours every righteous invitation.
In whom cometh every answer.
Mighty of mighties the heart that gave you special
invitation, now sends you special thanks for
invitation honoured, for prayer answered, and
for progress that is now my inheritance.
Haleluyah Haleluyah Haleluyah.

You may write Barnabus at:
Barnabus Iwuoha
General Secretary Anambra
State Youth of Unity
Box 456, Asata
Enugu Anambra State Nigeria

Tips For The Teacher

Cont'd from page 17

learning while all the others may be inattentive. Sending messages is easier if the receivers are all "with you."

- Tie the new learning to the past: "Remember last week we were talking about..." Try to show that what you are teaching is not a bunch of unrelated facts, but that it all fits together and makes sense. Since there is often irregular attendance among young people in the church school, making these links can be a solution to the problems caused by this lack of continuity.

- Tie the lesson to the young people's experience; use analogies, try role playing, draw diagrams, or do whatever it takes to connect your message to something your students can relate to.

Telling Is Not Teaching

The key thing to remember is that telling is not teaching. Telling is easy; teaching is hard. You need to be very creative and empathetic to be able to communicate with young people.

To discover if you are successful, use the second component of communication--RECEIVING (or listening). Listen not only to the words your students say, but to *all* of the many messages they are sending. When there is conflict between the spoken message and the nonverbal message, it is usually "body language" that is to be believed. If you ask, "Do you understand?" and the student looks down at the floor, sighs deeply, shrugs his/her shoulders, and mumbles, "I guess so," do you believe her words? Of course not!

Listening is an active, not a passive undertaking. To be effective when listening to your students, consider following these guidelines:

- Assume a "listening" body stance. Lean forward and establish eye contact with the sender.

- Don't be distracted: focus on the person speaking.

- Try to reflect back to the person what you think she or he is feeling. Verbalize the *real* message you think he/she is sending.

- Try to see the message from the student's point of view, to enter their "frame of reference."

- Don't accept superficial responses just to "get answers." This may give the idea that what the students say is not important, that *any* answer will do.

- Listen for signs of the effectiveness--or ineffectiveness--of the course of study. You need to know if learners have understood what you have been studying together.

- Listen also for other kinds of needs. Perhaps your young people are upset about a tragic happening at school--a classmate was seriously injured playing football, friends were in an automobile accident, there has been a suicide. A leader who insists on going on with the planned lesson could be perceived by the students as uncaring. But perhaps they really do not want to talk about it. It is only by listening you can tell what would be the best action to take.

Just as teaching is not just telling, listening is not merely hearing. It takes *work* to discover the messages youth are sending. As a leader of youth you are one of the most important people in their lives. A teacher who has the ability to really listen to what youth are *thinking* and *feeling* will make a difference in their lives.

If you want to avoid the frustrations of not being able to "get through" to your students--or of students not understanding what you offer--remember these guidelines for sending and receiving. They can help you to be effective in communicating with young people.

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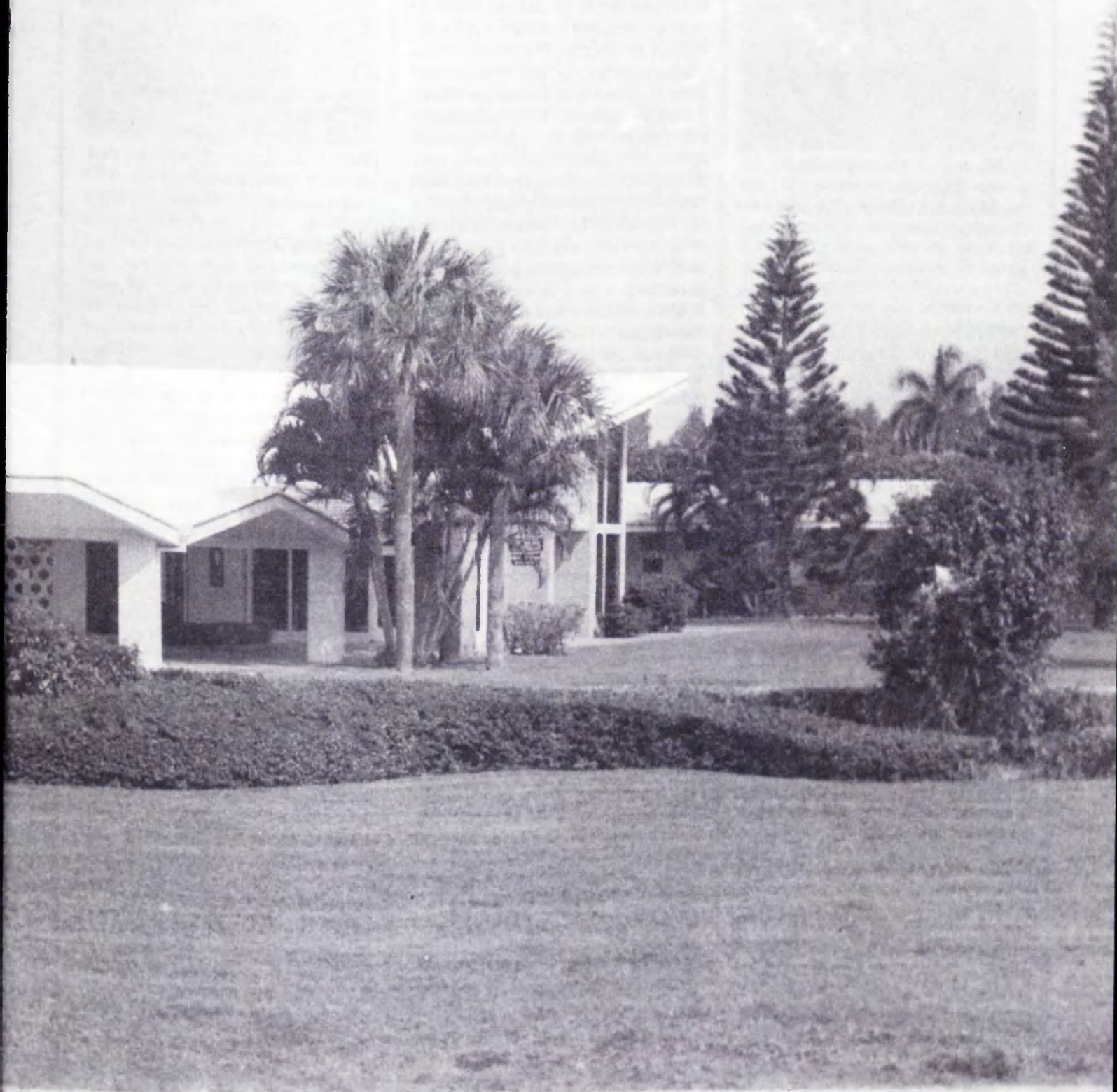
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PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®

May, 1989



THE PRESIDENT'S LETTER



Maya Brandenberger, Ph.D.
Unity de Montreal
Montreal, Quebec, Canada

With a hint of spring just around the corner, I am writing this, my penultimate President's Letter, to you with the sun streaming through the window illuminating corners of the room I haven't looked into since last summer.

In an earlier letter I talked about how our ministers are, in effect, transformational agents in an interpersonal and intrapsychic way. We do this through the way in which we teach our principles and also in the way we function as we serve the lives of our congregations. Today I want to touch on some further ideas concerning this transformational activity we perform, ideas that are very close to my heart and especially my interest in the area of HEALING. By this I mean psycho-physical healing.

Primarily, Unity has been committed to the challenges of healing throughout its first one hundred years. As we all know this began with the illness and subsequent healing of Myrtle Fillmore through her recognition of being a child of God and, therefore, perfect. Since then Unity has continued, unwavering, to teach and invite our fellow men to apply these mental/spiritual principles of prayer, affirmations and denials, and visualizations to their illnesses, life-crises and any other stumbling blocks to a full and healthy life. Yet the gulf be-

tween this form of healing and that of school medicine has remained wide and less than friendly.

Today, Psycho-Neuro-Immunology has provided us with a most dramatic and fascinating shift in the scientific view of the world. Until recently it was left to philosophical speculation that the psyche influenced the body, that decisions regarding illness and health are made at the level of the psyche. The one drawback has been that "proofs" have been missing from the equation and therefore this assumption was held incommunicado by the sciences. With the latest published results of Psycho-Neuro-Immunology the final factors in the equation have been supplied and questioning done with. We can now see for the first time in the test tubes of the immunologists just what are the effects our thoughts and feelings have on our bodies, on our health. We can see in a scientific manner that there is an inner-healer in each of us.

It was not until the seventies that scientists who risked their professional reputations by asserting that the immune system was influenced by the nervous system were given credence and the dubious smiles of the scientific mainstream faded away. Up to that point science maintained the traditional view that psyche and body were separate entities, however, through the discoveries of the last two decades we have seen a revolutionary change come about. It has been evident just how much the immune system integrates the whole organism. This has brought a new way of appreciating and revising the old esoteric and metaphysical traditions of healing. It is accepted now that the way in which we live, think, and feel makes us healthy or makes us ill.

I believe this to be of paramount importance to our work in Unity. We are being met more than half-way across the bridge which, until recently, was not passable; the bridge between medicine, science, and the world of spiritual healing and metaphysics. The bridge is called by our friends in science the immune system.

Here lies the main point I want to make, something for us to think about. Are we truly ready to be met by the

scientific findings of this world? All these tools that are called into present being to the world of science and medical technology, are we prepared to become recognized, respected, and professional members of these new, emergent healing teams?

Over the years I have found that our ministers live simple, hermetic lives, ensconced in different and separate metaphysical worlds where individuals come and seek our special help. We are always ready to listen to reports from members that the medical world did not really support and encourage our views on prayer as a healing agent on its own. And, yes, I am aware that it is still so. Most members of our congregations will report that having been through medical tests and treatment for illnesses that these two worlds are not yet integrated. But, I believe deeply that we are moving toward such a time. A time when our hospitals will not only treat a person medically and surgically but also apply psycho-spiritual techniques of healing.

I would like to invite us all to watch and check our own mechanism and potential for living in a cocoon-like world with old attitudes toward the world of medicine and science in general. As I said before, we have a long way to go but the foundation is being built and, inevitably, we will be called upon to become active members of a professional world of healing, side by side with the doctors, the surgeons, and the psychotherapists. We will be called to come forward from behind the curtains of our gentle, quiet world of spiritual beliefs, to come down from the mountains of our faith to the places where direct intervention in disease is taking place.

The words "I will pray for you while you are in surgery" will become "I will be right there with you and your surgeon during your whole experience." And perhaps we will see the day when the spiritual approach will be used as a treatment first and foremost prior to any prescribed medical or chemical intervention. However this develops in the future I rejoice to see healing as one area where we will soon be coming together. Here is a New Frontier that will allow us To Come Up Higher.

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

All News is Local News

In the year 1938, eleven million people flew by airlines to some point in the world. Usually the trip was within the passenger's native land and more often than not, airline passengers only made one such trip per year. In 1984 (most recent year for which figures are available) eleven million people around the world flew each day.

When we live in such a small world, any news becomes local news.

So... on the local scene... the folks of the Unity Church of the Bahamas, Ellie Harold, minister, have good news to share. And they share it with all who are drawn to this dynamic ministry with increasing services and increasing involvement on the part of the members.

To assist in attracting more people, the church recently moved to larger and exquisitely-decorated new facilities. Carolyn Craft, Association Radio/Media Coordinator; my wife, Karin, Association Support Services and Expansion Assistant; and I were three of those in atten-

dance at a Sunday service during a February combination four-day R & R and business trip.

A featured "Loving Relationships" workshop that afternoon was presented by Mustafa Willingham, Unity minister from Hollywood, California. He was present and shared briefly at the morning worship service the Sunday before Valentine's Day.

Ellie Harold, minister of the capital-city Nassau church has just laid plans for beginning a cancer support group on New Providence Island (Nassau). Ellie is a registered nurse, an ordained minister, an excellent group facilitator, and a few years ago she conquered cancer herself.

Much of what is making Unity Church of the Bahamas so dynamic can be seen in the following excerpt from Ellie's "Reflections" in a recent newsletter, Metanoia:

"How do we avoid getting dragged through our life? How can we gratefully miss the experience of being 'done unto' when life seems to deliver an unfair or unpleasant blow? How can we get something more out of life besides near misses and close calls?

"The answers are simple. If I don't want to get dragged through my own life, I must discover a way to pick up my feet and trot along with it. If I don't want to be a victim in my own life, I must stop casting others in my life in the role of my persecutor. If I really want something more and better in my life, I must be willing to create it in my way of thinking and acting.

"But HOW do I do those things? How do I begin to cooperate with the Universe? How do I develop harmony rather than conflict in my relationships? How do I keep myself from creating no-win situations?

"There is one master key that unlocks

the myriad doors of our human dilemmas. When we find that key and use it, every aspect of our life will change. We will feel no inclination towards resistance. Harmony in our life will become the rule and not the exception. We will experience success at every turn.

"What is this master key of transformation? It is Self-Love. Love of the essential spiritual being that we are. Love that sees through the various disguises and costumes we wear, and appreciates the real individual. Love that unconditionally accepts and approves of all of us, not just those things we have felt were acceptable and loveable.

"There is probably nothing so difficult for many of us to do than to stand in front of a mirror, looking deep into our own eyes, and to tell our Self, 'I love and approve of you.' It is often much easier for us to criticize what we see in the mirror, to chastize ourselves for having pimples or getting wrinkles.

"And yet if we want to turn our life around, to establish peace and harmony and success as a way of life, we must become in love with ourselves. For as we love ourselves, so we will love others. And as we love others, so will they be drawn to us in love and support."

Your ministry in the Bahamas is living proof, Ellie. Special love to you and all in your church from your "neighbors" in the rest of this small spaceship we call "Earth."

Volume 22, Issue 4
May, 1989

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 of Delray Beach
Delray Beach, FL

Senior Minister: Richard Barnes

Correction: Last month's cover was the Unity Center of Flushing in Flushing, New York; Ed Myler, Minister.

Deadline: 1st of every month, two months prior to issue date.



(Left to right): Carolyn Craft; Karin Mosley; Coretta Greaux, platform assistant; Glenn Mosley; Ellie Harold; Kay Barrett, board president; and Mustafa Willingham



Barbara O'Hearne
Church Development and
Management Consultant

The Strategic Planning Process

Planning is the process of taking a look at where you are currently, where you would like to be, and how you will get to that point. This article will focus on the definition, the benefits and concerns of planning, and the terminology used in planning.

By taking a look at what strategic planning is not, Peter Drucker¹ has formulated what is thought to be a good definition of strategic planning. First a look at what it is not:

1. It is not a box of tricks, a bundle of techniques. It is a common sense approach to thinking about your organization. Models of strategic planning are helpful in working through the process of planning but are not strategic planning.
2. Strategic planning is not forecasting.
3. Strategic planning does not deal with future decisions. It deals with the futurity of present decisions. The question is not what should we do tomorrow, but "what futurity do we have to build into our present thinking and doing, what time spans do we have to consider, and how do we use this information to make a rational decision now?"
4. Strategic planning is not an attempt to eliminate risk. According to Drucker, "The end result of successful strategic planning is the capacity to take greater risk--chosen rationally from among risk-taking courses of action."

Having examined what strategic planning is not, Drucker concludes that strategic planning "is the continuous process of making present entrepreneurial (risk-taking) decisions systematically and with the greatest knowledge of their futurity; organizing systematically the efforts needed to carry out these decisions; and measuring the results of these decisions against the expectations through organized, systematic feedback."

While many ministers, church administrators, and boards of directors see the benefit of planning, others have expressed their resistance to planning. This writer has a definite bias in favor of some type of planning, regardless of the size of the ministry.

Benefits and Concerns of Planning

A summary of the benefits of planning include:

- clarifies mission, vision, goals, objectives, programs, and the array of services.
- results oriented.
- has proven to positively influence organizational performance.
- forces communication and builds teamwork.
- maximizes the cost effectiveness of financial resources.
- stimulates creative thinking and helps the organization become "proactive."
- helps attract support--many people respect an organization with a plan.

It is only fair to give equal time to summarize some of the reasons why there is resistance, reluctance, or concerns about planning:

- involves some risk-taking that may

end up as a success or failure.

- takes too much time.
- is too expensive for our limited budget.
- probably will never be implemented, so why bother?
- may change organizational direction.
- deals with too many uncertainties which make people uncomfortable.
- hasn't ever been done before, so why start now?

There are a couple of situations in the life cycle of an organization in which planning is definitely not recommended. If the ministry or organization is in a state of crisis, this challenge must be taken care of prior to planning. For example, excessive expenses over income needs the immediate attention and correction by the finance committee, board, and executive director.

Undertaking a strategic plan in order to justify the termination of staff is strongly discouraged. Solve the staff situation as quickly as possible and then go ahead with the planning process.

Terms Used in Strategic Planning

The following list of terms is provided to familiarize the reader with the terminology of planning. Some agreement or common understanding of the "language of planning" helps to move the process of planning along in a more efficient and effective manner.

Planning

A formal, systematic ongoing process for making decisions to bring about a desired future.

Strategic Planning

The process of examining the entire organization in the environment in which it competes. It incorporates all levels of planning: program, budgeting, and operations.

Continued...

Mission

A statement that answers the question: What business are we in or about?

Purpose

A statement of why the organization exists. The purpose statement is usually included in the bylaws.

Environmental Analysis "SWOT"

A process that involves:

- Reviewing the history, values, and major trends of the organization.
- Internal analysis of the strengths and weaknesses.
- External analysis of the opportunities and threats/challenges.

Vision

A statement of the desired IDEAL future state of the organization.

Goals

A general statement of what one intends to do. Goals are consistent with the mission and based on long-term aims.

Objectives

A specific statement of what will be done, how it will be measured and when it will be accomplished.

Implementation

The phase of strategic planning that involves monitoring progress, making midcourse corrections, and updating the plan.

Summary

The term **process** was used several times in this article. This was for a specific reason. Experienced planners, which include administrators, executive directors, board members, business managers, and consultants, know that the process is one of the major benefits of planning. The simpler, more common sense the process the more likely it will succeed. Enthusiasm and commitment of staff and board are critical success factors in planning.

¹Druker, *Management: Tasks, Responsibilities, Practices*. New York: Harper and Row, 1974.

In Loving Memory



Luis A. Montero, beloved minister and friend from Santurce, Puerto Rico, made his transition on January 30, 1989. He and his wife, Norma, conducted the ministry, Asociacion Unity de Cristianismo Practico in Santurce, Puerto Rico.

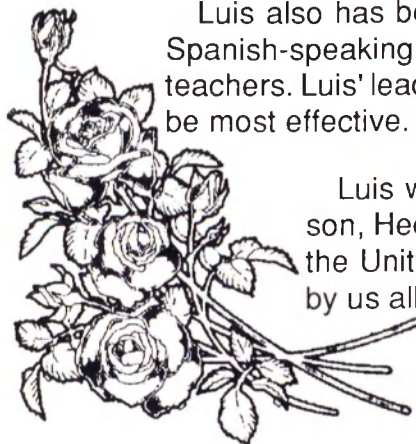
Luis was ordained as a Unity minister in 1979. He and Norma have served this ministry very successfully since his ordination. The average Sunday attendance is 550; in addition, they have been conducting the ministry in Bayamon, Puerto Rico, which is also a growing and thriving ministry.

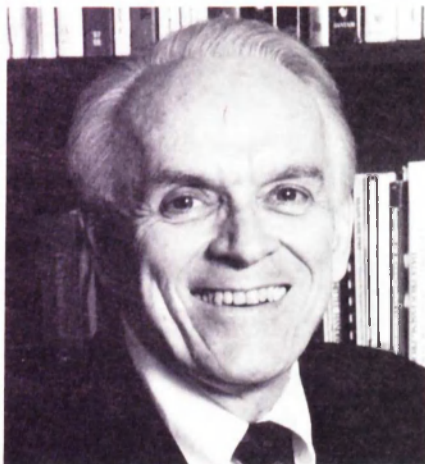
Luis was born in Puerto Rico and attended the University of Puerto Rico where he obtained a Bachelor in Science degree as well as a Master in Science degree.

Prior to Luis' becoming an ordained Unity minister, he assisted Francisca Mendez in the ministry for three years. He also, under Francisca's supervision, performed all of the administrative and spiritual duties in the Bayamon ministry.

Luis also has been serving as the Director of the Spanish-speaking Unity Training School for licensed teachers. Luis' leadership at this school has proved to be most effective.

Luis will be missed by his wife, Norma, son, Hector, and by all of his colleagues in the Unity movement. Luis is greatly loved by us all.





Dick Connor
Church Growth & Development Director

Leadership Success Forces

Leadership is the total effect you have on the people and events around you. Effective leadership is being consciously responsible for your individual and organizational influence.

This article is another in a series dealing with major elements of the leadership role. Earlier articles presented the principles and practices involved in articulating a vision for your ministry. This month I share my notion of the "must know" information about building and leading from a position of alignment.

Alignment Defined

Alignment is not equal to agreement. Agreement means that a course of action is suitable to each other, that the people are harmonized in opinion.

Alignment means that regarding a given course of action, the attainment of the desired results is supported by those involved, even if they do not personally agree with the activity itself, or the manner in which the activity is being carried out. This means that they will not invest energy in blocking the attainment of the objective.

Alignment is the process of developing a clear focus about a desired course of action and then applying the resources available to you in ways that create and allow results to be achieved.

In an earlier article I suggested that alignment refers to the "single eye" remark attributed to Jesus. A clear and consistent focus is required to achieve excellence. Again, "wherever two or more are gathered in my name, there I am in the midst of them" (as aligned), people with access to fourth dimension/absolute power and wisdom.

Alignment of vision, goals, and values is essential for the growth and development of a ministry. The ministry's Leadership Team is comprised of the minister(s), members of the Board, and other key paid and volunteer managers.

The absence of alignment is evident in churches that are struggling. Too often the members of the Leadership Team are not "singing-off-the-same-page" in the ministry's hymnal, much less singing in tune. This is not the result of some deficiency in the attitude of the team members, but because they have not been taught the principles and technology of alignment building.

Alignment is a process, not an isolated event. It is a learnable process, a process that once mastered yields great benefits.

Building Alignment

Building alignment involves three fundamental steps:

Clearly define the task and results sought.

As obvious as this may seem, too many activities are undertaken without a clear definition of the nature, scope and outcome expected. A kind of shorthand develops and mutual understanding is assumed when in fact disagreement may prevail.

For example, I recently worked with a Leadership Team whose primary goal for the present planning period was to "increase the number of people attending the church." Given the simplicity of the

statement it was assumed that people were aligned in the task.

In spite of considerable discussion and the investment of much time on the part of the members of the Leadership Team, the number of people who were first time visitors to the ministry hovered in the three or four per week range.

In working with the Leadership Team I uncovered the following facts: the number of people attending the church on Sunday consistently fell in the range of 35 to 50 for as long as the members could remember; special events had drawn considerably more.

I asked each member of the Leadership Team to define the term "attendee" and to estimate the number of new attendees that could effectively be recognized, welcomed, and followed up on a given Sunday given the current organizational structure.

A few of the members defined "attendee" as new visitors, some defined it as active nonmembers, and two thought it referred to both categories. Clearly alignment was not present in the minds and emotions of the members.

The estimates given were: 15, 40, 65, and several jotted ??? on their form. Again, there was no alignment in terms of the envisioned number.

One person remarked, "Metaphysically, if a collective subconscious mind were witnessing this confusion, it might just continue to create circumstances that produce a few poor souls who we can somehow take care of in our traditional ad hoc fashion."

Once the task is defined and the specific results sought are determined, it's time to. . .

Visualize the results unfolding and surface resistance.

This step involves telling the small "I" truth: what is so for you regarding this situation. If one or more people have doubts or resistance to the desired outcomes and do not surface these concerns, alignment is blocked and the negative forces are not recognized or handled.

Please see DEVELOPMENT on page 9



Susan Eng
Expansion Coordinator

Controller Laypersons The Impossible Challenge?

In the beginning God created a few longlasting, controller-type church lay persons. God was not sure why. . . sometimes you just feel like doing something naughty.

This small group of lay people were called to gain control of the church. The lay people had a choice of going into churches in small groups or as one person to get into power. That one person or powercenter group could manifest themselves in the form of an elected board, or in an informal structure, such as a choir or a class that has reached its saturation point. (Every class has a secret built-in mechanism to close itself off within two years.)

As the minister, SEE THE GOOD in power structures. Affirm: "This is a wonderful opportunity to draw forth more of my wisdom faculty." (It would be very wise to locate the power structures

whether they are in your formal or informal church structure.)

LOVE IS EVERYWHERE PRESENT. Those people who have gained control of the church, LOVE to control. They love it so much that they have decided to stay in control of the church. Their prayer of protection includes protection against the minister and against the other lay people on the minister's side.

The controller lay people have an INNER-KNOWING about a system that works every time--simply change ministers as often as possible. This will work because Unity ministers usually average approximately three years in one church. The minister doesn't usually stay long enough to have leadership control.

Unity ministers have learned that denials are for declaring claims to be untrue. A denial should be SHORT and perhaps WHISPERED softly like the sweeping away of cobwebs. Here's one that's been learned by many ministers: "I deny the existence of research and also the words of Lyle E. Schaller (one of the country's foremost authorities on church growth and planning and editor of Abingdon's Creative Leadership Series) who points out 'the effective years of a given pastorate begin between years three and six.'"

From the Expansion Department's point of view, most of the conflict comes from those lay people who have started study groups. They are the ones who pioneered the group and since they were there first, they have first dibs on who controls it. Controller pioneers give us hints as to who they are by starting off their sentences with, "I can remember when. . ." Whatever it is that they remember really doesn't matter. What's important is that they do remember some things that others haven't experienced or don't know about. They also remember who.

Controller pioneers come fully equipped with an ability to rattle off the names of EVERY church member who used to attend regularly until YOU became their minister.

The "who's the boss" conflict doesn't arise until after a church CONTINUES to grow. There's no conflict when a church first starts to grow. The pioneers are happy that their prayers have been answered. Then heaven forbid, the church continues to grow. The controller pioneers realize that if the church continues to grow, they will lose control of the church. The problem can occur equally well in both small and large churches.

Don't worry, be happy. There are creative ways to tithe controllers back into the universe. Murder. Nah, just kidding'. Appreciate the work of the pioneers who started the church in the first place. Then review the boards, committees, and classes regularly and replace pioneers with newer members who are positive and bring vitality. Dr. Win Arn, founder and president of Church Growth, Inc., believes that "one out of every five board members should have joined the church within the last two years." The "old guard" often has the "board power." They guard against new members who can provide fresh and new ideas. They guard against those who want to see the church grow and have a part in making it happen. They guard against any sharing of power.

Just look at the abundance of ways the controllers have helped to put your prayer life into high gear! Thank God there are only a few controllers. Thank God that you and God are the majority. And thank God that there is also a majority of the congregants who hold the church vision with you. Together you are equal to the challenges. God bless those who have dealt or are now dealing with this NOT impossible challenge.

Don't Forget!

Association of Unity Churches 1989 Conference
June 11-16
at Unity Village

CHURCH GROWTH BY RADIO



Carolyn Craft
Radio/Media Coordinator

The Invisible Church Matching Church and Community

According to Princeton's Religion Research Center's 1988 survey on the Unchurched American:

Seventy-five percent of unchurched respondents would welcome social changes in the coming years and want more emphasis on self-expression.

Eighty percent believe an individual should arrive at his or her own religious beliefs independent of any church's or synagogue's.

Fifty-seven percent say that it doesn't matter what church a person attends--one church is as good as another.

One possible interpretation from this research suggests the most authentic and powerful way to reach these unchurched is through demonstrations reflected in our own personal life and the life of our church. It's revealed here that you, your

Recorded commercial campaigns entitled "You Can Make A Difference" (In Healing a Hurting World), "Let Your Life Happen" and "Child of the Universe" will be available at our June Conference. See you there!

church/center, and your congregation *become* the medium for the message of truth for many.

A second viewpoint could be that of encouraging religious leaders of all creation-centered traditions to become more open and provide the kind of environment which invites each individual to experience self-expression in his or her own way.

Still another interpretation leads us to the obvious--the dissatisfaction that these respondents have with "church" and what it means when their needs (the needs of community) are not being met.

All three, and possibly many other ideas gleaned from this research, reveal our unique responsibility in expanding beyond the walls of our churches to share our message of imagination, affirmation, expression, and fruitful living.

Let there be no question about it: What has been most lacking in society and religion in the West for the past six centuries has been a Via Positiva, a way or path of affirmation, thanksgiving, ecstasy. --Matthew Fox

Unity has been affirming this truth for over one hundred years now. When we make visible our church through broadcasting, then the electronic media becomes an extension of her body. Spiritual awakening accelerates for many and the bonding between Creator and creature is that which gives each ministry growth and purpose.

It is also a time when the communicator must be aware of his or her vision, the needs of the church, and the yearnings of the community. In integrating these three, the "invisible church" is made visible.

In effectively communicating who you are, a clear understanding of your "positioning" (mission statement) is essential. An effective mission statement will incorporate individual, communal, and societal needs. It realistically define the church's role in meeting these needs.

To define your position in your community ask:

1. What is our reason for being?
2. What part of God's work do we want our congregation to accomplish?

Congratulations to Samuel Isaac, Unity Church of Evansville, Indiana, and Jo Ann McClellan, Christ Church Unity of Panama City, Florida, now using radio in their community outreach!

3. What geographical area should we serve?
4. What people should our congregation serve?
5. What services should we provide?
6. What is our congregation doing just because "we've always done it?"
7. How has our congregation changed in age and lifestyle concerns? Have we altered our programs accordingly?
8. Who is on our current mailing list?
9. Who are we trying to attract as members?
10. What are the needs of our defined community?
11. How are our programs addressing these communal needs?
12. Do the names of our programs and services truly reflect what they offer?
13. What are the needs of our current congregation and community which our programs and services are not answering?
14. Who really will be comprising our visionary congregation today and tomorrow?
15. What are the program liabilities that tend to blur or distort the image of our congregation internally and to the external community?
16. What are the program assets that tend to enhance its image?

Two final steps are interrelated: to identify the congregation's publics and to survey selected publics. A survey of selected publics, again both internal and external, supplies your current congregation with an invaluable scorecard. It reveals:

Please see GROWTH on page 9

Unity Village Vacation Retreats 1989 Schedule

May 13-19	Maytime Retreat
May 19-21	"A Weekend With James Dillet Freeman and Friends"
May 27-June 2	Rose Festival Retreat
June 17-23	Sunshine Festival Retreat
July 1-7	Summerfest Retreat
August 26-September 1	Joy of Living Retreat
September 9-15	Harvest Festival Retreat
September 15-17	"Unity on the Move" Weekend
September 23-29	Indian Summer Retreat
November 4-10	Self-Renewal Festival Retreat
November 11-17	Festival espiritual en espa!ol del centenario de Unity
November 18-24	Thanksgiving Retreat

Please plan to arrive on the date the retreat begins and to depart on the date it ends.

DEVELOPMENT

Cont'd from page 6

This is especially prevalent with some ministry's who for some mix of reasons have adopted what one minister calls the "Little Mary Sunshine" or "Dudley Doright" communication and leadership style.

As we know, if feelings are not allowed to be surfaced and discussed, release of the energy is seldom accomplished in positive fashion. Getting the feeling off one's chest is the first positive step in releasing it and letting it go. Leadership Teams that function in the MasterMind mode have a lot less difficulty in this.

Determine check points along the way and, if necessary, move into a realignment mode.

Understanding the shadings of understanding can shift quickly with the passage of time. This situation occurred in my church. We had a wonderful weekend

planning retreat and developed several worthwhile projects and a time line.

Suddenly unanticipated events occurred which caused a slippage in the timeline and scope of one project. Within hours confusion set in and we were each arguing for our notion of our "right" understanding. The only sure way out of the confusion was to convene the team for the purpose of getting back into alignment.

This involved looking "newly" at the situation and reviewing the definitions and work steps. The investment of time was worthwhile in that we developed several additional ideas that were not discussed earlier.

Final Thoughts

Total agreement and commitment on anything is hard to achieve, and is not necessary if there is alignment on the nature, purpose, and desired outcomes. As in all life, it boils down to clear and accurate communication. Alignment works!

GROWTH

Cont'd from page 8

1. How the church is generally perceived.
2. What specific image it portrays.
3. What members and nonmembers alike really know about its goals, programs, and services.

Once you collect the research mentioned above, you and your Board should have a very good idea (before you launch your radio outreach) of where you are now, where you want to be in the future, and how well the needs of your community are being served.

Following are some of the current positioning statements reflected in their communities by Unity ministries today (*Broadcast Survey Research '88, by Myrna Tashner-MEP):

- positive approach to living
- a healing ministry
- growing
- positive Christianity
- opportunity ministry
- thoughtful
- bring you the best
- unconditional love
- motivational and professional
- practical Christianity
- source of new hope
- loving fellowship practicing spiritual principles

(*indepth survey results forthcoming)

Your church has been called by the Creator to put on her true flesh so seekers of truth might come to know her and learn of their divine inheritance. *The Spirit of the Lord Yahweh has been given to me, for Yahweh has anointed me. He has sent me to bring good news to the poor, to bind up hearts that are broken.* --Isa 61:1-2

Through your radio outreach, the invisible becomes visible to the "unchurched" in your community. Church bonds with community and seeker is united with teacher! This has to be the most wonderful time to be alive in the ministry!

Stay tuned!



Ron Tyson
Support Services Coordinator

Membership Packet

By the time you are reading this we trust that all ministers and licensed teachers have received their membership packets. This packet contains a plastic ID card which can be used in public to identify one as a Unity minister or licensed teacher and also as a credit card within the Association. Charges can be made when purchasing items from your Association while at a conference or convention bookstore or for registering for the conference or convention. The Association has produced three different ID cards--one is for the Unity minister, one for the licensed teacher, and one for Spanish-speaking ministers and licensed teachers of the Association family. All cards will be reissued every two years.

There is an attractive auto decal for ministers only with the Association logo and the caption "Unity Clergy" affixed. This is to be placed on the rear window of the auto which will identify the auto when parking at the hospital or other places while conducting business.

The directory is another attempt on behalf of your Support Services Department to find more ways to support the field ministry. We have contacted many corporate businesses which have joined our Association in making the minister's and licensed teacher's job a little easier

Below are some of the services offering discounts to Association members:



and less costly. These services cover discounts on hotels, motels, auto rental, auto service, auto purchase, prescriptioned drugs, theme parks, camping, etc.

You can help your family of associates by identifying businesses in your area that would give group discounts on

their goods and services. When you identify a business that will offer these savings, please fill out the "Prospective Business" card in your packet and mail it into your Association office. We will follow up on your contact and will share it with our Unity family members.

The Harmattan Winds

Heavy calamity overran Unity Center On The Lordly Niger on January 11th. Chief Joseph Izuora, the resident minister, had listened to the 6:00 a.m. news from the A.B.S. (Anambra Broadcasting Services) and had retired to his private sanctuary in his residence, which was adjacent to the chapel, for his early morning prayer. He had hardly opened his handbook when an S.O.S. was raised asking him to call in the Fire Brigade as the chapel building was on fire!

Chief Joseph dialed 999, but the phone was dead. A neighbor assisted in contact-

ing the Fire Brigade who managed to come, but not until the roaring fire had completely destroyed the edifice.

The fire was started by a bush fire lit by a servant who had swept the compound, gathered the rubbish into a heap and lit the fire. It being a harmattan season, a roaring wind blew the fire against the chapel building.

Harmattan is an annual season which originates from the Sahara Desert coursing its way down south with tremendous fury. It is characterized by overhanging mists in the clouds, and quite often impedes visibility.

The chapel was a 100-seat church building with 100 individual chairs and a full set of musical instruments.

The replacement cost of the building, furnishings, and musical instruments is \$87,000. But we have cause to thank God that no lives were lost and that the adjacent residential building was saved.



Chief Joseph Izuora in front of Unity Center On The Lordly Niger. The church was destroyed by fire on January 11, 1989

Chief J. Ora. Izuora
Unity Center On The Lordly Niger
3A Water Works Road, P.O. Box 3536
Onitsha, Nigeria, Africa

PARTNERS IN MINISTRY

a network of spouses of ministers



Karin Mosley

Happiness is. . .

- . . .having another partner to talk with.
- . . .sleeping in on Sunday morning!
- . . .being able to "party" on Saturday night!
- . . .weekends off.
- . . .a board meeting that ends before midnight.
- . . .getting together with other partners at regional conference.
- . . .meeting new partners.
- . . .meeting my fellow partners at the annual conference/convention.
- . . .sharing ideas that work.
- . . .forgetting the "role" and being myself.
- . . .Mary Ann Detzler presenting a workshop at conference just for "us."
- . . .receiving my own copy of CONTACT.
- . . .having something else to talk about other than "church."
- . . .being in a church location where the weather is warm year round.
- . . .being in a church location where there is snow in winter.

- . . .realizing it IS a new day.
- . . .flowers that arrive just because I'm loved.
- . . .banana stickers that arrive in the mail for the same reason.
- . . .a meaningful conversation.
- . . .quiet time.
- . . .trees in bud.
- . . .a walk on the beach.
- . . .a walk with my minister/spouse.
- . . .a poem that speaks to me.
- . . .being invited to spend a weekend with another partner and minister.
- . . .feeling comfortable.
- . . .a close friend.
- . . .answered prayer.
- . . .a goal that has been achieved.
- . . .five pounds that "disappear" without dieting.
- . . .KNOWING I am the light of the world.
- . . .receiving a note from another partner that just says, "I love and support you!"
- . . .brunch out after church.
- . . .being me and allowing you to be you.
- . . .loving.

I hope you can identify with some of these. I wish you happiness always--even on those days when you "have to make your own party."

I'm looking forward to seeing you in June at the conference here at Unity Village! It's going to be a wonderful time together. Mark your calendar NOW for the special Partner in Ministry workshop "Forgiving When It Hurts" to be presented by Mary Ann Detzler.

Write or phone **Partners in Ministry, Association of Unity Churches, P.O. Box 610, Lee's Summit, MO 64063; (816) 524-7414**. All letters and phone calls are confidential.

Sparkplugs

Talk Topics & Sermon Starters from Unity publications

This month:

Whatsoever Things Are True by Harold Whaley

*Let us labor for an Inward Stillness,
An inward stillness, and an Inward
Healing;
That perfect Silence, where the lips and
heart
Are still, and we no longer entertain
Our own imperfect thoughts and vain
opinions;
But God alone speaks in us, and we wait
In singleness of Heart, that we may know
His Will, and in the Silence of our spirits,
That we may do That only.*

Henry W. Longfellow

This gracious and meaningful poem by Henry Longfellow is a sample of the wonderful Truth thoughts featured in Whatsoever Things Are True by Harold Whaley. Many gems of Truth can be gleaned for use in sermons, talks, or bulletins. Harold, an avid Truth student, long-time Unity librarian, and a gentle soul who lived with books and by the wisdom in them looked for Truth in the classics and compiled it in this book.

Some of the works of Charles Fillmore, Myrtle Fillmore, and many familiar Unity writers are included in Whatsoever Things Are True. You will also find the great poets and writers of the ages well represented.

Light, prayer, Truth, thanksgiving, guidance, health, and prosperity are only a few of the subjects touched upon. Whatever your subject, you are sure to find an excellent quotation to use in Whatsoever Things Are True.

Whatsoever Things Are True is a beautiful, hardbound volume that makes an impressive gift. It is the kind of book to keep on hand for presentation gifts and special occasions. You can order Whatsoever Things Are True from the Sales Department of Unity School of Christianity.

FINANCIAL STATEMENT

On behalf of the Association of Unity Churches' staff and Board of Trustees, we extend to you our deep gratitude and appreciation for your past financial support. The love and faith you incorporate into your gifts make them special. We will appreciate your affirming with us daily these powerful words:

Thank you, God, for an increasing awareness of Your all-providing love. We are confident that the prospering power of Your love blesses the Association of Unity Churches with success and plenty.

ASSOCIATION OF UNITY CHURCHES Statement of General Fund Operations Ten Months Ended January 31, 1989

INCOME-OPERATIONS	<u>December</u>	<u>January</u>	<u>Year to Date</u>
Love Offerings	\$70,875.89	\$73,977.06	\$795,047.56
Other Income	<u>2,153.18</u>	<u>2,767.00</u>	<u>39,820.87</u>
	\$73,029.07	\$76,744.06	\$834,868.43
Less: Tithe Transfer	<u>7,554.73</u>	<u>8,035.14</u>	<u>77,721.69</u>
	65,474.34	68,708.92	757,146.74
Gross Profit Material	<u>2,538.05</u>	<u>3,152.34</u>	<u>43,792.33</u>
Total Income	<u>\$68,012.39</u>	<u>\$71,861.26</u>	<u>\$800,939.07</u>
EXPENSES-OPERATIONS			
Total Expenses	<u>\$65,061.96</u>	<u>\$76,767.72</u>	<u>\$810,343.93</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$ 2,950.43</u>	<u>\$ (4,906.46)</u>	<u>\$ (9,404.86)¹</u>

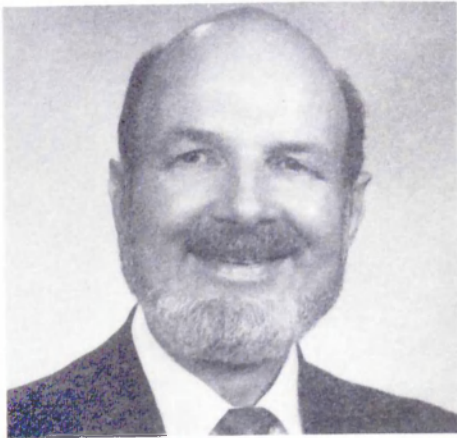
Unity School Contribution to the Association of Unity Churches Through Services Provided

Month of December: \$5,729.43

Year to Date: \$62,085.61

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

¹ Includes \$(35,500) of Church Growth Fund's Deficit



Bob Ellsworth
Director of Education

The Uniqueness Of Unity

Part V

Worship Approaches to Differences Within Unity

As we saw in last month's *CONTACT*, 70 percent of leaders in Unity have an Intuitive-Feeling (NF) temperament. But Intuitive-Feeling people make up only 12 percent of the population. Unity is indeed unique, and that uniqueness affects the leadership gifts of Unity ministers and leaders.

The differing temperaments, as measured by the Myers-Briggs, also impact worship services. In this month's article, we will examine the worship needs and preferences of the different temperament groups who come to Unity. Basically, there are four temperaments. The temperament of people most often found in Unity is the Intuitive-Feeling (NF), temperament. People who value an NF approach to life will be drawn to a church which: 1) offers a metaphysical approach to Bible and Truth; 2) encourages seeking the mystical experience of the kingdom within; 3) promotes group and individual meditation; and, 4) values people, their feelings, and their potential. The potential of the divinity within each person appeals to the person of NF temperament for it values the potential rather than limiting the focus to human appearances.

Sermons that have the greatest meaning to the Intuitive-Feeling person include human interest, heart-warming stories of people who overcome life's challenges. The NF person can be inspired to abandon his or her life to God, and to apply the lesson themes to his or her

inner life and relationships. Talks that heal and comfort and draw upon the theme of love also appeal to the NF. Many people believe that Myrtle Fillmore had an NF preference in her approach to life.

Another temperament that is drawn to Unity is the Intuitive-Thinking (NT) person. Fourteen percent of Unity leaders prefer this temperament, and it seems safe to assume that a similar percent would be represented in Unity's congregations. The NT sincerely believes that "the Truth shall set you free," and is drawn to discovering the truths that will change his or her life. The NT has a driving curiosity about scriptures and matters of faith and desires to understand the concepts being taught. Sermons that challenge the thinker are stimulating and satisfying to them, although the lesson needs to be theologically consistent. Above all, the NT believes that lives are changed by a change in thinking. NT's often become impatient with simplistic approaches to spiritual life. Many people believe that Charles Fillmore preferred the NT approach to life.

The third temperament that is drawn to Unity is the Sensing-Judging (SJ) person. This group also appears to represent about 14 percent of the leaders, and probably the congregations, in Unity. Before discussing the worship service preferences of this group, it is helpful to describe what is meant by "sensing" and "judgment."

Sensing people, who make up the majority of people in this country, value the information and experiences that come through the five senses. The sensing person has good contact with outer reality and has the ability to see things as they are. The ability to focus on details, accuracy in "facts," and emphasis on practicality characterizes the sensing person. The "judging" person likes to plan things in advance, and prefers orderliness and closure. They like to start and end activities on time and to stay focused on the issue or task at hand.

What kind of worship service appeals to the Sensing-Judging (SJ) person? In Unity, the teachings made practical would appeal to the SJ. Lessons that value the traditions of the past and communicate a sense of social, moral, and spiritual obligation would also appeal. Also appreciated by most SJ's (and not found in Unity) is a clear guide to what is right and wrong. SJ's often feel comfortable with outside authority or literally interpreted Bible as their guideline for living correctly. Probably the element that appeals most to the SJ's who come to Unity is the practicality of the teachings and the "how to's" many ministers include in their lesson. The SJ's I've met in Unity tend to be "soft" SJ's, having moderate preferences for this temperament. I have observed that the majority of firm SJ's seem to be drawn more to the fundamental approaches to religion.

Continued. . .

One temperament that is essentially missing in Unity is the Sensing-Perceiving (SP) people. People with this fun-loving, here and now, spontaneous approach to life may well be missing in most churches, and if in church at all, may be drawn to the charismatic groups.

Can Unity satisfy all temperaments, and be all things to all people? I don't think so, at least not very well. While the practical approach to spiritual life may appeal to the SJ, too much of this approach can turn the Intuitive-Thinking (NT) person off. On the other hand, clarity and logic in Unity's teachings, which appeal to the NT, are also valued by the Intuitive-Feeling person. This is seen clearly in ministerial school when predominately NF students appreciate and value an emphasis on clarity and understanding of Truth. This alone, however, would not satisfy the NF, who also needs a worship service experience that values peoples' feelings and potential. Too much focus on "truth" without "heart" would be a disservice to the NF.

Unity is predominately attractive to the NF. But thank God certain elements of the Unity experience also appeal to NT's and at least some SJ's. Unity needs the SJ's who bring a realism and practicality to a religious community. They are needed on the Board, in organizing finances, and in caring for the physical plant.

Paul's theology of gifts reminds us that all gifts are needed and that no gift is greater or lesser than another. While Unity obviously appeals most to Intuitive-Feeling (NF) people, the truth is that we need to also value and welcome those with gifts that differ from the majority of NF's found in Unity.

You Are Invited!

You are invited to the dedication of the new Silent Unity building on June 11, 1989 (during the Association's 1989 Conference).

Preceding the dedication, Silent Unity will have an open house from 4-6 p.m. The ceremony will be held in the Activities Center. The prelude to the ceremony will begin at 6:45 p.m.

Individuals participating in the program are: John A.V. Strickland, Unity School vice-president and director of Silent Unity; James Dillet Freeman, former vice-president and Silent Unity director; Robert Young, an actor best known for his starring role in the television series *Marcus Welby, M.D.* who, along with Mr. Freeman, served as co-chairperson of the National Steering Committee for Building Unity Together; Charles R. Fillmore, chairman of the board of directors of Unity School; Eric Butterworth, minister of the Unity Center in New York, New York; Dorothy Pierson, co-minister of Christ Unity Church in Sacramento, California; and Connie Fillmore, president of Unity School.

The dedication of the new building will be one of the most significant events of the Centennial year and should be of interest to Unity ministers, students, and members everywhere.

LIGHT ON THE PATH



Trish Robinson
Licensed Teacher Consultant

Recently I received another inquiry concerning "how to" gain more knowledge/confidence in order to teach Bible. As I was thinking about it later, it came to me that Bible is the subject where "help" is most often asked. So, here it is! "Exploring the Bible Together" is a class you can facilitate with NO preparation, yet increase your knowledge of Bible history and metaphysics in the process. In addition to knowledge, it can be truly insightful, *practical*, and fun! First, a very informal, basic format:

Materials Needed: Your Bible and Bible Metaphysical Dictionary

1. Begin each session with an opening prayer or meditation.
2. Sharing/discussion of assignments from previous session. (Step 2 will be omitted at the first session.)
3. Open the Metaphysical Dictionary at random (or ask someone to give you a number and turn to that page). Choosing a heading on either of the pages open before you, begin reading.
4. Discussion (during or after completion of the subject).
5. Read the Bible verses given.
6. Discussion.
7. Assignment (optional).

Most important is acknowledging "Christ is in charge." Whatever way you choose to determine what you will read, it is fascinating how it will all begin to fit together and, similar to the Daily Word, it will be what is needed at the time.

Please see LIGHT on page 20

YOUTH MINISTRY NEWS



Marianne Hill
International Children's Education Consultant

A Little of This, and A Little of That

In the past few months, several applications for awards through the Religious Emblems Awards program of the Association of Unity Churches have been approved, and awards presented.

While these pins or award patches are approved for Boy Scouts, Girl Scouts, Campfire, and 4-H, they can also be given by a Unity church for completion of the activities in conjunction with the Children's Program. The following is a letter and photograph from Patricia McClelland, minister, Unity Church of Truth, Massillon, Ohio. Thank you for sharing this celebration with us Pat, and congratulations Joel!



Hello Dear People,

This is to notify you that Joel Vogel has completed his God in Me award through our Youth Emblem Program of the Association of Unity Churches.

Enclosed is a picture of Joel on the day of his recognition and of receiving his award. I know there are times these are published in **CONTACT**, etc., and I would very much like to see him recognized in this way.

The enclosed picture (see photo) shows Joel in front and from left to right behind him are his parents, Cliff and Linda Vogel, his cubmaster, Priscilla Nemetz, and minister, Reverend Patricia G. McClelland.

I am delighted that soon there will be two more boys working on the same award and in a few months Joel will begin working on his next religious emblem award.

It is a wonderful program and I have truly enjoyed working with Joel on an individual basis.

Thank you and God bless your work.

Mark Your Calendar Now!

Children's Ministry Seminar
(10 elective credits -- CEP)

Continuing Education Program, Session B
July 23 - August 5, 1989

The 1989 Children's Ministry Seminar is a training opportunity for those interested in working with children, serving their spiritual, mental, and emotional needs. The course material will cover program administration, teacher preparation, innovative teaching techniques, and resource utilization.

Midwest Region Children's Education Consultant

Linda Michael



Linda Michael has been the Midwest Regional Children's Education Consultant since March, 1988. Linda has taught Sunday School at Unity in Des Moines, Iowa, since 1968. In fact, she has taught every age group including Y.O.U. She has been a Licensed Unity Teacher since 1983. Linda lives in Des Moines, with her husband of nearly 25 years, Wayne "Mike" Michael, and their three children. When asked to share her vision for children's ministry, and her message she says, "That somehow we raise the consciousness of our congregations and leaders to be more children oriented. I realize that even in 1989, we are pioneers in spiritually educating our congregations toward children and in spiritually educating our children. I am glad to be a part of this pioneering. My message, I have found is to remind and to be reminded that teaching is a holy calling. . . we are answering the call, "Who will take care of the children?"



Ray Wiggins
International Youth Education Consultant

About The Uniteen Student

Adolescence is a period of rapid change and growth. Young people move out of the relative safety of childhood and begin to explore the uncharted territory of adulthood. Early adolescents have just begun the journey. The adolescent can be compared to an iceberg--there is a lot more there than you can see on the surface.

Puberty: The Tip of the Iceberg

The most immediately evident changes in the lives of your students will be the physical ones. The hormonal equipment that has lain dormant through the first decade suddenly kicks in. Voices change, hair appears, sexual organs are enlarged and activated, bodies grow and change their shape. Typically, young women enter puberty earlier than young men and remain ahead developmentally into later adolescence. But both sexes are entering puberty earlier than was the case thirty years ago.

Until recently theorists emphasized the break in continuity between childhood and adolescence. The adolescent was understood to be radically different from the child. However, at present, theorists are working to recover a sense of continuity between childhood and adolescence. They claim we should put the emphasis on normal, if rapid, growth as opposed to radical disruptive change. Both perspectives are helpful if kept in tension with each other.

You as a teacher need to be sensitive to the physical transformation that your students are undergoing. They are elated, terrified, and mystified by these changes all at once. Compliment their growth, their deepening voices, their rounding figures. Remember their wide range of variability as well. Some of your students may look like

adults (they are not). Some of your students will look like children (not yet having entered puberty, they may well be). Do not allow those students who are developmentally behind the class norm to become the objects of ridicule.

Cognitive, Emotional, and Social Changes: The Rest of the Iceberg

While the physical changes that accompany the onset of puberty are extensive and profound, much more profound are the changes going on "under the surface." To use the iceberg analogy, if physical changes are represented by the top of the iceberg visible above the surface of the water, the cognitive (changes in the way people think), emotional, and social changes are represented by the vast majority of the iceberg that lies unseen below the surface.

Piaget, a developmental theorist, says these changes are made possible by moving from "concrete" to "formal" operations. Briefly stated, people who attain formal operations find themselves able to think in abstractions, to think critically about themselves and others, and to take on the perspectives of others. Children who think concretely are not yet able to do this in the fullest sense. The ability to think abstractly opens a world of potential. Early adolescents can put themselves in another's shoes, visualize themselves as others see them, establish intimate friendships, feel deeply another's pain or joy, wrap their minds around metaphors, do algebra, and argue more clearly with their parents and teachers--all because of their marvelous new capacity for abstract thinking. This subtle change does not happen all at once, but as it does happen it goes beyond and supports the physical and social changes. Do not be deceived into believing that the only thing of significance that occurs in adolescence is that young men and women begin to sit on the same side of the classroom.

The ability to think abstractly also means that your students will be beginning to think critically about Christian faith for the first time. The tradition that they have accepted literally up to this time is now up for grabs. Encourage them to share their doubts and fears. Being Christian does not mean turning off your mind. Your openness to questions and criticisms is a tremendous ministry to adolescents.

1989 Y.O.U. Conference
Saturday, August 12 - Friday, August 18
Unity Village

The International Youth of Unity 1989 Conference is a Divine Idea. Every plan for the conference unfolds perfectly under the direction of the Christ.

The "Andragogical" Attitude

by Janet Manning
USRS Chaplain

When I think of my school days and "favorites" I think of Mrs. Clark, my fifth grade teacher. It surprises me that I remember her as a favorite, because her teaching methods were not very different from the teachers who preceded and followed her in my experience. There was something, however, about her attitude that I have not always experienced in teachers. She made me feel valuable as a person. For example, she showed me a study method that I use to this day, and she encouraged my love for reading by making books available from the county library (there was no library in our school). Looking back, I see that Mrs. Clark somehow combined the traditional pedagogical approach to education with a highly "andragogical" attitude.



Education, like most fields of endeavor, uses some words that are unique. One of these is the word pedagogy. Coming from the Greek words *paid* (meaning "child") and *agogus* (meaning "guide" or "leader"), pedagogy is defined as "the art and science of teaching children." Even though this meaning has been broadened by common usage to include the art, science, or profession of teaching (anybody!), it carries with it an assumption that has given rise to teaching strategies that tend to set the teacher apart from the learner. The assumption is that learners are dependent personalities, empty vessels, blank pages that must be led, filled, inscribed by the all-knowing teacher. Modes of teaching common to this way of viewing the teacher/learner relationship include lectures, drill exercises, tests, and a competitive atmosphere that often engenders tension and distrust.

A few years ago an educator by the name of Malcolm Knowles began to use a "new" word and to develop a "new" approach to teaching. I use the word "new" but, in actuality, the word is an old word that is only now becoming a part of educational language. The word is andragogy. Once again we have a Greek root, coming from the words *aner* (meaning "adult") and *agogus* (meaning "guide" or "leader"). Dr. Knowles defines the word andragogy as "the art and science of helping maturing human beings learn." And while the word is largely used in the field of adult education, I believe it is applicable to all learning settings and most especially those where there is a belief in the concept to "educate." Here we

have the idea that teaching is a process of drawing forth from within the learner rather than imposing something from without. This is completely comparable with our Unity teaching that all that is needed for abundant living is to be found and drawn forth from within.

The andragogical model, as it is sometimes called, is based on a number of assumptions. First, as people mature they move from a position of dependency toward a position of self-direction. They accumulate experience that may be drawn upon by the teacher and learner alike for the enrichment of the learning setting. Second, their readiness to learn is increasingly aligned to a perceived need for what is being taught. Third, they are increasingly motivated by internal incentives and curiosity and, finally, they are best evaluated by learner-collected evidence that may be validated by teachers and peers.

These assumptions have given rise to an educational procedure that consists of these elements: needs diagnosis, climate setting, the setting of objectives and the design of learning plans, the implementation of learning design, and evaluation. When viewed as a "recipe," this procedure tends to be either embraced wholly as "the way to go" or rejected completely as something that "won't work in my situation." I suggest that before andragogy is a teaching/learning procedure it is a mind-set or attitude about teaching and learning. The word that best describes this attitude is collaborative. There is a sense of unification, of "being in this together." It begins with a recognition that learning is a lifelong process for everyone and that within that process everyone is a teacher. It places people and their needs before programs. It creates a climate that encourages learning.

Someone has said, "People who are uncomfortable cannot think about learning. They can only think about being uncomfortable." This may seem to be common sense, but the fact is that many settings seem to demand that learning happen in spite of, rather than because of, the environment. It is important that the physical climate be as comfortable, attractive, and appropriate to the size, age, and overall needs of the learner as possible. Of even greater importance, however, is the psychological climate. This begins when the learner enters the room and encounters the teacher for the first time. Something so simple as being greeted and called by name begins to establish a feeling of warmth, mutual respect, and trust. Having questions and comments honored and one's experience valued is vital to the andragogical approach.

In contrasting pedagogy and andragogy, we are essentially talking about teacher-directed learning as compared with student-directed learning. When we do this it is easy

Please see ATTITUDE on page 20



Inner-View

Y.O.U'er of the Month

Janna Ford

Age: 19

Nickname: Banana Bean

Hometown: Spring Valley, California

Family: Mom, Barbara

Dad, Gary

Unity Center: Church of Today, Mission Valley, CA

Hobbies: art, photography, poetry

Favorite Color: purple

Best Movie Ever Seen: "Lady Hawk" because it is set in medieval times with beautiful photography.

Future Plans: to become an art director in an advertising agency

Best Time in My Life: My first international Y.O.U. conference in 1986. . .meeting new people and all the love felt there.

How I See God at Work in My Life: Through difficult times God helps me to believe in myself as much as non-difficult times. I've learned to see God in me and everyone else at all times.

Ways I Am Growing: I'm learning to let go of my sense of loss as I graduate from Y.O.U. I know that all is in Divine Order.

My Wish For Y.O.U.: That everyone who enters into the group will feel as much love and support as I did and to be able to learn and grow as much as I have, or more.

Comments From An Adult Sponsor: As Janna's first Y.O.U. Sponsor, I've seen her grow from a rather frightened first attendee to a confident President of the Southwest Region Y.O.U. Janna, with strong support from her parents, has demonstrated hard work and wise planning in her chapter and region. Her acceptance and love for everyone shines through her beautiful face. Janna exemplifies what Y.O.U. is all about, manifesting the Christ consciousness.

Dave Birge, SW Regional Y.O.U. Consultant

Do you know a Y.O.U. teenager we could feature in this column? Send us this person's name, address, and phone number, and tell us how he or she demonstrates the Unity truth principles.

Youth Services Committee of the Association



Youth Services Committee (l to r): Greg Barrette, Carol Gardner, D'Eita Bachr, Ray Wiggins, Marianne Hill, Suzanne Cameron, and Marge Kass.

A vital link in the Association's design and implementation of its educational ministry with children and youth is the Youth Services Committee. The committee meets twice a year to review our education stance and provide recommendations for future projects.

Chaired by The Reverend Marge Kass, the Youth Services Committee was pleased to celebrate many accomplishments during its January meeting.

Among them are:

- Development of an educational product evaluation response card
- Development of a Y.O.U. Sponsor's Start-Up Kit
- Completion and analysis of the 1988 Curriculum Use Survey
- Completion of survey of most popular children's books sold in Unity centers
- Input given to produce children and youth teacher/sponsor training videos in fiscal year '89-90
- Input on production of a 13-lesson series in 1989 for Y.O.U. based on the book Lessons in Truth.

At its upcoming meeting in June, the committee will receive reports from members designed to help it set in place a long range plan. High on the agenda are teacher and volunteer recognition, children's and Y.O.U. logos with related support items, a tri-annual Y.O.U. Convention and most significantly, the development of an extensive exciting, YEAR OF THE CHILD for the year 1993, which coincides with the 100th year of publication of Woe Wisdom. Our thanks to these dedicated committee members for their gifts of time and talents?!

Kids Camp Youth of Unity Program A Tremendous Success

Imagine 100 joyous children excitedly making crafts, canoeing, hiking, and swimming in a rustic setting!

Sounds like a typical summer camp, right? Wrong!

The group leadership and cabin counselors are teenagers--Unity teenagers, members of Y.O.U. chapters in the Southwest Region. Working with their Regional Children's and Y.O.U. Consultants, other adult volunteers from Unity centers, and the staff of the YMCA facility, the teens take on a major role in leading the youngsters in learning and incorporating Truth principles in their daily lives.



Kids Camp - Southwest Region

"The Y.O.U'ers come through in their planning and leadership in a very professional manner," says Dave Birge, Y.O.U. Consultant. "Their ideas on how to teach and lead those youngsters are better, more effective and more fun than any I would have thought of." Kids Camp, which was established in 1972, is viewed by Dave as a win-win experience. "The children are loved and accepted just as they are with opportunities to express true potential. Our Youth of Unity team is dedicated to serving their needs, and so they win by really seeing the effectiveness of



Kids Camp - Southwest Region

teamwork and the feeling of success and satisfaction of a job well done. As the week progresses, bonding takes place between the children and counselors; they become a family. The parents win because they get a well deserved break and in return a happy child. Our region wins because they serve our people."

What a marvelous event! Young people sharing Truth with kids in the warm, genuine loving, fun way that youth know best how to do.

Southwest Y.O.U. we salute you!

Share with us the exciting things your Y.O.U. chapter or region is doing. We love to hear all the many ways Y.O.U'ers are expressing love in the world.

You know you're too old for youth work when...

- ...you think *Swatch* is past tense for *switch*.
- ... "The Boss" refers to your spouse, not Bruce Springsteen.
- ...you can't resist asking:
 - girls to tuck in their blouses under the sweaters.
 - boys to wear their suspenders on their shoulders.
 - boys or girls to tie their sneakers.
- ...you think pizza ought to be reheated before it's eaten for breakfast.
- ...you assume shopping malls are for shopping.
- ...you volunteer to host the senior-adult Bulgarian travelogue in order to avoid another lock-in.
- ...you lose the spiritual gift of sleeping with one eye open at youth camps.
- ...you think retreat means rest.
- ...your third fifteen-passenger van has 99,000 miles on it.
- ...you begin to question, on a summer trip, why you often drive more consecutive hours than the federal government allows truckers to.
- ...you dream about going into a nice, relaxing occupation--like being an air traffic controller.
- ...your grandchildren ask you what you want to be when you grow up.

--Doyle Sager
First Baptist Church, Sedalia, Missouri

ATTITUDE

Cont'd from page 17

for us to fall into right/wrong thinking. It is easy for us to view small groups, learning contracts, and collaborative evaluation, (which are andragogical methods) as "better than" lectures, teaching plans, and objective tests (which are more pedagogical). Rather, let us see these two approaches to education as a continuum of assumptions and strategies to be utilized in terms of their rightness for particular learners in particular situations. In certain instances, pedagogical methods may be most appropriate. In my opinion, however, the underlying attitude is andragogical when the desire to support the needs and values of the learner is the teacher's top priority.

If you would like to read more about the andragogical approach to teaching and learning, you can find books by Malcolm Knowles in most college bookstores. One that is very good is Self-Directed Learning: A Guide for Learners and Teachers (this book cannot be ordered from Unity School or the Association).

(Reprinted from USRS Newsletter, Summer 1987)

Sale! Sale! Sale!

The Best of Agape
regularly \$9.95, NOW \$5.80

order inventory #1352

This 180-page children's education and uniteen resource manual has been compiled from the former newsletter, Agape. Subjects covered include administration, bulletin board and holiday ideas, intergenerational activities, and much more.

LIGHT

Cont'd from page 13

You may be more comfortable with previously determining what will be read at the first meeting. It can be as structured as you like; however, I encourage you to be as UNSTRUCTURED and OPEN as possible--let Spirit be in charge and anticipate only that there will be many benefits. Let your imagination serve you and be as creative as you like.

The majority, if not all, will probably want to bring their own Bible and Metaphysical Dictionary if they have one. A blackboard may prove invaluable, and everyone will want paper or notepads. As for the assignments, these will usually come out of the discussion. As facilitator, you will want to ask questions such as, "In what ways can you relate to this person or situation?" "What similarities, if any, do you see in yourself? Me? Others?" "In what ways can we make use of this in our daily lives?" You may want to let everyone come up with their own assignment--what they are going to work with for the next week. Often the "assignments" just seem to evolve. Whether each one has the same assignment or different assignments, you will always want to allow time for sharing. The practical application that comes out of the discussions may well be the greatest benefit of all.

If you have questions, please contact me. Also, I will appreciate feedback.

Happy FUN learning!

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PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®

August, 1989



THE PRESIDENT'S LETTER



V. Stanford Hampson
Unity - Palo Alto
Palo Alto, California

Have Goal, Will Travel

"Most churches are overmanaged and underled, is what the man said. I squirmed after he said it. This shoe was much too tight! We all get so involved in daily operations and solving immediate problems that we fail to lift our vision to see where we're going. At least I find this true for me: administrative trivia can overwhelm my day.

You and I know how important goals are in our lives and in our ministries. God always works to fulfill our highest expectations. Energy flows where a pathway is created in mind. When you and I have expectations of what we want to attain in our lives, we inevitably can go in that direction. Only if you know where you're going can you get there.

Among the policies of our church in Palo Alto is one that our board will always have goals for the future. Since we all know how important having goals can be, it's a curious and wonderful thought that it is mandated that the leadership of our church must do visionary thinking. I like that; such a policy helps keep me focused.

The responsibility of the Board of Trustees for the Association of Unity Churches is also to have goals and be the envisioning body for the future of our Association. In fact, that's mostly what

your Executive Committee does when it meets. In one of our visionary sessions, meeting jointly with the staff of the Association, we challenged ourselves with the visionary question: "What would you do with a gift of one million dollars?" The object of the exercise was to require that we open our minds to have greater vision, to think in terms of what we could be and should be doing as an Association.

We came up with hundreds of things that we would like to see as directions. From these dreams we have formulated many of the specific goals we have for our Association. And the money will come. Just as surely as we hold the vision, the wherewithal to fulfill the vision will be implemented.

It's an old truth that money follows program. When you know what your program is and where you are going, the results will follow. For instance, we sometimes get confused about having active Sunday Schools in our churches, and then we say we don't have any teachers because we don't have any children. I have found time and time again, that if I go to a Sunday School that is empty, train the teachers and have the material ready, the students will come. People, results, and money follow your plan.

Only if you know where you're going can you get there.

Recently we went through a capital improvement fund raising program here in Palo Alto. We considered doing it ourselves and then realized that because of the scope of the goal, we needed to hire a professional company to coach us. Most simply, the coaching enabled us to be really clear on what it was we wanted to do and needed to do. We were advised to create our goals and state our case so that anyone we would share our vision with would know what it was we were about. Then after we learned to define our goal and present it clearly, it became an easy task to invite other people to support

the goal with their money. If we had asked for money without a clear picture of what it was we wanted to do, we wouldn't have gotten anywhere. As it is, we have attained our goal wonderfully and excitedly, so we are moving ahead now with our 3.3 million dollar project.

"What would you do with a gift of one million dollars?"

After our success, I shared some of my ideas and some of the handouts we had with a fellow minister. A month or two later she reflected on getting clear about what she wanted, and began getting serious about finding property on which to build her own building and move out of the rental facility. She found three acres that would work perfectly. An architect friend created some preliminary sketches so that she had something to envision.

When she was ready, a man came to her who had only been to church a few times. He was well dressed, had a commanding presence and wanted to know what plans she had for her ministry. She told him of the piece of land she had found and of her preliminary sketches to develop them. He asked about how she was going to implement the plans. She pulled out the program that I had sent her, showed him the planned process to state their case, present their vision, and enroll people to support the idea. He was excited because she was ready to move and informed her that within the next ten days, he would have a check in excess of a million dollars for her ministry!

Be one who leads more than manages.

After she picked herself up from the floor, where she had probably fallen, she
See GOAL on page 3

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

Excitement abounds after the close of our Centennial Conference. Seventeen different workshops, most of which were presented two or three times through the week, provided both inspiration and hands-on "how to's" of effective ministering.

Additionally, the dedication of the new Silent Unity building was inspiring in itself. Guest speakers and the Centennial Choir helped to "set the mood" for accepting the challenge for the second century.

One of the exciting events occurred during a business meeting. Unity School of Christianity gave the Association of Unity Churches a gift of ten acres of land on which to build our own much-needed office facility. Much thought by many is going into the subject of the best use of the land. Be sure to read the CONTACT article next month which will provide coverage of the business meeting in which the gift of land was made.

Excitement was also generated by the announced intentions of several of our ministries to begin capital campaigns for local building programs. As a step to assist in those capital campaigns, I offer the following:

During 1987, thirty-nine billion dollars of the eighty billion dollars of annual giving to nonprofit corporations went to religious organizations.

Many ministers, boards, and other people responsible for field ministries have for several years spoken about the

need for "appropriate" fund raising educational programs. All Unity people acknowledge that we "fund raise" one way or another, but we usually prefer to call our fund raising by a different, perhaps "nicer" name.

At one time or another it seems most Unity students, teachers, and ministers admit to feelings of frustration when faced with the need to set goals for growth and progress, and our tradition of "not fund raising." Most of us are well schooled at not raising funds, but of raising consciousness. Together, I trust we can find ways to do both.

It is obvious that a ministry has Annual Giving possibilities all the time--just general expenses require it. If the ministry plans to build/purchase new facilities for worship, education, media, etc., a Capital Giving Program is required. For long term, ongoing expansion, a Planned Giving Campaign is required.

It is your Association's Board of Trustees' intention to address these and related items through CONTACT, Minister's Letter, and ongoing educational programs. You will also want to read Barbara O'Hearne's reprinted column this month on page 8, on fund raising, along with our "Books To Review," next month in CONTACT.

In April, 1984, the Executive Committee wrote a Commission Statement for a new Fund Raising Committee. The vision of that Committee has evolved slightly since then and its name has changed to the Development Committee, but it is "still on the books" of Planning and Goals and was very active during pre-conference week.

One major fund raising reference volume, whether for Annual Giving, Capital Giving, or Planned Giving Campaigns, is: The Grass Roots Fund Raising Book, by Joan Flanagan. (Contemporary Books, 180 N. Michigan Avenue, Chicago, Illinois 60601). You may also wish to ask for a catalog of fund raising literature by writing the **Fundraising Institute**. PO Box 365, Ambler, Pennsylvania 19002, or call 1-215-646-7019.

We invite you to join us in continued growth and progress in all phases of ministry. If we can assist you in any way, please call or write.

GOAL

(Cont'd from page 2)

discovered in a conversation with him that his mother had recently made her transition and was leaving him a sizeable inheritance. He had Unity connections through the years and wanted to give a portion of his inheritance to a Unity church that was ready to grow. Here was an incredible experience of having the goal and being ready when the opportunity presented itself.

So it is for you. Be clear where it is you are going in your ministry, just as you are in your own life. Have a five-year plan and a ten-year plan. As you have your goal clearly in mind, your ministry will travel in that direction. The resources will come, the money will follow your program. Your supply will manifest itself as miraculously as a stranger with a generous check or out of the resources of your own congregation.

The quality of caring in your ministry comes from your vision. The numbers of people you can serve come from your consciousness. The kinds of programs and the money to support them come from your leadership. Be one who leads more than manages. Be the visionary your church is seeking, then get that goal in writing with a plan of implementation. As you know where your church is going, you will get there. Have goal, will travel!

Volume 22, Issue 6

August, 1989

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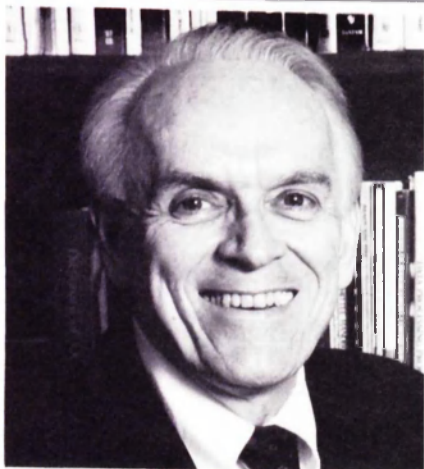
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EDITORIAL PURPOSE

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 by the Sea Community Church
Gleneden Beach, OR
Ministers: Robert E. & Vesta Barth

Deadline: 1st of every month, two months prior to issue date.



Dick Connor
Church Growth & Development Director

The Ten Commandments of Church Growth and Development

This article is another in a series dealing with major elements of the leadership role. This month I share with you "The Ten Commandments of Church Growth and Development." If you would like additional information about any or all of the ideas presented, please let me know.

I. Thou shalt have a transformation- based Mission Statement.

Such a statement answers two key questions:

1. What are we, what has our ministry become? and,
2. Why does this ministry exist, what is our justification for being on the planet?

In answering the first question, you need to explore the distinctions between and among the terms Spiritual Family, Church, Spiritual Center and Spiritual Community. If you want a brief paper that discusses these distinctions let me know and I'll send it to you.

Answering the second question can be an exciting and revealing process. In every ministry consulting situation where I have been called on to facilitate the building of a more positive consciousness for church growth, transformation as the driving force has been absent or downplayed. Conversely, the thriving ministries have put transformation as the primary reason for being in existence.

Several ministries have given me permission to share their Mission Statement with you:

Unity of Delray Beach is a church, a loving fellowship dedicated to the practical application of the Jesus Christ teachings, celebrating the worth of each person, fulfilling the needs of individuals and families and providing a nurturing, guiding, spirit-filled environment for transformation through worship and education.

Christ Unity is a Spiritual Center, dedicated to teaching and demonstrating the dynamic, practical principles of Jesus Christ. Our goal is to bring about the transformation of the individual.

Unity in Ashland is a spiritual community dedicated to the truth that we are one with God. Knowing this empowers us to transform our lives.

II. Thou shalt have a Spirit-filled Vision for your Ministry.

In Proverbs 29:18 we are told, "Where there is no vision the people perish." Where there is no current, exciting and inclusive vision, a ministry will tend to flounder.

Vision is articulated by answering the question, "What does Spirit have in mind for this church/center/spiritual community?" If you attended my workshop during the June Conference, you received my "How to Develop a Vision for Your Ministry" package. If you did not have the opportunity to attend and would like to receive a copy of the materials, let me know and I'll send one to you.

III. Thou shalt know thy congregation.

Fulfilling this commandment means that you have current information about the:

- * demographics of your congregation—the numbers, ages, gender, and neighborhoods represented by the current congregation
- * needs and interests of your people
- * worship and educational patterns
- * level of commitment--attendee, member, leader
- * financial giving patterns
- * spiritual gifts represented by each person

As a followup to our new member orientation program in my ministry, I have been conducting a workshop called "The Metaphysics of Service." During this two-hour program I ask each new member to identify the primary spiritual gifts they have been given the capacity to fulfill. Then they are given the opportunity to accelerate their personal transformation by applying these gifts in dedicated service to the ministry. Leaders of each sub-ministry are on hand and enroll the new member in at least one service area.

If you would like to have a copy of my "The Metaphysics of Service" participant materials let me know. We have also prepared a Membership Profile which is filled out by every new member. This Profile lists over forty areas of service opportunities, and is also available to you. We have the profile on computer and can call up the names of everyone who is listed by category.

IV. Thou shalt have an aligned Leader- ship Team

A ministry's Leadership Team is comprised of the Minister and Board members. Being in alignment means that each person "owns" the mission and vision for the ministry, and loves the work of the ministry enough to put aside personal likes and dislikes. The question, "What's

See COMMANDMENTS on page 9

EXPANSION NEWS



Susan Eng
Expansion Coordinator

Telemarketing for Expansion

Most people consider telephone sales an invasion of privacy. I seem to get calls when I'm just walking out the door. Last September I received a telemarketing call that was different. The caller wasn't pushy, didn't pretend to know me by name, and just offered information about a new church three blocks from my home.

I recognized the call from "The Phone's For You!" kit developed by Norman Whan, a Quaker minister. He was one of the presenters at the "How to Plan A Church" seminar I attended by Charles E. Fuller Institute of Evangelism and Church Growth.

Mr. Whan's new concept of church telemarketing has already been used by approximately 2,000 churches in over 90 denominations. Congregations are created in only two months. The program starts with only a phone call. Six more contacts are made through the mail. Each piece of correspondence is friendly and inviting. The wording is targeted to appeal to the unchurched.

I visited the newly created Lee's Summit Community Church near my home. I was impressed to find approximately 200 people worshipping in a warm, friendly atmosphere created in a school gymnasium. As promised in the advertising, the minister delivered a

practical message and the music was dynamic.

An existing church of 75 or under can double in size but seldom will more than double. Dr. Peter Wagner of Fuller Institute feels that this may have to do with the controlling pioneers not allowing newcomers to outnumber them. Before considering a church telemarketing program, be sure your congregation wants to grow. Some congregations say they want to grow but don't mean it. Since the program is high intensity and high expectation, it can hurt some churches as much as it helps others. Your congregation

must want to grow, expect to grow, and prepare to grow.

Telemarketing works. One year ago, Unity Church of Today was pioneered by Greg Olson in Carmel, Indiana. Greg averages approximately 90 people in his Sunday worship services. While there are a number of ways to start a new church or to expand an existing one, this new method has brought dramatic results.

We invite you to consider church telemarketing. For more information, call 1-800-C FULLER for their free catalog which has specifics about a 10-day video preview of "The Phone's For You!"

Sparkplugs

Talk Topics & Sermon Starters from
Unity publications

This month:

Wee Wisdom magazine

"Give Us Books, Give Us Wings" sounds very much like a Unity composition, but it isn't. Thanks to a resolution promoted by the Library of Congress, the United States House of Representatives and the Senate declared 1989 as "The Year of the Young Reader." "Give Us Books, Give Us Wings" is the theme for the year.

November 15, 1989, has been designated as Young Reader's Day. Scheduled for that day are book fairs, read-aloud programs, appearances by authors, and various other reading awareness projects presented at schools, libraries, and bookstores. We suggest representation at Unity centers and churches.

Unity groups don't usually need a specific "celebratory focus," but this is certainly a prime opportunity for you to celebrate with the entire nation. We urge you to emphasize this campaign as has the editor of Wee Wisdom magazine in her August/September "Dear Readers" column. It is a perfect time to encourage the joys and importance of books and magazines--in particular Wee Wisdom magazine, Unity's own.

The August/September issue of Wee

Wisdom magazine is especially appropriate for a celebration. Wee Wisdom celebrates its 96th anniversary with a remarkable issue. The editorial staff has put together a collection of old and new stories, poetry, and fun-to-do activities. "Action Corner with Pete and Polly," "Dear Readers," and "Good Words Booster Club" all emphasize aspects of Unity's Centennial and Wee Wisdom's anniversary.

A wonderful story, "Wolf, A German Shepherd," first appeared in Wee Wisdom in 1945. Its reprint in this issue is especially meaningful because a note from the author, now a professional writer, appears in the "Dear Wee Wisdom" column. She credits Wee Wisdom with inspiring her during her childhood. She wrote the story at age eleven.

Wee Wisdom has inspired children for 96 years and its past readership is found in the writing field as well as other fields of endeavor. Wee Wisdom gives children a good start in life. It has value-oriented articles and poetry which can be used to illustrate a talk or even build a sermon. The activities and crafts are meaningful rather than just time consumers. The recipes featured each month are healthy and nutritious.

Now is the time. Your center or church is the place. Wee Wisdom is the way to promote "The Year of the Young Reader." You can order Wee Wisdom magazine by single copy or subscription from the Sales Department of Unity School of Christianity.

CHURCH GROWTH BY RADIO



Carolyn Craft
Radio/Media Coordinator

Straight to the Heart of the Matter

Joyce Kramer, minister of Unity Church of Tidewater in Virginia Beach, Virginia, shares her ideas on the beautiful success of her broadcasting outreach:

HOW DOES BROADCASTING HELP YOU IN YOUR MINISTRY?

That's a hard question to answer from the standpoint that it is not something that can be easily measured. I'm sure it helps to create an identity as far as Unity is concerned. When we started broadcasting in this area Unity was not too well known, so radio acquaints more people with the concepts of Unity. It also has another factor that I'm not sure affects our ministry but I think affects people. And that is, it is a nonthreatening way to hear the truth. One might not feel comfortable in attending the church if still involved in fundamentalist concepts and so forth. It is a nonthreatening opportunity for people to continue to grow and expand.

DID YOU START BROADCASTING WHEN YOU STARTED YOUR MIN- ISTRY?

It was started several years after the fact because I think you have to build a certain amount of groundwork and spiritual foundation first before you know where you are going, what is needed in a community, and how it will be accepted. I would not personally try to start a ministry by starting a radio program.

HOW DO YOU WORK WITH YOUR BOARD?

I don't have to sell my board on anything. If I believe something is a movement of Spirit and it is the right thing to do at a given time, it is going to work out and others are going to be in agreement. I believe that they trust me sufficiently to believe that I know when and when not to act.

HOW DID YOU ENCOURAGE THE CONGREGATION TO BELIEVE IN YOUR VISION?

I don't think there was ever a time that I introduced an idea. I think that this was something that those of us who were involved on the board felt it would be a good thing to do. This goes back to another concept of working with people who are of one accord. That is, they simply want to share the truth with as many people as possible. When people get together to do this, the right ideas come. For twelve plus years the congregation has felt like a good community service is being done.

HOW DID YOU GO ABOUT SE- LECTING WHAT FORM--RADIO AND/OR THE SPECIFIC RADIO STATION?

I think it was a method of expanding the community awareness of Unity. One of the things that we did was to put a tag on our Sunday morning program inviting people to come to church. We told them what the topic for the day would be and where we were meeting. In the selection process, we simply checked out prices and other data from several stations. We wanted a station in which the music and the station were compatible with Unity ideals rather than being hard rock or

something of this nature--a pleasant station. I think you have to work with the idea that you are attracted to that which is compatible with what you are trying to do, and this means being compatible with station representatives also.

DID YOU EVER FIND ANY RESIS- TANCE FROM STATIONS TO RE- LIGIOUS BROADCASTING?

There are some stations that do no religious broadcasting, and when the station we were on was sold, the new owner went to a different type of format and did not accept religious programming.

RADIO AT NO COST. YOU HAVE HAD SOME VERY CREATIVE WAYS TO UTILIZE RADIO. TELL ME ABOUT THEM.

The title of our program enabled us to tie other things into it. It's called Dyanmic Religion For Modern Living. One year I approached the station before Lent. I suggested that there were no radio stations in our area doing anything for its listeners during Lent, and we would like to do something. They gave us time, and for many years we did a program called "Lenten Thought For the Day" at no cost to us. The program was broadcast after the noon news. The material used was Unity. In fact, we used "Spiritual Preparation for Easter" from the previous year so there would be no duplicating. The program was not publicized as a Unity activity, it was promoted by the station. We provided the material--they presented it. The calls that they got from the broadcast were referred to the church.

If you are serving people, you do not have to worry about identity. This takes care of itself. For a couple of years during Advent, we had different people present a daily program in which we dealt with the symbology of Christmas. The broadcasts were very good--a minute or minute and a half--and they dealt with the symbology leading up to the Christmas experience. The station also gave us time for a Christmas program and for a Thanksgiving program. We paid for none of these.

Continued...

DO YOU HAVE A COMMITTEE OR AN INDIVIDUAL THAT ASSISTS YOU?

Not on an established basis. I don't do much with committees. When I need help, I call people who have the knowledge to help fulfill that need, and we work it out together.

DO YOU RECEIVE ANY TITHING SPECIFICALLY FROM YOUR BROADCAST?

No I cannot tell if we have or have not. In the radio work we are doing in Africa, we cannot expect tithes because the Africans are not allowed to send money out of the country. What we have done for them through the radio and in sending the thousands of cassettes, has been a gift from our church. We have a church in Florida that tithes each month on an expansion fund that they have, and this helps buy more tapes for Africa.

CAN YOU TELL FROM YOUR BROADCASTS WITH THE REQUESTS FOR TAPES, ANY PARTICULAR THEMES THAT PEOPLE RESPOND TO?

Locally we deal very much with practical Christianity and with Bible. This is the Bible belt. People have an interest in the Bible whether they go to a church or not. Consequently to give a little deeper, broader understanding and insight into some of the typical Bible ideas and stories is a very meaningful thing to them. With the international radio, and Africa especially, there is such an interest in knowing more about the Bible. These people have been taught to believe in a power of evil, for example. I deal with this specifically in the tapes that we send them. We try to adapt tapes that we send according to the questions that they have posed. Sometimes these questions have been posed, not as a result of radio, but of their own reading and exposure to the things that they have heard through missionaries or their own churches. They are looking for an expanded insight. The great majority of our ministry into Africa is not from radio; just a tiny portion is.

Salvation, the new birth, the question of evil; these are the type of themes they are wanting a deeper understanding of.

DO YOU HAVE A SPECIFIC PERCENTAGE OF BUDGET OR SPECIFIC TITHING FOR BROADCAST?

If people give specifically for radio we mark it for that.

DO YOU SEE ANY RELATIONSHIP BETWEEN YOUR INVESTMENT AND THE RETURN?

There is no way to measure things of the Spirit. There is no way that you can measure what goes on in the human heart as a result of a particular broadcast, because you may never know. A broadcast is not for the purpose of building churches or building congregations--it is for the purpose of serving people. I believe we do too much gearing of what we do based upon what we think the returns are going to be. This whole ministry to Africa is a response to the needs and desires and the interests of people. When we do that, God takes care of the rest. We don't have to figure anything out. As a result of our getting involved in the ministry in Africa, in reaching out and inviting people to share tapes that they had on hand or books or old publications, we have created a greater global awareness in our church. Many people are ready to learn and to

benefit from what we are benefiting from in Unity. They perhaps benefit in a greater way than we do because of their receptivity. This type of giving is extremely important. We try not to measure things of the Spirit because one person hears it and they tell another. Such study influences the way people deal with their children and it influences the way they run their schools. We give for the sake of giving and "you can't outgive God." The benefits are always going to come to you even if it is in an expanded consciousness of your own. This, in turn, is going to attract prosperity.

WHAT ADVICE WOULD YOU GIVE TO SOMEONE BEGINNING OUTREACH?

If you do not have the time, energy, or whatever you need to do quality work, don't do it. The main thing is quality. What you do is going out into the community. We are known by our works and, therefore, if it is well done, orderly, and presented in a way that people can understand and remember it, then it will have powerful significance. If it is just a lot of nice sounding words, they may never remember anything about it. I feel as if we neglect emphasizing quality. We emphasize broadcasting, but broadcasting of not good quality is worse than no broadcasting. And lastly, do not begin until you are ready to put time, energy, and effort into it.

It gives me great pleasure to welcome and congratulate Karin Mosley as she assumes the position of Assistant Radio/Media Coordinator. Karin brings to this position an extensive background in communication, administration, and creative work as well as a deep love of Unity and enthusiasm for our continuing broadcast and outreach. Join me in celebrating with her this marriage in heaven as we continue our efforts in sharing the Voice of Unity with teachers all over the world.

Fund Raising

by Barbara O'Hearne
Church Development and
Management Consultant

(reprinted from *CONTACT*, October, 1986)

Changing the frame around a picture gives the picture a different and often an interesting and unique appearance. Putting different frames around the activity of fund raising has the same impact.

Most people dislike the idea of asking for money. Hence, a negative frame of beggar. Experienced board members realize that fund raising is an art that usually has a predictable successful outcome—a positive frame.

Fund raising is a fact of life in the not-for-profit or independent sector. Thousands of men and women are involved in fund raising for churches, educational institutions, community organizations, social and political causes. The opportunity to make it successful for your particular project or organization is there if you are willing to accept the responsibility and the challenge. The old saying that, "people give to people," is a well-known fact in fund raising training.

Noted author and fund raiser, Thomas E. Broce, Ph.D., discusses nine principles of fund raising in his text, *Fund Raising*. These principles are basic to all successful fund raisings and will be discussed briefly.

1. Institutional, organizational objectives must be established first.

Organizational goals must be defined and articulated. They must be current, believable and salable. All of the individuals involved in the organization should "take ownership" in these objectives and be able to discuss them comfortably and confidently. This type of planning should not be time consuming or elaborate. However, it must be done prior to moving on to the next step.

2. Development objectives must be established to meet institutional goals.

Donors give gifts to meet objectives, not just to give money away. Key questions to consider in this stage of planning: what do you plan to do with the gift? Can you show how the gift will fit in the institution's future? If your organization can answer clearly and confidently what you would do with a million dollar gift given to you today, you should be able to solicit donors for gifts.

3. The kinds of support needed determine the kinds of fund raising programs.

Institutional goals will frame the type of fund raising effort—such as an annual gifts program or a capital campaign. When starting a fund raising campaign, begin by building a strong base of annual support and build on successes at that level. Once the annual giving program is established, the organization is able to move on to special programs or major capital efforts.

4. The institution must start with natural prospects.

Those involved at the heart of the fund raising plan must be the first to financially support the program. By doing so, they set the example of commitment to the fund raising program and are able to ask others to do likewise.

5. The case for the program must reflect the importance to the institution.

In fund raising the use of "case" is synonymous with describing "need." A case statement must communicate to the prospective donors the value of the organization, its objectives and the need for funds. The importance of the case statement would not be taken lightly. It requires careful, thoughtful planning.

6. Involvement is the key to leadership and support.

In fund raising those individuals involved from the planning to the victory celebration will be the best solicitors and contributors. Keeping good people involved is an ongoing challenge and it must be sincere.

Continued...

Facts About Fund Raising

There are many books and articles about fund raising—how to do it, when to do it, how much can be raised, and so forth. Throughout the literature, there are several consistent themes:

- individual donors are responsible for 80% of the charitable dollars raised in the United States.
- the successful fund raising program is goal-oriented, it has stated objectives.
- the skills needed are: effective planning, organization, management, and marketing—and some good common sense.
- in-kind contributions may not be so kind. If it costs you money to repair or have taken away, decline the item.
- fund raising is designed to improve three major parts of an organization: the membership, the programs and the publicity.
- you cannot expect people to do something for you that you do not do yourself. If you ask for money you must have already given.
- doing the job well and knowing it will benefit people long after our lifetime is the greatest reward of all.
- fund raising is good manners, treat each person as important and send prompt, sincere thank-you letters.
- causes do not raise money—people do.

7. Prospect research must be thorough and realistic.

Being able to answer the question: "Who is going to give us the money?" is prospect research. This involves research and evaluation by those involved in the fund raising program--determining the right prospects for the right project and the right time.

8. Cultivation is the key to successful solicitation.

This is one of the often abused areas in fund raising that uses tricks or gimmicks. Cultivation is often more important than solicitation. There are four categories in which donors can be grouped: 1) those ready to give at an appropriate level; 2) those requiring minimum cultivation to help them consider making a gift; 3) those requiring extensive cultivation; 4) those having the capability but little reason to give.

In cultivation one should be honest, straightforward, sensitive and realistic. Donors are intelligent and want their time and money used well. The negative frame of cultivation is put there by individuals who do not understand the importance of this aspect of fund raising.

9. Solicitation is successful only if cardinal principles 1 through 9 have been followed.

The final step in this process is that of

solicitation--asking for the gift. At this point you have a motivated, informed and involved donor welcoming the opportunity to make an investment in the present and future life of the organization you both support. What could be easier or more satisfying!

A fund raising project or plan with a frame around it of CAN DO rather than WILL NOT DO helps to focus the positive energies of the organization.

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COMMANDMENTS

Cont'd from page 4

best for the ministry as a whole?" is always invoked when differences of opinion give evidence of becoming troublesome.

Remember, alignment does not always equal agreement. It means that the attainment of the desired results is supported by those involved, even if they do not personally agree with the activity itself, or the manner in which the activity is being carried out.

V.

Thou shalt be single-minded

While closely associated with alignment, this commandment means that the ministry should remain focused on just a few goals and tasks at any given time. Trying to do too many things at once simply invites breakdowns and false starts.

Next month I'll discuss commandments six through ten.

Blessings!

NOTICE!

Due to the new print schedule Unity School uses for the Monthly Meditations, we are not able to include them in CONTACT.

According to Giving U.S.A., published by the American Association of Fundraising Counsel, people give in these general areas:

- Religion	46.5%
- Education	14.5%
- Health and Hospitals	13.9%
- Social Welfare	10.5%
- Arts and Humanities	8.2%
- Civic and Public	2.8%
- Other	3.6%

Planned Giving

A blueprint for launching a planned giving program

by **James K. Sinclair, Jr.**

*(reprinted from NonProfit Times,
September, 1988 edition)*

The buzzword in fund raising circles these days is planned giving. Every conference, convention, and seminar devotes at least a portion of the program to the subject. Even consulting firms now recommend that planned giving be a part of a capital campaign. Those who have not yet established a program nevertheless have a plethora of ideas about how to start one. Not surprisingly, those with established programs have had varied results.

Those who are highly pleased with their programs have generally followed the same strategy in launching their planned giving programs as they used--and are using--in annual giving, capital campaigns, and special events. They make sure that prospective donors understand their institution's mission--short and long-term goals; that their institution is credible; its mission relevant to the prospect; and that they can and will perform in a manner that will enable the institution to reach its goals.

If you have failed to educate, inform, and motivate your prospective donors in these respects, how can you expect them to make a substantial gift from their capital, which has taken a lifetime to accumulate?

In any successful endeavor, a tremendous amount of thought has gone into planning. In essence, a blueprint must be developed and followed if a fund raising program is to have any chance of success at all. This applies equally--or even more so--to the development of a planned giving program because you are asking for much larger gifts. A gift of four figures or more must come from accumulated capital and not income. As a result, a successful planned giving program

must include all of the following steps:

Step 1

Research Your Universe.

Select prospective donors who have a minimum of \$100,000 in net assets, are at least 50 years old, and have a history of giving to your institution. Your results will be dependent on how well you qualified your target group.

Step 2

Set Goals.

Be realistic in this exercise. Include immediate gifts such as cash, real estate, appreciated securities, life insurance, and tangible property, as well as deferred gifts including bequests, charitable remainder trusts, life insurance proceeds, and gift annuities. Goals should be both short term (one year) and long term (one to five years).

Step 3

Delegate Responsibility.

A staff member should be assigned the responsibility of managing your planned giving program. This person should spend at least 25 percent of his or her time initially in this function, and more as the impact of the program on prospective donors, board, management, and staff produces results.

Step 4:

Establish a Planned Giving Committee.

This committee's function is to set policy parameters for the program, select

outside professional assistance if desirable, schedule and assist with seminars, and make joint calls on prospects if desirable.

Step 5:

Design your Planned Giving Program To Meet Your Goals.

Elements should include:

- Meetings with your board, chief executive, staff, and other related individuals to indoctrinate them in the planned giving concept and your program as well as to enlist their aid in your efforts. This should be a continuing activity as long as development is a viable function at your institution.

- Direct mail communication and promotion of planned gifts with at least quarterly mailings of a letter, folder, and reply envelope to the qualified prospects uncovered in your research. The mailings should educate, inform, and motivate them to make a planned gift.

- In all activity connected with your program include a means for the recipient to respond. This enables you to spotlight those most interested in making a gift and to obtain names of qualified prospects.

- Lawyers, accountants, trust officers, and other influential people all work with individuals of means, many of whom are potential donors. Thus, a mutuality of interest exists--you obtain a gift and they obtain a client. You must be sure that these "centers of influence" are aware of your program and efforts through personal visits, mail communications, and other planned giving activities.

- Develop planned giving articles and ads that you can include in each of your newsletters and/or magazines.

See **GIVING** on page 11

New book reveals success secrets of innovative fund raisers for first time

After interviewing more than 1,000 successful fund raisers throughout the U.S., the authors of an exciting new book have revealed the details of 50 of their most innovative special events.

Cutting through the traditional "theories" on special event fundraising, **THE FUNDRAISING FORMULA** gives real-world examples and indepth, inspiring studies to help fund raisers on their road to success.

"This book will stimulate your money glands in no time at all," says Alan J. Pickering, book review editor of the YMCA of the USA's national magazine.

"By the time you've finished reading half the book, you'll want to go out and hold a 'Garlic Festival,' or a 'Bathtub Regatta' or one of the other zany, fun and financially productive events that the book describes."

After finding an urgent need for a resource book that shares "confidential" information on the most current special events from around the country, the authors, fund raising experts Julie Haynes and Katie Kraatz, decided to "do some digging."

What they turned up was exactly what their market research with development directors demanded: an invaluable special event resource tool designed to give unique income-creating ideas at the turn of each page.

Many fund raisers have purchased the book to spark new enthusiasm and direction in their auxiliaries and support groups.

One university development director claims "I never saw the book again, after taking it back to my office--it was borrowed so many times!"

THE FUNDRAISING FORMULA has been published for less than a year and has received overwhelmingly positive response from the press, as well as becoming a sell-out at many national fund raising conventions.

What seems to attract so many fund raisers from a variety of disciplines who purchase **THE FUNDRAISING FORMULA**, is the quality, attention to detail, and the easy-to-read format.

"There's nothing like it!" said Director of the Philanthropic Service for Institutions, Milton Murray, "it's an essential on the bookshelf of anyone responsible for raising funds."

Order today for \$39.95 + \$2.50 shipping (\$42.45 total cost). Send check payable to **THE FUNDRAISING FORMULA**, P.O. Box 2876, Torrance, CA 90509, or order by phone toll-free 1 (800) 523-2106.

GIVING--Cont'd from page 10

Step 6

Conduct Seminars.

Such sessions provide an opportunity for prospects, staff, volunteers, and others to discuss your mission and goals as they relate to their own roles.

Step 7

Donor Relations.

Since planned gifts are substantial and normally come from accumulated capital, periodic personal contact and communication must continue with the donor until the gift matures. Nothing can damage your image more than an attitude of "love them and leave them."

Step 8

Planned Gifts Training.

The staff person who has been delegated the responsibility of the total planned giving program should understand the technical aspects of the various planned gift vehicles, general financial planning, and the best way to conduct a face-to-face interview. He or she should complete a training session that provides a thorough grounding in the sale of planned gifts and continue to keep abreast of the latest gift plans available to prospects. An executive and/or trustee should receive similar training so that the management of your institution understands planned giving and its place in your total fund raising effort.

Step 9

Design and Install A Monitoring System to Measure Progress Toward the Goal.

This is vital if your organization is to reach or exceed its goal.

These steps provide a blueprint for launching a planned giving program. They should be followed in their entirety if you wish to reap the gift potential available from your prospective donors. A soundly conceived and implemented program enables you to overcome the resistance of wealthy prospects to making a gift from their accumulated capital rather than from their income. The results will be many more major gifts.

Mr. Sinclair is president of Kennedy Sinclair, a consulting firm in Haledon, NJ.

PARTNERS IN MINISTRY
a network of spouses of ministers



Karin Mosley

The surveys you have taken the time to complete and send to me have not yet begun to arrive. I'm looking forward to seeing just what we have in the line of averages. Confused? See the June/July issue of CONTACT.

This month I share with you a poem that was sent to me by a Partner in Ministry. The book it is taken from was published in "eighteensomething." For your joy here is. . .

Wanted--A Minister's Wife

At length we have settled a pastor--

I am sure I cannot tell why
 The people should grow so restless,

Or candidates grow so shy.

But after two years' searching

For the "smartest" man in the land,

In a fit of desperation

We took the nearest at hand.

And really he answers nicely

To "fill the gap," you know,
 To "run the machine" and "bring up
 arrears,"

And make things generally go.

He has a few little failings,

His sermons are commonplace quite,
 But his manner is very charming,
 And his teeth are pearly white.

And, so, of all the "dear people,"

Not one in a hundred complains,
 For beauty and grace of manner

Are so much better than brains;

But the parish have all concluded

He needs a partner for life,
 To shine, a gem, in the parlor:

"Wanted--a minister's wife!"

Wanted--a perfect lady,

Delicate, gentle, refined,

With every beauty of person,

And every endowment of mind,

Fitted by early culture

To move in fashionable life--

Please notice our advertisement:

"Wanted--a minister's wife!"

Wanted--a thoroughbred worker,

Who well to her household looks,

(Shall we see our money wasted

By extravagant Irish cooks?)

Who cuts the daily expenses

With economy sharp as a knife,

And washes and scrubs in the kitchen--

"Wanted--a minister's wife."

A "very domestic person,"

To callers she must not be "out";

It has such a bad appearance

For her to be gadding about--

Only to visit the parish

Every year of her life,

And attend the funerals and weddings--

"Wanted--a minister's wife."

To conduct the "ladies meetings,"

The "sewing circle" attend,

And when we have work for the soldiers

Her ready assistance to lend:

To clothe the destitute children,

Where sorrow and want are rife;

To hunt up Sunday-school scholars--

"Wanted--a minister's wife!"

Careful to entertain strangers,

Traveling agents and "such,"

Of this kind of "angels" visits

The deacons have had so much

As to prove a perfect nuisance,

And hope these "plagues of their life"

Can soon be sent to the parson's--

"Wanted--a minister's wife!"

A perfect pattern of prudence

To all others, spending less,

But never disgracing the parish

By looking shabby in dress.

Playing the organ on Sunday

Would aid our laudable strife

To save the society's money--

"Wanted--a minister's wife!"

And when we have found the person;

We hope, by working the two,

To lift our debt and build a new church,

Then we shall know what to do;

For they will be worn and weary,

Needing a change of life,

And so we'll advertise, "Wanted,

A minister and his wife!"

Unknown

Know you are loved, special, and
 important! Blessings! Write: **Partners in
 Ministry, P.O. Box 610, Lee's Summit,
 MO 64063** or phone (816) 524-7414.



Robert Ellsworth
Director of Education

Why Can't We Keep Our Interim?

"Can't you make an exception? We have come to love our interim minister and know that s/he is perfect for our church."

Before I took interim training myself, I saw no good reason why an interim couldn't remain as permanent minister when there appeared to be a good fit. After all, if a majority of the congregation and board want this, and the interim is agreeable, why not?

First of all, the desire to keep the interim does not become a serious issue unless the interim is open to this possibility. People who receive professional training as interims have agreed not to respond to the natural desire of the congregation/board to keep them. A nonprofessionally trained interim will sometimes respond to the invitation to remain, even though there were clear prior agreements that this was not acceptable. In fact, the Association feels so strongly about this that should an interim become a candidate, s/he would not be placed in a Unity church in the future. "But can't an exception be made?" a church with a "willing" interim will ask. No, an exception will not be made, and for some excellent reasons.

Unity sees an interim as a bridge relationship, very similar to a bridge relationship that often occurs following the loss of a marriage partner after death or divorce. A congregation which has lost its minister through death, perceived abandonment, anger-rejection, etc., is usually emotionally wounded. An interim-as-healer connects with the congregation/board at a very deep emotional level, a level which is very similar to that of a freshly

wounded spouse who has lost his/her partner. Emotionally vulnerable, the wounded spouse is often open to a bridge relationship. "Here is someone who loves me, and I need love, affirmation, caring, and healing." Bridge relationships are typically emotionally intense, and decisions as to who the best partner will be are usually not grounded in wisdom.

A trained interim is prepared to handle the powerful dynamics of a bridge relationship. A professional interim would say to a board/congregation, "I love you, too, and I feel deeply touched by your invitation to stay. But I am here to help you through your transition so that you become ready for your permanent minister." A trained interim is similar to a trained professional counselor who does not respond to the vulnerability and needs of the emotionally wounded spouse by becoming a candidate partner. In Unity's experience, some untrained interims have become vulnerable to the emotional appeal inherent in the powerful dynamics of a bridge relationship. Some Unity ministers have proven to be "natural interims," but some have responded to the congregation/board appeal by entertaining the possibility of becoming a candidate. The Association has been firm in not allowing this.

Can exceptions be made to the interim becoming a candidate? This question can be answered best by asking the questions, Under what conditions could a professional counselor ethically become a lover/partner to an emotionally wounded client? Both parties may desire it strongly. Both parties may find the relationship to be a deep, satisfying one. Both parties may want to say "yes" and find reasons to justify the emotional tugs they feel toward one another. But the answer, based on an understanding of the dynamics involved, must be "no."

In summary, interims cannot become candidates for the ministry they serve for the following reasons:

- 1** Wise decisions are rarely made during an emotionally intense bridge relationship in which a wounded congregation/board is emotionally vulnerable.
- 2** The support of field ministers for the interim program would be seriously eroded. Even if the church/board invited other candidates to be heard, the interim-as-candidate would have an unfair advantage due to the powerful dynamics of the bridge relationship.
- 3** The investment of funds and time in training interims would not be a wise investment. Unity needs a cadre of professionally trained interims who can help heal and prepare a church/board for their permanent minister.

LIGHT ON THE PATH



Trish Robinson
Licensed Teacher Consultant

You are reading this in August. Yet, as I write this article, Conference has just concluded. What a conference it was. It is always a hectic, intense, and exhilarating week, yet this centennial year it was more so. For me, as well as for many others, the beginning was the Licensing and Ordination Service. As it progressed I seemed to respond from deep within myself. And so it went the entire week. A growing, building, and deepening that, as our new president, Stan Hampson, led us through the closing on Friday, I felt all of me responding and singing, glory to God, I am in unity with Unity, and I am one with the One.

For many, the big highlight of the week was the presentation ceremony of Unity's gift of ten acres of land to the Association of Unity Churches. Those of you who have been in the Association offices lately are aware that we have outgrown our space. The office cubicles get smaller while the "maze" gets larger. Those who were here heard from Connie Fillmore the story of the Association presenting the ever-growing need for our own headquarters--more adequate space to work more efficiently and effectively to serve the field better--and how it came about in over two years of processing. Yet a very meaningful segment was not shared at the ceremony. After all other considerations, when the decision had been made to give the land, the Unity board asked themselves, "If we were the Association, what parcel of land would best meet all our needs, such as close to the School, with water and utilities accessible, good visibility, etc." The property is beautifully perfect and was given in love! And before Conference was over enough money was given to get the

initial planning work under way.

I believe there has never been a more exciting time to be part of Unity and part of the Association, than now. Constructive progress is under way. Constant changes, constant upgrading, and a growing feeling and awareness of unity with Unity. For me, when I am asked to choose, the most exciting thing is: with all the wonderful happenings, the changes in MEP and CEP, the improving networking, there is an underlying attitude of ongoingness. When the current needs are met, there will be others for us to attend to. I would like to be able to state it with the clarity of feeling that I have. Anyway folks, trust me--better yet, TRUST GOD! And trust Unity School and the Association. TRUST the Christ within yourself. If you have questions ASK them.

We are aware that there are times when some of you are feeling alone. If and when our prayers, love, and support are not reaching you, it may be that you are the one who needs to reach out and touch someone. We ARE here for you.

My thanks to all of you who have responded gratefully and appreciatively to the article about teaching the Bible. I am eager to hear from those of you who have shared with me that you've scheduled a class on the article. I'm deeply grateful for all the feedback I receive from you in the field on "Light On The Path."

I find it in keeping that this was the weekend (without my planning it) I went to see the movie starring Robin Williams, "Dead Poets Society." I thoroughly enjoyed it and was profoundly affected. As a result I found questions arising that refused to be ignored such as: Am I using my God-given gifts to the fullest? Am I "thinking thoughts" rather than letting thoughts think me? Am I daring to live fully, to really be open to receive from each experience the gifts that it holds for me? So what if I look foolish to some at times, so what if I seem to make stupid errors, does God care? Of course not! God knows I am learning and growing. And when I can risk appearing foolish, goofy, etc., it often gives others the OK they need to dare more to "BE" themselves. And finally, yet no less important, am I thrilling to life--do I give joyous thanks often throughout each day that God is GOD and created me to express through as me? Each day am I appreciating the Master's art everywhere around me? And I remind myself of what I heard the Reverend Marion Brown say often, "the principles you are living--you KNOW. The rest you only know about!"

Love and blessings.

YOUTH MINISTRY NEWS



Marianne Hill

International Children's Education Consultant

Sharing Our Good

I sincerely thank those of you who have taken time during your busy schedules to write and share ideas that you have implemented in your churches. Bringing those divine ideas into expression is like planting seeds, for every one that we express in our lives or share in some manner, new ideas are generated in increasing numbers for us and for those who are also blessed by our original idea.

The following was shared by long-time Unity teacher, Fern Hunt:

Would you like a new idea for a midweek service that also provides an opportunity for people to become more aware of how the Sunday School operates?

My husband, Dr. Herbert Hunt had his Youth Education Director present an adult service, using the Sunday School program format at his Wednesday evening meeting. It began with an assembly time, when the congregation was given a chance to choose some of the children's hymns from the Unity hymn book to sing. These songs, by the way, are wonderfully inspiring and have catchy tunes which are great at getting the energy going for the service.

After singing, each age class was visited so everyone in the congregation could see what lessons were being taught and the class materials available. Each teacher was available to answer any questions about his/her class.

The adults then returned to their seats, and Dr. Hunt gave his usual Wednesday evening adult lesson. Afterward, a love offering was taken, and the evening ended just as the Sunday School ended by singing the closing hymn-like the Peace Song.

To make the evening even more fun for everyone, there was food and fellowship with more time for questions and answers, and time to further peruse the educational mate-

rials.

Everyone who was at the Wednesday evening service participated--those who did not have young children, and those who did not intend to teach. They were all interested in supporting every facet of their church. As a sidelight, some did become teachers. But for all, a new enthusiasm for future Sunday School projects was evident, and the actual physical needs for the children's classrooms and study materials were taken care of in a generous way through added love offerings.

The presentation was a success in every way. You may find the idea one you can use to introduce more of your congregation to the excellent lessons being presented to the children in your church.

God In Me Award

Recently a very special award was presented to a very special youth and we think he deserves very special recognition. Clayton Guthrie, age 9, received his "God In Me Emblem" on April 23rd during our Sunday service at Unity of Delray Beach.



The (above) picture was taken during the service honoring Clay. Pictured clockwise from the upper left are the Reverend Richard H. Barnes, Clay's sponsor, Judy Carter, the proud parents, Lorrie and Steve Guthrie, Clay himself and his younger sister, Kelley stepping onto the stage.

Judy Carter, Clay's counselor for the program, noted that it took a lot of work to complete the requirements for this award, but, "the truths learned will be valuable the rest of his life."

Our congratulations to Clay. Our blessings to you from the Sunshine State.

Bob Fleury
Director of Operations
Unity of Delray Beach, Florida

Let the Youth



Come to Church

"Our youth are the future of the church." This tired old expression is usually the rallying cry for a renewed emphasis on youth work within a congregation. Essentially it means that, if there is no other valid reason for expending time and energy on young people, certainly the very survival of the church 20 years down the road is.

I maintain that there are several other valid reasons for investing in ministry to our youth--in fact, better reasons! In teaching the importance of youth work to a congregation I focus my argument around two basic words: Need and Return.

Young people have tremendous needs. Persons in the twelve to nineteen age group are in a very special and crucial time of life. The teenage years are brief in comparison to other periods of life, and youth make up a relatively small part of the population. But I see their lives as being characterized in terms of density and intensity, and this makes their stage of life pivotal.

The Doorstep of Adulthood

By density of experience, I mean that within the teenage years a large number of life-changing and life-shaping events occur. This eight-year period begins with puberty and sometimes ends with student teaching or combat duty oceans away. In between are sandwiched such things as curriculum choices and career choice, driving and drinking, sexuality and sex, summer camp and summer job, graduation and self-gratification, matriculation and/or marriage. For the youth, adulthood is almost literally tomorrow and Little League was only yesterday.

At this time of experiential chaos, teenagers need to be experiencing the love of God. A loving, accepting church family is a real and rare lifeline of spiritual stability. To many teens the conspicuous absence of the church's special care for and inclusion of young people is a witness to the apparent noncaring of the church.

The intensity of experience in a teenager's life can



Ray Wiggins
Int'l Youth Education
Consultant

create a great need for special attention from a loving church family. More than the number, the traumatic nature of life-shaping events during adolescence is potentially devastating. Peer pressure, it goes almost without saying, can influence a young person toward drug use, sexual promiscuity, ill-advised decisions, and a party spirit that throws responsible behavior to the wind.

Manipulation of the Media

A major force of influence that heightens pressure on teenagers is media. The intense effect of media on young people is astounding.

A vast amount of advertising is aimed at young people. Why? Because they have money themselves and because teenagers influence their parents' spending priorities. Thus, repeated, well-targeted, national advertising bombards youth with the message to buy, attain, conform: to be "with it." At a time when values are forming in young lives, the church must be available to teens.

Every young person needs a great deal of spiritual encouragement during this high-pressure period. A volunteer youth leader or a paid staff person in youth ministry has the unique opportunity to build relationships with teenagers in the church. These relationships can result in the modeling of living love and truth teachings of spiritual truth, and counseling during crisis situations. To put it bluntly, most teens need and respond to nonparental sharing of adult wisdom and guidance.

A well-funded program of activities for youth should back up the first priority of leadership in youth ministry. Young people have the need to belong, and so a youth group setting can be the kind of fellowship community that generates spiritually positive peer pressure. God's truth taught builds character; God's truth shared in fellowship builds family. Youth, however small a part of our society or short a period of life span, face many intense pressures. They have strategic needs. The church's response of love is to specially minister to its youth and their needs.

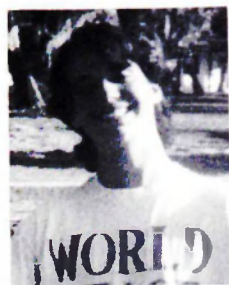
The Young Contribute, Too!

Young people bring a return to the church. They offer wonderful and unique contributions to a congregation. A limited list of these contributions serves well to convince any congregation of the importance of youth work.

Young people have special talents that can serve the church. They are quite willing to help in the nursery, to teach Sunday school and summer events, to serve as camp counselors and recreation leaders, or take on other projects with children and the elderly.

Perhaps it is the less tangible but more unique qualities of youth that can benefit a congregation so greatly. Idealism challenges the established members of the church. Youthful enthusiasm and energy can spark new

See YOUTH on page 24



Inner-View

Y.O.U'er of the Month

Gil Long

Age: 17

Grade: 11th

Hometown: St. Petersburg, Florida

Family: Mom, Mable Ambagis

Dad, John Ambagis

Bro, Steve Ambagis

Sis, Tammy Ambagis

Hobbies: Water sports

Favorite Class in School: TV & Production

Favorite Music: U2, INXS

Best Movie Seen This Year: Rainman

Biggest Challenge of Teenagers: Peer pressure

Future Plans: Be a co-rep of the Southeast Region. Then be a TV director/producer. I want to promote world peace through TV.

Best Thing About Y.O.U.: No peer pressure. You can be who you are and someone will love you for it. You don't have to wear a protective coat--no shields.

Message to the World: WORLD PEACE!

Ways I Am Growing: I'm gaining understanding of all philosophies and taking what's good for me!

Big Message: Watch out because the new generation is hip on WORLD PEACE!

Do you know a Y.O.U. teenager we could feature in this column? Send us this person's name, address, and phone number, and tell us how he or she demonstrates the Unity truth principles.

Y.O.U. Sponsors...

are lights of the world... your dedicated commitment to being a listening friend to our young people while helping them discover their own Divinity, explore their relationship in the universe, and develop their own Truth and values, is such a valuable ministry.

Thank you for all that you are and all that you do.

The Importance of Prayer Panel

by The Reverend Gregory Barrette
Associate Minister

Unity Palo Alto Community Church



Y.O.U. prayer panel exists differently now than it did ten or twenty years ago. Back then, many Y.O.U. groups had a separate, optional group which met before or after the weekly class, or on a week night, called the prayer panel. Y.O.U.'ers who wanted to attend would come and pray together. Adults were not involved in this activity. It was Y.O.U.--led and directed.

In a quiet place in the church, the vice-president or chaplain of the group would begin the time with an opening prayer based on the international or regional Y.O.U.

prayer panel material, or other Unity literature, such as Daily Word. This opening prayer would usually last three to five minutes. Then, the Y.O.U.'ers would take turns offering prayers, as the spirit moved them. In beginning prayer panel groups, they would often go around the circle, each one squeezing the hand of the next, whose turn it was to pray or to "pass," by squeezing in turn the hand of the next Y.O.U.'er. In more advanced groups, the prayer panel was less structured and Y.O.U.'ers would pray whenever they felt moved.

Often, there was a prayer box in the center of the circle into which the Y.O.U.'ers would place prayer requests. These requests were rarely mentioned by name and topic but, in the Silent Unity tradition, mention would be made by the leader of the needs contained within the prayer box. After 15 or 20 minutes, the leader would usually come back to the initial topic and close the prayer. In some groups, the Y.O.U.'ers took turns in leading the prayer panel.

I learned how to pray in Y.O.U. prayer panel where, during these meetings, I consistently felt the presence of God for the first time in my life. In Y.O.U. was where I really "found my faith."

One prayer panel testimonial I have heard often is from Hypatia Hasbrouck, Unity minister, who has often said that she learned how to meditate from the Y.O.U.'ers she first taught upon coming into Unity. I can understand that, we taught each other, as well.

I hope the Y.O.U. prayer panel, as it existed then, can be reestablished so that the new generation of Y.O.U.'ers can learn how to make contact with the Christ within.

International Y.O.U. Service Project and Youth Ending Hunger

Entertainers Against Hunger

In 1985, Mark Renz, a Nashville-based music industry publicist, founded Entertainers Against Hunger. EAH's innovative approach to fund raising encourages songwriters and recording artists to donate profits from one of their songs for hunger relief. EAH distributes the income to projects such as Live Aid, CARE, or Oxfam.

Rosanne Cash and John Hiatt (one of Amy Grant and Gary Chapman's favorite writers and performers) have donated songs to the EAH catalog of songs. Artists who record the donated songs may donate their share of the royalties to the hunger fund in addition to the writer's share.

How about writing to your favorite singer or songwriter and encouraging them to donate a song to Entertainers Against Hunger. You can write to pop stars through their fan clubs or in care of their record companies. If you've never paid much attention to the writers of songs, take a closer look at the publishing information on the packaging.

EAH is looking for a few good (and generous) writers. The address for Entertainers Against Hunger is: **P.O. Box 150934, Nashville, TN 37215-0934.**

Uniteens. . .

"What? They Worry?"



Parents observe care-free junior highers and reminisce about the "good ol' days" of junior high. But today's young people are under a great deal of stress. They worry about school, friends, looks, family, the future.

Here are some ideas to help your junior higher deal with worries:

- **Create opportunities** for your junior higher to express his or her concerns and talk freely about them. Often just being able to get worries out in the open helps kids understand and cope with them.

- **Never treat kids' concerns lightly.** If they

consider something worrisome, they need to know you do too.

- **Don't give a pat answer.** It denies kids an opportunity to practice new decision-making skills. David Elkind, in his book *All Grown Up & No Place to Go*, refers to junior highers' new conceptual powers as "thinking in a new key." They now have the ability to consider multiple options, though often they can't take a lot of information and use it to make good decisions. So, help your junior higher consider options and their consequences (both long-term and short-term).

- **Keep up with the world of today's teenagers.** Contemporary youth culture is fast-paced and ever-changing, and adults often misunderstand and misinterpret it. Be aware of what affects today's kids (movies, magazines, issues).

- **Be sure your junior higher knows you're "there."** He or she needs to know without a doubt that you're always ready to be an advocate; that he or she can count on you.

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.

Help Your Uniteen Feel Competent

Junior highers hunger to feel competent. But much that happens in school--classes, athletics, elections--is based on competition, a system that provides for a few winners and lots of losers. By junior high, most kids' memories are stuffed full of failures. More footraces lost than won. Other kids with shinier bikes, better math scores, more home runs. No wonder junior highers think they're incompetent.

In junior high, the world expands. It includes new horizons; new and intimidating contests loom ahead. Kids don't feel competent to handle them, and they want to. Here's how you can help:

1. Notice out loud when your junior higher does a task well. Praise counts more when somebody says it.
2. Start conversations with, "Do you know what I like about you?" Follow with something your kid does that you usually take for granted.
3. Talk to your junior higher about things that challenge you in your job or social life. It helps kids to know that adults don't feel perfectly competent either.

Y.O.U. Sponsors Say...



I feel like I receive back so much more than I give. It has really been a growth and learning experience for myself. I have had a wide range of positive and negative experiences but each one has resulted in a positive impact on my life. I am blessed to have a wonderful co-sponsor who has become one of my best friends. We each have our own uniqueness that we give to Y.O.U. and we have found it to be a harmonious blend. Lesson preparation has helped me to establish and better understand my own feelings on truth principles.

I feel glad to be where I am in relationship to my involvement with Y.O.U. I am just now learning why we are referred to as sponsors and not teachers, because I am learning at least as much as the young people in our group as I am sharing. Each youth is so beautiful in his/her own unique way. One of them put it best last week when he said our time together is the shortest hour of the day.

Teens, Are You Bored?

You Know You're Bored When...

- you clean your room because you don't have anything better to do.
- the "beautiful music" radio station starts sounding kinda cool.
- you know how long you can stare at the clock without blinking.
- you find the TV test pattern interesting.
- you start to memorize the nutritional information on the cereal box.
- you use a magnifying glass to see how long it takes sunlight to melt a hole in your tennis shoe.
- you start counting the number of times Michael Jackson moans, groans, or grunts on one of his records.
- waiting in long lines seems to be a good way to spend time.
- you go to the kitchen and put all the canned foods in alphabetical order.
- you ask little kids if they will let you play with them.



Things To Do When You're Bored

- Call everyone in your phone book and wish them a good day.
- See how many teaspoons of water it takes to fill your bathtub.
- Walk to school barefoot so you'll have something to tell your children and grandchildren.
- Discover how many marshmallows you can fit in your mouth.
- Count the number of words in a dictionary.
- See how long you can stand on your head before you become unconscious.
- Lie on your back, stare at the ceiling, and imagine what your house would look like if it had been built upside down.
- Watch the video "Back to the Future" in reverse, making it "Forward to the Past."
- Hypnotize a pet.
- Stockpile letters of apology to people that you can send to friends the next time you do or say something stupid.
- Pack all your brother's or sister's belongings and mail them to another state.

YOUTH--Cont'd from page 21

life in drying bones. Questioning minds keep a minister on his/her toes. Innocence and naivete help balance a sour realism of traditionalism.

A necessary ingredient that youth return to congregational life is freshness. It is so important for us to see young lives being renewed; struggling with growing pains, and learning to apply truth principles. Youth in a church provide just that opportunity.

Blossoming spiritual lives give the whole congregation a grand purpose. Just as parents gain fulfillment from seeing their children grow strong from birth to maturity, so does the church.

Outreach and Expansion

Most churches have as one of their goals the numerical growth of its active membership. A key factor in attracting new members is a vital, well-programed youth emphasis. Families who are new to a community and who have teenage sons and daughters often will seek out a church where the needs of their children are effectively addressed.

Young people in a live-wire youth group will invite their friends to special events. This can result in teenagers becoming involved in the life of the congregation. Soon curious parents are coming to church to see what their kids have discovered. The youth program of a church is a natural avenue for outreach and expansion.

Teen members should be viewed as useful contributors as well as people to be educated and served.

Teaching the Congregation

Teaching the church congregation the importance of youth work may be accomplished by the presentation of

these reasonably ordered points: youth have tremendous need; youth bring a return to the church. But well ordered reasons do not always convince church members or governing boards to reorder their priorities, to take a risk that involves money, or to tackle a new project with which they have not had a positive experience.

Along with the above information, I would suggest that a church positively experience its young people in more and creative ways. Make teenagers visible in the church. Involve them in worship life by appointing them to collect the offering, to usher, to greet people at the entrance, to read scripture or offer a meditation, to give youth group announcements, to host a lemonade social table after the service, even to direct traffic in the parking lot.

The more ways that young people can demonstrate gifts of service in the church and their own special qualities of enthusiasm, energy, freshness, and eagerness to help people, the more receptive the whole congregation will be to a renewed emphasis on youth.

Begin to build into the structure of your church a place and priority for youth. Some initial steps you could try are: starting up a new teen class or group, inserting a "youth" line item in the budget, fixing up a special room for the youth group, scheduling a youth service one Sunday a year, planning a summer youth work camp, sponsoring a talent show for the whole church, sending teens to a regional retreat and hearing their report in church afterwards.

Want to start a Jr. High (Uniteen) or Sr. High (Y.O.U.) group in your center? Want guidelines in strengthening your current group? Contact Ray Wiggins at the Association of Unity Churches for assistance.
(Call: 1-816-524-7414)

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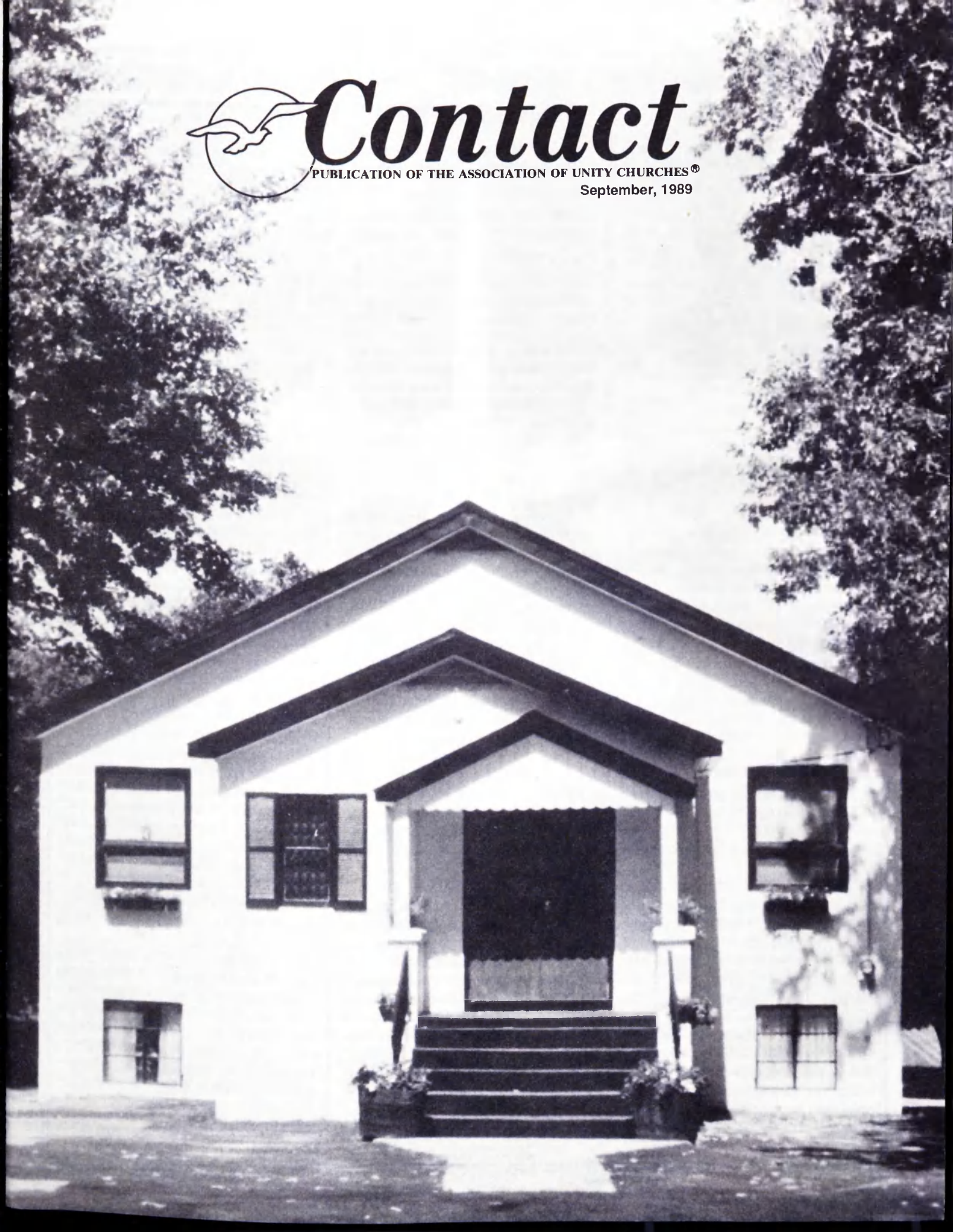
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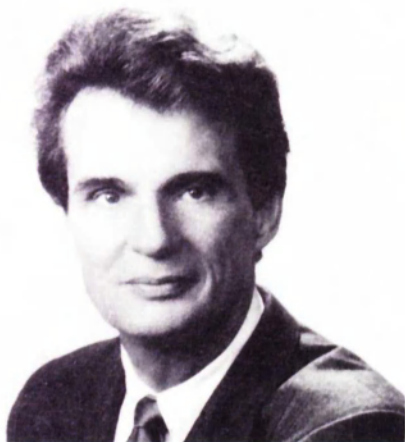
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PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®

September, 1989



THE PRESIDENT'S LETTER



V. Stanford Hampson
Unity - Palo Alto
Palo Alto, California

All This For A Penny

Charles Fillmore once pointed to the numerous buildings at Unity Village and said to a friend, "All this for a penny." According to Helen Moore Hopper (Unity magazine, April 1989), he spoke these words to her Aunt Emma, reminiscing about the beginning of Unity. After the selection of the name "Unity" and the decision to create an organization, obviously the need for money was there. One man took a penny from his pocket and said "I will give the first penny." This giving was the beginning.

Probably everyone in your church knows to some degree about the law of giving. Some of us are still stuck with that original penny concept, or in the dollar mentality. There are others who give most generously, and probably many tithers.

When it comes to giving, most of us give in the same way that our parents gave. Few of us then have tithing parents to guide us in this way. Because a person's pattern of giving is so confidential, how do you really get a new role model? More than teaching tithing, how do you show tithing and role model tithing?

In reflecting on these questions in our church, we decided as a board of trustees that it was our responsibility to role model the activity of tithing. At that point, our church began to tithe 10% of all unrestricted funds.

PENNIES FROM HEAVEN

How excited we all are about the future of our ASSOCIATION OF UNITY CHURCHES. With the incredibly generous gift of ten acres of land adjacent to Unity Village, GIVEN TO US BY UNITY SCHOOL, we shall build our own headquarters--the home of the Association of Unity Churches. That gift was our first "penny." Many of us at Conference were able to add our own "penny" to the seed-money to get the process rolling for our new home. The future is bright; giving is still alive in Unity. Even today we can echo Charles Fillmore's words: "All this for a penny!"

We invited several people in our congregation to be a part of the tithe committee, and we even announced the call for anyone interested in being a part of a tithing committee.

First we must give to the Association of Unity Churches. Our Unity future as a Unity movement depends on a strong Association. To have ministers, churches, Sunday schools, and material, and to have all the support systems necessary requires that the Association must be strong. Our guarantee that our grandchildren will have strong beautiful Unity churches depends on our Association.

Secondly, we want to have a financial connection to Silent Unity. (Many of us ministers worked in Silent Unity and some of us came through the old program that was subsidized by Silent Unity.) Some portion of our tithe rightly honors this connection.

Third, we have regional activities to support. Our region creates youth programs, summer camp, regional retreats, liaison services and is involved with outreach funds for starting new ministries. We want to be a part of these activities and to see our region grow.

The principle of the tithe, as you know, is to give to the source of spiritual strength. Since our ministry is this source in the lives of our congregation, we feel that we honor the spirit of tithing by also adding to our commitment a responsibility to give back to the community in which we serve. Therefore, a third to a half of our tithe goes back to our community to feed the hungry, take care of single mothers, help with retarded, tend to terminally ill children, contribute to AIDS research, food closets, assistance for the homeless, and other causes.

Each year our committee entertains requests from different community agencies. It has a form that they invite the agencies to fill out, then the committee recommends to the board the recipients and the amounts. Additionally, the committee stays in touch with the different organizations about town, and some of our committee have been invited to be on the boards of these different agencies. In some cases they are simply observers, but we do carry our Unity presence as well as our money into the community.

We began by blessing the tithe checks at each of our board meetings. After many months we realized that we weren't carrying this message powerfully enough to the congregation, so additionally we bless the checks in our church service. I read off the names and amounts--which sometimes comes to a rather incredible total--and speak briefly about the excitement of giving and how the law works. I share how important we are as a role model to prove the law. I may even say that "you may be giving in the ways that your parents taught you to give and you now have a new way to learn how to give by looking at your own church." Sometimes I talk more specifically about one of the recipients and what a difference we're making in people's lives by being a part of giving.

Our number of tithers continues to increase. People get excited about what they are doing collectively and want to be a part of this activity individually. They are thrilled to know that they are building the Unity movement and expanding Unity churches. They are excited to know that we are a part of Silent Unity through this ministry and they get really emotional. See **TITHE** on page 4

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

Occasionally a Conference business meeting is inspiring and exciting, as well as informing and fulfilling fiscal responsibility.

The second business meeting on Tuesday, June 13, 1989, from 11:30 a.m. to 12:30 p.m., must rank among the top in the movement's Conferences and Conventions since early in this century. It was inspiring, exciting, informative, and a major step in fiscal responsibility.

Scott Sherman, the Association Board's newly elected 2nd Vice-President and Executive Committee member and former Development Committee chairperson, "set the stage" for the excitement that followed.

Scott discussed the recent history of relationships between Unity School of Christianity and the Association of Unity Churches which led to the formation of the Unity Movement Advisory Council. He referred to exhaustive research done in late 1985 and early 1986 which clearly indicates the rate of growth of Unity ministries in the past 23 years. The rate of growth has risen steadily since 1976 and rapidly since 1984. In view of our continuing expansion department efforts, we anticipate doubling our 1984 total of 440 ministries and 175 satellite ministries by 1995. We are well on our way to fulfilling that projection. Just to provide the same level of products and services as we do currently, we need immediately twice the space we presently occupy. Our space needs will be doubled again by 1992, and quintupled by 2000. Our personnel and equipment needs will more than double in the next eleven years.

The Executive and Development Committees presented a proposal to Unity School, asking for a gift of ten acres of land on which the Association could build its own Field Ministries' Headquarters, in April, 1987.

After Scott's opening comments, in her own words, Connie Fillmore, President of Unity School of Christianity, shared, "Our board met. We had questions about the relationship. We had an ongoing challenge with communication, as much a result of the mission as the differences of the two organizations--rotating leadership versus static leadership. In that setting the Association would bring plans, leadership would change, and it seemed nothing was carried through. The transition would be lost. With all these things in mind, I was reluctant to give a gift without doing some work first. I proposed we sit down in a room together, six representatives from each organization. We agreed to change membership only when absolutely necessary. The Association representatives were charged with communicating to you.

"It was the activity of Spirit at work in this, the start of consciousness that has spread out. We agreed to continue to do this. Prayer is very much a part of these meetings. The School asked to have a hiatus on the land question. We wanted to wait and see."

Connie then said that the Unity School Board reconsidered the land gift and decided to give 10 acres to the Association for building the Association Headquarters.

It should be noted that of the three Unity School and the three Association representatives on the program in this business meeting, each shared that the best thing that has happened in the past two years is the "unity in Unity" that has been built, and continues to be built as an ever-widening experience. The land is a symbol of this oneness experience that was shared by the more than 600 ministers, spouses, licensed teachers, and lay delegates. Standing ovations by all present punctuated the increasing feelings of oneness several times through the presentation ceremony.

Of the work of the Unity Movement Advisory Council, Connie concluded, "By sitting down together we are allowing Spirit to work. We decided to trust instead of fear, believe instead of doubt. It really is Spirit that has brought this about. We recommitted to the teachings, communi-

cating, and mutual support."

Charles R. Fillmore, chairman of the Board of Unity School read a letter of intent from Unity School to the Association to convey approximately ten acres (parcel had been surveyed and deed was in preparation) in Lee's Summit, Missouri. The property boundaries are contiguous with those of Unity Village. Charles presented the letter of intent to Association President-elect Stan Hampson and the Association Executive Director.

Stan Hampson presented roses to both Connie and Charles Fillmore. Stan proceeded to express appreciation in behalf of the members of the Association, both the members with representatives present and those who were present in spirit. Stan announced that we created a line item building fund 3 years ago and that we have just created a separate Building Fund account. He also said that "seed money" gifts were welcome; we need \$30,000 just for initial exploration fees. (The next day a gift box was placed up front to receive the many "seed money" gifts.) Stan announced that bus transportation was arranged to take delegates to the property Wednesday evening and that Scott Sherman and Shay St. John would lead the celebration on the site.

Stan Hampson introduced the Executive Director; he asked "yours truly" to share "a collective vision through 2000 A.D.: an overview."

I began by reviewing the Mission

Continued...

Volume 22, Issue 7

September, 1989

CONTACT STAFF

Editor-in-Chief Glenn Mosley
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Circulation Glenn Mosley, Jr.

EDITORIAL PURPOSE

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

Cover: Unity Church of Rochester
Rochester, Michigan
Ministers: Dona M. Gilsdorf

Deadline: 1st of every month, two months prior to issue date.

Statement of the Association of Unity Churches: "The mission... is focusing the vision of unity by assisting Unity ministries in sharing with people everywhere the transforming principles of Jesus Christ."

With the acquisition of 10 beautiful acres adjacent to Unity Village upon which to build our Association Headquarters, our Mission has not changed. Naturally a collective evolution in consciousness will necessarily evolve new phraseology for this Mission, but the basic premise will remain the same--to provide more and better products and services economically and effectively.

To meet our opportunities for growth and provide more service to you, the field ministries, numerous goals (bearing from one-to-fifteen-year timeliness) have been established, accompanied by action steps with designation of which positions and/or committees are responsible for following through. They include: programs that foster deeper spiritual relationship during our meetings; addressing needs of single men and women in the field; continue developing ways of supporting ministers in the field; greater sense of connectedness among field ministries and ministers; continued developing of expansion programs; training and developing a resource pool of interim ministers; a program for banking to permit building funds and loans for member ministries and affiliates; a solid financial plan for raising funds for operating and capital projects; minister renewal; a retirement home or center for retired ministers and teachers and to provide Association retreats for active ministers, teachers, and their families.

Our grandchildren's grandchildren will arrive in mid-twenty-first century, and they will see the bicentennial celebration of the Unity Movement. Will they also see transformed lives among their ancestors, their peers, and most especially, will they be inspired to be transformed lives? It is my sincere prayer that they never speak of peace in 2089; it is my prayer that peace will be so universal an experience that it will not occur to them to talk of it.

We shall dedicate our new property and building as another channel for providing the services which support the above-named ultimate goal for our grandchildren's grandchildren and for all people of all ages to come.

John Strickland, Director of Silent

Unity Prayer Ministry and a Vice-President of Unity School, offered a building project blessing and a closing meditation.

John shared, "I am honored to have been asked to bring this prayer.

"After four years as James Dillet Freeman's assistant, after six years as director of Silent Unity, and after working for years on the new Silent Unity building project, I should know something about prayer and construction.

"I know this: if one tries to engage in construction without prayer, one is very foolish.

"I know this, too: in a building project, there is tremendous initial excitement, but one must add persistence and faith to the initial zeal.

"I would say this, speaking from experience: Be supportive of your building project team. Love them during the design phase. Love them during the financial phase. Love them during the contract bidding phase. Love them through the construction phase. And when it is all said and done, love them some more, and do not focus on the things that did not go exactly the way you wanted.

"Our new home for the Association of Unity Churches will have the toil and tears and love and prayers and substance of all of us in it.

"The new Silent Unity building is a great accomplishment for Unity.

"The new Education building is a great accomplishment for Unity.

The forthcoming Association of Unity Churches building is to be another great accomplishment for Unity.

"All of these symbolize a deepening faith, and great commitment to spiritual service, and in a wonderful way a growing, unfolding, soul-uplifting demonstration of unity in UNITY.

"Let us now pray: THROUGH FAITH IN GOD AND UNITY IN UNITY, WE LOVINGLY BUILD OUR NEW HOME FOR THE ASSOCIATION OF UNITY CHURCHES.

"Let us go deeply within and contemplate the meaning of the words we have just spoken.

"It all begins with faith in God. Faith is the perceiving power of the mind, linked with the ability to shape substance. We see that beautiful new home, gracing the rolling hills of this area. It adds beauty to the surroundings.

"Through the mind's eye we see this structure already in place. Praise God!

"We know that unity in Unity will produce great good in this movement and in the world. This new home that we envision, is an outer example of a new and greater spirit of cooperation, harmony, and understanding. It is a dream come true, but more than that, it is a prayer come true.

"We realize that we are doing more than constructing a building--we are building a home. May it be a place of beauty, a place of peace, a place of wisdom and love, a place of retreat when that is needed, and a place of advancement when that is needed.

"May this new home be the fulfillment of our prayers and may it be just the beginning of endless growth for good in our movement and in the world.

"We give thanks for this moment, the first steps of a great new project, and for the strength, wisdom, and prosperity that will see us through to completion. In the name and the nature of Jesus Christ. Amen."

TITHE

Cont'd from page 2

tional about what we're doing in the community to feed and help the less fortunate. In the video we created about our church during our "Adventure in Faith" program, we had representatives of a few of the agencies to which we tithe share what our tithe meant to their organization. Their sharings were emotional for all of us. This year the Tithe Committee has created the concept that on each tithing Sunday, a representative from one of these organizations comes and shares two minutes of what our tithe means to them. This, too, is proving deeply satisfying and educational to the whole process of giving.

"All this for a penny." Everything we see in Unity began with giving. Giving of ideas and faith and prayers that responded in the tangible giving to support those activities. As we believe in giving and teach giving, we must also model giving.

While you may not be able to point out individuals in your church, you can demonstrate collectively as a church the principle and effectively teach everyone how powerful giving can be.

CHURCH DEVELOPMENT & MANAGEMENT ISSUES



Barbara O'Hearne
Church Development and
Management Consultant

Giving USA **Estimates Donations** **Top \$100 Billion**

Preliminary estimates indicate that for the first time charitable donations topped \$100 billion dollars. The 1988 figures recently released by Giving USA, now in its 34th year, is regarded as the bible of philanthropy in the United States. According to the researchers who compiled the data, the "educated guess" for charitable giving in 1988 is approximately \$104.37 billion. It is not intended to be the final analysis of giving.

This figure of \$104.37 is an estimated 6.7 percent increase over the 1987 figure of \$97.82 billion. It is in keeping with the trends for the 1980's of limited growth and represents an increase of 1.8 percent after adjusting for inflation. Of notable exception were 1985 and 1986 when giving increased 9 percent each year after adjusting for inflation.

WHO GAVE

Leading the list are individuals who gave \$86.70 billion or 83.1 percent, and an estimated \$6.8 billion or 6.5 percent from bequests. These two figures account for almost 90 percent of all gifts. A comparison of giving in 1987 and 1988 indicate that gifts by individuals increased 7 percent, outpacing inflation,

while bequests fell some when adjusted for inflation.

Foundations posted an estimated \$6.1 billion in contribution, a 4.25 percent increase over 1987. While this accounts for 5.9 percent of all gifts, it was barely ahead of inflation.

For the third straight year corporate giving remained flat. The \$4.75 billion given in 1988 reflects a 3.26 percent increase which represents a 1.5 percent decrease when adjusted for inflation. The consensus of the research by business and philanthropy groups lists mergers, fiscal belt-tightening by new managers, and corporate restructuring among the reasons for this trend.

RELIGIOUS ORGANIZATIONS AND DENOMINATIONS

Of importance to the readers of CONTACT are statistics on giving to religious organizations and denominations. As illustrated in the table, A COMPARISON OF GIVING IN 1987 AND 1988, religion once again received the largest share of charitable giving. The \$48.2 billion reflects an 8.2 percent increase before adjusting for inflation.

The way Giving USA designates contributions to "religion" is interesting. If the money cannot be assigned to any of the other categories, it is assigned to religion. Thus it is referred to as a *residual* category.

The book's distinguished panel of 11 advisors, representing the nation's leading experts on giving statistics, are forth-

right in acknowledging the limitations of the study. Publishing such a study within six months of the end of the year with limited data available is a concern. In addition, there are so many groups raising money for religion that it is hard to come up with accurate numbers.

Two-thirds of all taxpayers do not itemize contributions. It takes the federal government three years to provide the data for the remaining one-third of taxpayers who do itemize. There are those who suggest the greatest value of Giving USA is in the reporting of long term trends.

Religious organizations are not required to file reports on giving with the federal government. As a result many denominations do not track giving even for their own internal analysis. The reader is advised to view the figures in giving in religion from the "residual model" as opposed to actual data generated by surveys, studies, and financial reports.

The INDEPENDENT SECTOR, a Washington, DC, based organization of 650 corporate, foundations, and volunteer organizations, conducted a survey of 4200 local congregations and estimated giving in 1986 to be \$41.4 billion. This estimate is very close to the Giving USA 1986 figures of \$41.7 billion (see CONTACT articles in February and April, 1989, issues).

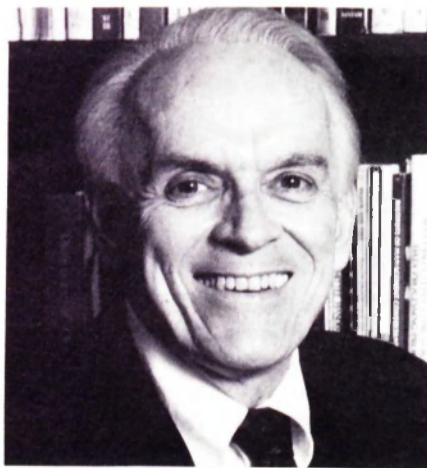
To obtain Giving USA send \$40 to the American Association of Fund-Raising Counsel, 25 West 43rd St., Suite 1519, New York, NY 10036.

A Comparison of Giving in 1987 and 1988

Sources	1987	1988	% Change
Individuals	\$80.76	\$86.70	+7.36%
Bequests	6.58	6.79	+3.19%
Foundations	5.88	6.13	+4.25%
Corporations	4.60	4.75	+3.26%
Total	\$97.82	\$104.37	+6.70%
Uses			
Religion	\$44.54	\$48.21	+8.24%
Education	9.84	9.78	-0.61%
Health	9.22	9.52	+3.25%
Human Services	9.84	10.49	+6.61%
Arts, Culture, and Humanities	6.31	6.82	+8.08%
Public and Social Benefit	2.70	3.02	+11.85%
All Other Uses	15.37	16.53	+7.55%
Total	\$97.82	\$104.37	+6.70%

GIVING USA 1989

CHURCH GROWTH & DEVELOPMENT ISSUES



Dick Connor
Church Growth & Development Director

The Nine Commandments of Church Growth and Development

Part II

Last month I discussed the first five commandments of Church Growth and Development: Thou shalt have a transformation-based mission statement; thou shalt have a Spirit-filled vision for your ministry; thou shalt know thy congregation; thou shalt have an aligned leadership team, and thou shalt be single-minded.

This month I will discuss commandments six through ten. As before, if you want additional information about any or all of the ideas, let me know.

VI.

Thou shalt not think of your congregation as your source of supply.

In the past few weeks I've had the following comment made to me by experienced ministers: "As soon as we get (desired number of additional attendees) our budget will be strong enough to (activity being delayed)."

I could be mistaken, but this seems to me to make the congregation and their current giving patterns (which you have empowered) the source of supply rather

than channels of supply. Viewing the individual congregants as channels of supply makes it easier to deal with those who leave your ministry. I like to look on former attendees as our tithe back to the larger community knowing that for each person who leaves, another ten are on their way.

I've had the privilege of working in ministries that taught the fundamental Unity principles (more on this in Commandment VII) and held that, "additional substance flows unceasingly into the ministry as we create and deepen the consciousness of abundance and prosperity of all who attend and are touched by the ministry."

VII.

Thou shalt teach and relate the Unity fundamentals in everything you do.

Last month I discussed the role of Spiritual Gifts in knowing your congregation (Commandment III). I mentioned that I regularly present a two-hour course to new members of our ministry called, "The Metaphysics of Service." Last week I conducted another program. Shortly into the program four of the ten-member group wanted definitions of the terms metaphysics and spiritual.

I had again fallen into a trap that Glenn Mosley brought to my attention. I had neglected to define my terms before beginning. I recalled Glenn's earlier advice, "It's usually a good idea to give a brief definition of the key terms so you and the audience are in harmony."

The new video tape, "On Wings of Truth," available from Unity School, is an excellent primer. It presents different Unity ministers who present each concept in a simple and profound manner. Dee Swinney, our assistant minister has prepared a study guide to accompany the viewing of the tape. If you want to have a copy of the study guide let me know.

VIII.

Thou shalt have an active youth ministry.

Without exception, every successful ministry I have visited or served has had

a strong children's program. Myrtle Fillmore's question, "Who will teach the children?" is increasingly more important in today's rapidly changing world of transitory values and shorter-lasting relationships.

Unity is blessed with a growing number of able and committed youth education teachers, administrators, and consultants. Marianne Hill, International Children's Educational Consultant, and Suzanne Cameron, Unity Southeast Children's Educational Consultant, have briefed me on the assistance available to the field. While it is growing in value, they are always interested in receiving your specially prepared materials.

My first area of service to our ministry was in the Youth Education Department. During the two years my wife, Susan, and I taught an incredibly bright and enthusiastic group of souls in development, our grasp of Unity principles was strengthened, and led us to serving in more varied ways.

IX.

Thou shalt develop systems to support the transformation of the minister from shepherd to rancher.

Ideally the minister should do those things only the minister can and should do. In reality the average minister does the "must do" things and everything else paid staff and volunteers can't or won't do.

This situation leads to minister burn-out, tepid celebration services, and often results in a floundering ministry. An answer to this dilemma is the development of policies, systems, and procedures that minimize the amount of hands-on time required by the minister, and allow for the empowerment of part-time servers.

Your Church Growth and Development Committee sees 1990 as "The Year of Unity Success Systems." Our key goal is the development of a Volunteer Management System. Other systems for budgeting, financial analysis, facilitator training, for sharing the ministry, etc., will be undertaken. I'll keep you informed as we proceed.

Blessings!

CHURCH GROWTH BY RADIO



Carolyn Craft
Radio/Media Coordinator

The Gift of Sound

The gift of sound in your service can be music to your ears. While the Radio/Media Department's primary focus is consulting and assisting you in your communications outreach, attention to sound and the quality of sound in your church services as well as in broadcast programs are important to the success of your vision (goals). You will recognize the importance and value of a "call-to-excellence" when considering sound and its power in your ministry.

The following is an interview with Stephen Halpern on the subject of music and sound in church gatherings. Stephen has been recording his own brand of music for more than a decade. He is an internationally acclaimed pioneer in the field of new music and by studying the effects of sound on the human body, he has been able to identify both the sounds that benefit the body and those which do it harm. In addition to his extensive recordings, Steve has also co-authored a book on the subject with Louis Savary, Ph.D., called "Sound Health, The Music And Sounds That Make Us Whole."

COULD YOU SHARE SOME OF YOUR IDEAS ABOUT SOUND AND SONG IN SUNDAY SERVICES?

For hundreds of years people have

sung hymns in church, yet it's not just the words or the message, but part of the actual act of breathing together and making sound together that bring people into harmony, that bring them into balance, that make them one mind. They then are more receptive to hearing the message. Sometimes it's difficult to sing some of the hymns because too much attention is given to words and we lose the communion that happens from being in the pure sound of the voice. My orientation has been to include something that allows the audience to feel and hear themselves. A word or suggestion by the leader to the congregation to consider opening up the hearing to encompass the totality of what's happening will tend to make the congregation more receptive to the sermon that is to follow.

HOW WOULD YOU PACE HYMNS DURING SERVICES?

I think it is possible to go overboard with aerobic hymnals--stand up, sit down, stand up, sit down. It's nice to get some exercise, but on the other hand you don't want to make it too frantic. Songs about four to eight words long, repeated over and over, work because you don't have to worry about the words.

With all the wonderful affirmations we have, a different concept might be to take the Daily Word or the affirmation for the day and sing that. Make a little melody with it. It will be extraordinarily powerful. A really simple way is to take the same basic melody and put something else to it each week.

WHAT ABOUT MUSIC AS SUPPORT FOR MEDITATIONS AND COUNSELING?

It depends on the music. If the music interferes with the message, if it is too busy, then again people are paying attention to the music and not the message. That's the key aspect. If the music is something that is so familiar that you can hum along, you will go instantly to the music rather than to the words of meditation. One of the reasons that I compose the music that I compose is because it is not familiar and you don't have to pay at-

Your response for orders for the Communications Manual and read-to-air broadcast messages has been tremendous. We salute your progress in reaching out beyond the walls of your church and invite any suggestions or recommendations on how to continue meeting your media needs.

tention. You can't. So music can be there in the background, thus the meditative words are enhanced. If the accompanist is playing to the words, it becomes a chorale and response. I've done this a lot where the minister will say a phrase then pause and I play a little musical phrase. He then repeats it and I play another phrase. The music can become an integral part of a meditation--a very, very soft organ in the background is unobtrusive and is effective in the meditative process.

WHERE CAN A MINISTER OR MUSIC DIRECTOR LEARN MORE ABOUT THE MINISTRY OF MUSIC?

I know that the New Thought ministry in Denver, where Jack Castle serves had a conference last year focused on this. Some of the information they had was good. It seemed to focus mainly on writing songs and other things but some of this could be useful to the background of what we are doing. Mile High Church is the one to check out. They have a magazine too. In Boulder, Colorado, there is another institute run by Don Campbell. Don would be a good resource and has worked with churches. The churches could bring him in as a consultant. I've done some work along this line, but I think my first suggestion would be to contact these folks. If the logistics work between a church and me, I will be available to do the same thing. If a church's accompanist has never paid attention to backing up, it's very simple to teach him/her some of the principles.

Continued...

HOW IMPORTANT IS MUSIC IN MINISTRY?

The right music can be a wonderful addition. **The right music makes a minister's work easier. It assists people in receiving what is being shared.** This is what my music has been used for since the beginning. I've had a lot of feedback on this. We find that it helps the ministers to focus and stay focused, keeps their energy balanced and sustained, and because of the way the body and brain respond to the music, it helps the message go directly into the subconscious. The brain responds to music, and if words come with the music, the brain responds even more easily. Also, the right music will minimize traffic sounds, airplanes, and air-conditioner noise.

WHAT SELECTIONS OF YOUR MUSIC WOULD YOU RECOMMEND?

The entire series I have been working with since 1975 is the Anti-Frantic Alternative and is focused on serving people's needs. Specifically "Spectrum Suite," "Comfort Zone," and "Dawn" work very, very well. My most recent one called "Radiance" can be used in the background. You don't get so used to the music that you tire of it. This attitude is built into the way the compositions are designed. They are suitable for day-in and day-out use.

WHAT IS MOST REWARDING TO YOU ABOUT YOUR WORK?

Working directly with individuals in workshops. It is a great deal easier, logistically speaking, to put on a workshop than it is to give a concert. The sound system for a workshop is vocal quality while the sound system for a concert is music quality, and many churches do not have fully operational music quality systems. I feel people really like to hear other instruments, such as synthesizers, during a performance.

It is in a workshop where we get into the indepth listening and such listening activates the response of the spirit. The workshop gives people practical applications to pursue which will contribute to the rest of their lives.

We thank Stephen Halpern for his talent, contributions, and insights to our movement in Unity. For utilization in your broadcast outreach, the Radio/Media Department now has available an original Unity musical theme for the kind of background support which will solicit positive feelings and responses to your messages. It was previewed, enhanced, and endorsed by Stephen Halpern while he was at the Village. Also, eight volume sets of ready-for-air Unity messages are now available. By separate mail you will receive details on prices and length. Call if you have questions in the meantime.

Stay tuned!

Unity Help Line Hostel in London

Harry Kudiabor, minister of Unity Centre of South London, reports: "The Unity Help Line, a 24-hour telephone counseling service, emerged from the Centre in 1982. As the next practical step, with the assistance of Inner Area Programme and Wandsworth Council and various funders, the Unity Help Line was able to open its first Hostel in Balham London. In August of this year we opened our second hostel in Tooting Bec.

"Both Hostels are for rehabilitation of those recovering from mental illness. The emphasis is on creating a family atmosphere. The atmosphere is clean and the staff is understanding and friendly. Our clients are part of our family. We respect their individual likes and dislikes and help them in their rehabilitation program. We expect clients to be ready for independent living within 1-3 years and we make sure they move to appropriate accommodations after their rehabilitation.

"We know that most people will and do recover from mental health. During the period of recovery, healing is quicker, surer, and better if one is in a sympathetic, loving environment. This is what we supply and more. We give practical help, such as assistance with filling out forms for claiming benefits. We encourage clients to cook and eat healthy foods. We accompany clients to interviews, trips, etc. We help our clients to increase and consolidate their self confidence.

"We use volunteers in all aspects of the project. All volunteers receive Unity crisis intervention training and basic information about common psychiatric conditions, and go through an induction course for a few weeks before they meet the clients. We make sure that volunteers enjoy their work and feel good about it. "In Unity, we believe that the One Presence and One Power within each and everyone of us is capable of healing not only our minds and bodies but also every area of our lives and affairs. By studying and following the life and teaching of the Christ, permanent healing is possible."

Congratulations to Unity's June, 1989, Templeton Radio Grant winners:

**Unity Church of Northeast Tarrant County
Hurst, Texas**

**Carol Ann Davis, minister
Joe Alan, minister of music**

and

**Unity Church of Victoria
Victoria, B.C., Canada
Alice and David Durksen, ministers**



Susan EngPoole
Expansion Coordinator

Selecting A Church Name

The name of a church will usually outlast the pioneer minister. Choose the name for the church with care. The name should create a good first impression. The church name is meaningful and says something about its identity.

Two questions you may want to ask in choosing a church name are: a) Does it give a spiritual identity? b) Is it reflective of the church aim?

As you name your church, think of your specific purpose. What do you want the church to do? Geographical location is important to some churches. Examples are: Unity of Napa, Unity Center of Tacoma, and Unity Palo Alto Community Church all reflect the desire to reach those in the community. The aim of Unity on the Peninsula is to minister to all on the peninsula. Unity of the Valley ministers to those in the valley.

Unity on the North Shore aims to reach all in the North Shore and Northside Unity Christ Church desires to reach those on the northside. Catherine Ponder's worldwide ministry is reflected in her church, Unity Worldwide. Unity in Marin and Unity of Ocean County strive to minister beyond the city to reach those in their county.

Avoid naming the church after the street on which it is located or limiting the ministry area should the church move or outgrow its address. Unity Church of Truth of San Mateo has relocated to

Burlingame. Christ Unity Capistrano was blessed with growth which took them from San Juan Capistrano to Mission Viejo.

Select a name that will identify the nature of the church. The Expansion Department highly recommends that new churches begin their name by calling themselves "Unity." We receive many requests from people who are specifically looking for a Unity church. Some of the requests are from people who live in a city where there is a Unity ministry hiding their light under a "bushel." Although the unchurched are not looking for a specific denomination and they don't care about theological differences, the name Unity says to church shoppers that we are nondenominational and our emphasis is our oneness with people of all faiths.

Names which reflect the church's purpose are: Unity Church of Peace which aims for harmony. Unity Church of New Life offers new life to its members. Way of Life Unity Center, Christ Light Unity, Path Ministries, Unity

Church of Faith, Unity Prayer Fellowship, and Unity Church of the Word are church names which tell us about themselves.

One couple at the "How to Plant A Church" seminar started a successful ministry by first polling the unchurched at a nearby shopping center. The question the couple asked shoppers was, "If you were invited to church by a friend, which of these names would most appeal to you?" The result was an appropriate church name for reaching their targeted group.

From a research of 625 Unity churches and formal study groups, we found the number of churches using the following words in their names:

Unity	567
(Geographical Identity)	289
Church	258
Church of Today	9
Center	58
Christ	55
Christianity	41
Truth	25

Robert Logan, instructor from the Charles Fuller Institute of Church Growth says to try to create a name characterized by as many of the following qualities as possible:

1. **CATCHY.** The name has a ring to it that sounds appealing to an unchurched person.
2. **CREATIVE.** We worship the creative Creator. "Churchy" names chosen out of tradition do not reflect the creativity of God. Brainstorm. Be creative!
3. **INDIGENOUS.** Something about the name identifies it with the target community. It may be descriptive of location or of a predominant element of the target culture.
4. **RELATED TO PURPOSE.** The name suggests or at least hints about the specific purpose of the church.
5. **RELATED TO STYLE.** The name reflects the church's style of ministry. The name appropriately fits the style of the church.

PARTNERS IN MINISTRY

a network of spouses of ministers



Karin Mosley

Your Gift To You

As you read this column, the 1989 Association of Unity Churches Conference will be but a memory to many of us. What a dynamic celebration it was this year as we gathered together in recognition of Unity's 100 years! "One hundred years of Unity--one hundred years of prayer" go the words of a poem written by our friend and Unity poet, James Dillet Freeman, and set to music by our friend and Unity minister, Janet Manning. There have been one hundred years of constant prayer, and one hundred years of Partners in Ministry (beginning with THE partners of Charles and Myrtle).

My appreciation to Mary Ann Detzler who presented a special workshop for "Partners only." It was a wonderful sharing experience--including, and especially, the closing guided meditation. We have been blessed by this healing time together.

What a wonderful gift we are to each other--beautiful gifts of love! I enjoy giving and receiving gifts, don't you? Shopping for a special gift for a special friend is fun and, at the same time, challenging. Have you ever gone gift shopping without any idea of your friend's taste, color preference, interests, or sizes? It's a difficult task! Do they enjoy

tapes, games, swimming, rock music, classics? Would HE wear pink? Does SHE enjoy fishing? Where would you begin? The stores are filled with gifts unlimited and you want THE PERFECT gift!

Well, my beloved friends, this is the task I face each year as we begin to plan for the next year's conference. Wanting THE PERFECT gift for you in terms of workshops, time together, luncheons, etc. I begin to wonder if you like plaid or paisley? A few of you have expressed a desire for an open forum type of sharing time; some prefer a luncheon with a speaker; others like an experiential workshop. We've had them all. What works for you?

A wise philosopher once said, "Give me solutions, the problems I can find on my own!" If your preference is an open forum sharing time, please also plan on how to keep it a time of positive solutions. I want THE PERFECT gift for you. You are my special friends. I need your help. Thank you in advance for your wonderful gift of input. It's just my size and the color is perfect!

The survey results so far from the June/July CONTACT show that the average Partner in Ministry is male, 47 1/6 years of age with 4.8 children and "would do it again!" If you haven't sent in the survey yet, it's not too late! Completed results will be published in December. Blessings!

Write: Partners in Ministry, Association of Unity Churches, P.O. Box 610, Lee's Summit, MO 64063 or phone (816) 524-7414.

ANNOUNCEMENT

We welcome a new addition to our Unity family. Johanna Maria, born May 30, 1989, baby daughter of Montreal, Canada, Unity minister Maya Brandenberger and Hans Dieter Gruenn.

Sparkplugs

Talk Topics & Sermon Starters from
Unity audiocassettes

This month: **Christ Enthroned in You**
by Robert Martell
music by Ron Nicosia

"You may go about your day with peace, poise, and power!" These words bring to a close the first of four meditation sessions by Robert Martell on his audiocassette album, **Christ Enthroned in You**. The album is purely for relaxation and meditation, however, it is interspersed with affirmations and explanations of the work of Spirit within.

Basing his meditations on the twelve-power teachings of Charles Fillmore, Robert Martell works with the different spiritual power centers in the body--helping you to bring forth strength, faith, zeal, wisdom, love, and other powers. It is not necessary to have studied The Twelve Powers of Man by Charles Fillmore, but it will enhance and quicken your adaptation of the suggestions on the album. Mr. Martell also touches on forgiveness, self-esteem, courage, and enthusiasm.

As a minister or study group leader, you will be filled with ideas by listening to **Christ Enthroned in You**. One thought-provoking idea proposed in each meditative session is "discover the miracle that is you!" Robert Martell states that the activity of the spiritual flow "gives the individual a richer and broader understanding of life in the manifest realm," and this in itself gives the album its reason for being.

This excellent audiocassette album will be useful as you introduce others to their tremendous source of inner power--the enthroned Christ. You will welcome its meditations as you lead others in bringing forth and establishing the constructive work of the Christ in their individual lives.

Christ Enthroned in You, a two-cassette album, can be obtained through the Sales Department of Unity School of Christianity.

SUPPORT SERVICES REPORT



Ron Tyson
Support Services Coordinator

The Centennial Conference

Most of the 686 ministers, licensed teachers, MEP students, and families said it was truly the best conference they had attended. We can all accept the credit for this success because each of us attending brought the enthusiasm, love, and joy that contributed to its success.

The conference began Sunday afternoon with the Licensing and Ordination Service where 41 ministers of the '89 class where licensed plus 3 others by exceptions and 22 ministers where ordained, the biggest class ever. Due to rain, the L & O reception and the dedication of the new Silent Unity building were held inside.

Those attending liked the revised format where we all gathered together for Morning Praise--we sang, had Daily Word, and morning prayer and meditation. The morning period consisted of the business meeting and subjects of mutual interest such as Vision, Church Growth, and Friendship Sunday. Seventeen workshops were held Monday and Tuesday

from 2-5 p.m. These workshops were related to challenges and opportunities from the field. Subjects ranged from, how to build a church, recreating the church's vision, youth education, media, stress, to giving your Sunday talk.

Fred Pryor, one of the best known public speakers in the United States, opened our Monday morning session with the theme, "This could be the first day of the best of your life." Our conference family rejoiced that evening with the play "Beautiful Dreamer" written by Janet Manning from the works of Thomas Witherspoon.

Tuesday was full of excitement. Unity School gave the Association property to build its new headquarters. Tuesday evening was entertaining and inspirational. Dean Tucker with "Awakening Hearts Production" shared a multi-media slide show followed by the incomparable Norman Vincent Peale. Dr. Peale was presented with the "Light of God Expressing Award" following his address. A peace meditation followed the fellowship hour in the new Silent Unity building.

Wednesday afternoon Scott Sherman presented fresh ideas on church growth and development. Wednesday evening was free. A dance was held outside for those who wanted to dance.

Thursday afternoon was filled with regional meetings. That evening we celebrated the centennial year with a banquet and musical concert by professional musicians from First Church Unity of Nashville, Tennessee.

Many of those attending said that the closing period, which was coordinated by Stan Hampson, newly elected president, was the highlight of the conference. Perhaps the most rewarding part of the closing was the Dedication and Covenant. Those attending received a perforated Dedication and Covenant card. Both parts of the card were signed, one

part was retained, the other is to be placed in the cornerstone of the new Association building. Note: If you did not attend the conference or perhaps missed the closing period and would like to be a part of this activity, please request a Dedication and Covenant card through the Support Services Department.

The children's program was well coordinated under the direction of Karen Jackson, fulltime Youth Education Coordinator at Unity Village Chapel. Next year a special program will be designed for infants and preschoolers.

A special thank you to the Program Committee: Billie Blain, Carolyn Crane, Linda Dominik, Helen Hampson, Carol O'Connell, Jack Poole, Rob Robinson, and Helen Saunders.

CENTENNIAL KEEPSAKES

If you were unable to attend the Centennial Conference and would like a souvenir for a treasured keepsake, please fill out the order form on next page, cut out, and return to the Association.

Items available are as follows:

Commemorative Plate: This 8 1/2" plate has a picture of the old and new Silent Unity building in sepia color on the front and a brief history on the back. Price \$4.25 ea.

Centennial Coffee Cup: This centennial cup celebrates the 1989 Centennial Conference, with the new Silent Unity Tower. Price \$2.50 ea.

Centennial T-Shirts: Navy blue 50% cotton and 50% polyester, price \$6.50. Please specify quantity and size when ordering. (T-Shirts are available in adult sizes only.)

Cassette tapes of the special speakers and workshops are also available. These tapes are listed on the order form.

1990 Association of Unity Churches Convention

Fairmount Hotel -- Dallas, Texas

Tuesday, June 13 through Sunday, June 17

We encourage you to plan now to attend this exciting event.

SPECIAL CENTENNIAL SALES



CENTENNIAL CONFERENCE 1989

Association of Unity Churches®

June 11-16, Unity Village, MO

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	Qty.	Unit Price	Total
CENTENNIAL GIFT ITEMS			
CENTENNIAL T-SHIRT:			
Specify quantity: _____ small _____ medium _____ large _____ extra-large		\$6.50	
CENTENNIAL PLATE		\$4.25	
CENTENNIAL COFFEE CUP		\$2.50	
CASSETTE TAPES			
SPECIAL SPEAKERS:			
Fred Pryor - Monday Keynote Speaker (set/2 tapes)		\$10.00	
Norman Vincent Peale - Tuesday Evening Speaker (1 tape)		\$5.00	
R. Scott Sherman - Wednesday Afternoon Leader (set/3 tapes)		\$15.00	
WORKSHOPS:			
COMMUNICATIONS FOR THE 90's - Carolyn Craft (set/3 tapes)		\$15.00	
THE WHEN, WHY, AND HOW OF CHURCH BUILDING - Howard Caesar (set/ 2 tapes)		\$10.00	
LIES, SECRETS, MONKEYS, AND MIND - Stress in Ministry--Getting Results! - Janet Oliver (set/2 tapes)		\$10.00	
MINISTERIAL AGREEMENT/A TOOL FOR HARMONY - Albert Wingate/Joann Landreth (1 tape)		\$5.00	
NETWORKING FOR YOUR CHURCH'S GOALS - Marj Britt (set/2 tapes)		\$10.00	
HOW TO RE-CREATE YOUR MINISTRY'S VISION - Dick Connor (set/3 tapes)		\$15.00	
PREACHING WITH PURPOSE, POWER, and JOY - Sylvia Sumter (set/2 tapes)		\$10.00	
STRATEGIC PLANNING FOR A MINISTRY - Barbara O'Hearne (set /3 tapes)		\$15.00	
THE CHURCH THAT MINISTERS TO ITS CHILDREN GROWS! - Marianne Hill (set/2 tapes)		\$10.00	
INCITE AND EXCITE YOUR VOLUNTEERS - Helen Hampson (set /2 tapes)		\$10.00	
YOUR GIFTS IN RELATIONSHIPS - Robert Ellsworth/Judith Grimes (set/2 tapes)		\$10.00	
WORD POWER - WRITER'S WORKSHOP - Art Holt (set of 2 tapes)		\$10.00	

Giving and Getting Megagifts

Did you know that:

- Large gifts account for one-third of the money donated to most fund raising campaigns?
- Eighty percent of the money donated in campaign programs comes from 20 percent of the donors?
- Eighty-one cents of every dollar given to a philanthropic cause in a recent year came from living donors--not from bequests or foundations?

These are the points raised in Megagifts: Who gives them, who gets them. And the book goes on to tell us how to find and push the right buttons to bring in large gifts--especially those of a million dollars or more.

The 231-page book was written by Jerold Panas, founder and CEO of one of the nation's largest firms specializing in campaign services and financial resource development. It differs from most books on fund raising because it probes the psychological factors, the pressures and the social imperatives that drive men and women to make large gifts.

Some examples:

- **People who donate** heavily respond to dreams and dazzling visions--not to columns of statistics, financial statements and historical facts, even though these specifics are needed for substantiation and background.
- **"Do not sell** the needs of the in-

stitution. People do not give to needs; they give to opportunities." See how you can mold the needs of the potential donor to the opportunities of the program.

- Megagifts are often given as the result of a chief executive officer calling on a prospect.
- For megagivers, campaign literature is often a turnoff." And the fancier the material, the more objectionable it is."

The book is loaded with examples and short case histories. Quotes from megagivers enliven the narrative style and present the reader with some choice nuggets. Example: "I would like to gain some fame with my gift. That doesn't necessarily mean that I require tremendous recognition, but fame is different. That is of more lasting value."

The back of the book lists 65 tenets for raising megagifts. Among them:

- **Involve both** husband and wife, even though only one of the partners appears interested.
- **Good friends** are often not the best ones to make solicitations: they will be overly protective of the donor. But they may be the best ones to make the appointments.
- **"Get the prospect** as close to the program as possible." Walk him or her through the campus or into the emergency room.

Source: Megagifts: Who gives them, who gets them, by Jarold Panas, Pluribus Press, Inc., 160 E. Illinois St., Chicago, IL 60611--\$24.95

Reprinted from
communication briefings-May 1986

Balloon debris killing marine animals

Because of the potential harm to marine life, Arthur Davis, state Department of Environmental Resources secretary, **has asked for a halt to outdoor balloon launches.**

Recent research shows that sea turtles and whales are eating the balloons and the latex is nonbiodegradable. Davis said the balloon pieces could not be digested.

According to the Marine Mammal Stranding Center in Brigantine, N.J., three beached mammals--a sperm whale and two sea turtles--died after suffering from balloon-blocked intestines.

Center Director Robert Schoelkopf said staffers looked for balloons on the eight-mile Brigantine beach every day for two months last summer. Some 700 beached balloons were found.

At Balloons Over Pittsburgh, James Silver, company controller, said the balloon controversy began heating up about a year ago and articles outlining the industry's viewpoint had been published in trade publications.

Silver said, "We do not want to release something harmful into the environment, which is why we don't do mylar releases any longer."

But unlike mylar, the shiny silver balloons, old-fashioned latex is environmentally safe, he said.

"If it's natural latex, our position is that it will decompose in 45 days. Rubber is a naturally occurring substance," Silver said.

Schoelkopf noted that **latex takes six months to decompose and not 45 days--too long to sit in a mammal's digestive tract.**

That's why the center, Schoelkopf said, is experimenting with making helium balloons out of hot dog skins--a synthetic material being supplied by Johnson & Johnson, based in New Brunswick, N.J.

David said a University of Texas study found that **5 percent of beached animals had latex balloons blocking their intestines.**

Excerpts reprinted by permission
Pittsburgh Post-Gazette, June 28, 1989

1989 CONFERENCE REPORT

The Centennial Conference was a huge success. Many stated it was the best conference ever. Following we are listing some of the highlights of the Conference Body meetings:

NEW MEMBER MINISTRIES

The following ministers and ministries were acknowledged and blessed for becoming new fulltime member ministries of the Association during this past year:

Unity Church of Today
Stillwater, Minnesota
Doug and Garnet Quimby

Unity of Greater Cleveland
Mayfield Heights, Ohio
Joan Gattuso

Pyramid of Truth
Brooklyn, New York
Norbert St. Louis

Unity of the Palms
Jupiter, Florida

Unity in Ashland
Ashland, Oregon
Colleen Graham

Way of Life Unity Center
Fort Walton Beach, Florida
Marjorie Howard

Unity Church of Clear Lake
Houston, Texas
Carolyn Wenzel

Unity of Ocala
Ocala, Florida
Richard Stone

Unity Church of Mississauga
Mississauga, Ontario, Canada
Donna Easter

Unity Church of Four Towns
Orange City, Florida
Nancy Hensen

Unity Chapel
Southgate, Michigan
Virgil Brewer

Unity Church of Ottawa
Ottawa, Ontario, Canada
Shari Culliver

Unity Church of Kona Kohala
Kona, Hawaii
Carlton Buboltz

Community Unity Church
Kansas City, Kansas

Unity on the Parkway
Denver, Colorado
Gene Nichols.

Counseling Department.

UNITY MOVEMENT ADVISORY COUNCIL and HIGHLIGHT OF THE CONFERENCE

Included in the UMAC report to the conference body was the presentation of the deed to ten acres of property to the Association of Unity Churches. This was the highlight of the conference. It was easy to feel the love and cooperation that now exists between Unity School of Christianity and the Association of Unity Churches. A special letter has been sent to all ministers giving the details of this presentation. Join us daily in the following affirmation visualizing the unfoldment and building of the new Association of Unity Churches home:

*Through faith in God and
unity in Unity, we lovingly
build our new home for the
Association of Unity
Churches.*

COMMITTEE REPORTS

Carol Davis, Unity Church of Northeast Tarrant County, Hurst, Texas, and David and Alice Durksen, Unity Church of Victoria, British Columbia, received the June 1989 Templeton Radio Grants. One church was granted Expansion funds; two churches were given the moving loan which were all recommended through the Expansion Committee.

If you are interested in seeing any of the Committee reports, please feel free to write or call the Association for copies.

The 1990 Association of Unity Churches Conference/Convention will be held at the Fairmount Hotel in Dallas, Texas, Tuesday, June 13 through Sunday, June 17, 1990. We encourage you to plan now to attend. The program will be an exciting one.

NEW BOARD MEMBERS

New Board members elected include **Stan Hampson**, **David McClure**, and **Pat Barker** (for a one-year term), elected by the Conference Body; **Alan Stanley**, **Vicki Lafser**, and **Linda Spencer** were elected by the Board. **Shay St. John** and **Alan Rowbotham** were elected to the Executive Committee. The Conference Body approved a change in the bylaws allowing for a First Vice-President and a Second Vice-President. **Nancy Neal** was elected as First Vice-President and **R. Scott Sherman** as Second Vice-President.

LIGHT OF GOD EXPRESSING AWARD

The Light of God Expressing Award

was presented by Sir John Marks Templeton to **Dr. Norman Vincent Peale** as a member from the community at large. **James Dillet Freeman** as a significant contributor to Unity from within Unity was presented the award by Stan Hampson.

MINISTERIAL EDUCATION PROGRAM

Bob Barth presented a report on the Ministerial Education Program. Thirty-six (36) individuals graduated from the program this year. Thirty-five were licensed and one was given Associate Licensed Minister status. Thirty-one (31) students have been accepted to the first-year program. Bob Brumet has been hired as an instructor for the Pastoral

FINANCIAL STATEMENT

On behalf of the Association of Unity Churches' staff and Board of Trustees, we extend to you our deep gratitude and appreciation for your past financial support. The love and faith you incorporate into your gifts make them special. We will appreciate your affirming with us daily these powerful words:

Thank You, God, for an increasing awareness of Your all-providing love. We are confident that the prospering power of Your love blesses the Association of Unity Churches with success and plenty.

ASSOCIATION OF UNITY CHURCHES Statement of General Fund Operations Three Months Ended June 30, 1989

INCOME-OPERATIONS	April	May	June	Year to Date
Love Offerings	\$66,413.66	\$ 98,458.08	\$67,666.73	\$232,538.47
Other Income	2,219.44	2,065.08	1,245.26	5,529.78
	<u>\$68,633.10</u>	<u>\$100,523.16</u>	<u>\$68,911.99</u>	<u>\$238,068.25</u>
Less: Tithe Transfer	7,112.75	10,737.85	7,362.83	25,213.23
	<u>61,520.35</u>	<u>89,785.51</u>	<u>61,549.16</u>	<u>212,855.02</u>
Gross Profit Material	6,621.09	4,519.19	6,317.23	17,457.51
Total Income	<u>\$68,141.44</u>	<u>\$ 94,304.70</u>	<u>\$67,866.39</u>	<u>\$230,312.53</u>
EXPENSE-OPERATIONS				
Total Expenses	<u>\$83,095.05</u>	<u>\$ 74,857.07</u>	<u>\$88,171.69</u>	<u>\$246,623.81</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$(15,453.61)</u>	<u>\$ 19,447.63</u>	<u>\$(20,305.30)*</u>	<u>\$(16,311.28)</u>

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

Month of April: \$15,966.30

Year to Date: \$14,966.30

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

* NOTE: The above expenditure includes the subsidy expense for Church Growth Department of \$15,000.



Dear Ministers,

I am your vehicle for exchanging Unity ideas and views to the world. I represent a multitude of Unity Truth students on planet Earth. Each student has a life-changing message to share. I am your opportunity to express your message.

Do I represent your voice effectively? Your ministry? Your Unity-mindedness on current issues? Your human interest stories? Your history or education? Your current events? If your answer is no, then I ask you: have I heard from you?

Let me hear from you today. I am your global information source. I desire to represent you effectively. Your contribution is vital. Thousands of readers could hear from you today. Your voice could make a difference in their lives.

"May you be completed in unity to let the world know the Christ within. . ." is what Jesus prayed for all believers. How can you let the world know the Christ within? The most effective way is to communicate.

Take this opportunity now to share your part of "Unity history in the making."

Together we can,

YOUR VISION NEWSPAPER



Robert Ellsworth
Associate Director/Director of Education

The Hero's Journey An Underdeveloped Theme In Unity's Teachings Part I

Ministers and other Truth students do experience times of acute, personal crisis. In July's Minister's Letter, a courageous and highly-respected minister announced, "Today, several of my friends, staff, and board members lovingly urged me to attend an ACOA program at a treatment facility. . .for 28 days. I have accepted their advice gratefully. While I no longer use any alcohol, I believe the stresses of the last several years have compounded so that I truly need the help that such a program can give me."

This remarkable and courageous statement would not likely have been made a few years ago. It has been my experience that we, as Truth students, have tended to regard crisis experiences as falling short, failing to express our inherent perfection, or the misuse of the power of thought. While this may be true, I believe that it is only part of a larger picture. Many contemporary observers of the spiritual journey now consider these kinds of crisis experiences as probably necessary, and a prerequisite to major breakthroughs in higher consciousness. If this be true, we in Unity need to take a second look at the event of personal crises. Rather than labeling them as failures of some kind, there needs to be a more positive perspective of crises. If so, this could impact our teachings to a great extent.

Not uncommonly, Unity ministers and Truth students do experience periods of despair, ineffectiveness, disorientation, and a sense of purposelessness. St. John of the Cross referred to this experience as "the dark night of the soul." Jung called it "defeat of the ego" and "state of alienation." Kierkegaard identified it as "state of despair." Joseph Campbell has called it "the Hero's Journey." These students of mankind's spiritual journey agree that a higher state of consciousness is rarely attained without first experiencing this state of alienation or dark night of the soul.

Joseph Campbell has explored the role of personal crisis in his book, The Hero With A Thousand Faces. In examining the myths from many cultures and different times, he has discovered what he calls a "monomyth" or common theme. Myths, for those who appreciate them, contain much wisdom about our spiritual journey. In the monomyth, the hero must undertake a dangerous journey. He will encounter dangerous trials, fear, disorientation, temptation, hopelessness, and despair before victory is achieved (such as marriage to the princess, etc.). The hero is usually masculine, apparently because it is the masculine quality within both men and women that characteristically ventures out into the unknown.

Unity teachings have alluded to the role of personal crisis in our spiritual journey, but to my knowledge it has not been developed adequately. In The Revealing Word, Charles Fillmore regards crucifixion (similar to dark night of the soul, etc.) as "the surrender or death of the whole personality in order that the Christ Mind may be expressed in all its fullness." The only correction that many Jungian and other contemporary observers of our spiritual journey would make is that a state of crucifixion occurs wherever any significant aspect of personality is given up. Also, crucifixion (as that dark night of the soul phase in the Hero's Journey) occurs many times during one's lifetime.

In the original Lessons In Truth, H. Emily Cady wrote about CHEMICALIZATION. Chemicalization can occur when a person feels "very nervous and scared way down in the depths of himself." Another indication is when events that had looked hopeful "collapse and seem darker and more hopeless than ever." "What has happened?" she asks. "Why simply this. There has been a clash between the old condition. . .and the new thought or truth entering into you. The old mortal is kicking vigorously against truth. You have a feeling of discouragement or of fear. . .and something higher and better always results. While this does not occur with everyone, if a person affirms 'there is nothing to fear,' etc., and very soon; the brighter conditions will appear and you will find yourself on a much higher plane than you have ever seen before."

Charles Fillmore and H. Emily Cady tentatively acknowledged some positive aspect of personal crisis in our spiritual journey toward higher consciousness. But a fuller consideration of it was not developed in Unity, as far as I know (if anyone can help here, please write me). In fact, Cady's discussion of chemicalization was dropped from later editions of Lessons In Truth.

In summary, The Hero's Journey (by whatever name it's called) appears to be an important and even necessary part of our spiritual journey to higher consciousness. It is exciting to me that our movement may be ready to more openly acknowledge the positive aspects of personal crisis in the lives of ministers and other Truth students.

NEXT MONTH:

"The Hero's Journey In Biblical Characters"

LIGHT ON THE PATH



Trish Robinson
Licensed Teacher Consultant

Things are not going the way you would like? People are not trusting that "God is in charge"? Other are not remembering the Unity Truth principles they were taught? Things and situations seem to be everything EXCEPT in some kind of order, and certainly not divine order.

The dog is meowing, the cat is barking. The kids are yelling, best friend is sulking, et cetera, et cetera! WHAT IS GOING ON? ME! Me is going on with all of it. My attention and, therefore, my creative energy is on all this STUFF I do NOT want. Or do I? Is there a gift here that the universe is attempting to give me and I keep putting up roadblock resistance? Sometimes our vibrational rate has to slow down (alter), to receive the message our superconscious is attempting to give us. This lowered rate can often be uncomfortable and sometimes confusing. The one thing that helps me get through this state easier, and receive my gift quicker, is to remind myself that I do not have to understand what is going on, and THIS TOO SHALL PASS. I give thanks that God IS in charge regardless of what it looks or feels like. Nonresistant? You bet! Jesus gave many examples of using nonresistance, and the more we practice it, the greater the benefits.

We often take life and ourselves too seriously. When everything seems to be going haywire, and people seem out-of-sorts, it is most important for me not to get caught up in it. Interestingly enough, it often has nothing to do with us at all. I recall a morning when I awakened with pain from the neck up. Even my eyelashes hurt and my face was very swollen. I was teaching an ongoing class at the time and it was to meet that night. Two people from class had decided to go to dinner early at a restaurant near my apartment. They came by to see if I was home and would

like to join them. Right after I opened the door, one went to get medicine, the other got on the phone to tell everyone there would be no class that night. It seemed my sinus passages were acting up, which had never happened before nor has it happened since. The next day I said to God, "OK, when I'm ready, let me know what I did or didn't do to bring this on." I heard, "It has nothing to do with you." That didn't make sense so I asked for an explanation and it was, "Your students need a rest." Well, the fantastic thing was that I got out of bed to begin calling students to tell them no class for at least two more weeks, and immediately I was full of energy, swelling gone, and no sign of any pain or even ache.

We often take ourselves and life too seriously. It is good to remember that "angels have wings because they take themselves so lightly." It is also good, and important, to be continually aware that we pay the price and reap the rewards for our own actions, reactions, words, and for the thoughts we entertain. No one else's. If I get myself in a stew over another's actions or inactions, it will cost me. When someone is pushing our uncomfortable buttons, we need to look in the mirror--or give it to God.

Let me share another experience I had. A few years ago I was walking off a job. The manager had just spoken to me in an unacceptable way, immediately followed by a doctor being extremely rude to me in front of a patient. As a coworker saw me going down the hall with my purse and jacket she asked me what I was doing. "I'm leaving. I've had it." She said I couldn't and I told her to watch me. Asking if I had told anyone, I replied, "They'll find out." She was shaking her head and shrugging her shoulders as I went out to the parking lot. As I walked through the parking lot I was venting out loud and said, "God, if You want me on this job You had better do something about those two. And while You're at it, YOU BETTER DO SOMETHING ABOUT MY ATTITUDE!"

A few more steps and I stopped. I realized that I was filled with peace and was questioning why I had gotten so upset. Chuckling, I made a U-turn saying silently to God, "Well, You sure took care of my attitude, now let's see what You did about those two." I was barely through the back door when the manager came up to me apologizing (which was a first). After assuring her it was OK I was walking down the hall when the doctor passed me with a smile and called me Trish, which he had never done before. Needless to say, I stayed on the job until it was the right time for me to leave.

So...no matter what happens, it's OK. It's for us to act or ask; and to acknowledge that GOD is in charge.

Love and blessings.



Marianne Hill
International Children's Education Consultant

How Do I Attract Children To My Ministry?

For every concern which we must face, there is a divinely ordered outworking. We know this to be true, and yet, when faced with a challenge we are often tempted to look at the outer circumstance and try to resolve it by using all the latest "techniques" the outer world has to offer. Seeking the solution from the outer without seeking guidance first from Spirit within, never has any lasting fulfillment. We are Unity. We have wonderful principles to live by--which we call Truth, because Principle is unchanging and the process works in all situations.

Children's consultants are often asked for ideas on attracting children to a ministry. I would like to share some ideas from Suzanne Cameron, Unity Children's Education Consultant for Southeast Region. Thank you for sharing your beautiful thoughts with us, Suzanne!

Dear Minister Friends,

"How can I attract children to my ministry?" "I would like to have more children coming, but they just don't stay, even when I have a teacher to teach them." "What can I do?" "Where does the responsibility lie?" Even those of you who already have children coming want to improve the numbers and quality of your programs for children. You want more. And my heart is overjoyed and filled with awe and respect for you and your desire. For with the children comes the fullness of life.

Dear friends, children come to a certain place in time when the way is prepared for them. They come when the teacher is ready. They come because you love. They come because of your clear and unmistakable INTENTION and what you are WILLING to do. And finally, they come in response to fulfilling their right place in the whole, making cosmic order of the universe. Because we are all ONE, we

are all interconnected and interrelated. Our children, then, are also our brothers and sisters, diminished in size only. And in this age of rapid spiritual awakening, there is a rush and certain urgency to bring all together--to serve the whole in one big fellowship of love; to come together to learn from one another, regardless of size or of age. We are simply tuning into the natural flow of the age when we desire to truly minister to (and be ministered to by) our children. This is the real reason why you would like to see your Youth Education department grow.

And so, just as Myrtle Fillmore discovered that it was her responsibility, so it is yours. But it is a joyous one, and the yoke can be easy and the burden can be LIGHT! You say you would like the children to come? How much? By our true and honest desire, let us prepare the path for them to find their way by being that Light.

Let's begin with the beginning of all, GOD. . .the Vision. . .the creative process.

The Creative Process--Seven Steps

We are told in the Bible that this is how God created what He/She wanted to see. If we are one with Spirit, this is how Spirit would like us to begin any undertaking:

1. **PRAY:** Go to the Spirit of truth within you first. "LET THERE BE LIGHT." Ask for illumination of the mind through Infinite Intelligence. Go to the Source wherein are all divine ideas. See that your good desire is God's desire. Align yourself with God's desire. A child may well be the brightest spark of the Infinite. Align yourself with that spark from the Infinite!
2. **KNOW:** Feel one with your desire. "LET THERE BE A FIRMAMENT IN THE MIDST OF THE WATERS." Have the faith that in the midst of all the infinite possibilities, and the seemingly endless challenges, the illumined mind can and will accomplish its intention. Build your foundation with faith, knowing that the law of mind-action will prevail in the highest sense of meaning. Identify with the faith of a little child. They truly KNOW.
3. **IMAGINE:** "LET THE WATERS GATHER IN ONE PLACE. . .AND THE DRY LAND APPEAR." Bring all you know and all of the possibilities you can possibly imagine together in one "place". . .and IMAGINE! Imagine the sound of young people's laughter and see the magic in their eyes and know and feel the presence of joy--right where you are. Remember, as Einstein said, "Imagination is more important than knowledge." You don't have to be an expert on children. Just imagine LOVING them.

Continued. . .

4. **USE WISDOM:** "LET THERE BE LIGHTS... TO DIVIDE DAY AND NIGHT." Now it is time to ask for guidance and instruction in using your powers of understanding and will to arrive at a sense of divine wisdom in learning how to guide your center through a program for children. How does this come about?

- a. By reading what you can on the ministry of the new-age child. You had to read many books in ministerial school. How many of them were on the youth ministry phase of the program? How many of them were about what the youth are all about? I know you are busy, but how great is your **DESIRE** and your **INTENT**? Here are just a few suggestions for books you might want to peruse:

Wee Wisdom magazine
 Living With Children--Patterson
 How To Let God Help You--Myrtle Fillmore
 Maternity Lessons--Unity
 The Simple Truth--Mary Alice Jafolla
 The Magical Child--Pearce
 The Developmental Psychology of Piaget--Flavell
 (any books by Piaget or Maria Montessori)
 Birth Without Violence--Leboyer
 The Way of A Child--Introduction to Rudolph Steiner--
 Harwood
 Unicorns Are Real--Vitale
 How To Raise A Child of God--Singh
 Books by John Holt
 Parent Effectiveness Training--Ministry of the Child--
 Gordon

- b. Get professional help to set up your program, based on your vision. Here's where your Regional Youth Educational Consultant comes to help you! The Association of Unity Churches has excellent youth coordinators for all age levels with wonderful resources. Your city has model schools and consultants and your universities have education courses galore. **CONTACT** magazine has monthly columns devoted to Youth Education. The possibilities are endless! Treat your program in a professional way.

5. **CREATE:** "LET THE WATERS SWARM WITH LIVING CREATURES--AND BIRDS FLY ABOVE THE EARTH." Get busy and start producing! You have the authority of the Holy Spirit behind you now, so create and produce the highest program possible. The children deserve your best. You deserve your best. It's time to list, call, renovate, fund raise, decorate, recruit, etc. Here are some practical ideas to help you create that excellent program:

- a. Call together a **PRAYER COMMITTEE** to help you with your vision. Where two or more are gathered together there is even more power. And Unity people love to pray! Create an affirmation that will include all of your divine ideas and come together on a regular basis and watch what is wrought in the Silence.
- b. Gather a **TASK FORCE** of interested people in your congregation to dream and mastermind. They can be teachers, artists, fund raisers, scientists, social workers, etc. Where there are many talents with one purpose, one focus, there is **SYNERGY** and much can be accomplished.
- c. Get your **BOARD** behind you. A prayer committee and task force can lend your ideas enthusiasm and weight. Appoint a Youth Education Representative from your board as a liaison between you and your department. This board representative would do well to appoint a committee to back the youth and their needs and activities with the congregation.
- d. Involve your **CONGREGATION** as much as possible by making the children and their activities visible. Feature as many intergenerational activities as possible so that enthusiasm runs high. Have events for parents and show them your earnest desire and intention. When they know that you truly care about their children and are prepared to provide quality, they will come again and again.
- e. Make **FINANCIAL COMMITMENT** to the Youth Education program in your church. Tithe to your program and think about supporting that all-important director with a salary. Put Youth Education at the top of your priorities for a change. It will serve you well!
- f. **MARKET** your Youth Education program. Advertise this wonderful new program you have created in the newspaper, in your newsletters, outside on your sign--wherever parents with children will see. Believe me, parents are actually shopping for quality Christian education these days. Is your program listed in your ad in the paper? Is there a notice in the Sunday morning bulletin as to activities for children? Is there a column in your newsletter devoted to your Y.E. program? Do you have a sign on your lawn with a beautiful logo indicating you minister to children? For those of you with a radio ministry, could you devote a line or two about the program, and/or a special program about or for children?

See **EDUCATION** on page 24



Ray Wiggins
International Youth Education Consultant

The Five P's A Positive Look at Discipline

***Discipline:** punishment; control gained by enforcing obedience or order.*

--Webster's Third New International Dictionary

***Discipline:** a positive approach to preventing problems by the principles of preparedness.*

--A creative teacher

Which of these definitions would you like to use in your classroom with your students? If you chose the second definition, this article is for you.

Prior Planning Prevents Poor Performance

The five P's, an axiom that an instructor of Education 201 had us embroider on the inside of our eyelids, is a truism that has remained with me throughout my life. Let us consider it in the context of discipline.

If you think about it, this axiom applies to every aspect of our lives from a dinner party for the boss to writing a doctoral thesis. But for our purposes we'll concentrate on the Sunday school classroom.

Let's examine some ways we can apply the five P's by beginning with the focus on prior planning. An obvious place to begin with is to take these words literally.

Prior, as in *before Saturday night*, means that you have read and gone over your whole plan. You will then know the goals of the lesson, the activities, and will consequently have your materials and resources ready. Nothing destroys the excitement of continuity of a lesson (and opens the doors wide for creating havoc) as not having enough felt-tip markers to go around or having too few orange juice cans for your class project. By having all the

materials on hand and ready for your students, they will know that you thought enough about them to be prepared. It says you care!

Planning, as in *knowing what activities you will work on*, means that you have more activities than you think you will need. It also means planning for a variety of activities and interests to meet the needs of the different students in your class. Some persons are most comfortable with reading, others like to listen, and still others learn best by doing or creating things. Plan activities for all of these learning styles and offer choices.

It will be in your best interest and the interest of your students to plan enough activities so that there will be very little time for problems to erupt. Keep class members active from the moment they enter the classroom. Early comers can help set up the room or see that materials are at all of the places and that the pencils are sharpened.

Prior planning also means creating a positive climate in your room. This climate or atmosphere is established on day one! People--from little ones through adults--know, sense, feel a mood in a room. What are some things that establish a positive climate? Think about some places where you have felt at ease. What components were present? What was it that made you feel good in that place?

Here are some things to consider. Make sure your room is clean--as in no papers or other trash on the floors, chalkboards clean, furniture arranged neatly and comfortably--as in furniture the correct size for your students; interesting pictures on the wall at students' eye level; good lighting; safe, durable equipment. A sense of "OKness" speaks volumes about your caring. The rooms says, "Here is a safe place where you can be you, and that's good."

This room is also a place that has some rules (class agreements). Agreements need to be brief and few in number and co-created by the students. Some examples might be: "In this class we pick up after ourselves," "In this class we don't put each other down," "In this class confidences are kept."

Establishing agreements helps generate a positive climate by setting the boundaries. Agreements that class members have talked about work best. Discussing and formulating rules for the group give the students ownership of their behavior. If a student breaks an agreement, allow the students a voice in how to deal with the problem. This method helps students realize that they have responsibility in classroom behavior.

Prior planning also means knowing something about your students, general and specific. In general, you need to know some of the characteristics of the age level you teach, their attention span, large and small motor ability. Being aware of these characteristics will help you plan lessons that won't frustrate your students. Specifically, you need to know information about the individuals in your class--their interests; illnesses; home situations; physical, mental, or age limitations--because the more

Continued...

UNITEEN/YOUTH OF UNITY MINISTRY - *For ministers and lay persons who serve with teens*

you know about your students the better you can plan for their needs and the more you say, "I care about you."

Prior planning means anticipating the best from your students no matter what their age. Kind words and expressions of caring and affection can do wonders to enhance the good feelings in your room. Tell them that they are creative, and they will be. Tell them that this is a room where people experience loving, trusting and sharing; and they will!

Now let's look at the last three words of the axiom--*prevents poor performance.*

Prevents, as in before it starts, is to be mindful of students who seem anxious or antsy. Sometimes giving a look; waiting in silence; talking in a whisper; speaking in a soft, calm voice; or giving a light touch can quell a

small problem and keep it from becoming a major one. Keeping your students interested and busy is an ounce of prevention.

Poor, as in not good, leads us to think about feelings. Most people would rather have a good experience than a poor one. Give your students every opportunity to make your time together good. Reward positive behavior. Positive reinforcement makes people feel good about themselves.

Performance, as in taking time to check your feelings and the feelings of your students, is your last consideration. How did the students react? What went especially well? What might have been improved? Were your goals and expectations realistic? Taking the time to evaluate is a very positive step in good teaching. You can spot problems immediately and take steps to correct them.



Inner-View Y.O.U'er of the Month

Kevin Mason

Name: Kevin Christopher Mason

Nicknames: Banzai, Cricket Man, Soundtrack

Years in Y.O.U.: 2

Hometown: Rio Linda, California

Unity Center: Sacramento L (as opposed to Sacramento North)

Favorite Color: Green (all shades)

Favorite TV Show: Doctor Who

Favorite Movie: "Star Wars," because it uses the concept of a spiritual "Force."

Hobbies/Interests: Comic books (reading and creating), special sound effects (via his own mouth), Y.O.U., martial arts, philosophy

How I See God in My Life: "As a force within that can be called upon when needed."

How I See Y.O.U. in My Life: "I see Y.O.U. as the main reason I'm alive."

My Wish For Y.O.U.: "That all people could experience Y.O.U. at least once."

Do you know a Y.O.U. teenager we could feature in this column? Send us this person's name, address, and phone number, and tell us how he or she demonstrates the Unity truth principle.

International Y.O.U. officers celebrate the completion of a wonderful year



International Youth of Unity Officers, 1988-89 from l to r: Greg Witbeck, First Vice-President; Lynn Michael, President; Stacy Macris, Second Vice-President.

GREG WITBECK--First Vice-President:

About a year ago at this time Mikki, Stacy, and myself were new in our offices and were expressing our hopes that we would be able to fulfill them in a loving and effective manner. Now, as our terms are nearly expired, I look back at the year and feel that we have accomplished our goal.

When we met in October we began a bonding process between the officers and "Daddy" Ray Wiggins which has grown stronger throughout the year. We met again in April and enjoyed April Fool's Day together while we discussed Conference in greater depth and began sending out more information on the Youth of Unity Fountain, which we chose as a service project to commemorate Unity's 100th

UNITEEN/YOUTH OF UNITY MINISTRY - *For ministers and lay persons who serve with teens*

birthday. The fountain will be located directly in front of the new Silent Unity building and will stand as a symbol of the mutual love and regard held between Unity and Y.O.U.

We also re-established the Leo Beuerman Service Project Award as an incentive to Y.O.U'ers to encourage their chapters and regions to strive for excellence in their service projects. The award is to be presented this year at the International Conference to the Chapter and Region which are judged to have performed the most beneficial service project over the past year.

All of the officers grew closer together during the many rallies we attended, and overall I feel that each of the members of the team have definitely benefited, both as a group and individually, from having had the experience of serving the Y.O.U. in this manner. We have also gained a deep sense of gratitude for all the supportive adults and workers at the Association of Unity Churches, Unity School, and Silent Unity, who have donated their time and energy over the years to help our organization grow and thrive. As we say in our Y.O.U. blessing, "We love you, we bless you, and we truly appreciate you!"

In love and light!

STACY MACRIS--Second Vice-President:

If there is a single thing I could say I am overwhelmed about, I would immediately say it has been my role as the International Second Vice-President. In fact, the same could be said for all my years in Y.O.U. When I first came into Y.O.U., I could barely stand up in front of 50 Y.O.U'ers with two other friends by my side. The more I learned Truth principles and the more unconditional love and support I received throughout my Y.O.U. years, the more I believed in myself and incorporated Unity's thoughts and lessons into my every day life. Throughout the six years I've been in Y.O.U., my life seems to have taken off.

This last year I served on the International Team and it was like the cherry on top of the enormous, delicious-looking sundae I had built for myself. This year as I traveled to different churches and regions and helped plan the annual conference, all my learning experiences and knowledge came together along with my inner Christ Light to shine, share, and teach the Unity Truth. It was so exciting to start sister-prayer chapters and hear the responses from different chapters of the fun they had writing back and forth, as well as the prayers that were answered through this program. It was fantastic and energizing to share with three beautiful people--Mikki, Greg, and Ray (along with the others in the Association). The best part was meeting Y.O.U'ers at the regional rallies. They felt so good that they were helping the International Service Project--Youth Ending Hunger. Also exciting was raising a love fund for a Y.O.U. fountain that was installed in front of the new Silent Unity building; what a beautiful re-

minder for ex-Y.O.U'ers and an inspiration for the current generation. Best of all was seeing the changes people went through in just a single weekend and the abundance of love and peace that was generated from each person. I feel so lucky to have had the opportunity to grow up in Y.O.U., and even more so to be able to return all the love and lessons I learned to others. As with life, Y.O.U. has undergone many changes since I've been in it. My hope is that it continues, because this change seems to be that more Y.O.U'ers are now involved in the movement and that there are constantly new and exciting events happening. Like the new Y.O.U. fountain outside of the Silent Unity building, Y.O.U. is constantly overflowing with love to the outside world, touching it with enormous energy, peace, and love.

MIKKI MICHAEL--President:

Fulfilling. If I were to describe in one word my year as International President, I would describe it as fulfilling. However, since this is an article and not a one-word survey, I am more than ecstatic to elaborate on this past year.

Many annual projects were continued as well as new ones created. The "annuals" include: 1) Sister Chapters; 2) International Service Project--Youth Ending Hunger; 3) International Prayer Panel; and, 4) (my personal favorite) Conference '89--"Come Alive! A Serendipity Celebration."

A few of our new projects include: 1) The Leo Beuerman Award that goes out to the chapter and/or region that has helped its community through the International Service Project; 2) The International Newsletter--our International Prayer Panel was expanded to include notes from the officers, poems, and important information; and, 3) The Youth of Unity Love Fund, a type of prosperity service project where money instead of effort is shared. This year the Love Fund is supporting the Y.O.U. Fountain.

What I have received personally this past year seems limited by words! So many things that I have known in my mind for so long have come alive in my heart as deep understanding. The best way for me to describe it to you is through numbers. Anyone can be told that two plus two equals four, then recite it again and again; but unless you know how many two and four are, the statement means nothing. Likewise, anyone can recite, for example, the words "I am a child of God," but these words do not mean anything unless you understand what it means to be a child of God. In many ways I have realized how many two and four are, and I am still adding to my understanding of what it means to be a child of God.

I see the Youth of Unity growing to other parts of the world; growing in love, peace, harmony, and joy. I thank each of you, ministers, consultants, sponsors, parents, and friends, for sharing your love light with the Youth of Unity and for helping us grow in Truth.

Uniteen News



Junior high kids fastest learners, Coppola proposes

According to a popular theory, physical growth of the brain is not steady but occurs in spurts, with intervening plateaus. Some educators further theorize that during plateau phases, when the rest of the body is growing relatively faster than the brain, experiential learning is more productive than intellectual exercise.

Coincidentally, a Hollywood filmmaker's apprenticeship program appears to support these theories. One of the brain-development plateaus occurs between ages 11 and 13--just the time, said Francis Ford Coppola, when young people are most amenable to learning his trade.

Filmmaking, he said, is best learned experientially--by observing and imitating. "Imitation has a bad name, but a young person should imitate. It is the most useful tool in learning. If you imitate and understand, after a while you will find you are originating. It will happen naturally. As you get older, your personality, your own biases will start to show."

Twelve- and thirteen-year-olds make ideal apprentices--Coppola calls them interns--because they have "just come out of the world of play, which is what theater or filmmaking is about. They observe. They don't come in with a lot of preconceived notions."

But by the end of junior high school, kids move into a new phase. "They tend to become less susceptible to learning, observing and imitating. They develop an ego, the enemy of learning. They're so busy trying to assert what they think or feel that they don't imitate."

Southeast Unity Region Sponsors First Weekend Uniteen Spring Flings by Suzanne Cameron SE Region Youth Education/Uniteen Consultant

In response to a growing desire to better minister to and meet the needs of the Junior High age group on the part of the Unity movement as a whole and the Southeast Region in particular, two weekends in May were designated as Junior High Celebration Time!

Coordinated by Suzanne Cameron, Regional Uniteen Consultant, the first weekend Fling was held on May 19-20, Friday night and all day Saturday, in Orlando, Florida, with the generous and supportive help of Reverend Phil Schlaefter and Angelee Diemer, Christ Church Unity in Orlando. The theme of the Fling revolved around the epic journey of Alice in Wonderland, and was entitled, "Through the Looking Glass: To Establishing our Own I Am Identity." More than 100 uniteens and sponsors attended and discovered that, indeed, just like Alice, they could find the right key to unlock the Wonderland within, which is their own beautiful Christ selves.

Icebreakers were a "Mad Tea Party"; lunch was a "Merry Unbirthday Party"; workshops were "Advice from a Caterpillar" and "Rewriting Your Own Mouse Tale"; fun and exercise times were a "Lobster Quadrille"; and free time was, of course, the "Caucus Race"!

Wonderland participants were members of Florida Unity Churches in Orlando, Tallahassee, Miami, Clearwater, Lakeland, Jacksonville, Naples, Tampa, Mandarin, Melbourne, West Palm Beach, and Delray Beach.

Come to the BANANA BLAST! This was the theme for the May 26-27 Northern-part-of-the-Region Uniteens Fling. Hosted by a dedicated and loving crew from Atlanta Unity (including Reverend Karen Boland and Youth Education Director Hollis Ledbetter), more than 30 Uniteens and sponsors came together from Unity churches in Atlanta and Riverdale, Georgia; Birmingham, Alabama; and Knoxville, Tennessee.

Celebrating the rediscovery that we are our own TOP BANANA through the Christ Power within, we celebrated with real Banana splits; Banana relays, the Banana Mexican hat dance; the Banana character's Soap Opera-with-a-Positive-Ending; etc., and workshops designed to enhance self-image through the Christ pattern.

A special thank you to the Youth of Unity in Atlanta, led by Carolyn Dishman, for modeling the agreements and leading the icebreaker activities so beautifully. And a special tribute to those pioneering, caring, and hard-working Uniteen sponsors throughout the region. A good time was had by all and the 1990 Spring Fling has been initiated! Next year we predict an even greater turnout!

EDUCATION

Cont'd from page 19

- g. Have you set aside a special SPACE for the children's program, either in your building plans or in actuality right now? Create that ideal space right now, and watch it fill up. Children need room in which to grow. Your church needs room and it will grow.
- h. VACATION BIBLE SCHOOL: Launch a summer half-day program for the children in the community for one week in the summer. Use volunteer helpers from the church. Post a sign on your lawn so that the community can see that you minister to the children all year long. This way you can provide a service to the community and gain new members who might have been unchurched.
- i. And finally, SUPPORT. Support the program yourself from the pulpit, and as often as "humanly" possible, attend the Youth functions. Support your Youth Education Director by being accessible. "And a little child shall lead them," but who will lead the leaders? They need your moral support, and they need your spiritual expertise. In this supportive atmosphere, you will simply draw to you the teachers and special people you need--always!

- 6. ADAPT: "LET THE EARTH BRING FORTH LIVING CREATURES--AND LET US MAKE MAN IN OUR IMAGE." Using your power of discrimination ("not my will, but thine"), within the framework of all you have imagined and created, now use what feels right to you and give the process ENERGY AND LOVE! This is an incredibly important step. Put the image and likeness of the Child and his/her ministry first for a while, with enthusiasm, and call it GOOD--for you and for all--and watch the Kingdom of Heaven (of expanding potential) unfold before your very eyes!
- 7. At last, RELEASE. "AND GOD RESTED ON THE SEVENTH DAY." Release, let go, and let God. You deserve it. God deserves it! Relax and enjoy what God and you as cocreators have brought about. But most of all, be gentle with yourself. Be gentle with yourself if it is not progressing as quickly as you would like. God has time. And children are supremely drawn to that which is gentle. You have done the work with style and grace and the harvest will come like this: one day a little seed will pop forth, and then another and another and before you know it: a beautiful garden!

Thank you for letting me share this with you. I truly love you and support you and await your very next call with joy and anticipation.

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THE PRESIDENT'S LETTER



V. Stanford Hampson
Unity - Palo Alto
Palo Alto, California

Forget It!

One of the hardest things for a minister is to get "beyond learning." We spend so many years studying and preparing for the ministry, yet the growing edge of what we shall learn is in our unknowing. To forget and let go of what we know enables more of God's presence to infill us.

Greatness in ministry comes as we forget ourselves.

When I had the privilege of speaking at our Centennial ordination and licensing service, I shared this same concept. No matter how much we've prepared ourselves, we need to let go. Our real call to ministry is in the alive and authentic moment of God speaking through us in the NOW. Greatness in ministry comes as we forget ourselves and let God's greatness shine through us.

Most of you have taken golf lessons and found that any degree of skill emerges when you forget the lessons and let yourself play golf. When you study voice, you practice technique and practice learning certain music. When it comes to performance time, you have to forget all that and simply sing. I believe it's the same with everything in life, especially faith, and certainly with ser-

mons. Ministry is the highest art and probably the greatest sport. Only as you let go and forget yourself, does God do his mighty work through you.

Meister Eckhart wrote, "We must not be afraid of the dark or of the silence or of being without images. Only then are we ready for the secret Word to enter. One reason why silence is so basic to the birth of God (in us) is that the birth takes place from the emptiness of our nothingness. It is such a pregnancy with nothingness that bears divine fruit."

According to Josephus, when Pompeii was conquered and entered in 67 BC, he proceeded to the holy of holies in the Jewish temple. You know what he found--nothing. For only in "nothing" could the Hebrews represent the ineffable nature of Yahweh. God is most present in what seems useless and empty, for God is always beyond the words and the images and the phrases that we claim. Only as you and I enter that holy of holies within ourselves daily--that place of nothing beyond what we know--do we really let God be God in us.

The fall of the year is a minister's busiest season. Usually attendance picks up, as well as all kinds of activities leading to Christmas; then the next stretch is leading to Easter. In the Hebrew tradition, the fall is also the beginning of the new year. It is this season that is the time to make amends, to forgive, to start afresh. In this tradition, I invite you now, in the midst of your busiest time of year to go apart alone and be still. Spend some time every day, and maybe several days together, where you can be alone, forgetting responsibilities, forgetting yourself, and forgetting all that you need to do, so that you can let God be God in you.

...go apart alone and be still.

Your greatest work is being a keeper of the space. It is you who holds the light of your congregation. You give lessons and you love your people, but, more than all of that, is that you allow God to be present in and through you--this takes time. It takes a willingness to be open and receptive to all that God is. To be open to God means time, special time, where you

do nothing--when you forget it--for God is there. Let God be God in you.

Enter the holy of holies every day.

I find for myself, after 28 years of marriage to Helen and raising our children, and 27 years of ministry, that my most important work is doing "nothing." I always need more to get into the "nothingness" of God's presence. The more I am conscious of the one source, the more I forget the rest and really lead my people and do the work that God and I have chosen for me to do.

Enter the holy of holies every day. We can feel a renewal from one another as we take this willingness into our lives. Allow yourself to be empty and open to a new beginning of God in your midst. Truly, "it is such a pregnancy with nothingness that bears divine fruit." I commit myself to this journey with you.

Please join us in your regular prayer time:

"Through faith in God and unity in Unity, we lovingly build our new home for the Association of Unity Churches."

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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.

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EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

From June Conference 1958 through June Conference 1989 (32 Conferences/Conventions), I have missed only the 1959 Conference. I have been involved and active in all of the other 31.

Every Conference is dubbed "the best ever" by a few people who attend, perhaps because it's the most easily remembered. This year it was different.

The June Conference of 1989 was and continues to be called "the best ever" by at least 99% of the attendees. Those saying it once have repeated the message frequently.

"Fan" mail for a Conference is unique, but six weeks later, we are still receiving lots of it daily.

Much of the congratulatory comments rightfully belong to Ron Tyson and the Program Committee; they planned well and execution of the plans went well.

The workshop leaders did their parts well.

All other committees, our Association Board, and our entire staff went above and beyond the required to assist in every way to create "the best ever" Conference.

Attendees at Conference, professional and laity, were about 800, with special evening program attendance of nearly 1200. Conventions have had greater total attendance and, yes, the attendance of over 350 Unity ministers represents the largest single assembly of Unity ministers in our 100-year history.

The foregoing provides statistics, which are indications of the visible, tangible, measureable facts about Conference.

The following, perhaps the most important experiences of this year's Confer-

ence were invisible, intangible, and immeasurable. For this reason, they are hard to describe. There is an Italian phrase which fits, *traduro e tra-deve*; "to translate is to betray." Nevertheless, I shall try.

The spirit of "unity in Unity" permeated all the activities and the atmosphere, and especially all the people attending. Caring about and nurturing one another in our "failures" and our "victories" was expressed more openly, honestly, and earnestly than I have ever seen or felt.

As I indicated in my letter in September CONTACT, the gift of ten acres from

Unity School to the Association for building our new home was a great gift, and was truly a symbol, both in the giving and the receiving of the greater shared gift of "unity in Unity."

The 1989 June Conference was, and is, a symbol of caring, nurturing, sharing, and experiencing on many levels, "unity in Unity."

Please join us in your regular prayer times, **"Through faith in God and unity in Unity, we lovingly build our new home for the Association of Unity Churches."**

Blessings of Love. . .

The acknowledgement printed below is a recognition of achievement to minister, Ward Hallman from his Board of Directors, Unity of Ann Arbor, Michigan.

We, as a Board, would like to take the opportunity to acknowledge and recognize your achievements and personal qualities.

Since the sale of our church building on Nordman, you have continued to increase the size of our congregation and our finances have continued to grow.

You saw the need for an extremely capable administrator for our church and found the right person for the job, Sonja Carico.

Through your leadership, our Youth Education program has doubled, making it possible to hire our Youth Ed Coordinator, Frances Perkins.

You have increased the quality of our sound system by acquiring the professional keyboard, higher quality mikes, a new mixing board and other equipment needed to increase the excellence and professionalism of our sound system including paid staff.

You are continuing to develop the potential of our church through the Board and others by having professionals like Dick Connors and Barbara O'Hearne work with us to expand our growth.

You afforded the Board and other key volunteers the opportunity to attend the Church Growth and Development conference at the Church of Today.

You continue to work towards our new church. This year Jim Brown was hired as our architect. John McCouch was commissioned to undertake a feasibility study. You initiated a Building Committee and a Capital Funding Committee.

You set an example for your congregation by having the strength and courage to look at yourself honestly, see what is needed and to do whatever is required. You went to The Pavilion, trusting in God that you, your family, and your congregation would be cared for and the church would continue to grow in your absence.

You have brought the congregation closer by sharing yourself and your challenges freely, touching the hearts and lives of others and allowing all of us to be human.

You are willing to dream a BIG dream, to share that dream and to commit to whatever it takes to see that dream come true.

Through your personal commitment to excellence and your faith that God will bring out each individual's excellence, you have provided the opportunity for others to shine (for example, the Awakening Hearts production, the Easter play, and the Mother's Day presentation). You have shared your pulpit with Paul Smith, Bill Miller, and others. You recognize the Volunteer of the Week. You have a special way of welcoming new people.

You consistently deliver a powerful Sunday message of excellence and enthusiasm. Powerful because it is personal and it touches the lives and hearts of the congregation. You teach us that our limits come from ourselves rather than from God. When we can remove our limits, God gives us what we need which is usually better than our most cherished dreams.

We thank you! We appreciate you! We love you!

(Signatures of Board members)

CHURCH DEVELOPMENT & MANAGEMENT ISSUES



Barbara O'Hearne
Church Development and
Management Consultant

Contributions of Congregations To Members and Communities

FROM BELIEF TO COMMITMENT: *The Activities and Finances of Religious Congregations in the United States* is the final report of a national study conducted by the Independent Sector. Brian O'Connell is the President of the INDEPENDENT SECTOR, a Washington, D.C., based nonprofit coalition of 660 corporate, foundation, and voluntary organization members. He states "the purpose of this study was to attempt to collect information on a national basis about the activities and finances of congregations in order to gain some understanding of the size, scope, and philanthropic activities of these institutions."

Included in the national study were 4,205 local congregations across all denominations, randomly selected in 18 metropolitan and nonmetropolitan areas within the nine census regions. **Table 1** shows the geographic distribution of congregations by census region.

The information was collected by telephone surveys and two mail questionnaires. The final report contains demographic information for 4,205 congregations; basic fiscal and activities information for 1,862 congregations and more detailed information from 1,353 congregations. It is important to note that the survey was of congregations and not

denominational organizations, religious charities, or religiously affiliated institutions such as schools and hospitals.

In 1986, there were an estimated 294,271 religious congregations in the United States. Membership of these congregations is classified in three areas: small, medium, and large. The national breakdown included the following:

60,000 small--less than 100 members
124,000 medium--100-399 members
103,000 large--400 members or more

In addition to congregation size, the analysis of the survey results were based upon the reported orientation of the congregation from very liberal to very conservative. The study suggests "that religious institutions tend to be conservative because they engage in and preserve re-

ligious tradition." Congregations were asked to rank themselves along a 10-point scale with 1 being "very liberal" to 10 being "very conservative." In the final report the congregations are ranked into the following four groups and percentages:

14 percent	liberal
26 percent	moderate
39 percent	conservative
18 percent	very conservative

Estimated total revenues of the 294,000 congregation in 1986 were \$49.6 billion. Individual donors gave 82 percent of this amount. Total expenditures of religious congregations were estimated at \$48.1 billion. The reader is referred to the article entitled "Giving

Continued...

TABLE 1
Geographic Distribution of Congregations
By Metropolitan and Nonmetropolitan Areas
(Percentages in parenthesis)

Census Division	Population	
	Metropolitan Statistical Area	Nonmetropolitan Statistical Area
New England	6,099 (2.1)	1,259 (0.4)
Mid-Atlantic	27,033 (9.2)	4,235 (1.4)
East-North Central	41,174 (14.0)	15,965 (5.4)
West-North Central	13,418 (4.6)	16,934 (5.7)
South Atlantic	35,913 (12.2)	16,759 (5.7)
East-South Central	13,787 (4.7)	10,989 (3.7)
West-South Central	21,046 (7.2)	10,482 (3.6)
Mountain	10,846 (11.1)	9,845 (2.1)
Pacific	32,523 (11.1)	6,055 (2.1)
Total	201,839 (68.8)	92,432 (31.3)
Total Population	294,271	

Note: Data are from Yellow Pages listings of congregations for all states by census region. Percentages may not add to totals because of rounding.

USA Estimates Donations Top \$100 Billion" in the September, 1989, issue of **CONTACT**.

Activities of Congregations

"We are interested in learning about your congregation's activities and programs. I am going to read a list of activities and programs; please indicate whether or not your congregation participates" was the question asked in the telephone survey to gather information on activities other than religious services and religious education.

The results indicated there were seven key areas of activities: human services, international, public/societal benefit, health, arts and culture, education, and environment. Multiple answers were given by the congregations.

A more detailed questionnaire was responded to by 1,353 congregations and included questions about religious activities and education. Generally large congregations offered more activities than small and medium congregations. The differences were most notable for programs in higher education, nuclear disarmament and day care services for the elderly.

Utilization of the Facilities

Three categories of a facility's utilization were assessed: the number of days used for religious services, for use by other groups within the congregation, and for use by outside groups.

Use of the facility varied with congregation size and is shown in **Table 2**. As would be expected all congregations utilize their facilities for religious services sometime each week. Ninety percent of the congregations made the facility available to groups within the congregation and 60 percent reported the facility was used by groups outside the congregation. Larger more liberal congregations provided their facilities more frequently.

The summary report states "these findings show that congregations provide enormous opportunities for meetings and activities within their congregations and for groups in the community.

In-Kind Support

Responses to the question, "Does your congregation provide nonfinancial or in-kind support, like food, clothing, housing, etc., to human services programs operated by denominational or community groups?" provided brief but interesting results. About 60 percent indicated they did, 10 percent responded they did not, and 30 percent indicated they did not know or gave no answer.

Implications

One of the major implications of the study is that information is now available about the contributions of congregations to their members and communities in addition to religious ministry and education. "The natural affinity between religious belief and improving the human

condition is much stronger than most people think."

The use of facilities for groups within the congregation (9 out of 10) and by groups outside the congregation (6 out of 10) helps foster community participation.

Giving by congregations supports the religious purposes of the church as well as the community activities. Of the \$41.4 billion donated by individuals in 1986, \$19.1 billion or 46 percent was given to programs and activities other than religious or donated to organizations. This does not include the value of the in-kind donations such as shelter, food, and clothing. In-kind giving to social service programs was reported by 6 out of 10 congregations.

This report is available from the **INDEPENDENT SECTOR**, 1828 L Street, N.W., Washington, D.C. 20036 for \$25. It contains a wealth of information and data that ministries of all sizes may find useful as they create their vision for the future. Additional areas surveyed include: a profile of congregations by founding dates, membership, size, orientation, and location. Other chapters report the composition of congregations by nonmembers, families, age, and racial and ethnic groups. The areas of paid and volunteer clergy, employees, giving, allocation of clergy, staff and volunteer time, as well as the finances of congregations are included in the chapter entitled "The Resources of Religious Congregations."

Table 2
Percentage of Congregations Reporting Number of Days Per Week That Congregational Facilities Are Used For Religious Services, By Size and Orientation of Congregation

Days Used Per Week	Size				Orientation			
	Total	Small	Medium	Large	Liberal	Moderate	Conservative	Very Conservative
0	0.1	0.3	0.2	0.0	0.0	0.0	0.2	0.0
1	15.3	12.7	17.2	15.4	20.2	20.9	13.6	7.5
2	27.3	34.3	29.4	21.6	23.4	23.3	29.5	31.8
3	13.2	18.2	14.3	10.1	8.8	10.0	15.9	15.9
4	3.8	4.3	4.4	2.8	4.4	3.0	3.4	5.4
5	1.4	1.2	1.1	1.5	0.0	0.7	1.9	1.8
6	1.6	0.3	1.7	2.1	2.1	1.6	1.4	1.8
7	35.7	27.0	30.7	45.0	39.7	39.0	32.5	34.5
Don't know/ no answer	1.7	1.8	1.0	1.6	1.5	1.5	1.7	1.4
Total	100.1	100.1	100.0	100.1	100.1	100.0	100.1	100.1

Note: Columns may not add to 100 percent because of rounding.

CHURCH GROWTH BY RADIO



Carolyn Craft
Radio/Media Coordinator

Broadcasting, Illiteracy, and Your Ministry

-Over 27 million Americans and 2 billion people in our world cannot read. They cannot read medicine labels, street signs, restaurant menus, nor restroom signs.

-33 million Americans cannot read above the ninth-grade level.

-31 percent of the U.S. population buys an average of four religious books a year.

-10 percent of Americans read 80% of the available books.

These literary facts regarding reading levels in this country can alert us to the millions of souls "out there" beyond the walls of our church who could be searching for Truth. Many have accepted or are merely living their lives without any idea of new possibilities for a better life.

As we reach out with our Unity message beyond the confines of our current

congregation through broadcasting and speak to these people who cannot--or choose not to--read (66 million Americans can't or don't want to read), we are opening the doors of unlimited potential for many.

As your ministry identifies with the fight against illiteracy, your current as well as your potential congregants will recognize and appreciate your concern.

Radio is most compatible with Unity (the invisible made visible) and with reading. All are a very personal form of communication.

The following are excerpts, taken from a recent article in Religious Broadcasting magazine written by Jon Petersen, highlighting a few ideas for your involvement:

1. Everyday over the air, announce your support of the Year of the Young Reader*. Include it in your radio tag or

public service announcements.

2. If you have an open line call-in show or 30-minute interview talk broadcast, include prominent spokespeople and their insights and work in the area of illiteracy in your community.

3. Read publications and books, chapter by chapter, on the air (requesting prior permission from the publishers). Interview authors regularly by phone or in the studio.

4. Produce Public Service Announcements encouraging people to read more.

5. Interview (with station's help) people in your community and your congregation talking about how certain books changed their lives. Encourage

Continued...

GOOD NEWS!

The Canada-based International Task Force on Literacy (ITFL) is tuning up for a major campaign to mark 1990 - International Literacy Year.

The Task Force, a coalition of 27 international voluntary efforts to empower the approximately two billion people in the world who cannot read or write.

With the support of the United Nations, which declared International Literacy Year (ILY), the ITFL is planning a series of news conferences in some 14 capital cities to make the year publicly known.

UNESCO, the lead UN agency for ILY, has called on member states to establish national committees to promote special literacy programs.

ITFL hopes to coordinate similar programs through non-government organizations worldwide. It is calling for as many organizations as possible to be involved in planning and implementing activities for 1990.

International Task Force on Literacy
Coordinating Office
720 Bathurst Street, Ste 500
Toronto, Ontario, Canada M5S 2R4
Tel (416) 588-1211.
Telex (06) 986766 TOR. Fax (416) 588-5725.

reading of the Bible (many former illiterates say they were motivated to learn to read by their overwhelming desire to read the Bible). Offer your interpretations.

6. National Religious Books Week is November 5 through 11, sponsored by Zondervan Publishing House. Air public service announcements which could read: "This week is a week for commemorating the life-changing effect of religious literature and for encouraging the reading of spiritual books." Let the audience know about your bookstore, hours open, subject matter, titles, etc.

7. Encourage (through your talks, committee activities, community outreach and broadcast messages) parents to

care and nurture their children through the practice of reading--family devotions, Bible reading and good books read aloud.

This is just one of the unlimited ways broadcasting can aid your ministry and your outreach. Share your ideas with us and...STAY TUNED!

**Congress has declared 1989 THE YEAR OF THE YOUNG READER. This year's slogan is "Give Us Books, Give Us Wings" expressing the mind-opening quality books offer and the personal growth they bring. Call your local library to find out more details on possible promotional activities in your area.*

The Radio/Media Department continues to receive exciting reports from our field ministries on the positive effects of radio. Here is a sample response from Charles and Nancy Neal, co-ministers of Unity Church of Christianity in Tulsa, Oklahoma (an excerpt from their June 27th letter to John Templeton):

Dear Sir John:

This Church held its first services as a separate entity on July 29, 1979, and so is about to celebrate its 10th anniversary. My wife and co-minister Nancy and I came here in December of 1983. We inherited a regular Sunday congregation of about 100 persons. We found progress was slow at first. Then in 1984 we were fortunate enough to receive the award of the Templeton Radio Grant. From that time we have received a steady stream of newcomers--most of whom attribute their attendance to having heard the radio announcements. Today we are now holding two services each Sunday and the gross attendance is pushing 450 per week. During this same period we have erased a banknote of almost one third of a million dollars, and now we are debt free.

In a nutshell, Sir John, we feel we owe this quite remarkable success story to the radio program which you initially made possible, and which we have continued to fund out of income.

Our sincere thanks again to Mr. John Templeton for his continued love and support of Unity and our broadcast outreach.

Sparkplugs

Talk Topics & Sermon Starters from
Unity publications

This month: Unity magazine
November issue

Thanksgiving Day for some people is a holiday of overeating, football, and relatives; for others, it merely precedes the largest shopping day of the year; and for a number of wiser individuals, Thanksgiving Day commemorates a year-round practice of being grateful. To Charles and Myrtle Fillmore, co-founders of Unity, thanksgiving (giving thanks) was a cause that brought about a desired effect. It definitely was a tool to be used consistently.

Thanksgiving Day, as a national holiday, is celebrated by Canadians in October and by Americans in November. This must be the prime time, then, to talk about giving thanks! A suggestion might be to make this coming holiday a starting point for giving thanks throughout the year rather than a once-a-year observance. *Let's start the habit of praise!*

In the November issue of Unity magazine, articles by Charles and Myrtle Fillmore pinpoint the results of being grateful, expressing praise, and giving thanks. In his article, "Let Us Give Thanks," Charles Fillmore talks about the power of our words and our "thought people." He explains the metaphysics of how praise can heal, bring peace of mind, increase energy, and fulfill every desire. Myrtle Fillmore's article, "Thanksgiving," reminds us of the power of negative and positive words and thoughts and that they bring forth like results. She also stresses that thanksgiving should begin in the home and that it will increase the happiness, peace, and prosperity in homes in which it is practiced.

Thanksgiving, praise, and gratitude bring forth such abundant results that they should receive constant emphasis. Forming the habit of giving praise will start abundant good flowing in any life. In fact, surrendering to this habit is one bent that needs no treatment center--it is the treatment, and the results are great! You will want to read both of these excellent Truth articles in the November issue of Unity magazine.

Unity magazine can be ordered by yearly subscription or individual copy from the Sales Department of Unity School of Christianity.

Unity's Year of the Child

At its June, 1989, meeting the Youth Services Committee of the Association of Unity Churches proposed to the Board of Trustees that 1993 be proclaimed "Unity's Year of the Child." The Association's Board approved and invited Unity School of Christianity to join forces with them in their project whose focus is to recapture Myrtle Fillmore's vision to "take care of the children."

Following are the proclamations drafted by the Association of Unity Churches and Unity School of Christianity establishing the 100th anniversary of Wee Wisdom in 1993--Unity's Year of the Child:

A Resolution For Unity's Year of the Child 1993



We, the Board of Trustees of the Association of Unity Churches declare 1993 to be "Unity's Year of the Child" for the purpose of celebrating the 100th birthday of Wee Wisdom and Myrtle Fillmore's vision, and to raise the consciousness of the Unity movement and Unity Centers to a higher commitment to "take care of the children."

Whereas, The Year of the Child will impact upon the total Unity community, we therefore invite Unity School of Christianity to join us in the formation of a joint Unity Year of the Child Task Force to plan and implement this special year.

Whereas, a sincere dedication and high level of commitment is called for to plan and implement the Year of the Child, the Association pledges its time, talent, and resources, and invites Unity School of Christianity to join with us in a united effort expressive of our love for all children everywhere and our oneness in Unity.

WITNESSED THIS DAY JUNE 9, 1989, by the following signatures of the members of the Board of Trustees:

(Signatures of the following Board of Trustees and executive staff members of the Association of Unity Churches):

V. Stanford Hampson
Glenn R. Mosley
R. Scott Sherman
John M. Byrns, Jr.
Eugene N. Sorensen
Alan A. Rowbotham
Joyce Kramer
Gerald Bartholow
Howard E. Caesar
Nancy Neal

Shay St. John
Linda R. Pendergrass
Polly C. Dozier
Robert Ellsworth
David McClure
Joel Baehr
L. Bill Wilson
Edie Skalitzky
Joann Landreth

July 25, 1989

Glenn Mosley
Executive Director
Association of Unity Churches

Dear Glenn,

Thank you very much for sending us the "Resolution for Unity Year of the Child 1993" made by the Board of the Association of Unity Churches on June 9, 1989. We appreciate the invitation for Unity School of Christianity to join you in recognizing the importance of children in our movement. We accept your invitation with pleasure and look forward to celebrating with you during the year that marks the 100th birthday of Wee Wisdom magazine.

Christopher H. Jackson, Assistant Vice-President/Outreach, has accepted responsibility for forming a Unity School Task Force to study possibilities for the School's participation in the Year of the Child. After formation of this group, several members will be designated to serve on the joint Association/School Task Force proposed in your resolution.

We look forward to working with you on this worthy project to recognize the importance of children to the future of Unity and the world.

Richest blessings,

Connie Fillmore
President
Unity School of Christianity

Hot Topics Survey Results:

Addiction and Recovery is the Biggie

According to Unity ministers and licensed teachers, "Addiction/Recovery" is the hot topic among our people today. Eighty-five ministers and teachers responded to a survey conducted by the newly formed Spiritual Resources Committee (SRC) of the Association of Unity Churches and listed the following as the big four issues:

1. Addiction and Recovery
2. Self-esteem
3. Commitment
4. Conflict Resolution

Since these issues cover a galaxy of possibilities, the SRC decided to focus initially on one area, "Addiction and Recovery," from the relatively new perspective of codependency. The idea is to gather quality resource materials and make these available to Unity ministers.

Committee chairperson Jim Fisher is soliciting materials on this topic currently in use by ministers and teachers. "We ask for your help," Jim said. "If you have any materials for use with adults or children dealing with some aspect of

codependency, the SRC wants to hear from you."

The SRC is looking for your original: class outlines, video or audio tapes, or any other materials you have created to deal with this topic. Jim also said the SRC wants help assembling non-Unity references, even if it's just the title/author of a book, cassette tape or video on Addiction and Recovery or Codependency which you have found helpful in your ministry. "We want to compile a selective bibliography identifying published material focusing on the various categories of addiction such as chemicals, sex, alcohol, abusive relationships, gambling, eating disorders, and so forth."

Since there is so much literature churned out on these subjects, Fisher says the SRC simply doesn't have the ability to sift through it all. "Your advice about materials available which are consistent with Unity principles is important to us."

Send any information on Codependency, Addiction and Recovery to: Jim Fisher, Spiritual Resources Committee, Unity Christ Church, 4000 Golden Valley Road, Minneapolis, MN 55422.

Church Dedication

Carmen Byam and Frank and Martha Giudici, were guest speakers at the dedication of the new Unity Church in Valley Stream, New York, Pat Filiault, minister. The church building and all its furnishings, amounting to almost \$400,000, were completely financed through the gifts of members and friends of the congregation.

Pat recently celebrated her 20th Anniversary as minister of the church. Her members expressed their love and appreciation for her dedicated service by presenting her with a check for an all inclusive two week vacation in Europe.



Left to Right: Carmen Byam, Frank Giudici, Pat Filiault, and Martha Giudici.

FINANCIAL STATEMENT

On behalf of the Association of Unity Churches' staff and Board of Trustees, we extend to you our deep gratitude and appreciation for your past financial support. The love and faith you incorporate into your gifts make them special. We will appreciate your affirming with us daily these powerful words:

Thank You, God, for an increasing awareness of Your all-providing love. We are confident that the prospering power of Your love blesses the Association of Unity Churches with success and plenty.

ASSOCIATION OF UNITY CHURCHES Statement of General Fund Operations Four Months Ended July 31, 1989

	<u>July</u>	<u>Year to Date</u>
INCOME-OPERATIONS		
Love Offerings	\$71,948.47	\$304,486.94
Other Income	<u>1,630.00</u>	<u>7,159.78</u>
	\$73,578.47	\$311,646.72
Less: Tithe Transfer	<u>7,875.09</u>	<u>33,088.32</u>
	65,703.38	278,558.40
Gross Profit Material	<u>6,241.53</u>	<u>23,699.04</u>
Total Income	<u>\$71,944.91</u>	<u>\$302,257.44</u>
EXPENSE-OPERATIONS		
Total Expenses	\$84,290.93	\$330,914.74
INCOME OVER (UNDER) EXPENSES:	<u>\$(12,346.02)</u>	<u>\$(28,657.30)</u>

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

Month of May: \$11,230.87

Year to Date: \$27,197.17

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

Writing For Vision Newspaper

Dear Friends,

Your writing skills are needed for the production of Vision newspaper. Vision is your newspaper--you make it happen.

The following is a list of monthly themes and deadlines:

Month	Theme	Copy Deadline
November	Thankfulness	9-1
December	Peace/Giftedness/Joy	10-1
January	Faith & Newness	11-1
February	Love/Family/Relationships	12-1
March	Power/Progress	1-1
April	History	2-1
May	Creativity	3-1

Whether you choose to write on one of the above themes or a different category or topic, your authorship is welcomed.

The following guidelines will assist you in writing for Vision:

A. General Considerations

All manuscripts should be:

1. Between 600-800 words in length (as a general rule), double-spaced, and proofread for spelling and grammar.
2. Clearly referenced. All quotes need to have name of the author, the article or book it comes from, and page number. If we cannot find your references, we cannot use the quotation and may not be able to use the article.
3. Include your name and address on the manuscript and indicate any permission rights.
4. Seasonal material should be submitted six to seven months in advance of publication date.

B. Content

1. First person stories--Author relates a personal experience having a unique religious, metaphysical, or spiritual meaning of a positive nature.
2. Unity metaphysics--Articles illumining the metaphysics behind a particular human need such as

health, prosperity or human relationships are needed. We are looking for articles with strong, helpful experiential illustrations and a practical application to everyday life.

3. Bible interpretation--We are looking for articles faithful to Unity's tradition of metaphysical Bible interpretation and exhibiting a strong basis in scholarship. By definition, metaphysical Bible interpretation in Unity means relating a Biblical incident or story to the unfolding life experience and consciousness of humankind.
4. Practical Christianity--If there is one theme which we are looking for, it would fall under the category of practical Christianity. Unity's approach to humankind is Christian. It seeks to make clear the practicality of a Christian approach to human problems. We are looking, therefore, for articles which seek to illumine the meaning of Christian themes and their practical application in the everyday lives of human beings. This means that it is not enough to emphasize just the practical without a spiritual basis.
5. Historical subjects--Interesting, well-written and researched historical subjects are welcomed. We will consider church history, New Thought history, and Unity history.
6. Poetry.
7. Photos--If you have photos that you feel would compliment your article, feel free to send them along. We may or may not use them, but they can be helpful. Be sure photos are good quality. They can be either color or black and white (black and white is preferred).
8. Special subjects of interest offering an answer with a Unity viewpoint--abortion, homelessness, world ecology, world hunger, world peace, child abuse, suicide, teenagers and elderly, neighborhood projects, world news, etc.

Send your article to:

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



Robert Ellsworth
Associate Director/Director of Education

The Hero's Journey As Found In Bible Characters Part II

The Hero's Journey, or venturing into states of personal crisis, despair, ineffectiveness, etc., was considered last month as "probably necessary, and a prerequisite to enjoy breakthroughs in higher consciousness." In Unity, the positive and essential aspects of The Hero's Journey have not been developed fully or given much attention. As seen last month, Charles Fillmore and H. Emily Cady dealt with it briefly. For the most part, however, Truth students have tended to view crisis, etc., as negative states brought about by a misuse of thinking or a sense of separation from God. Thus one who is experiencing these so-called negative states is often judged as falling short. While there is truth in this, many contemporary observers of our spiritual unfoldment view The Hero's Journey in a more positive light.

The Hero's Journey In Old Testament Stories

Throughout the Old Testament, there are repeated examples of The Hero's Journey which precede coming to a higher state of consciousness. These examples can be found in the stories of Abraham, Jacob, Joseph, Moses, and Job, to mention a few.

Jacob, for example, fled to avoid being killed by his brother Esau. After several years of a Hero's Journey, he returns to meet Esau (Genesis 32:11). The night before the meeting, Jacob experienced a true dark night of the soul. Alone and fearful that he would be killed, he wrestled with a man. At the end of the struggle, he was blessed and given a new name, Israel, which means "a prince with God."

Could the Jacob in us, the mental which denies or supplants the physical of us, come into an awareness of God consciousness without this dark night of the soul? I don't think so. Rather, the dark night which preceded re-

union with the physical, seems to be a prerequisite experience on our Journey toward wholeness. Wholeness, as expressed in this story, includes the union of the physical, mental, and spiritual (God consciousness). The higher state of consciousness (Israel) viewed the physical (Esau) through new eyes, "To see your face is like seeing the face of God." (Genesis 33:10)

Another excellent example of The Hero's Journey is found in the story of Joseph. Joseph, which can represent inflated imagination lacking God awareness, gets into trouble. The Joseph in us apparently needs to experience many dark nights or negative conditions before humility finally brings us to an awareness of God's presence, acting in and through us. That Hero's Journey was beautifully evaluated in the closing statement, "you meant it for evil but God meant it for good." (Gen. 50:20)

Still another excellent example of The Hero's Journey is found in the story of Job. Job attempted to live a righteous life by following the outer requirements of spiritual life according to the standards of his day. And yet he needed to venture into an extremely painful dark night before a significant shift in his consciousness occurred.

The Job of us may begin to feel righteous as we practice the Truth principles as we know them. Through affirmations and denials and positive thinking, we may begin to feel we "have it made," that the kingdom is at hand for us. And yet, as the Jungians would say, "there are shadow aspects within us which we have got to deal with." At certain times in our life, the Higher Self (God within) uses crisis in order to bring as yet unexplored shadow aspects up into our awareness. Healing or wholeness, as viewed by the Jungians, occurs as shadow aspects of personality are acknowledged, accepted, and integrated. And it appears to take many Hero's Journeys to bring about this integration or wholeness.

Were Jacob, Joseph, and Job misusing the power of thought, falling short? In a sense, yes. But the Jacob, Joseph, and Job within us needs to come up higher in consciousness. Rather than judging ourselves (or others) as failing or falling short, it seems more helpful to view ourselves in times of crisis as having the blessed OPPORTUNITY to come up higher. It is painful. But it isn't bad or negative. It is hard to feel good when it's happening, but feeling good is not all there is to life. Life, as we all know, involves growth and change, pain and discomfort, as well as joy and well being. And all of this is OK.

I believe examples of Jacob, Joseph, and Job offer excellent models for how The Hero's Journey functions in our own life. These stories suggest that The Hero's Journey is an essential aspect of growth into wholeness and God awareness. Rather than judging personal crisis as negative and unnecessary, perhaps we can celebrate the wisdom and intended blessings of the process called The Hero's Journey.

NEXT MONTH: "The Hero's Journey In Jesus' Life"



Judith Grimes
Ministry Studies Chairperson

NEW CLASS

At 9:00 a.m., July 10, 1989, thirty-two members of the Class of 1991 and three second-year students from the Urban Ministerial School took a major step in fulfilling their life's dream. Toni Boehm, Dean of Administration and Joe Wolpert, USRS faculty person, welcomed and prayed with the group as they matriculated into the Ministerial Education Program. This was our first event in the beautiful, newly renovated Education Building and all of us, faculty and students alike, felt a sense of gratitude, love, and awe as we celebrated this moment together.

We would like to share a few interesting facts about this special class: we have sixteen men and sixteen women; three couples and four whose spouses are in second year or have recently graduated; they come from fourteen states, Canada, and Bermuda; the average age is forty-seven; fifteen have earned some college credit with thirteen graduating and three advanced degrees; seven have graduated from CEP and seventeen have earned CEP credits. All have been active in their home Unity churches.

TIME MANAGEMENT

I now want to tell you about a valuable resource I have recently acquired. First, you must understand that time management is a quality I am continually developing. In other words, it is not my long suit. In the past I have bought and disposed of two personal time management systems as I found them terribly cumbersome and controlling. These false starts were quite expensive. At a Fuller Church Management Seminar we were introduced to the HIS WORKER system. I ordered it and have been using it very successfully for the past month--I recommend it to you. Although it is primarily designed for the pulpit minister, I find it readily adaptable to my faculty responsibilities. Besides the standard daily, monthly, annual and long-range planners and A-Z Directory, HIS WORKER provides compartments for my various subject files (e.g., il-

lustrations, lesson ideas, items lent, meeting notes, etc.), information records of conversations, project records, planning graphs, and journal space to record my personal reflections, study notes, prayer lists, and achievements. Each week culminates with space to record announcements and bulletin information and other Sunday details. Finally, a record of all officiations--weddings, funerals, baptisms, members received and space for official indicators--attendance at classes and services and love offerings are included. All this in one 6" X 9" or 9" X 11" notebook. I feel in control and peaceful about these details for the first time in my life! The cost--\$39.95 for the Jr. size and \$59.95 for the Sr. size. HIS WORKER may be ordered by calling 602-943-3611 or writing 3017 N. Scottsdale Rd., Scottsdale, AZ 85251.

TAX INFORMATION

During the June Conference, meetings were held with graduates of the last two years. The suggestion was made that a "Tax Calendar" appear in CONTACT regularly as a prompter to ministers and church treasurers. The information which follows comes from the "Church Law & Tax Report" published bimonthly by Christian Ministry Resources and edited by Richard R. Hammar, J.D., LL.M., CPA. Be aware of the following deadlines in September, October, and November, 1989.

September 15 Ministers (who have not elected voluntary withholding) and self-employed workers must file their third quarterly estimated federal tax payment for 1989 by this date. In many states a similar rule applies.

Churches exempt from federal income taxation must make estimated tax payments with respect to their unrelated business taxable income if the estimated tax liability is \$40.00 or more. Use Form 1120-W to compute estimated unrelated business taxable income. The third quarter's estimated tax payment is due by this date.

October 30 Churches hiring their first nonminister employee between July 1 and September 30, 1989, may exempt themselves from the employer's share of FICA (social security) taxes by filing Form 8274 by this date. Nonminister employees are thereafter treated as self-employed for social security purposes. (The exemption is only available to churches that are opposed on the basis of religious principles to paying the employer's share of FICA taxes.)

October 31 Churches having nonminister employees (or one or more ministers who report their federal income taxes as employees and who have

See TAXES on page 16

LIGHT ON THE PATH



Trish Robinson
Licensed Teacher Consultant

Now is a good time to be giving consideration to what your goals, both inner and outer, will be for the coming year. 1990. Wow! I remember a few years ago when 1990 sounded like it was way off in the future, and here it is almost upon us. I'm eager to see how much we stretch and grow, and how creative we live within the Code of Ethics, letting God express through us as us in this last decade before the new century.

Definition of RESPONSIBILITY: Response to ability (I think I picked this up from Michael Ryce). I was obviously ready to accept more responsibility, and wonder of wonders, I am responding more to my abilities and, therefore, accomplishing more without an increase of effort. It's amazing what a shift in perspective can do for one.

From a recent workshop: Every day upon arrival at work, do two things that can be completed in 10 minutes or less. Last thing before leaving set out (or make note of) the two items to do the first thing the next day. This sets up an "achievement pattern." I've discovered it also works wonders to start my at home days this way. In addition, when I get home from work, if I will complete one small or simple task, the whole evening, including my relax time, seems to have more quantity as well as quality.

For those of you who are "starters" and have difficulty finishing, here's a trick I learned from Vrle Minto. START everything as many times as it takes until it's completed.

It may sound a little strange or foolish but the bottom line is it works! For instance, I may START a letter four to six times before it's finished. It really has to do with attitude, sort of like an Attitude Adjustment. The tendency is to say or think, "I'll 'get back to' or 'finish' that." It took discipline to train myself to say and think, "I'm going to START" something that had already been started one or more times. I do not think *finish*. I do not think *get back to*. Regardless of how many times I have started a project, whenever I go to work on it I *start* until it has been completed.

The benefits that I have become aware of are:

1. more often than ever before, I start and it rolls to completion; and,
2. there is no frustration when tasks have more than one start.

Also, second, third and more starts are much easier than the "get back to's" I used to do. I also think it has something to do with not forcing but working with our natural pattern.

DIVINE ORDER--the first law of the universe. There is only divine order. We do not have to pray for it; it always is. Yet, to "see" and experience it in our life and affairs, we often have to acknowledge and give thanks for it. Joyous thanks of course!

JUSTUS CREDIT UNION:

When I mentioned to a ministerial student that I was going over to the Credit Union to make a deposit, he responded with, "Trish, I would like to have known a long time ago that I could have become a member. I spent money when I came to the Village and it would have been nice to have had some money here if and when I needed it. As a Licensed Teacher it would have been nice. I thought the Credit Union was only for ministers, ministerial students, and Unity Village employees."

ATTENTION! Anyone can join Justus Credit Union. You can start with a deposit of \$25 or more. When you put money in a savings account with the Credit Union, you then have that money if you need it when you are here for classes or programs. Also, you can cash a personal check if you are a member.

For more information, write Justus Credit Union, Unity Village, MO 64065; or call 816-524-3550 and ask for the Credit Union.



Marianne Hill
International Children's Education Consultant

In The Beginning

One of the very first steps to take in forming a children's program or revamping your present program, is to create a vision statement for the children's program. What is the purpose of children's ministry in your church? How will your program fulfill this vision? For us in Unity, the vision started with Myrtle Fillmore's dream, in which she said, "Who will take care of the children? The answer was, "You will!"

The following is from Myrtle Fillmore, taken from a sound recording found in the Unity Archives called, "A Quiet Time of Prayer"

The Teaching of Children

Humanity is coming intellectually to recognize and claim an omnipresent God. But the individual concept of the omnipresence of God does not enable man to make practical use of his birthright.

The understanding and realization of God being the very mind and life and substance of man's earthly existence must be as much a part of man's consciousness as are the human relationships. We must learn to know that God is spirit and that His spirit within us is the motive power which carries us forward in every department of our daily living.

Children should be taught that God is spirit and that the purpose of their being is to express God. They should be trained in the faith and understanding which makes them to know that they express the spirit of God in their every thought and desire and act. The child's mind accords perfectly with true ideas and it is easy to rear children in conscious unity with God when they are encouraged through faith to claim their sonship. Teach them to pray this prayer of Faith:

God is my help in every need;
God does my every hunger feed;
God walks beside me, guides my way
Through every moment of the day.

I now am wise, I now am true.
Patient, kind, and loving, too.
All things I am, can do, and be,
Through Christ, the Truth that is in me.

God is my health, I can't be sick;
God is my strength, unfailing, quick;
God is my all, I know no fear,
Since God and love and truth are here.
Amen.

- by Hannah More Kohaus

Children's Education Consultant Southwest Region

Cynthia Reiman

Meet Cynthia Reiman, Children's Education Consultant for Southwest Region. Cynthia resides in Tempe, Arizona, and has been the Children's Education Consultant since February, 1988. She has a Master's degree in Elementary Education from Arizona State University. Cindi is single and loves singing, dancing, children's books and kaleidoscopes.



Cindi tells us, "My vision for Unity Youth Ministry Programs is that they empower children and adults to discover and celebrate their oneness in Christ Consciousness as they share and grow in a loving, secure, and fun environment."

New in Inventory from the Association of Unity Churches

I AM ONE--This cassette and songbook set is a wonderful addition to your children's program music library. The cassette presents wonderful, original, joyful songs by Christine Smellow. The songbook provides the words and music in print.

Inventory #1733

\$14.00 per set

SEEDS IN MY HEART--This cassette includes guided meditations by Carol Kniskern and original songs by Bruce Menier on a variety of themes appropriate for use with children.

Inventory #1727

\$10.00

Taxes

Cont'd from page 12

ected voluntary withholding) must file an employer's quarterly federal tax return (Form 941; use Form 941E if the church has waived its liability for the employer's share of FICA taxes by filing a timely Form 8274 [see above]). Enclose a check in amount of all withheld taxes (income and FICA paid by the employee and the employer's share of FICA taxes) if less than \$500 on September 30, 1989.

Monthly Requirements Churches with withheld taxes of \$500 or more at the end of any month, but less than \$3,000, must deposit the taxes by the 15th day of the following month with a federal depository bank. Large employers with \$3,000 or more of withheld taxes on the 3rd, 7th, 11th, 15th, 19th, 22nd, 25th, or last day of any month must deposit the taxes within three business days. All deposits must be accompanied by a federal tax deposit form (Form 8109). Withhold taxes include federal income taxes withheld from employee wages, the employee's share of FICA taxes (7.51% of wages), and the employer's share of FICA taxes (an additional 7.51% of employee wages).

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PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®

November, 1989



THE PRESIDENT'S LETTER



V. Stanford Hampson
Unity - Palo Alto
Palo Alto, California

Commitment

Commitment is a word that has been sadly lacking from my vocabulary for all too long. Oh, I've made commitments, certainly, and I am totally dedicated to my wife, my children, my ministry. I have made commitments all right, but I have not previously thought much about the word, "commitment."

This all changed when I met Howard Kelley. His first question to me was how committed was I to staying in this specific ministry in Palo Alto. I thought I was very committed, and yet I also discovered quickly that I had some doors open, and Howard simply wouldn't work with me until I was committed to serve right here. This was the beginning. Then he coached me and my congregation, as he's worked with many of you, to bring us into a whole commitment concept, realizing that Truth doesn't work in our lives until we make commitments. Since that time, commitment has been a vital part of my whole life.

Demonstration follows commitment.

You know that prayer isn't answered by a half-hearted attempt to believe in God. You know and you teach that putting God first in your life, and really making a commitment to Spirit, is the

way to get answers in your life. Demonstration follows commitment. Until you are committed, there is a hesitancy, a chance to draw back, which results in ineffectiveness. As you are committed, God moves with you to prove His miracle.

I discovered something powerful. Only as I am committed to my own specific church can I elicit commitments from other people to make this ministry work. In fact I found the most incredible thing: as I have clarified in my mind my commitment to Palo Alto Unity, this ministry worked in marvelous and wonderful ways--way beyond anything I ever realized could be possible. Commitment is the name of the game.

Deciding to jump is not the same as jumping.

Years ago, Dale Blackford shared with me that he had received a card in the mail. On the front side of the card, it said, "Five frogs are sitting on a log; if one decides to jump, how many are left?" You open the card, and it says, "Still five. Deciding to jump is not the same as jumping." I've used this on numerous occasions, because it so delightfully makes the point that, until you decide and jump, you haven't really committed yourself. And, until you have made that commitment, not very much happens in your life.

Consciousness always changes by commitment.

In Unity, we don't raise money, we raise consciousness. And the greatest single aspect of raising consciousness is commitment. As you and your people are committed to God, affirmative prayer, periods of meditation, your ministry and our Association of Unity Churches, then you will indeed make financial commitments. Only as we open the inner doors to Heaven, then, and only then, do we want to make the pocketbook commitments that support our faith.

Jesus said from the cross, "Into thy

hands, I commit my spirit." By some tradition, that was the end of the crucifixion and the start of something miraculous. Early in our Unity history, Charles and Myrtle Fillmore created their dedication and covenant in which they pledged all that they had to the service of the indwelling Christ. This commitment has led to changing the lives of millions of people. Consciousness always changes by commitment.

Let me end with a story from Zaire. It was a service of giving thanks for their newly constructed building. How excited they were! At a point in the service, the minister invited all of the people to bring forth their gifts. Everyone went outside where they had their gifts waiting and returned down the aisle with baskets of rice, stalks of bananas, live chickens, and even a bleating goat. They had brought their richest treasures in thanksgiving.

Then they settled down, and the minister rose to speak. However, an elderly woman arose in the last pew and made her way down the center aisle. She carried nothing. Seeing her empty hands and assuming she was confused, several people told her to sit down.

Lord, I bring myself!

Pulling away, she continued to the front of the church. There she turned to face the tightly packed congregation, all of whom could see she was empty-handed. A hush fell upon the congregation. She slowly raised her outstretched hands, palms up, looking beyond the congregation, she said in a voice clearly heard by all, "Uwandji dimi lambelaka utemami!" (Lord, I bring myself!)

Let everything about you and your ministry teach commitment. You know that God can do for you only what He can do through you. What you also can know is that God works through you according to your dedication and commitment. You and your ministry take the shape of your absolute and total commitment. Decide to jump, and then jump! Hold up *your* hands and declare, "Lord, I bring myself!"

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

Alternative Ministry Teaching Styles For The 90's Part I

While still in my last field ministry, I conducted a research study which I finished compiling and writing after I arrived in this office. In the next several issues of *CONTACT*, I intend to share the results of that study in synoptic form. The purpose of my research was to find exciting, growth-producing teaching techniques for the Unity adult religious education classroom. What I discovered requires indepth preparation and the gratifying results make it a worthwhile investment of the minister-teacher's time. The first installment follows.

The need to provide effective, relevant, and more engaging teaching techniques in the church has generally been an area of concern to theologians and to a small number of local churchmen for nearly four decades. The literature is replete with research reports sponsored by some of the largest denominations which follow a management model rather than an educational model. Also reported in the literature is evidence that

most religious research uses questionnaire, interview, and observer techniques for evaluation of various teaching modes rather than using pre-test and post-test procedures, as in the present study.

The problem of the study under consideration was to determine whether or not the effectiveness of secular instructional games for use in adult religious education is greater than the effectiveness of religious instructional games in facilitating within individuals a perceived sense of self-actualization as measured by the Personal Orientation Inventory.

The experimental group of forty-six subjects used four selected secular interpersonal communication games and the control group of forty-six subjects used four selected religious interpersonal communication games. Effects of the training program of four weeks (eight hours) per group were reported and analyzed. Analysis of differences between the two groups was accomplished by means of a two-tailed test of significance.

Although there were no significant differences between the two groups which could not be attributed to chance, the results were accepted as encouraging, showing that the secular games were as effective as the religious games, thereby making many more instructional games available to the Unity minister and adult religious educator.

Background of the Problem

In every society or culture there exists a set of rules (norms), a value system, and techniques to teach the young so as to make it possible for them to live as members into adulthood with minimum difficulty. Generally there seem to be two broadly defined processes to socialize them; one is intentional instruction, and the other incidental learning, as pointed out by Theodore Sarbin in "Role Theory," *Handbook of Social Psychology*, Addison-Wesley, 1954, pp. 223-258.

The latter--incidental learning--for children and adults, involves vicarious and play activities such as various games,

sports, and folk tales and songs. The former--intentional instruction--involves planned or systematic transmission of larger social and cultural groups' prescribed ways of behaving.

Formal education, both secular and religious, is an example of intentional instruction. It is the intention here to consider the use of games as an educational mode for intentional instruction, and then to relate that experience to religious educators of adults, most of whom are professional clergy.

Research reveals that there are but a few fragmented and direct censures levied against utilizing games in the secular classroom. It appears that conservative or critical words of caution and hesitation are founded on three concerns: first, a lack of empirical data to designate that the amount of either cognitive or effective learning from games is greater than

See **STYLES** on page 8

*Please join us in your regular
prayer time:*

"Through faith in God and unity
in Unity, we lovingly build our new
home for the Association of Unity
Churches."

Volume 22, Issue 9

November, 1989

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 Temple on the Plaza
Kansas City, Missouri
Senior Minister: Jim Rosemergy

Deadline: 1st of every month, two months prior to issue date.

CHURCH DEVELOPMENT & MANAGEMENT ISSUES



Barbara O'Hearne
Church Development and
Management Consultant

An Update of News Nonprofit Management

The many hours spent in airports and on airplanes provides an opportunity to read a wide range of nonprofit and business publications. These publications are reviewed with the question in mind, "What is happening in nonprofit management that may be of importance or interest to ministers, board members, and volunteers in Unity churches and centers?"

The following summary of key articles on board development and planning hopefully meet the criteria of interest and importance.

Boards

"Now What Should I Do?" an article written by Rick Smith in the April 1989 issue of *NonProfit Times* examines board development. Smith recommends that challenges within organizations are often the result of misconceptions of the roles and responsibilities of boards.

It is the responsibility of the executive director/CEO/administrator to manage the organization (ministry--added by this writer). Managing the organization is a full-time job. Board membership is not a full-time position. The board is elected to set the policies and ensure the continuity

of the organization.

Smith lists several other traditional formal functions of boards which include:

- Delegating the organization's management functions to the executive director. This includes planning, organizing, staffing, directing and controlling.
- Reviewing and approving corporate plans and major commitments.
- Assuring the continuity of the organization and, when necessary, making emergency decisions when management cannot perform and stepping in when crisis endangers the existence of the entity.
- Maintaining the board itself as a healthy, well organized governing body, with the capacity to help the organization be successful.
- Providing help, appropriate to the needs of the organization in areas such as long-range planning and fund raising.

Board members' time and commitment are often topics of discussion at workshops conducted at Unity churches and centers. Many board members are surprised at the amount of time they spend in serving the ministry. An article by Kim Klein entitled, "Board Members: How Hard Should They Work?" (see the *Grassroots Fundraising Journal*, June, 1989) suggests that committed board members spend between 8 and 24 hours per month on volunteer commitments. In some cases that is about one-third of their free time.

Several strategies are suggested to renew the commitment of using staff and board members' time efficiently. Smith discusses ways to increase effectiveness by reviewing "time leaks" and fixing them. Some important time management questions ministers and boards may want to look at are:

- Do meetings always start and end on time?
- Are all meetings necessary, or can some be handled by phone contact or smaller committee meetings?
- Are task guidelines for board members clear, with appropriate staff support?
- Does the leadership match board

members' skills and interests with appropriate projects?

Planning

Effective strategic planning and the implementation of the strategic plan is considered a must for all organizations (ministries) as they move into the 1990's. "Directional Signals," by Charles J. Bodenshtab (see *INC.*, March 1989) outlines the benefits of planning in small or mid-sized organizations.

The author suggests that planning can provide:

- The planning process itself provides the organization an opportunity to build a strategy that makes the mission operational.
- The completed plan serves as an important management tool--a guide to where you are and where you should be going.
- The planning process builds stronger organizational communication, during and after the planning process.
- The plan communicates to your publics that you are serious, focused and able to handle your mission.

Peter Drucker, management guru, is dedicating more of his research, study, and writing in the area of nonprofit management. This highly respected management expert encourages leaders in nonprofits to become more effective and abandon programs that no longer work. A summary of Drucker's recommendations was reported in "Management Guru Calls on Nonprofits to Abandon Programs That Don't Work" (*Non-profit Times*, June 1989).

Drucker encourages leaders to:

- Rethink the mission and focus continually.
- Plan more carefully, outlining priorities.
- Evaluate and cut programs if they are ineffective or no longer meet needs.
- Be aware of similarities and differences between functions in nonprofit and corporate spheres, and work to integrate knowledge rather than become isolated in one track.

CHURCH GROWTH BY RADIO



Carolyn Craft
Radio/Media Coordinator

The Unity Movement

As part of our continuing series of interviews with ministers using radio, the following article is a reprint from a recent Vision publication. Enjoy! (A copy of Donald and Dorothy Curtis' Radio Fund newsletter request was included in last month's Minister's Letter from the Association of Unity Churches. Call if you would like a copy).

We in Unity have the privilege, the opportunity, and the responsibility to lead the way in spreading the new age teaching. Who is better equipped to do it, and the question is, "If we don't do it, who is going to?"

For over 100 years, Unity has been a bridge from the older orthodox religions to New Thought. In this, we have been joined by Religious Science, Divine Science, and the many groups, independent and organized, who go to make up the International New Thought Alliance, of which many Unity Churches are a part.

Initially, Unity was in the vanguard, through the very dynamic of our mystical and metaphysical interpretations of the Bible, particularly the Christ Teaching. Our name, "The Unity School of Practical Christianity," indicates that our spiri-

GOOD NEWS!

- * Over 45 ministries utilized radio for their first Friendship Sunday celebration. Congratulations!
- * Eight ministries in the Akron/Cleveland, Ohio, area have joined together for a annual radio campaign for their sub-region!
- * Seventeen ministries in the Los Angeles area grouped together as "Partners in Broadcasting" to launch an annual radio outreach beginning November 1st.
- * The Reverend Mike Moran now has his recording studio complete in Tacoma, Washington, and is now on radio airwaves seven days a week! We will be keeping you updated on broadcast materials he is producing.

tual teaching focuses upon a Way of Life rather than formal religion. Unity, properly presented, is for everyone. We have helped to prepare the way for the new age, but our influence is not nearly as great as it could be and must be.

Our teaching originally led the way, and continues to be a significant new age influence, but not nearly as great as it could be. We have a number of churches—a few of them sizable and significant, but we do not have the leadership thrust of our founders, Charles and Myrtle Fillmore, who had the vision and the commitment which made Unity such a significant influence at its outset.

The most effective way that we can provide leadership in the new age is through the effective use of the media: radio, television, tapes—audio and video, newspapers, and through popular, commercial books and magazines.

WE MUST EXPAND OUR VISION BEYOND OUR SCHOOL, OUR HEADQUARTERS, AND OUR CHURCHES, AS IMPORTANT AS THEY ARE. The healing and teaching work done at Unity School, the organizational endeavors of the Association of Unity Churches, are most worthy, but they are infinitesimal compared to what they could be.

We talk about the "Unity movement."

Perhaps it seems like a "movement" to those who are involved in it, but it is not a movement as far as being a significant influence in the world.

We must go farther; we must stop "hiding our light under a bushel," and use the means available to us to communicate our teaching to all the world.

Radio and TV are the most effective means of mass communication. Broadcasting is more expensive than it used to be, and it is somewhat more difficult to get broadcast time because of the high level of commercialism and success, but it can be done! The very fact that there are so many commercials on both radio and television is eloquent testimony of their effectiveness as "selling" media.

We hear the complaint, "But radio and TV are so expensive!" Yes, they are. But everything is expensive in the new age. We are living in and ministering to a rapidly-changing world. Hardly anything is the same as it used to be.

The new age is really new. Much of this newness is superficial, and the world's sense of values must be realigned, but this is where Unity comes in. We deal in consciousness. The Spirit is the Source, and we in Unity have the great opportunity to open up the channels through which Spirit can flow out into the

Continued...

lives of everyone. Most people don't know it, but God-Spirit-Christ-Light-Love-Peace are really all they want. These essentials are just as marketable--even more so--than the material products that are promoted incessantly through the media.

I can't believe that radio and TV were released into the world just to sell beer, automobiles, and deodorants. I am sure God is saying to us, "I gave you these miraculous and powerful media to help you do My work. Now use them! Fill the airwaves and the atmosphere with the good news that the Kingdom of God is within you, and you can make your world the Kingdom of Heaven. Use your satellites, your cables, your TV and radio stations and networks, your newspapers and your magazines to tell people how to live more effective lives. They want to hear this. I command you to do it!"

I believe that we in Unity are supposed to assume our leadership responsibility in

the new age. I believe in the effectiveness of radio and TV. I have always used them in my ministry and I will continue to do so. I urge all ministers, teachers, and laypersons, too, to get on radio and TV whenever you can, and spread our new age message.

Recently I was invited to appear on the Oprah Winfrey Show to talk about the new age. The response was amazing with letters and calls coming from all over the country, with everyone wanting to hear about Unity. This is just one example of the potential of TV to help us assume our leadership role in the new age. You find your way. Let each of us be a leader in the new age.

Thank you, Donald and Dorothy Curtis for your broadcast outreach. You are a light to many and a special light to us! And blessings to each of you for your broadcasting work in this world! Stay tuned!

IDEA FOR THE MONTH:

Have local celebrities record your :12-second tag live for your radio messages. Suggestion for copy is as follows:

"Hi, this is Dr. Michael Freedman for Unity of (name), come join us for Sunday morning worship, for classes each Wednesday, etc., at (location) or for more information and a free cassette call (phone number).

SPECIAL NOTE: Contact local radio stations (and other media) to inquire about special holiday events that they will be promoting in your city. Often an opportunity for your church or center to get involved is available just for the "asking." Radio and TV promotions departments can always use volunteers at these events and will exchange free air mentions like "Our friends at Unity of (name) will be helping out at (event) this weekend."

ALSO: Become familiar with radio personnel and they will begin contacting you when such events take place. Additionally, during the months of November and December, there are numerous special holiday programs that your congregation and you could financially invest in as cosponsor for added positive identification. Call me for more detailed information.

REMEMBER: Submit your application for the Templeton Radio Grants of \$5,000 (there will be two \$5,000 grants awarded at the January Mid-Year Conference).

Sparkplugs

Talk Topics & Sermon Starters from Unity publications

This month: Wee Wisdom magazine

It's almost here! Posters have been placed in libraries, stores, and shopping malls. Children know about it and so should you! November 15, 1989, has been designated "Young Reader's Day."

The United States Congress has declared 1989 as "The Year of the Young Reader" and all who work with or have contact with children have excellent opportunities to participate. Events will be held in places where children meet, so your center or church can have an event, too. In fact, Unity centers and churches have a particularly appropriate opportunity to participate by introducing Wee Wisdom magazine. Wee Wisdom has given emphasis to "The Year of the Young Reader" through stories, articles, and poems in both the November and the December issues.

A Wee Wisdom calendar reminder is in order this month. The December Wee Wisdom wrap-around calendar is perfect for Advent activities, "counting the days til Christmas" or use in any fashion you choose. The calendar is an excellent teaching tool for children, and December is a memorable month in which to learn to use it.

Someone said that an allegory is an earthly story with a heavenly meaning. Let us never forget that Wee Wisdom magazine is a children's magazine with character-building stories as well as Truth ideas suitable for adults. Use it for reference. Every Unity center or church should have several copies of Wee Wisdom magazine available for lending. Some centers or adults might want to provide personal subscriptions of Wee Wisdom for children. And, don't forget one of our best-kept secrets--older adults, especially some in nursing homes, love to look at the pictures, read the stories, and work the puzzles in Wee Wisdom magazine. Order copies to take with you when visiting and leave them behind to be discovered.

You may order Wee Wisdom magazine by single copy or subscription from the Sales Department of Unity School of Christianity.



Susan EngPoole
Expansion Coordinator

To Lead and To Follow Are The Same

In Kailua, Oahu, Hawaii, on Bob Wasner's one year anniversary as minister of Windward Unity Church, each congregant celebrated Bob and his wife Mary June with a Hawaiian lei and loving words about their leadership. Finally, Bob and Mary June were literally up to their eyeballs in leis. It was a very funny sight, and I was also inspired by the expression of love and appreciation.

Weeks later at another growing Unity church, I witnessed a member of the "old guard" complaining about his minister's "dumb idea." The dumb idea was the suggestion that congregants park in another parking lot one-half block away from the church in order to leave spaces available in the too-small church parking lot.

It was only last year this same member of the "old guard" was proudly telling other members of the "old guard" how much the attendance and finances had improved since the new minister arrived. As the attendance grew and new members filled the adult and Sunday school classes, became committee members and volunteers, the "old guard" became afraid of the loss of control.

The honeymoon period usually ends after serving approximately four years in a church. What can ministers do to continue the honeymoon period such as Bob and Mary June are enjoying now? What can be done to have it remain through the third and fourth years in a church and continue thereafter?

The answer lies in "The Berry-Bucket Theory" developed by authors Carl F. George and Robert E. Logan in Chapter 10 of their book, Leading and Managing Your Church, Fleming H. Revell Company, 1987. This book should be required reading for ministers seeking the how-to's of successful church management. The theory is also covered indepth at "Breaking the 200 Barrier" seminars and "Leading and Managing Your Church" workshops by C. Fuller Institute. (Call 800-C FULLER for more information.)

The theory discusses the tension that usually begins approximately four years after a minister begins his/her pastorate. It becomes obvious that the minister's vision for the church does not match that of the long-time members of the congregation. After studying dozens of age-ture analyses in different denominations and different church sizes, the authors present the following as a way to provide a positive leadership experience.

Imagine the church membership containing individuals sorted according to their age and how long they have been a member. The age of the current minister determines the sorting of the groups. Those older than the minister are in Group #1. Those younger than the minister are in Group #2. (Age could mean physical or emotional years.)

Characteristics--Group #1: (Senior Formerberries)

- Older individuals who have been around the longest. They may have helped to start the church. Emptynesters.
- They tithe, providing the church with the major source of income.
- They have clout. They exert tremendous influence in almost every area of the church.

- Have stayed with the church through thick and thin. Their long, historic commitment spans a number of ministers. They expect to be around after the current minister moves on to another church.

- Have close relationships with others in Group #1.

- Their commitment to the church shows itself in financial support rather than voluntary service in the new programs.

- If they are church volunteers, they have found their niche (e.g., the person who comes in every Thursday to help answer phones and stuff the church bulletins).

- They may be serving on the finance and budget committee or are responsible for the people on it.

- They expect the minister to only perform the spiritual leadership duties (speak at Sunday workshop service and other church functions, conduct weddings and funerals, visit the sick and counsel the people).

- Believe that the duties of a minister do NOT include leading the church. Expect the minister to be a receiver of instructions, not the giver of orders.

- May not appreciate suggested improvements in existing facilities.

Characteristics--Group #2: (Junior Formerberries)

- Often are children of Group #1 or were children reared in the church.

- Usually have children living at home or are of childbearing age.

- Their responses to the minister may be very similar to that of Group #1 or those that are having challenges in their relationships with some members of Group #1 are looking to the minister to bring justice and reform for their cause. They want strong leadership.

See LEAD on page 8

STYLES

Cont'd from page 3

that gained from the "lecture-question-answer" method, per O.A. Heinkel in "Evaluation of Simulation as a Teaching Device," in The Journal of Experimental Education, XXVIII (Spring, 1970), pp. 32-36; second, the heavy emphasis often placed on winning (the game) may mislead the players as to the real objectives of learning, per E. Carlson in Learning Through Games, Public Affairs Press, 1969, p. 121; and third, games are often chosen "from our ivory towers solely on the criterion of enjoyment; and consequently, often lack any apparent underlying theoretical rationale for their use. . ." as given in a paper prepared for panel, "Games People Play in Ivory Towers," by J.A. Kline, in a Central States Speech Convention, April 14, 1971. "The objective of the game playing should be to enable participants to better understand some communication behavior after having played a game," says Kline.

Games as an Effective Teaching/Learning Device

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

Furthermore, it seems apparent that the name (game) itself is an aid for creating a uniquely refreshing environment in the classroom. When a game is being played the emphasis and attention centers on the participants rather than on the teacher--a principle quite out of time with the conservative elements. Games researcher Sarene Boocock stated that ". . . games change student-teacher relationships, since the exercises, at least in theory, are self-disciplining and self-judging. . ." in an American Behavioral Scientist monograph, Oct., 1966, p. 14.

In games the participants' attitudes are being formed under the guise of play, and by virtue of the game design, many such activities are playable without the teacher functioning as leader.

Considering the continually increasing use of games in business corpora-

tions, therapy groups, and educational institutions, a natural question arises: "Why do so few adult religious educators and ministers utilize games in teaching?"

To answer this and other questions, we shall look at "Clergy Need to Control and Resistance to Innovation" next month.

LEAD

Cont'd from page 7

Characteristics--Group #3: (Senior Newberries)

- New members who joined after the placement of the new minister.
- They are older than the minister.
- See the minister as one who makes things happen (unless they are well church enough to know that the new minister is rarely the leader).
- If they joined the church because they liked the minister, they will probably give their support as long as they are assured the minister takes time with them and has done his/her homework.

Characteristics--Group #4: (Junior Newberries)

- New members who joined after the placement of the new minister.
- Are younger than the minister.
- Are most likely to see the minister in strong leadership terms.
- Have joined the church because of the new minister or the minister's spouse.
- Expects the leader to be able to receive their ideas and act on them.
- Are the most likely to support the minister's new programs and may initiate new programs.

A common scenario is a church with a higher percent of people in Groups #1 and #2. Members in Groups #1 and #2 hire a minister and expect the church to grow in attendance. Church growth is successful in the first few years creating a church heavy with members in Group #3 and Group #4. When the church has almost as many new members as former members, the minister's future with the church is no longer secure. The most common outcome for this period is that the minister resigns or is asked to resign.

In order to survive this difficult period, the minister must understand what is expected of her/him from each of the four groups and the dynamics. Your wisdom and sensitivity will guide you in using the appropriate leadership style and strategy. This leadership style may feel like "followership." The minister needs to spend much time in developing relationships with Group #1.

Ask for the advice of Group #1 just as if you were asking your parents. Listen to their perspective. Allow yourself the support of their guidance--they want a successful church too. Just as giving and receiving are one, look beyond the belief that leading and following are different. Then look forward to your most effective years in a church--usually after the sixth year.

SUPPORT SERVICES REPORT



Ron Tyson
Support Services Coordinator

First Friendship Sunday Tremendous Success!

More than one hundred churches and study groups from the United States, Canada, Australia, New Zealand, and Africa took part in Unity's first Friendship Sunday. There are many success stories coming in from the field; Greg Olson, minister from Carmel, Indiana, reported that he doubled his Sunday attendance, from roughly 100 to 200. Greg developed a unique marketing technique that he has agreed to share with us and will be a part of our Friendship package next year. Many ministers reported that Friendship Sunday drew crowds that where only surpassed by Easter Sunday. Wow! What a great way to kick off your church year. Other ministers found that their success was in drawing old members back into the church.

Gene Sorensen of Livonia, Michigan, developed an attractive invitation card; and Alan and Kathryn Rowbotham of Roanoke, Virginia, used a "Friendly Contract" card which will be added to our inventory of supplies next year.

George Hilbert of Kansas City found that most visitors were eager to fill out his guest card, giving their name, address, and phone number for followup. Les Saunders of St. Petersburg, Florida, included a premium book in each of his visitor's packets. The children of Les' church also did a musical special by singing a "Friendship" song to the congregation. Rob Robinson of Orlando

reported that the children made a large paper chain and encircled the congregation with a "Friendship Chain" at the closing period while they sang their closing song.

Following the service most ministers used the new Unity napkins with a wide range of refreshments. One church served coffee and tea out of a silver service while others used the standard paper cups. Lei Lanni Burt of Minden, Nevada, reported that Friendship Sunday coincided with her church's first birthday so her morning service was followed with a birthday party with a shared dish dinner, cake and balloons. Livonia, Michigan, served bagels, cream cheese, doughnut holes, coffee, tea, and orange juice. Following their service, Mary Ann and Robert Detzler had a "Church Fair," where cardtables were set up and different programs of the church were promoted to visitors and congregants.

Most churches used the radio and newspaper as part of promotion. The majority of churches found that the small shopper or local neighborhood newspapers were more receptive than the large metro newspapers.

We again want to say "thank you" to Helice Green, minister, Dick and Susan Connor, and Joseph Fortuna of Unity of Fairfax in Oakton, Virginia, for sharing "Creating A Welcoming Committee," a tool that was widely used in following up on visitors, and to Marj Britt of Concord, California, for contributing "Celebration of Friendship," an expression of friendship from members of her congregation. A heartfelt thanks to Chris Chenoweth of Unity Village and Joan Corbin for giving us our Sunday talks that were used by so many of our ministers. Thanks to the entire Association staff for their team effort and overall support.

If you did not join us in celebrating Friendship Sunday this year, be sure to circle your calendar and join us next year. **NEXT YEAR FRIENDSHIP SUNDAY WILL BE HELD ON THE THIRD SUNDAY, SEPTEMBER 16, 1990.** Because Friendship Sunday followed Labor Day this year which is a down Sunday in attendance for most churches, it has been scheduled for the third Sunday next year. Next year Daily

Word will embrace this Sunday with the word **FRIENDSHIP** for September 16, 1990.

Please share your Friendship Sunday experience with us by sending us a note or any pictures you might have of this exciting program.

Churches who wish to have other Friendship Sundays this year can order the following (undated) material at a 50% or more discount. (The material next year will have fresh artwork, color, and ideas.)

Item	Reg.	Disc.
Lapel Pin #2770	.55	.25
Radio Spot #2758	5.50	2.75
Newspaper Ads #2759	2.50	1.25
Youth Ed Lesson #2764	1.75	.85
Uniteen/Y.O.U. Lesson #2763	1.00	.50
Sunday Talks #2762	1.25	.60
Celebration/Friendship #2760	.50	.25
Sunday Bulletins (set/50) #2768	5.00	2.50

ORDER NOW!

Christmas Candlelight Service Set and Candle Blessings



The Candlelight Service Set includes a minister's candle, 6 usher's candles, and 125 congregation candles with drop protectors.

No. 2781 \$29.50

Candle Blessings -600 individual blessings.
No. 1230 \$4.00

PARTNERS IN MINISTRY

a network of spouses of ministers



Karin Mosley

Partners in Ministry Survey Results

The responses are in, the survey has been tabulated and here are the "averages" you have been waiting for!

Of the partners who responded to the survey, 38 percent are involved in a career outside of the church. Thirty percent are full-time homemakers--yes, men and women!

Participation of partners at the church for 46 percent involves Sunday services, midweek activities, and all social events. Sunday services are the limit for 30 percent, with 24 percent participating in some limited volunteer hours in combination with Sunday service, midweek activities and social events.

When planning vacations 70 percent of partners responded that the plans revolve around church services and activities. One response indicated the plans depended on church services and activities plus time "away" includes Ministers' Conference or a Unity Regional event.

Another partner did not respond to the question as he did not recognize the word "vacation." (You may find it in your heart to pray for him.)

The most difficult challenges for the majority of partners are: "no free weekends," "people wanting me to 'fix' my minister/partner," "being judged," "having to look super even when out walking," "being second to the church," "the late hours at the church," "it's too time consuming." Twenty-three percent chose the "no privacy" lifestyle as being the most difficult; having to "live up to" the expectations of the congregants received 15 percent.

The best part of being a partner is "working with my minister/partner on common goals," according to 38 percent of the respondents. The next highest response was "having a large family to love" at 23 percent. The remaining responses were: "being a partner in ministry has helped me to develop myself and my abilities," "it is a meaningful job," "I can be actively living Unity teachings."

If given the chance to do it over again, a whopping 61.5 percent of you said YES!! I'D DO IT AGAIN. I see that as a very positive statement. Congratulations!

Forty-six percent of you would pray about a move your minister/partner wanted to make--the rest of you would begin packing! Only two respondents chose "other."

When faced with criticism of your minister/partner 54 percent of you would suggest they schedule an appointment with your minister/partner. The next responses were: "sometimes I agree," "smile/direct them to the coffee and walk away," "this never happens," "I try to love them and see why they criticize." The remaining 8 percent would defend the minister/partner.

Most partners are pretty sympathetic at three o'clock in the morning. Fifty-four percent would understand and sympa-

thize when the phone rings with a congregant needing immediate counseling. The next highest response is "other" which included these comments: "it depends on how critical the situation," "first I'd become angry then understand and sympathize, then go back to sleep," "I'd give my minister/partner the freedom to decide what to do."

Regarding another choice of career for your minister/partner 92 percent said "d"--other. Some of the comments were: "I wouldn't choose another career for my minister/partner--she/he worked very hard to get where she/he is." "It's not my choice." The remaining response was "who cares as long as weekends are free!"

Seventy percent of the respondents are female. Fifty-four percent of the total number of respondents are in the 46-plus age range. Favorite colors: pink leads the race with blue and green following. The average shoe size is 9. Among favorite songs are: classical music, "Pachelbel's Canon," "The Greatest Things," "Gentle On My Mind," "Zippity Do Dah," "The Lord's Prayer," "It's Not Easy Being Green," "Thank You, Father," "Summertime," and my personal favorite response, "Wild Women Don't Get The Blues" (if you have a copy of this song I'd love to have one). The favorite season is Spring with Summer and Fall running close behind. Poor Winter just doesn't have a chance with only one vote! The average number of children--grown or at home--is three and that number is going to increase as one of our partners is expecting twins! Congratulations! (Pray with her too, please.)

It's been fun! Thank you for taking the time to answer this survey. It looks like for the most part partners bloom where they are planted, and when life gives them lemons, they have the recipe for lemonade! Life is good--you are a blessing to your minister/partner and all those with whom you share this planet. Happy Thanksgiving!

FINANCIAL STATEMENT

On behalf of the Association of Unity Churches' staff and Board of Trustees, we extend to you our deep gratitude and appreciation for your past financial support. The love and faith you incorporate into your gifts make them special. We will appreciate your affirming with us daily these powerful words:

Thank You, God, for an increasing awareness of Your all-providing love. We are confident that the prospering power of Your love blesses the Association of Unity Churches with success and plenty.

ASSOCIATION OF UNITY CHURCHES Statement of General Fund Operations Five Months Ended August 31, 1989

	<u>August</u>	<u>Year to Date</u>
INCOME-OPERATIONS		
Love Offerings	\$62,616.50	\$367,103.44
Other Income	<u>6,563.57</u>	<u>13,723.35</u>
	\$69,180.07	\$380,826.79
Less: Tithe Transfer	<u>6,763.79</u>	<u>39,852.11</u>
	62,416.28	340,974.68
Gross Profit Material	<u>6,469.86</u>	<u>30,168.90</u>
Total Income	<u>\$68,886.14</u>	<u>\$371,143.58</u>
EXPENSE-OPERATIONS		
Total Expenses	<u>\$66,971.05</u>	<u>\$397,885.76</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$1,915.09</u>	<u>\$(26,742.18)</u>

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

Month of July: \$9,358.39

Year to Date: \$31,727.75

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



Robert Ellsworth
Associate Director/Director of Education

The Hero's Journey In Jesus' Life Part III

A minister friend of mine once said to me, "I'm glad Jesus did the crucifixion for me, that means I don't have to do it." As I think back on the "dark night of the soul" experiences in my life and in the lives of everyone else I know, I realize the wish to avoid life's pain is perfectly understandable, but probably naive. No one wants pains. But one of the great truths as articulated in Buddhism is that life involves pain. Scott Peck in The Road Less Travelled observed that when a person truly accepts pain as a part of life, this acceptance actually helps ease the pain. It is resistance to change that often intensifies the pain. I don't think that pain can be avoided, for it is part of life and change. Pain and agony were certainly part of Jesus' evolution. And Jesus, our Way Shower said, "come, follow me."

The life of Jesus represents one of the most complete and detailed examples of "The Hero's Journey" available. As seen in CONTACT during the past two months, the purpose of "The Hero's Journey" is to experience rebirth and resurrection, arising into the Christ awareness state of consciousness. Jungians call this transformation the "individuation process." Last month, the Old Testament stories of Jacob, Joseph, and Job were reviewed as examples of "The Hero's Journey." The life of Jesus, however, represents a more detailed and insightful understanding of the role of agony and crucifixion in the process leading to resurrection.

The Road of Trials

Everyone experiences dark nights of the soul as did Jesus. But not every dark night of the soul experience leads to resurrection or a state of higher consciousness. The road of trials in the example given by Jesus' life includes: a) betrayal; b) agony; and c) trial. The resurrection, however, involves two other conditions: d) crucifixion (the dying out of old aspects of personality); and 3) tomb (the silence and inactivity between old endings and new beginnings). People mistakenly assume, "well, I've experienced the pain of the valley, now I'm ready for resurrection and rebirth. Not necessarily so. As we shall see in the life of Jesus, resurrection comes not from pain alone, but from how a person handles the dying out of the old. In her book, The Hero Within, Carol Pearson writes that the initiation into heroism begins with the "road of trials." Most of us experience this painful initiation many times in our lives--"everytime we are pulled between our desire to stay with the known, safe world and our seemingly conflicting need to grow and risk." (p. 67)

a) BETRAYAL. The "road of trials" often begins with betrayal. Before the agony in the garden, Jesus knew that the process of betrayal had begun. In modern times, the road of trials often begins with betrayal in the form of losing a job, losing the love of a spouse or lover, not being accepted or supported by co-workers, a friend becoming hostile, and so forth. For ministers, betrayal may come in the form of people leaving the church to go elsewhere, being "confronted" by unhappy board members, or being released. The appearance of betrayal is real, but in "The Hero's Journey," it is often the first step in the process that can lead to resurrection.

b) AGONY. There is no question but what the agony in the garden was intense. Jesus said, "My soul is overwhelmed with sorrow to the point of death." (Matt 26:38) He asked the disciples to keep watch with Him, but they fell asleep. In the hero myth, the journey is to be taken alone, as it was in Jesus' life. In modern times, the state of agony has other names: midlife crisis, burnout, loss of a loved one through divorce/separation/death, and confronting addictions of all kinds: drugs, alcohol, work, etc.

Jesus, like me, prayed that "this cup be taken from me." Certainly no one of us welcomes this phase of "The Hero's Journey." As Jesus shows us, it is permissible to cry out, to wish that the cup could pass. But resisting the process only increases the pain. Jesus chose not to resist by affirming, "not my will, but yours be done." Certainly this is wise advice for us to remember in our times of agony. See JOURNEY on page 13



Judith Grimes
Ministry Studies Chairperson

The Tax Solution

Recently, thanks to Lynne Steffen, minister in McAllen, Texas, I became aware of THE TAX SOLUTION. This kit, prepared by an ordained minister and his wife, was born out of their frustration with the annual preparation of income tax rituals in which we all participate and their lack of confidence in the help they received from CPA's who were not knowledgeable in clergy tax laws. I sent for a kit and after reviewing it with my husband, Ken, who has prepared taxes for many clergypersons including his own, we determined that we definitely will use this system in 1990. Not only will all our receipts be sorted at the end of the year, but a relatively small amount of time during the year and moderate amount of self-discipline will allow us to welcome 1991 without the threat of another grizzly tax session.

"Render therefore unto Caesar the things which are Caesar's; and unto God the things that are God's." (Matt 22:21) It does not say, "Give Caesar a bonus!" Yes, there are deductions we are legally allowed which will be revealed through the use of this system. Naturally, each person needs to decide which deductions are philosophically and ethically justified for themselves. But we will be making these decisions from an informed place with simple, understandable materials. And wouldn't it be wonderful if an accountant, should we choose to employ one, looked at our ledger and exclaimed, "This is beautiful!"?

This can be your experience if you purchase THE TAX SOLUTION from Elizabeth Robinson, 1209 Harlingen, Texas 78550. The total cost is \$32.95 including shipping. Thank you, Lynne, for a great suggestion, and Elizabeth for simplifying our lives.

JOURNEY

Cont'd from page 12

c) **TRIAL.** Jesus was mocked, judged, ridiculed, scorned, and rejected. The road of trials, in modern times, often includes judgments directed toward us. Perhaps self judgements are the hardest of all, and can include a sense of failure and/or feelings that we are being punished for mistakes. Even Truth students slip into judging both themselves and others during this phase of "The Hero's Journey."

Re-Focus

"The Hero's Journey" is an important part of our spiritual journey as we move forward toward Christ consciousness. The road of trials is the first phase which CAN lead to resurrection, rebirth, and new life in Christ awareness. While the "valley" or "dark night" experience is part of "The Hero's Journey," it does not necessarily lead to resurrection. Next month, we will discover the steps that Jesus showed which lead to resurrection.

Can resurrection occur without the road of trials? Probably not, as depicted in the "monomyth" of Joseph Campbell and in the lives of the major Old and New Testament characters. Rather than judging ourselves or others as somehow failing when we move into the pain and darkness phase of "The Hero's Journey," it is more helpful to recognize the process as necessary--and intended to ultimately bless and help us in our own spiritual evolution.

Next Month: Jesus' Steps Toward Resurrection



LIGHT ON THE PATH



Trish Robinson
Licensed Teacher Consultant

There are as many ways to meditate as there are people. Some people relax to meditate while others meditate to relax. Not only do different people have different experiences, an individual's own experience can vary in depth as well as type. Whether it's called meditation or something else, such as centering, does not matter. For children, and for adults that are not Unity, "centering" often seems to be the better choice of words.

When meditating by oneself, you may wish to do a guided meditation, perhaps listen to a tape, meditate on one word or phrase to discover new insight into the meaning of same. Often people go into a centering, or meditative attitude, to receive an answer, guidance, or help with confirmation of a decision.

And then we have prayer (for self and others) going into the silence, and doing a guided meditation for others. When people tell me they don't know how to meditate, and/or they want to learn, I tell them that they are probably already meditating but don't know it as such. Then I explain how we are "meditating" when we get caught up in the beauty of a sunset or sunrise. Getting "lost" for a moment in a song, the fragrance and beauty of a flower or garden, a child, anything that catches and holds our undivided attention. It is then easy to help them understand how to use meditation for a specific purpose. One thing of importance is to remember to have a time periodically when we just experience being quiet with ourself. Quiet with the allness of God, with nature, with the indwelling Christ.

Just as what we are thinking and feeling previous to sleeping is a contributory factor of the quality of sleep we will have, so is our meditation influenced by thoughts and

feelings preceding the meditation. I'm referring here to a deliberate sit or lay down "I'm going to meditate now." This can be the end of the thought! For me, an "attitude of gratitude" is the best. This can be a state of exhilarated expectation, joyful thanksgiving, or a quiet, peace-filled "Thank You, God." I do not knowingly share a meditation experience with someone who is just learning to meditate. The reason is: It is possible they will look for the same, or similar, experience; therefore may miss their own.

Now, some DO's and DON'Ts on giving/leading a guided meditation:

1. Please suggest I shut my eyes/place feet flat on floor/ take a deep breath, etc. **DO NOT TELL ME TO.**
2. If you tell me to take a DEEP breath, I appreciate it when you give me time to do this. Most people are telling me to take another deep breath when I haven't exhaled from the first. DEEP is the key word.
3. Please remember a meditation means MEDITATIVE. I have heard some very good talks that were preceded by: "We will now meditate." Too many words for a meditation.
4. When you say "We'll have a moment of silence," please give me enough time to recognize that there HAS been a moment of silence. It's really a bummer to me when someone implies more than a moment and there's only a couple of seconds. I would like at least 30 seconds when the word moment is used.
5. When you make a statement or an affirmation, and suggest or invite me to take it within or incorporate it into my being (or anything similar) PLEASE give me time to do so. If you are not going to allow time for this, don't invite or suggest it.
6. Please be aware of the TENSE you start with (I or you) and stick to it (unless you verbally give reason for the transition).
7. Please do not DROP your voice so low that many of your words are not heard. Unless, of course, you want us to do our own thing, and if so, why not lead us into silence and BE STILL.

Please encourage people working toward licensing to practice, practice, practice with a tape recorder. Tape recorders can be purchased for very little and the price is well worth it.

For practicing on a tape recorder, one must experiment a lot. And then, the serious practice begins. It is vitally important to listen and hear what we say.

Meditation is an important part of Unity, of any spiritual growth and unfoldment. Yes, I have more to say on this subject. If you want to hear it, let me know.

Love and best blessings!

YOUTH MINISTRY NEWS



Marianne Hill
International Children's
Education Consultant

Each region employs a Children's Education Consultant, who is available to travel throughout the region, to provide training for directors and assistant directors of the local Unity churches and centers children's programs.

The following (at right) is an evaluation form that can be used by a "host" church to insure that the consultant's work is facilitated by the environment.

Look it over prior to a training workshop as a reminder for what arrangements need to be made. After a workshop, use it to comment on what went well, what might be done differently next time, and the names of key people or services who took care of important details.

Training Evaluation

Host Church _____

Date _____

Names of Participating Churches _____

Number in Attendance _____

1. Was the Regional Consultant adequately informed concerning the needs and expectations of those participating?
2. Was the seminar successfully promoted? Was the workshop publicized at an early enough date to allow participants time to make traveling arrangements and for churches to budget for their traveling expenses?
3. As the host church, were your preparations for the workshop adequate? Were there enough supplies for everyone? Plenty of coffee, tea, etc.
4. Was the facility adequate? Doors unlocked in time? Heat/Air conditioning turned on ahead of time? Sound system operative? Tables, chairs, lecturns available if needed?
5. Was the room arrangement satisfactory? What suggestions do you have to help the Regional Consultant in this area?
6. What were the objectives of the seminar? Were they conveyed to the Regional Consultant prior to his/her arrival? Were they met?
7. Was there variety in the presentation? Did the presentation provide interest and enthusiasm for youth education?
8. Was there fun and fellowship?

Additional Comments:

Children's Education Consultant West Central Region

Virginia Franklin

Vivian Franklin is the Children's Education Consultant for the West Central Region.

Vivian brings a wealth of experience to this position. She has a B.A. from the University of California at Berkeley and an Elementary Teaching Credential from California State University at Hayward. Vivian taught school for seven years.

For the past five years, Vivian has been the Youth Edu-



cation Director for the dynamic and fast-growing Unity Palo Alto Community Church. She has successfully managed the rapid growth of the church's children's program and has seen an increase in the teaching staff from 14 to 35 teachers.

Vivian is married. She and her husband, Bill, have two sons--nine-year-old Steven and six-year-old Daniel. Besides attending church she and her family love to ski, camp, hike, read, and swim.

Her vision for Youth Education is that "each Unity center provide a stimulating, exciting, and inspirational program for the children, where they can experience and express the joy of life, celebrate their God-given talents, and feel loved, accepted, and appreciated. These 'centers of love' would be so inviting that other families and children would visit, explore, and discover our wonderful Unity adventure."



Ray Wiggins
International Youth Education Consultant

Planning For Success

At the end of a Sunday school hour, one teacher asked another casually, "How'd it go?" "Ok, I guess," was her reply; but the shrug of her shoulders said more about the morning than her words. This noncommittal answer might create more concern than a response of "It was great!" or "It was simply awful!" A more definitive answer makes way for questions about why the lesson was great or why it went badly. Focusing on a "so-so" lesson is much harder!

Planning With A Purpose

A teacher who asks, "What do I want the youth to experience or learn?" will plan with that clear goal in mind. The answer to that question becomes the purpose for teaching that session. Planning allows the teacher/leader to use activities, resources, and personal talents toward a reachable goal.

An Outline For Planning

1. Read all resources for the lesson, including the student books, activity books, leaflets, and teacher books, that are provided for your age group. Preview videos, filmstrips, records and tapes to determine their content and how they can be used in a session. Teachers should try learning games to be sure they will work.

2. Ask yourself, "What is the main idea of the lesson?" Some resources include main ideas and purpose statements. If your teacher book doesn't have a main idea or purpose statement, determine what you want to get across to the class and write your own main idea on the margin of the leader's guide or on a separate sheet of paper. If the resource does have a main idea or purpose statement, rewrite it so it becomes your main idea or your purpose statement. Read the revised statement and be sure that it is what you want your class to know at the end of the lesson.

3. Ask, "What do I want the class to experience?" or "What do I want them to learn in the time allowed?" Write your responses using active verbs. For example:

By the end of the lesson, the students will. . .

HEAR the story of _____

DISCUSS _____

LEARN the song _____

MAKE puppets _____

DRAMATIZE the story of _____

READ (state passage) in the Bible _____

PLAY a review game _____

The active verb allows the teacher to evaluate the session in terms of what he or she had hoped the students would accomplish. These observations in turn help the teacher choose activities for future sessions.

4. Provide variety in the way materials are presented. For example, if a story is to be told, how will it be done?

With youth. . .

- paraphrase a Bible story into a contemporary presentation;
- ask the youth to read the story aloud;
- prepare and present the story as a drama;
- roleplay the story;
- listen to sacred and secular music that speaks to the story.

Keeping Learners Active/Involved

Because people learn best when they are involved, encourage students to participate as fully as possible.

Youth might. . .

- create posters or banners;
- design a bulletin board for the congregation;
- write a newspaper;
- prepare and present a puppet drama for another class.

Providing Variety

There are many ways to do and experience an activity. Using music as an example of such variety, consider the following options:

- invite a song leader to teach a new song;
- sing with a record or taped accompaniment;
- use an autoharp, guitar, or recorder;
- learn a sacred circle dance;
- listen to portions of a musical masterpiece like Handel's *The Messiah* and compare it to the Christmas and Easter stories in the Bible; allow the music to teach as well as the passage.
- read the words of hymns as poetry.

Continued. . .

Planning for Purpose - Allowing Activities to Provide Interest

Planning does not start with an activity around which a plan is then developed. Begin with your revised main idea and/or purpose statements (they remind you of what is important) and develop interesting and enjoyable activities to help students experience the lesson.

Choosing Activities

In most youth classes, activities will differ from those provided children. Often they will revolve around discussion and dialogue; however, even for these older learners, creativity is important.

Activities for youth must be selected with their ages and interests in mind. Youths sing, discuss, and ask questions. They enjoy an occasional experience with wire sculpture and even clay. Youths make puppets and present puppet shows if they are invited to present them to younger groups. They plan service and sharing projects and execute them well when supported and guided by caring adults.

Youths do a lot more than sit. They listen--if they are encouraged to listen by an exciting approach.

The Last Step

"Who's going to do it?"--you know--who's going to get the projector and screen, buy a new needle for the phonograph, phone class members, get the refreshments for the class? If you teach alone, you know who is going to do it, unless you share the responsibilities with the class. In that case, your task will be to remind them of their responsibilities with a call or a card. The best-laid plans require the supplies and equipment to carry them out. Either you, a co-teacher, need to arrange for all the materials you will need.

Evaluating

Planning is not a ladder that leads nowhere! It is a tool that allows you to take stock of what is happening and to identify areas where you may want to seek personal growth and develop your skills as a teacher. Planning also allows you to be more relaxed with your students.

If planning is to do these things, you will want to pause at the end of each lesson, remembering goals, and ask yourself: "How well did the class members accomplish the goals?"

You may discover that some goals were accomplished by some students and not by others. At other times, you may say, "The time ran out, and we didn't learn the song." Such observations may suggest that you planned more than the group could accomplish.

Your observations may also indicate that the plan

provided extra experiences for older students or for those who work quickly while allowing you to spend more time with students who needed more time or assistance. They may also remind you to include a certain kind of activity, music for instance, in next week's plan.

Your observations may also alert you to the fact that you underplanned. You may say, "I was all finished and had ten minutes until the end; I needed to plan more activities."

You may discover that not all of the students fared equally. For example, some students will naturally respond better to certain activities than to others. Make a note of this. Look for alternative methods to encourage involvement from all students--although not necessarily every lesson. For certain students some days will be better than others, just as they are for you, the teacher.

Planning To Be Flexible

Lesson plans are not set in concrete. Expect situations that will disrupt the flow. How important is a plan if:

- a school mate has just committed suicide?
- a national tragedy has the focus of the world?
- a beloved church member has died unexpectedly?
- Susie's mom brings a surprise birthday cake to share with the class?

At times you will want to plan "on your feet," allowing the needs of the participants to dictate what you will teach. Evaluate how you did in these circumstances.

Inviting Feedback

Teachers may find it helpful to have students evaluate a series of lessons. Questions should be more probing than, "What did you like best, or what didn't you like?" You might ask, "What do you remember about the series we've just studied? Which activities helped you remember the lesson?" People who have a part in deciding what they will study are more likely to respond in a positive way.

You may want to share your lesson plans with another teacher. By doing so, you might give each other some terrific ideas. The SPONSOR'S PAK is a quarterly packet of lesson plans and resources to aid teachers/sponsors in their jobs. Send your classroom success stories to SPONSOR PAK, Association of Unity Churches, P.O. Box 610, Lee's Summit, MO 64063.

Distinguished Youth Service Awards Granted

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.

There are two distinct areas of service that are required for the Distinguished Youth Service Award. First, the candidate must be an active member of a Unity church or study group. Secondly, the candidate must have given significant service to youth, inside and outside the church through youth related agencies such as Unity Youth Education, Unity Y.O.U., Boy Scouts, Girl Scouts, Camp Fire, Inc., 4-H, FFA, and FHA.

Up until this year only 29 awards had been granted. During the Youth of Unity Conference (on Thursday, August 18, 1989), ten additional awards were presented bringing the total to 39 persons receiving this high honor. Congratulations to: Shirley Barbula, Gregory Barrette, Judy Lewis, Nancy Rodda, Karl Anthony, Kenneth Ray Harrison, Donna Lee and Larry Dennis (in absentia), Kate Chesley, Beth Halper.



Shirley Barbula



Gregory Barrette



Judy Lewis



Nancy Rodda



Karl Anthony



Ken Harrison



Kate Chesley



Beth Halper

Donna Lee and Larry Dennis
(not pictured)



Introducing the 1989-90 International Youth of Unity Officers (l to r): Greg Witbeck, President; Lisa Loberg, First Vice-President; Joe Moskus, Second Vice-President.

Announcing 1989 Winners of the James Dillet and Billie Freeman Y.O.U. Creative Writing Awards

FIRST PLACE (\$1,000 college scholarship) to Dana Awtry of Mid-West Y.O.U. Region for her story entitled, "Perfection."

SECOND PLACE (\$600 college scholarship) to Tanya Eby of Great Lakes Y.O.U. Region for her poem "Not Polite Laughter."

THIRD PLACE (\$200 Y.O.U. Int'l. Conference Tuition for 1990) to Ann Marie Sugg of Great Lakes Region for her story, "The Dream."

To submit for the 1990 awards send poetry, short stories, prose, or meditations to:

FREEMAN WRITING AWARDS
Y.O.U.
P.O. Box 610
Lee's Summit, MO 64063

Participants must be a member of a Y.O.U. Chapter, submit only writings not previously published, no more than 2,000 words, original creation. It is encouraged that the material be reflective of a truth principle and/or Unity's way of life.

The Youth of Unity (Y.O.U.) sends its love to Mr. and Mrs. Freeman for establishing this award to encourage creative writing among our teens.

Where Are They Now?



Tony Blain, the second international vice-president during 1978-79, is currently a Deputy City Attorney in Los Angeles, California. After graduating from Brown University and Pepperdine School of Law, Tony went "on tour" throughout Europe and found a serious lack of Unity churches overseas. Besides staying active in Y.A.U. and helping to lead a recent Y.O.U. workshop on dealing with peer pressure, Tony has re-

mained involved in community affairs by teaching CPR for the American Red Cross and helping juvenile offenders through a volunteer program sponsored by attorneys. Tony has also been active in politics, including being a delegate to the 1988 Democratic National Convention in Atlanta, Georgia.

Address: 12021 Wilshire Blvd., #155
Los Angeles, CA 90025-1201
Phone: (213) 820-9164

(Are you a past international officer or do you know the whereabouts of one? Help us learn where they are now by contacting us at P.O. Box 610, Lee's Summit, MO 64063)

The Value of Y.O.U. in My Life by Tony Blain

Former International Officer 1978-79

Being a Y.O.U'er was an important part of my life because during those critical teenage years, I learned about my spiritual self and about how to deal with other people from a position of love and understanding. Whether it was singing joy songs, nightly vespers on the Bridge of Faith, or saying those long "goodnights" across the infamous Green Line, being a Y.O.U'er in Unity Village was always a special experience. I learned through Y.O.U. that it was OK to display your affection for life and to allow your spiritual side to grow and be more exposed.

During my extensive travel as an international Y.O.U. officer, I learned about how to deal and interact with numerous other persons and situations. While this might sound rather routine, Y.O.U. was unique because dealing with people in this group was always from a position of love, caring, and understanding. This is an important lesson to learn and practice even today because many times in our lives people do not always accept you for what you have as a spiritual being. Knowing that I was already accepted by others as a child of God allowed me to deal more effectively with the various other "peer pressure" issues that presented themselves during those years.

Lastly, Y.O.U. helped the giving side of me to flourish, whether it was in our yearly service projects or helping out at our affiliated Unity church. I always felt that as Y.O.U'ers, we gave something special to each Unity congregation we touched with our activities and irresistible enthusiasm. The Unity movement of practical Christianity is stronger today because of love and support each Y.O.U'er has given in service to their congregation.

NEW!

Uniteen/Y.O.U. Resources

GREAT IDEAS FOR SMALL YOUTH GROUPS:

"When a group is small," claims author Wayne Rice, "the possibility for authentic youth ministry is actually enhanced." In this practical and easy-to-read book, Rice outlines a strategy for success with small youth groups. If you have a small youth group, this book is for you. *U/Y.O.U. Sponsors*

#1728

\$9.95

ONE ON ONE: Teenagers love to talk to each other--and they'll love One on One, the exciting new conversation kit that helps young people talk to each other about what really matters. Written by David Lynn, author of Tension Getters and Talk Sheets, One on One is much more than a book--it's a creative discussion starter that will help your young people to: acquire good listening habits, think before they speak, offer advice and counsel to peers, and much more. You will need one copy for every two students. *U/Y.O.U. Sponsor*

#1730

\$8.95

WHY TEENAGERS ACT THE WAY THEY DO:

Youth workers and parents will gain a practical new understanding into the hows and whys of teenage development. Author, Dr. Keith Olson, shares real-life stories of teenagers to illustrate each of eight personality types. Then, he gives solid guidelines to help parents and youth workers relate to each type of personality. This book will help youth workers and parents build strong, positive relationships with teenagers. *U/Y.O.U. Sponsors/Parents*

#1723

\$15.95

CLOWN MINISTRY: Everything you need to know about starting or enhancing a clown ministry. Clown ministry experts Floyd Shaffer and Penne Sewal share their knowledge and offer practical tips on: makeup and costuming, scripting and props, mime techniques, organizing a clown group, and more. Clown Ministry includes 30 detailed skits and more than 50 short clowning bits for service and worship. *U/Y.O.U. Sponsors*

#1729

\$7.95

INVOLVING YOUTH IN YOUTH MINISTRY: Authors Thom and Joani Schultz share successful strategies for getting young people involved in taking responsibility for their youth ministry. In this fresh approach to youth ministry, youth workers will learn to develop their young people as leaders. *U/Y.O.U. Sponsors*

#1731

\$9.95

To order these wonderful new items, use the order form in your Association of Unity Churches Supply Catalog, or phone 816-524-7414.

UNITEEN/YOUTH OF UNITY MINISTRY - *For ministers and lay persons who serve with teens*

Youth of Unity Conference 1989 "Come Alive! A Serendipity Celebration"



An Open Letter

(Written at Conference to the Youth of Unity)

Dear Y.O.U.,

I wanted to thank you for all that you have given to me. The foundation of my very soul was built here. The soil of my life, where by roots grow deep and strong, was tilled and fertilized and dug up with loving hands and the seeds of who I am were planted and have been growing ever since. My heart was opened and my potential was touched at a Y.O.U. Conference.

I believe that the Youth of Unity saved my life. I come from an abusive family. My mom is an alcoholic (recovering now). I was abused and neglected as a child and as a young teenager. I was headed in the direction of drugs, the wrong crowd and had no self esteem. I had no belief that I was worthy or capable of anything great.

But Y.O.U. gave me something very special--a group to be

involved in. There I learned about responsibility. Y.O.U. told me that I could be something, not just something, but anything, anything I wanted to be. You gave me love and accepted me for who I am. You saw in me what I was unable to see. You saw that I was worth something and now I know that.

A few years ago I performed for the first time as a Mime at the Conference talent show. Now I am performing professionally. Living out my dreams. Thank you for teaching me that I can. Now I Am, and I am who I want to be and I'm doing what I've always dreamed of.

I want to thank all the beautiful people who touched my life in Y.O.U., and all of the beautiful people who will be in this incredible group in the future. I love you Y.O.U.--Lorie

ASSOCIATION OF UNITY CHURCHES®
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December, 1989/January, 1990



THE PRESIDENT'S LETTER



V. Stanford Hampson
Unity - Palo Alto
Palo Alto, California

I Look Ahead With Wonder

One of my favorite affirmations for the changing of the years is, "I look with wonder to that which lies before me, miracle follows miracle and wonders never cease." I first learned this affirmation when I succeeded Phil and Dorothy Pierson in Honolulu years ago. They left that affirmation behind on the typewriter I inherited. I treasured the thought then and it has grown with me through the years. Perhaps it is a favorite of yours as well.

This particular changing of the years is of singular importance to us in Unity. As the clock strikes twelve, we conclude our first one hundred years and officially set our foot on the path to begin our second century. What an exciting moment to be alive! God chose one man and one woman to begin a vision of faith one hundred years ago. This same God presence has chosen you and me to stand here together to launch the second century with twice the faith, twice the love, and twice the glory.

Think about America one hundred years ago. Our president was Benjamin Harrison; Oklahoma was a territory; Idaho and Wyoming were just becoming states. The population of America was just 62 million and in 1889, football and basketball were just forming their first teams.

In 19th century America, women had no legal social rights - - property, chil-

dren, clothes were possessions of their husbands; they weren't even allowed to vote. Most women were not educated; rather they were considered as consumers to work and have babies. When a woman owned anything she was expected to turn it over to her husband; and it was legal to abuse a woman since she was considered a possession. In this society, Unity and other new thought religions began. Remember most of the new thought religions were started by women: Mary Baker Eddy, Emma Curtis Hopkins, Nona Brooks, Emily Cady, Myrtle (and Charles) Fillmore. Our Unity heritage is of these women who decided they were not limited by customs and law, instead they could think and act in new ways with a new courage and a new vision.

As we enter Unity's second century, our own vision and courage can be no less than theirs. Today we have 245 million Americans and we see our President weekly on television. Our new horizons are into space with modules going faster than 40,000 miles per hour on discovery missions. The Iron Curtain is coming down all over eastern Europe and a new wind of freedom has begun to blow through China. "High-tech" is beginning to stir itself to the required transformation into "clean-tech." Western Europe is creating its own united states and in two years we will celebrate the 500th anniversary of Columbus arriving in America.

We must create a new vision for this age today.

Our past and our present are filled with exciting adventures. The opportunity for you and me right now is to look ahead with wonder and deliberately create the kind of futures that serve humanity. We would be as guilty as Lot's wife if we only look backward to the courage and the faith of the past. We must create a new vision for this age today.

We will create our own "Unity House" on the land generously given to us by Unity School. We have hired an outstanding minister to be our Director of Development. We have hired our architect to design our new Unity House. We have evolved a format through the Unity Movement Advisory Council so we can have an ongoing supportive dialogue with Unity School of Christianity. By the

year 2000, we could conceivably double the number of churches and study groups we now have to exceed a number of 2000.

We have many things on the drawing board by way of services to our member churches: chaplain services, retreat activities for renewal, national radio expansion, more interim ministers trained, national publicity. Conceivably in our lifetime, Unity will have common name recognition in America. Millions of Unity students will be applying these principles in their lives. The effects of the Unity thinking in America and the world will increase greater prosperity, harmony, ecology, service, and economics for the planet. Increasingly, national lines will be blurred as investors buy extensively in one another's countries so that peace becomes a guarantee. Also will follow greater freedom, responsibility, and human rights for all people, all colors, all cultures. I truly look with wonder to that which lies before us. Miracle follows miracle, and wonders never cease.

As a hundred years ago, the future belongs to those persons of faith who dare to believe, dare to have courage, dare to move beyond the limits of culture. In our past, there were two people who started with such courageous faith. Today there are millions of us daring to believe. Tomorrow there will be tens of millions of us creating new visions, new courage, new miracles. As we enter our second century, join me in looking ahead with wonder to that which lies before us. Miracle follows miracle and wonders shall never cease.

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EDITORIAL PURPOSE

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EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

Alternative Ministry Teaching Styles For The 90's Part II

We celebrate the rebirth of the Christ in December and on January 1, the beginning of a new year, a new decade, and a new century in Unity's history. To assist with effective ministry teaching styles for the new decade we are celebrating, I present Part II of a study completed after arrival in this office.

Clergy Need to Control and Resistance to Innovation

Adult religious educators (as distinct from Directors of Religious Education who are typically involved with Youth Education programs) and ministers appear to experience what is often called an "occupational hazard." Because people turn to them for help in personal needs, the professional clergy frequently pretend that there is enough information and knowledge to provide solutions and to predict outcomes to peoples' problems. Religious educators John and Lela Hendrix indicate that there is a temptation to want to control situations and often people, with whom they make contact; a

temptation to try to resolve every problem and to leave no question without a final answer. (Experiential Education, Abingdon Press, 1975, p. 159)

A variety of reasons for the development of these "all-things-to-all people" characteristics emerge. Congregations and class members in great personal need often turn to their clergy or adult religious education director or teacher, looking for assistance in meeting a problem; often they ask for specific advice. All too frequently professional clergy abdicate their responsibility and offer this advice, instead of helping the person pursue the answers, or at least, the sequence of events, which will best suit the questioner's personal needs.

These personal needs repeatedly seem to be ignored from the pulpit as well in personal contact. Because of little or no opportunity for feedback during sermon presentation, clergy, caught up in the stimulation of a message prepared in the study, appear to make little or no effort to direct their messages to the personal needs of people, making them usable in daily living.

A layman, Pierre Berton, in The Comfortable Pew, Lippencott, 1965, pp 96 & 97, expressed the feelings of many people outside organized religion when he stated that today's sermons are "spiritless, irrelevant, dull, and badly delivered." Professional clergy dispute the conclusions reached by layman Berton, but find it difficult to ignore the incriminating views offered by theologian Helmut Thielicke that "preaching itself has decayed and disintegrated to the point where it is close to the stage of dying." (The Trouble With The Church, Harper & Row, 1965, pp 1 & 2)

The Berton and Thielicke conclusions are supported in doctoral research by Ronald Parsons who tested lay people in the metropolitan area of Detroit, in meetings held promptly after the worship service. He found that not even one-third of the people tested could give a relatively clear statement of either the "question" or the "answer" suggested in the lesson. Par-

sons concluded, "The church and sermons are experiencing widespread criticism for failing to communicate meaningfully in contemporary society." ("Lay Perception and Participation in the Communication of the Sermon," Boston University doctoral dissertation, 1966, p. 184)

The concern among theologians regarding effective teaching techniques and effective teachers in the church grows in both intensity and frequency. At the same time, among ministers and religious educators at the local church level, there is developing a separation between those who still contend that preaching is the central fact of teaching and those disillusioned by their own and others' ineffectual teaching via the preaching mode. (C. Reid in The Empty Pulpit, Harper & Row, 1967, p. 21)

There is no lack of admonishing on the part of theologians for adult religious educators and ministers to keep current in their programs and curricula. One early plea by Ernest Chave stated:

The atomic bomb has revolutionized the attitudes of people toward war and international relationships, and further discoveries in atomic energy may change socioeconomic life more than anything in ten thousand years. . . . When religious educators cease making religion coextensive with Bible knowledge and theological fluency and actually come to grips with the problems which ongoing life presents, they may expect to get cooperation and intelligent interest on the part of thinking men and women in every sphere of life. (A Functional Approach to Religious Education, University of Chicago Press, 1947, pp. 142 & 143)

There is an increasing number of similar messages among laity and theologians speaking to the urgency of the need for change. However, it seems that ancient rituals still pervade religious classes and services and the very warp and woof of the majority of churchpeople themselves.

Ritualized behavior in worship prevents immediate feedback and supports ministers and adult religious educators
See STYLES on page 9

CHURCH DEVELOPMENT & MANAGEMENT ISSUES



Barbara O'Hearne
Church Development and
Management Consultant

Why Delegate?

I can do it better, quicker, and. . .

Mastering the art of delegating involves making the commitment and following a few simple guidelines. When thinking about delegating, our emotional reaction is usually, "I can do it better or more quickly myself." While a more logical reason might be, "By delegating we can increase our efforts and empower more people." However, neither the emotional reaction or logic attitude is the central issue in delegating.

The key issue is communication. When we delegate we must communicate our vision, the instructions, and desired outcome clearly. For some this can present a real challenge. Think about those times when you were given assignments or responsibilities and the directions were vague or misleading. What was the end result?

When delegating you are providing staff members, paid or volunteer, the opportunity to develop their own skills and abilities and communicating your trust in them. By delegating, your time is free to concentrate on the vision and long term goals of the ministry. Delegating to others helps to eliminate trying to take on too much and crisis management, because delegating involves trust and planning.

What to delegate? This depends upon your responsibilities. Some individuals

believe the 80/20 rule works best. They like to get 80 percent of most tasks done with someone else's help and finish the final 20 percent. Imagine the amount of work and tasks that can be accomplished in a ministry when using this rule.

Guidelines

Whether you delegate by the task, by objectives to be achieved, or functional areas of responsibility, there are six guidelines that can be followed to improve your delegation skills. They include: analyzing your job; deciding what to delegate; developing a plan; selecting the right people; delegating; and following up. Let's take a closer look at each of these recommended guidelines.

1. *Analyzing your job* involves reviewing what you do, what is expected of you and what are your objectives. Answering such questions as, "Can anyone else do parts of the job?" "Can anyone be trained to do parts of the job?" are important.

2. In *deciding the tasks* to delegate you will spend time examining the decisions you make most often, the specific areas of responsibility that make you overspecialized and those areas where your staff may be better qualified. A successful administrator or manager attracts staff members that will support the ministry's vision and operations with skills that he or she doesn't currently have or is in the process of acquiring.

Delegating tasks you do not like must be balanced with delegating tasks and responsibilities you enjoy. This will enhance the staff persons job in terms of variety and personal growth.

3. Like most jobs that are well done planning is a component. Therefore *successful planning* in delegating is needed. This involves a careful review of the all essential details and decisions, clarifying appropriate limits of authority and establishing some performance standards. Determining the feedback system to be implemented including the kinds of information needed, when and in what form are all part of the planning process.

The administrator must plan for their role as coach or trainer to insure a suc-

cessful experience for the staff member and themselves. Of great importance is the communication abilities and skills of the delegator. "If you can't control it don't delegate it!" is the attitude of many successful administrators and managers who delegate effectively.

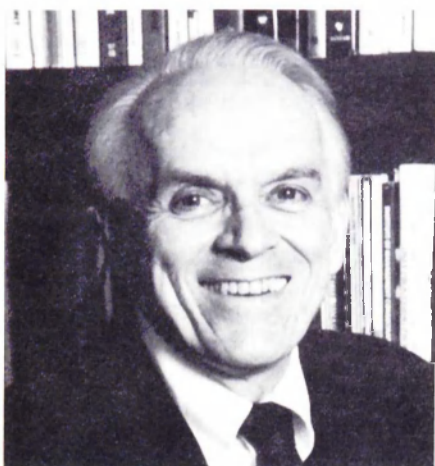
4. *Selecting the right person(s)* is another key step. The skills of the individual ideally complement or support yours. In addition, the interests of the person and the degree of job opportunity and skill development this presents need to be considered. Would one staff member do better than another?" "How can I balance the opportunities for others to assume responsibilities in areas suited to their skills and abilities?" are questions in need of answers.

5. In *making the delegation* you are "entrusting" the person with the tools, your belief in them, and authority to handle the job. Your personal commitment to the process of delegating and ability to "let go" are equally important. Once again the art of communicating effectively becomes a critical success factor. You want to make sure you are working effectively as the coach or trainer and that your feedback mechanism or system is working when and where it should, to insure good decision-making skills.

6. By *following up* you are insuring that you will receive timely information and insisting on results. This encourages independence in the staff person, increases your ability to deal with different decision making styles and may discourage you from taking back assignments. The follow-up period is the perfect time for rewarding good performance.

Acquiring the art of delegating can be very rewarding on many levels. It can increase activity and accomplishments within the ministry. It can provide staff with opportunities for additional skill development, stretching their abilities and provide a variety of responsibilities on the job that enhances satisfaction. The element of trust, which requires mutual commitment and communication, is key to effective delegation.

CHURCH GROWTH & DEVELOPMENT ISSUES



Dick Connor
Church Growth & Development
Director

Reflections

September 16 was the start of my third year as your Church Growth and Development Director. Without exaggeration, they were the most fulfilling and challenging years of my life. I'm grateful to the ministries whose tithes and special gifts have made my position a continuing reality.

During the previous two years I've had the privilege of visiting and serving 58 ministries; appearing at five regional conferences; participating in four Association conferences and planning meetings; conducting 11 telephone conferences with 9 separate ministries; mailing out 163 packages of articles, programs, and tapes; logging over 145,000 air and auto miles; and in my spare time continuing to serve as board president of a rapidly expanding ministry.

I'm booked solid through 1990 and into the first quarter of 1991. I see this as a vote of confidence in the function, and I am deeply appreciative of being in a position to serve you. However, this positive factor means that there will be a delay in serving your ministry. If you want me to work with your ministry in 1991, write to me at the Virginia address and I'll log your request and get back to you during September 1990 to schedule your ministry.

Because of my booking situation, I'm beginning a series of do-it-yourself sur-

vey forms and worksheets for use with your Leadership Team. Each month I'll present a survey form on one important aspect of Church Growth and Development. The next month I'll interpret the form and you will be able to compare your responses with what I have found to be the "norm" for each factor.

Before I introduce the first form, I want to present the Tenth Commandment. One friend of mine quired me regarding the Nine Commandments discussed earlier by asking, "Were there really only nine, or did you drop one coming down from Mount Sinai?" Yes, there are ten and number ten follows:

X.

Thou shalt cease thinking your power and substance into lack conditions.

Without exception the leadership team of every ministry that was having financial or growth in people problems

inadvertently was focusing their attention on the lack and neglecting to bless the positive effects. Paraphrasing Troward, any lack condition is evidence of the absence of the application of a positive principle. In trying to "fix" a lack situation one tends to apply three dimensional energy to the effects of an earlier casual factor. The only way out of this trap is to think newly regarding the cause of the desired condition.

My experience suggests that the majority of lacks and negative effects appearing in the outworkings of a troubled ministry lie in holding and believing that the current congregation represents the source of supply rather than simply shifting channels of supply.

Closely related to this commandment is the focus of the leadership team. I recommend that you reproduce this worksheet and ask each member of your leadership team to fill this out. Collect the individual inputs and array the individual estimates, and be prepared for an interesting and informative discussion.

Worksheet 1

Current Focus and Tendency of Thought of the Leadership Team

Activity	Percent
1. Administration of ministry	_____ %
2. Focus on current ministry needs/problems.	_____ %
3. Minister-Board-Volunteers relationship building	_____ %
4. Identification and blessing of existing strengths and positive conditions	_____ %
5. Development and unfolding of mission and vision	_____ %
6. _____ (add your own factor here)	_____ %
7.. _____ (add your own factor here)	_____ %
	100%

Next month I'll discuss my experience with each of the _____ suggest some positive action steps to be taken.

CHURCH GROWTH BY RADIO



Carolyn Craft
Radio/Media Coordinator

How Do I Begin My Communications Outreach?

An interview with Mike Moran

What about your vision with respect to broadcasting? What are some of the things that you see for your ministry?

Right now we're developing different kinds of programs and experimenting with different ways to promote ourselves in the community and, with varying degrees of success, we are learning a great deal. Our vision is to be on the radio in this community every single day. Every single day we will be presenting Unity in a very positive way to the people of Tacoma, Pierce County, and western Washington. The second part of the vision is to be on radio every single week with a longer program--anything from 30 minutes to 4 hours. The other thing is to use our broadcast to move our tapes of sermons and guest speakers coming to the church. We have very professional recording equipment so, through such recording, we can provide very good quality tapes. This exposure also helps develop our mailing list.

What are you planning with respect to the four-hour program?

What I want to do is combine music with interviews of people who really are making a difference in the world, making a positive impact; people who have overcome challenges in their lives and whose messages will serve as an inspiration to the rest of us. This is what really excites me. Also, we want to focus on what's right with the world, things that are happening that you never hear about because we are bombarded with negative news and a negative image of humanity and the world. So, in this four-hour program we want to present a very positive image, a program with uplifting and motivational music. It's not religious but it is inspirational. Speakers from all walks of life will be invited to share short interviews--two or three minutes. It's important that the program move very quickly. It is what I did when I was in broadcasting. . . the same kind of program that proved very effective then and I know it will prove very effective here. The focus will be different because we will be focusing *only* on the positive things happening in the world.

Do you see this program being timely enough to be available through a potential Association of Unity Churches satellite linkup or satellite network, or even by mail, for other ministers to put on their local radio stations?

This is my ultimate goal, to have a syndicated program. There are a number of people around the country who are working on the same thing, so there is going to be a breakthrough. I would certainly like to be a part of it, and my ultimate goal from the beginning is to have a program that is heard nationwide and serves as a forum for the Unity message.

Mike, share with us some of the logistics of what you have done with your support people in making this happen.

I've been exceptionally fortunate. When we first started here in Tacoma, there weren't that many people available. There just wasn't the volunteer support that I thought there would be. We had to build the ministry before we could implement some of the goals that we had for

broadcasting. I put the cart before the horse and found out that it just wasn't going to work. I couldn't do it on my own. First we had to get the house in order as we have said a thousand times before. I delayed some of the things that I had planned on doing. We developed a volunteer pool and have now hired an administrative assistant who has a strong background in promotions, advertising development, and community involvement. She has really helped us out as far as placing the orders, contacting the different radio and television stations and newspapers when we have something going on. She was our breakthrough person, and since then we have had other people coming on board who have offered to help with publicity. They are all professionals in the community and in the area of publicity and public relations.

Can you at this point share some of your specific goals regarding special Christmas or charity promotions that you are involved with within your communications outreach?

We are taping Christmas messages from the members of our congregation. "Hi, this is (name)" with a 60-second message of their wish for the holidays and for the new year. Then we just tag it, "This holiday wish is brought to you by Unity of Tacoma, a growing church for growing people." They will come on with a very positive message.

This, Carolyn, is my vision for the world for 1990 and part of what we are willing to do as individuals in our own world will insure it as a happening for the world.

What about your budget and how have you set this up and do you have a special tithing ministry for radio?

Not yet. That's something that we really have to get on top of right now. There are some people who earmark their money for the radio ministry and the number is growing. So far, I've had no planned program, but if we continue at the level that we are going now we'll have to have such a program.

Continued. . .

What would you say are some of the biggest challenges you have in launching your radio program?

The biggest challenge to the weekly program is the cost.

As far as budgeting then, what is your goal?

My goal is 10%. Right now we're at about 6 1/2 to 7%.

This is for all kinds of outreach, not just radio, right?

Right. And you know, our major commitment right now is radio and it's really working for us. Let me just tell you what some of the benefits are. Since April with heavy promotion in the community, we have seen our attendance more than double, and we're pushing toward tripling the attendance here before too long. Because of our exposure in the community, we're now getting a lot of television interviews from the top stations around the area. They are familiar with us and the programs that we are doing, so when we call up they know who we are. We're promoting events and people such as Walter Starcke, Famous Amos, and Dr. Susan Smith-Jones. Right now we have an "Outrageous October" going on. Through our communications, incredible interest from the community has been expressed. Television stations call us and want interviews with our guests such as Famous Amos. They say Famous Amos is speaking at Unity Center of Tacoma, and this gives us very positive exposure. Dr. Susan Smith-Jones is part of our "Outrageous October" and on my desk right now I have calls from two television stations wanting interviews. Radio and television stations expect things from us. Every month we send them a list of all our events, along with the biographies for good interviews. And this is all free! It comes from the radio broadcasts where they hear about our activities. Then they call us and say: "I hear you're going to have Famous Amos in town," etc.

We did a sky jump here. We had 47 people in our congregation who made the

sky dive. We made the front page of the newspaper. It made the news on two of the top television stations in the area. One station gave us two minutes and the other gave us three minutes, both on the 6 o'clock news.

Is there anything else that you would like to share with other ministers?

Just that making radio a major budget item for us is giving our church a very positive image in this community. Our attendance has more than doubled. Because of the radio, television stations are

more familiar with us now than ever before. Our goal is to be in the public eye every day in a very positive way, and we're doing this with radio. Everything else that happens is gravy after that! And I'll tell you there is a lot of gravy right now. The more you use radio, the more you get in positive return. It goes right back to our teachings of giving and receiving. If you give to the community you get back in increased measure. You do reap a bountiful harvest.

Thank you, Mike!

Stay turned!

Sparkplugs

Talk Topics & Sermon Starters from Unity publications

This month: Unity magazine

Since October 1988, Unity magazine has published a fascinating, twelve installment series, "Tales from the Torah." Lauded as an exceptional metaphysical author by Truth students, Thomas Shepherd treats readers to another indepth look at Bible history, metaphysical interpretations, and historical significance. He helps the seeking Truth student understand the first books in the Old Testament, the origin of Hebrew books of law, why they are so explicit, and what purpose these books can have in our lives today.

Mr. Shepherd brings to life people and events recorded in Genesis through Deuteronomy. Further enlivening the characters with occasional humorous observation, he nevertheless helps you look at this time in Hebrew history in its true light as he reminds you of the various ancient cultures and the similar myths and legends in their history. Yet, Mr. Shepherd gives facts that will help you decide--is it or isn't it historical fact or fiction? He shares views that help you solve questions about puzzling passages

such as Exodus 22:22-24, where Yahweh speaks of becoming angry and killing in war as retribution for not following a specific law. Age-old questions about creation, the fall of man, the flood, the Israelite patriarchs, and the exodus from Egypt are viewed from several angles providing you with basic information.

This comprehensive look at ancient times, the understanding of the then non-scientific views of the universe, and the thinking and recording processes of ancient peoples provides a feast table of treats for hungry metaphysical seekers. You will appreciate Mr. Shepherd's comment, "Many of the stories in our Bible are not historical events but are nevertheless true."

The Bible as Unity's primary source book is a well-read and studied document by Truth students. People want guidelines for their lives, and that direction can be found in these early books of the Old Testament. January is a great time to start a Bible study group in your center or church. You can use this series in Unity magazine as your basic text and expand the study with other sources for a spiritual growth experience.

Unity magazine, including back copies, can be ordered by yearly subscription or individual copy from the Sales Department of Unity School of Christianity.

EXPANSION NEWS



Susan EngPoole
Expansion Coordinator

Why Guests Return

On September 10, 1989, many Unity churches participated in Unity's first World Friendship Sunday. The results were successful with most centers reporting a substantial number of newcomers on that day. Unity's Friendship Sunday was designed for church members to invite those with whom members have a relationship and who were curious about Unity.

The feedback from the newcomers will help in the planning of future Friendship Sundays and other events designed to reach newcomers. Seventy to ninety percent of the newcomers came because they were invited by a friend or a relative. Friendship is the key to what makes people stick. People stay when they have developed five to ten new friends in six to eight months. Newcomers need to feel a common bond with others in order for them to return.

In designing the large group events, the focus should be on meeting the needs and wants of the newcomer. Giving the newcomer what (s)he wants will improve the percentage of guests coming back. Jim Dethmer, cofounder of Grace Fellowship church in Baltimore, Maryland, and seminar leader of "Reaching the Lost" is to be credited for some of the thoughts and ideas presented here.

The church member has different wants and needs from the newcomer. A church member wants a feeling of BELONGING while the newcomer is seeking SAFETY. Be sensitive to the newcomer's desire for anonymity. The newcomer appreciates being welcomed and feeling wanted but does NOT want to be watched. Newcomers like sitting in the back. Church members like sitting closer to the front. When your church member visits another Unity church, (s)he likes to stand and be acknowledged. Do not use nametags at large group events. Registration cards are optional. Greeters should be warmly distant. Their purpose is similar to that of an usher at the theater. The public welcome from the pulpit should not include asking newcomers to stand. Never call them "visitors." Call them "guests" or "newcomers."

The church member comes to church and wants to sing. (S)he enjoys the Unity favorites and learns new songs with varying degrees of enthusiasm. The newcomer does not want to sing at large group events. (S)he prefers to remain silent and enjoys being sung to with excellence and wants to hear songs that touch her/him. The newcomer not only needs to understand what is being said, but also what is being sung.

The belongingness needs of a church member are met through signing up for whatever they can sign up for. The newcomer doesn't want to sign anything. Later when the newcomer feels more secure, (s)he may sign up for the Newcomers Class which orients new people. If you have a New Member Orientation,

you may consider changing the name to Newcomers Class.

The committed church member welcomes the opportunity to speak publicly. The newcomer does not want the opportunity. The church member wants to give tithes and love offerings to support the church. The newcomer thinks that churches only want her/his money. Do not collect an offering at newcomer-sensitive events. Every Sunday at offering time, say, "If you are our first time guest, please do not feel any obligation to participate in this part of the service."

The regular member wants to see the message move from revelation to relevance. The newcomer wants it reversed. The message should move from relevance to revelation.

The church regular wants to be initiated toward. (S)he appreciates it when another church member comes up to her/him to make a request or comment. Not true for the newcomer. The newcomer would feel safer if (s)he were the person doing the initiating.

In planning large group events, being sensitive to a newcomer's needs would include having a bulletin or program so that the newcomer will know what will happen. Verbal announcements and printed bulletins should be stripped of anything that does not make sense to the newcomer. For example, the newcomer does not know that a Women's Auxillary is.

Guests will return as you continue to lead your congregation in expanding and glorifying God through designing successful newcomer-sensitive events.

NEWCOMER

1. anonymity
2. silence (no singing)
3. no signing
4. no speaking
5. no giving
6. from relevance to revelation
7. to initiate

CHURCH MEMBER

1. belongingness
2. singing
3. signing
4. speaking
5. giving
6. from revelation to relevance
7. to be initiated toward

STYLES

Cont'd from page 3

in believing that the spoken sermon is the focal point of the Gospel in contemporary life. Far too many clergy seem to feel that their responsibility for religious education begins and ends with the pulpit-delivered sermon.

Most states have legislation forbidding anyone from interrupting a clergyman during a pulpit address. Members of congregations rarely are aware of such laws because they would not consider doing so anyway, although the clergy are aware that those laws exist. Civil statutes, and ritualized behavior all contrive to make the clergy, and because of the "halo effect" (Cronback, Essentials of Psychological Testing, Harper & Row, 1960, p. 508) religious educators generally, irreproachable. The clergy's proclivity for social supremacy is often manifested by assuming the role of universal spokesman, and fostered by a passive laity elevating him to a position of special status, which is truly a yesterday-structure.

The professional in religious life usually will not allow anything to chance because of an inherent fear of not being in control which in turn evokes a fear of being caught in a mistake. It is for this reason it appears, that a good number of clergy avoid games and experiential education activities as teaching-learning devices, and even avoid small groups. Those who try games and experiential education activities know that considerable doubt and unsureness emerge. It is in this air of uncertainty that new values may be adopted. About this type of learning environment, Hendrix and Hendrix said:

Leadership attempts to design an environment in which people can choose from a variety of learning patterns and try out new ones if they wish. The advantage of gaming is that a person can be presented with a life situation that allows him to deal with it on his own terms, without having a new sequence interposed on him (Ibid, p. 160)

It is possibly in an effort to avoid the

interposing of a new sequence on the clergy that denominational leaders and theological educators often find strong resistance to a new concept even of the clergy him/herself. On the one hand, as noted by theologian/psychologist James Dittes, the clergy may have a considered (but never well-realized) desire for close relationships. He/She may also desire to develop a style of preaching and teaching which breaks with tradition, and which is effectively involved with real issues, and which "tells it like it is," while at the same time having such a habitual reliance on rules as to be unable to break the tradition to fulfill those desires. The openness, spontaneity, freedom, and trust which the minister needs to share is thwarted by a shield of preoccupation with conformation, rules, protocol, calculating outcomes, magnifying others' approval and disapproval and all of the other restraints and cautions which prevent his/her having uninhibited engagement with people and events (Dittes, "Psychological Characteristics of Religious Professionals" in Research on Religious Development, Hawthorn, 1971, pp. 438 & 439)

Not only do denominational leaders and theological educators find resistance to new self-concepts, but also to new concepts of religious education and worship, especially when those concepts intend to evoke experiences of grace and practice in Christian freedom. More so among those clergy particularly impelled to measure their own achievements, and those of the laity "... in such terms as the ability. . . to recite correct creedal answers, to support the. . . organization, to behave consistently with clear traditional rules of conduct." (Dittes, Ibid., P. 439) In short, to clearly recite metaphysics, to tithe, and to volunteer to the Unity ministry.

Dittes enlarged upon the preceding thought:

The one who has trained himself to be good, to do well, to know the right answers as a way of earning important emotional gratifications, is much more likely to impose such strategy and obedience to the law on the adults and children

of his congregation than he is to be able to open to them an experience of unmerited, unconditional grace, proffered without regard to conditions of right and goodness.

Dittes further warned that the theorized portrait of the clergy is one of extreme caution and resistance to change in a time of sociological revolution. The clergy often avoids risking embroilment or commitment, and remains safely distant. "When the moment for church reform comes, he is more likely to ask for credentials and agenda until the moment passes."

Although the majority of the clergy seem to resist innovation in teaching techniques, and change in general, theologian Clyde Reid notes that an increasing number of ministers and religious educators are using games and experiential education activities as learning-teaching devices in both large and small groups (not therapy), and many have been doing so for the past decade (as of 1989, the past three decades). (Reid, Groups Alive-Church Alive, Harper & Row, 1969, p. 17)

However, the majority of those doing so seem to rely almost entirely on games and experiential education activities produced by churches and religious publishing houses. This fact may also reflect the apparent need of religious educators to still maintain control, leaving no possibility for anxiety during the teaching process.

(Next month we shall operationally define terms used in this study and look at our hypothesis.)

Please join us in your regular prayer time:

"Through faith in God and unity in Unity, we lovingly build our new home for the Association of Unity Churches."

SUPPORT SERVICES REPORT



Ron Tyson
Support Services Coordinator

1990 Convention Promotion Kit Is On Its Way. . .



**ATTENTION
ALL MINISTERS &
LICENSED TEACHERS:**

You will be receiving your 1990 Unity Peoples' Convention Promotion Kit by the middle of January. You will be able to identify this packet by a picture of cowboy boots on the outside envelope.

Inside each packet there will be a cover letter explaining the program, a foldout poster with a promotional audio cassette tape, a reward poster, a sample brochure, promotional clip-art and an order form.

The 1990 gathering is a Unity Peoples' Convention. It is designed not only for the minister and licensed teacher, but also for the lay person. One of the goals of this Convention is to motivate the lay person to return to the church and become a team member, committed to giving their time, talents, and resources to the service of God through Unity.

You will notice a new feature in the promotional package this year. It's the Reward Program for ministers and licensed teachers. This is a tangible incentive program offering a cash reward that can be paid to the church or study group

leader, their church, or any cause or service for their recruitment of participants. You will find details of this program in your promotional kit.

A super promotional audio cassette tape has been developed in conjunction with the Radio/Media Department for your information and entertainment about the convention. The two cowboys featured on the tape are: "Clem" Paul Tenaglia, first-year ministerial student, and "Jake" Rod Caldwell, Director of the Activities Center. Carolyn Craft, Radio/Media Coordinator, is also a voice of inspiration.

Also enclosed will be a sample brochure that gives the highlights, speakers, and registration form for the Convention. Clip-art will also be available to promote the convention in your local newsletter.

Be sure to place your order early for the '90 Convention supplies. You will also want to make your reservations early for your hotel, airline, and car rentals:

FAIRMONT HOTEL

Dallas, Texas

CALL 1-800-527-4727

for Reservations

and identify yourself as a delegate
with the Association of Unity
Churches Convention

American Airlines is the Association's

Official Convention Airlines

To make your airline reservations
call, or have your travel agent call,
1-800-433-1790 or refer to
Association of Unity Churches
Starfile Number S57568

Alamo Car Rental

Call 1-800-732-3232

Group ID #60596 - Plan GZ

The Association Is Big on Service and Is Growing Each Year

This past year has produced a number

of new items of support to the field. Notably was the new World Friendship Sunday. This program will continue to expand with more and better supplies for support.

Robes and choir gowns for any special occasion are now being offered by the Association, as well as church furniture of the finest quality. And are you aware that Christmas, Advent, and wedding candles can now be purchased through this office?

A new supplier has been located to produce our plastic name tags. Orders will now be filled in a much shorter time period and will be drop shipped directly to the church. This will cut down on the turn around time by more than a week.

Changes are now being made in our Association stationery. We are developing an economy line that will be printed in black and white. This will replace our former economy line which was in blue and white. It is our goal to have an inexpensive but attractive line of stationery for the small church or study group. The middle line, which we call "standard," will have three new colors. One will have burgundy ink on grey paper, the others will be brown on beige and blue on off white. The "deluxe" with its gold and silver foil emboss will stay the same but will have a lighter 24 lb classic laid stock. There were reports from the field that the 60 lb stock was too stiff and thick to run in copiers. We feel that the lighter stock will still hold a good emboss and will function better in your equipment.

What is new for the coming year? There will be many new items in the inventory next year that will help you do your job better. We have located a new manufacturer of plastic furniture for children which will be out soon. We are also developing maps, musical instruments, and other teaching aids for classes of all ages. Contacts have been made with a number of manufacturers that will create a new wholesale/retail market for our bookstore. All this is in the works.

Know that we are constantly looking for more ways to serve you better. This is the sole purpose for your Support Services Department.

PARTNERS IN MINISTRY

a network of spouses of ministers



Karin Mosley

Some time ago I expressed a desire to have a little sporty "jeep type" fun kind of transportation. At a meeting one morning Glenn met a car dealer who sells the kind of little fun car I had told him about. He ended up at the dealership where he drove the little wonderful car and then came home with all of the information. I was kidding Glenn when I picked up the copy of the "sticker" with all of the details--you know, the costs of EVERYTHING. Just off the cuff I said, "Engine, \$1,200" and stopped short because there in black and white were the figures for the engine and \$1,200 would have been cheap! So I went into this thing about buying a plain shell for \$10,000--no seats, no engine, just a status symbol to sit on the driveway. You know you could have a trailer hitch installed on your old car just to tow the new one around or you could roll it down hills or push it wherever you wanted to show it off!

All of this fun then shifted to people. What if we could "ring up" God and order spare parts. Imagine if you will, this scene:

1-800-2GOD. Ring, Ring.

"Heavenly Days Ordering Department. How can I help you?"

"Hello. This is Karin Mosley. I have the basic body shell--female with standard parts but there are some extras that I feel

should have been included that right now seem to be missing. I would like to have a consciousness."

"Is that the plain consciousness or the Christ Consciousness? The Christ Consciousness is considerably higher."

"Yes, Yes! The Christ Consciousness is what I need."

"OK. What is the next item please?"

"Unconditional love. I want the capacity to give and receive unconditional love. I think it's a computer part."

"Did you want that half full, half empty, or overflowing?"

"Overflowing!"

"What is the next item, please?"

"Oh, what the heck, send me the whole

package--you know all TWELVE powers: faith, imagination, will, understanding, zeal, power, love, strength, wisdom, order, elimination. There is a discount when I order all twelve?"

"Yes 10%. Let me pull your file and check your account." (pause) "Karin, your file tells me you already have all of these items. You were born with everything you need. They have been a part of you always and are guaranteed for infinity never to wear out from normal or abnormal use."

"Well, could you send an owner's manual so I know how to use all of the extra parts?"

"It was included too. You just need to be still and LISTEN. Be still and know."

Phone goes dead.

Vision Newspaper - Print Media

Dear Friends,

Your writing skills are needed for the production of Vision newspaper. Vision is your newspaper--you make it happen.

The following is a list of monthly themes and deadlines:

<u>Month</u>	<u>Theme</u>	<u>Copy Deadline</u>
January	Faith & Newness	11-1
February	Love/Family/Relationships	12-1
March	Power/Progress	1-1
April	History	2-1
May	Creativity	3-1

Whether you choose to write on one of the above themes or a different category or topic, your authorship is welcomed.

If you have photos that you feel would compliment your article, feel free to send them along. We may or may not use them, but they can be helpful.

- a) be sure photos are good quality
- b) be sure they are bright, not dark
- c) they can be color or black and white (preferably black and white)

In response to a national readership survey, Vision newspaper readers are requesting articles offering an answer with a Unity viewpoint on such topics as: abortion; different lifestyles; homelessness; world ecology; AIDS; world hunger; world peace; terrorism; street gang wars; crime; addictions; drug abuse; alcoholism; child abuse; suicide of teenagers and elderly; poverty--neighborhood projects; world news--China, Russia; etc.

Thank you for your contributions.

Holding the vision

Debby Henry - Managing Editor - Vision Newspaper

FINANCIAL STATEMENT

On behalf of the Association of Unity Churches' staff and Board of Trustees, we extend to you our deep gratitude and appreciation for your past financial support. The love and faith you incorporate into your gifts make them special. We will appreciate your affirming with us daily these powerful words:

Thank You, God, for an increasing awareness of Your all-providing love. We are confident that the prospering power of Your love blesses the Association of Unity Churches with success and plenty.

ASSOCIATION OF UNITY CHURCHES Statement of General Fund Operations Six Months Ended September 30, 1989

INCOME-OPERATIONS	September	Year to Date
Love Offerings	\$79,070.97	\$446,174.41
Other Income	<u>1,224.53</u>	<u>14,947.88</u>
	\$80,295.50	\$461,122.29
Less: Tithe Transfer	<u>7,028.89</u>	<u>46,881.00</u>
	73,266.61	414,241.29
Gross Profit Material	<u>4,215.53</u>	<u>34,384.43</u>
Total Income	<u>\$77,482.14</u>	<u>\$448,625.72</u>
EXPENSE-OPERATIONS		
Total Expenses	<u>\$79,474.52</u>	<u>\$477,360.28</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$(1,992.38)</u>	<u>\$(28,734.56)</u>

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

Month of August: \$10,838.05

Year to Date: \$42,565.80

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



Robert Ellsworth
Associate Director/Director of Education

The Hero's Journey Resurrection Part IV

"Heroes take journeys, confront dragons, and discover the treasure of their true selves." (The Hero Within, Carol Pearson, p. 1) The Hero's Journey is a spiritual journey. The trials and tribulations that accompany it are not a sign of error thinking, but a sign of courage. Transformation is essentially a life and death process, for the old needs to die to the new.

Proposed last month was that Jesus' agony, trial, crucifixion and resurrection presents an unusually clear example of the steps involved in a successful Hero's Journey. Jesus, as our Way Shower, conveyed the importance of taking The Hero's Journey if we are to be resurrected, transformed, born anew. Each major character in the Old Testament experienced one or more Hero's Journeys. Each culture has its own myths describing The Hero's Journey. The Hero's Journey, then, seems to be a universal aspect of spiritual unfoldment.

➤ **THE ROAD OF TRIALS** (agony, betrayal, trial) does not necessarily lead to resurrection. As seen in the life of Jesus, resurrection follows CRUCIFIXION and THE TOMB experience; and it depends on *how* these are lived out.

➤ **CRUCIFIXION.** Charles Fillmore regards crucifixion as the surrender or death of the whole personality in order that the Christ Mind may be expressed in its fullness (Revealing Word). In considering the elements portrayed

in the crucifixion, most would agree that FORGIVENESS is a key element. Unless we forgive during our own crucifixion experiences, we likely will not experience transformation.

Another element that I find important is keeping the VISION that something good is happening despite the appearances to the contrary. "My God, my God, why have you forsaken me?" is the opening line of Psalm 22. In speaking these words, many feel that Jesus was reminding those around Him that despite the appearances depicted by that Psalm ("They have pierced my hands and feet," etc.), the outcome was for a greater purpose. The visions contained in Psalm 22 that, "All the ends of the earth will remember and turn to the Lord," and "future generations will be told about the Lord" have come true.

In our own crucifixion experiences, we must give up old ways, for the old needs to die to the new. During the crucifixion, FORGIVENESS and VISION are essential elements. A person who does not forgive, but projects onto others, holding *them* responsible for *causing* the pain, will likely repeat the road of trials again and again without experiencing resurrection. A person who loses sight of the vision that something greater is trying to happen is likely to get caught up in the appearances. This is not to say that we can't feel our feelings of agony, because Jesus did that too. But when forgiveness and vision become part of our Hero's Journey, then resurrection becomes possible.

➤ **TOMB.** Many people overlook the meaning and role of The Tomb experience in the journey to resurrection. In his book, Transitions, William Bridges points out that the "in-between" time is extremely important. Many people rush from endings to new beginnings without taking time to be alone, inactive, reflective, etc. It is the in-between time that provides opportunity to listen for the whisperings of new directions. Those who make the most successful transition are those who experience the quiet and isolation of the in-between time. Those who tend to repeat the patterns of the past are often the ones who rush from endings into new beginnings. Experiencing a significant in-between time not only opens us to new opportunities, but also provides us with added power, according to Bridges.

Jesus spent three days in the tomb, in the quiet. He did not rush from crucifixion to resurrection, but experienced the important time between these two major events. During our own Hero's Journey, may we remember Jesus' example.

See JOURNEY on page 20

MINISTRY STUDIES REPORT



Judith Grimes
Ministry Studies Chairperson

The 43 members of the MEP class of 1990, four faculty members, and Bob Barth, Vice-President of Education, will be traveling to Vancouver, B.C., on February 16, 1990, to begin our class tour--the first outside the contiguous 48 states. After spending the weekend in Vancouver and meeting with all the ministers and board members, if possible, of the Southwest British Columbia churches on Sunday evening, we'll head down I-5 into Washington. During the next seven days we will be visiting nine Unity churches and spending our final day and a half relaxing and reflecting on the Oregon coast. As you know, much planning at the regional level and here at the School goes into making this trip possible. Thank You, God, for excellent travel arrangers and all the "little things" You think of.

During the past two years, my husband Ken and I have introduced the idea of a Staff Support Committee or Mutual Ministry Committee to our graduating students as we discussed aspects of good financial arrangements for both minister and church. Recently I have been doing more reading on the possibilities of such a body in the church and want to offer it to you. (Yes, another committee--one I think will be a wonderful blessing.)

The purpose of the three to six person (depending on the size and needs of the church) committee is to affirm and strengthen the mission of the congregation and the ministry of the employed staff. Cleansing, filling, and renewing are the objectives which are done through:

- * careful listening and clarifying expectations;
- * sharing and communicating;
- * reviewing and reflecting; and
- * praying and caring.

Congregations from various denominations that have worked with some form of a Staff Support Committee have reported these benefits:

- * developed open communication about expectations, attitudes and concerns within the congregation, the community, and the staff.
- * were able to identify early warning signs of misunderstandings;
- * became a "listening post" for the minister(s) and the people;
- * served as a group where the minister(s) could test new ideas and share confidential matters;
- * conducted annual review and affirmations of staff;
- * were a sounding board for the minister(s) in times of personal or professional stress and in times of congregational crisis;
- * planned continuing education and sabbaticals that benefited both the ministerial staff and the congregational mission; and
- * assessed annually the working conditions, compensation, housing, and benefits provided to the minister(s).

Membership on the Staff Support Committee, although formally appointed and related to the church board, should be different from the board except for one communication-link person and should be based on the following attributes: a commitment to keep confidences; sensitivity to the feelings of others; understanding of Unity teachings and the church vision; and an ability to speak candidly but with care. The committee members are appointed by the minister and president of the board. While serving on this committee a person should hold no other decision-making responsibility in the church in order to avoid a conflict of interest. (This does not apply to the one board representative mentioned earlier.) Members are appointed for a two-year period with one-half, or one-third in the case of a three person committee, rotating off each year.

If you would like more information on the organizing and working of this committee, please contact me. There is a difference between Staff Support and a personnel committee--namely in its focus on support and care of the primary caregivers in the church. Let's give it a try!

See page 15 for Tax Information

LIGHT ON THE PATH



Trish Robinson
Licensed Teacher Consultant

"GIVE ME A BREAK!" Often the way this is said prompts laughter in me, at least a chuckle, and always the message is clear. Then there are other "break" phrases such as, "It's time for a break," "I'm on my break," "I'm going to take a break," "I need a break," and so on. Even though every person in America seems to know what is meant by these phrases, the energy of the universe and many people's subconscious does not. Three people that I know, and myself, have had many "breaks" which we attribute to the intense and/or repetitive use of the word "break." They have ranged from little things like broken pencils to breaks in communication, in relationships, and broken bones (three toes, one arm, and a fractured brow bone). Wouldn't you agree that's a lot of breaks in a few months time, and who knows how many we did not recognize as such?

We're talking here about the power of the word. Charles Fillmore said, "Thoughts held in mind produce after their kind." Held in mind is the key. There are hundreds of thoughts that flit through our mind that we do not "entertain." Just like there are words and phrases when used occasionally (without intensity) are inconsequential. It's the ones that we say with intensity or repeat often that produce. "Intensity" is when we say it with authority and our feelings are involved. Then there are phrases that we get into the habit of saying, there may not be even a trace of authority in the words or feeling with them; they're said kind of matter-of-factly out of habit. Yet spoken enough times, the subconscious gets the message and thus begins the process for us to reap results. The process of production.

We are all familiar with other often-said phrases--"I can't see. . ."; "I can't stand. . ."; S/he is a pain in the neck. . ."; "That really bugs me," to name a few. I could share personal experiences with everyone of the above, plus a couple other such phrases. Some experiences were very humorous (in retrospect), some verging on traumatic.

We have read and heard a lot about "being a good listener," learning to give quality attention to others so that we really hear them. It seems to me that there is not nearly enough of listening to ourselves. Remember, you are the

only one you are totally responsible for; the only one you have control over, and the only one you cannot get away from. It is truly worth the time and effort to develop the habit of "hearing" oneself. It has been my experience that most often when I have conflict within me, it is due to thoughts and "intention" being in conflict with words that I'm speaking.

One of the greatest gifts we can give ourselves and the universe at this season of celebrating the birth of Christ, is to begin taking the time to "know thyself." To give attention to what we are programming with our words, thoughts, and feelings; to the dispelling/eliminating those often used "off-hand" phrases that DO produce.

Encourage your students to listen and become increasingly aware of what they are saying. When we say "I can't swallow that" or "S/he galls me," as well as other comments of this nature, the message usually is gotten across, and not just the message we intend.

When we say we hate anything often enough or even once with intensity, we will receive hostility in one form or another. When we say, "How can I be expected to forgive. . ." it's the same as saying, "I can't forgive. . ." It is important to help people know that as we even intimate that we are not forgiving, we immediately begin to block the flow of love, peace, and joy throughout our being.

Do have a WONDER-FILLED, JOY-FILLED, RADIATING LOVE AND LIGHT HOLIDAY SEASON.

Tax Information

Monthly Requirements

Churches with withheld taxes of \$500 or more at the end of any month, but less than \$3,000, must deposit the taxes by the 15th day of the following month with a federal depository bank. Large employers with \$3,000 or more of withheld taxes on the 3rd, 7th, 11th, 15th, 19th, 22nd, 25th, or last day of any month must deposit the taxes within three business days. All deposits must be accompanied by a federal tax deposit form (Form 8109). Withheld taxes include federal income taxes withheld from employee wages, the employee's share of FICA taxes (7.51% of wages), and the employer's share of FICA taxes (an additional) 7.51% of employee wages.

December 15

Complete all year-end transactions to be sure that they are reportable on your income tax return.

December 31

Churches must designate a portion of each minister's compensation as a housing allowance by this date in order for ministers who own or rent their homes to receive the full benefit of a housing allowance exclusion for calendar year 1990. The designation should be adopted during a regular or special meeting of the church board, and should be contained in the written minutes of the meeting. Churches also should designate a parsonage allowance for any minister who lives in a parsonage and who is expected to pay some of the expenses of maintaining the parsonage (e.g., utilities, furnishings, repairs, improvements, yard care).

Your marital status on this date determines your filing status for the year



Marianne Hill
International Children's
Education Consultant

Expanding the Vision

Ministry is answering the inner call. It is making ourselves available to Spirit and being willing to use our talents and abilities to fill a need brought to our attention. The following letter is from Richard Ammons at Unity of Greater Lansing in Lansing, Michigan, who shares with us a creative outreach and much needed children's ministry.

Dear Marianne,

I was reading your article in the September CONTACT and felt led to share with you an unusual ministry for young people which we have undertaken. In your article, you indicated that when we are ready, the children will come. Ours have, except that we are required to go to them.

Several months ago I was contacted by Rivendell, an acute care psychiatric hospital and evaluation center for emotionally disturbed children between the ages of 12 and 18. In our state, a residential institution is required by law to offer a spiritual enrichment program, although the young people must sign up weekly to attend.

After agreeing to begin the program, I considered teaching Lessons in Truth but because the young people would not have books and the group make-up changes, decided against this approach.

I spoke to Kathy Raymer, our Sunday School Director, about materials. Not only did she suggest materials, but volunteered to teach with me. She suggested the Y.O.U. material, which we used the first week. Since then we have been using the 7th and 8th grade material. We have,

however, had to modify the "suggested applications" in many cases.

We have, during that time, had between twenty-five (25) and thirty (30) different people attend. We have had, on any given day, a high of seventeen (17) and a low of eight (8). Only half were permitted to attend that day. Both Kathy and I are learning and enjoying this experience. We consider it a Sunday School outreach.

We know how we often draw experience to us to aid our advancement. Only a short time before I was contacted, I had said in a Sunday School meeting, how I was fearful of teaching young people because I was unsure of how to relate to them. God provided the opportunity to confront and overcome that fear.

Sincerely,

Rev. Richard Ammons

Children's Education Consultant Eastern Region

GAILEN TWENTYMAN



Gailen Twentyman, from Roanoke, Virginia, has the unique distinction of being both the Children's Education Consultant and the Youth Education Consultant for Eastern Region. She has been wearing both of these hats for the past six years!

Gailen, who shares her home with a fat cat named Roach, enjoys reading sci-fi in her "spare time." She works full time as an inspector for a fiber optic company and attends school part time, in addition to her consultant duties.

Gailen's vision for children's education is to provide programs that invoke curiosity, empower children in decision making, encourage creative thinking and perpetuate self-love. Gailen adds "put your accounting on the computer and self-love will be much easier."



Ray Wiggins
International Youth Education Consultant

Using Films/Videos With Your Class

Today's children and youth are consuming movies in much the same way that former generations consumed books. In church school programs, using contemporary films or videos can make Bible stories come alive.

Perhaps you have thought, "There's too much risk involved in using films in the classroom!" True, there are risks involved in using any of the media. However, most of the risks of using films can be minimized with just a little effort on your part. Let's look at some of the risks.

Get training on how to run the film projector or video cassette recorder (VCR). This means learning and actually doing all the steps necessary to show the film from start to finish.

"We can't afford the equipment." Borrow equipment from public agencies or individuals who own equipment. Pooling equipment is another approach. Rooms do not need to be darkened if a daylight screen is used and placed against the light. Table-top projection boxes or rear projection setups also help the rooms that are too light. Heavy gauge plastic can darken a room. Put a few cyclets in the plastic so they will slide over a few well-placed nails installed above the window frames.

"Movies are entertainment, but church school is for learning." If movies are used to fill time or in place of a lesson, then they are entertainment. This is not what is suggested. The use of film must be carefully thought through. Films should be used to teach a concept or make a point more forcefully than any other teaching method.

"Films are too expensive to use." Membership in a cooperative media resource center or library is not expensive. Many churches are already part of one of these.

Membership in the center means unlimited use of all their films. Often there is a reduction in cost for the smaller church. Other sources of films can be your local or regional libraries, various community organizations, and all levels of our educational institutions. Most of these centers have catalogs with information about both the content and appropriate age level usage for all of the films.

The Youth of Unity Video Lending Library has 28 ideas for classroom use. Phone 816-524-7414 and ask Renee Ruth for a listing.

Guidelines for Using Films/Videos

Always get the film in plenty of time to view it completely before showing it to your class. As you preview the film, identify the issues it raises and questions you can ask. See if there are any places you wish to stop the film to have discussion. An example of this would be to ask, "How do you think the film will end?" There may be actions or scenes that are subtle. You may want to alert the class to look for those: "As you view the movie, look for the event or action that turns the story in a different direction."

Think about what activities you want the class to do before the showing of the film. In some instances you may want to have some discussion. In others you may want to do a feelings exercise, read a Scripture passage, or give a short synopsis of a similar story as a lead in.

Decide what questions you want to ask at the end of the film. Start with questions such as these: What are your reactions to this film? How do you feel about the main character? What scene do you remember best? What do you like the most/least about the film? What role do the minor characters play in the story? Then move into more specific questions that invite discussion about the film and its meaning: What is the message of this film? In what way is that message relevant to your life today? Is it easy to live the way the movie portrays--why or why not? What does the movie say about the kind of lifestyle Unity truth teaches?

Many films come with study guides. Look at the suggestions in the guide to see if you can use them. Add your own questions to tie the film into the specific needs and goals of your lesson.

Follow-up activities for the film are an important part of using the film. Perhaps a sharing and discussion time is enough. The viewers may have questions. Be sure all of those are heard and responded to. A written or drawn statement of reflection on the film is helpful for youth or adults. Making a commitment statement after seeing the film and discussing it can be useful. It can be simple, such as "I would like to do the following about my own life." This activity could be concluded with a prayer.

Continued...

Movies and Youth

Movies are youth's media. Any religious films you use need to be of the highest quality, or the youth will be critical. With youth, using contemporary movies may get a better response than using biblical films.

Ask the class questions before they view the movie and offer some suggestions of what to look for in the film: Who is the most important person in this movie? What is the most important event/action in this film?

After seeing the movie, the youth will need a very focused dialogue to help them process the film. This dialogue should help them see the movie's connections to living practical Christianity or its parallels with one or more biblical stories or characters. Before talking about the movie, give youth a few minutes to write their own reflections, asking each person to jot down a few notes about their reactions, feelings, questions, and so forth. Have a few questions ready to guide this reflection. Then have youth share what they've written--first in pairs, then in fours, and finally with the total class.

Be sure that questions you ask are in a planned sequence, moving from memory questions that require "repeating" part of the film to reflection and interpretation questions. Be sure questions are worded so they evoke more than a yes or no answer. Lastly, ask some question that involve the class in applying the film to their own lives: Following the example of this character, what could your day be like tomorrow? How could you tell another person about this movie and its meaning?

It is usually best to see the entire movie and then process it, as youth have less tolerance to interruptions of the story line.

Remember that a film will take up a large chunk of class time, and plan accordingly. Be sure to allow enough time to view all of the film. Perhaps a special Sunday night pizza and movie time would be more appropriate. Or you might prefer to use a shorter film in order to leave plenty of time for the regular class activities to continue as usual. If you want, split the film over two sessions, but be clear about that from the start.

The best conclusion to using movie and dialogue in a church class may be to see the film a second time. This gives everyone an opportunity to see things he or she missed the first time.

Looking Ahead

Get feedback on the film or video for planning future film use. A few questions to yourself as the teacher and an evaluation from the class can give you the information you need.

The most important thing to remember is that you use films when they can speak better than any other resource. There are many good films and videos from which to choose and their use in the church school classroom can make for exciting learning for both the student and the teacher.



What Do Uniteens Need?

In September, a teacher met with her class of Uniteens for the first time. "They were so boisterous and loud, I just didn't know what to do," she said to me. She had responded by "clamping down on the class." One of these seventh graders came home and said, "Our new teacher doesn't like us."

Earlier, in another class of Uniteens, the teacher expressed a different frustration. "They don't want to do anything. They don't want to talk. They don't want to discuss. They just sit there."

In some churches it is difficult to find teachers for the Uniteens class. Why? Probably because knowing how to relate to these half-adult, half-children persons is an arduous task. Some teachers treat them like younger children, and maintain control with rules. Others treat them like mini-adults and teach primarily through discussion.

Adolescents are in the process of change. Physically they are maturing at different rates, some quite self-conscious about their bodies. Emotionally they are often vacillating between who they were and who they are becoming. Morally they are affected by these changes.

Within this arena of complex behaviors of enthusiasm, withdrawal, and restlessness, lies the teacher's potential for a maturing, exciting class. How can this happen? There are several keys that may help a teacher work with this age group.

One key is that of understanding adolescents:

1. Adolescents are beginning the task of reevaluating who they are. There is a reshuffling of identity here. They are trying to discover who they are, but are not at all sure. They are trying to communicate, but don't always know how to go about it.

2. Adolescents crave to be accepted by the group, and need to feel its approval. Complete indifference to this, or conforming without question may be cover-ups for feelings of nonacceptance. I find that children who grow up in democratic homes tend to be more confident. They feel accepted by the group, yet occasionally they are able to make decisions that are their own, regardless of group approval or participation.

3. Adolescents are working towards independence, a process which will become more intense after age 14.

Continued...

UNITEEN/YOUTH OF UNITY MINISTRY - *For ministers and lay persons who serve with teens*

They are discovering their own world, and may sometimes be critical of parents, and even teachers, because they're not "with it." No adult should take this personally.

4. Adolescents need relationships. The peer group is very important, and parents are no longer the center of their world. This age group finds others to share confidences with, and teachers or parents should not probe them to tell what they hold as their own. At the same time, this age group may often find another same sex adult with whom they can discuss questions and personal problems. Adolescents are also beginning to be interested in the opposite sex. Yet physical body changes, and inner uncertainties, may make them unsure of how to act in each other's presence. Often boisterous behavior or withdrawal in a mixed group are ways of expressing self-consciousness.

5. Morally, the adolescent is also developing. They are moving forward into a process of searching faith, which will eventually lead them to a faith that is their own. Along with the physical changes of these years, come the inner questions about, "Who am I?" "Where am I going?" Again, those teens with a sense of personal worth will find it easier to make choices based on, "This is what I believe," as they form inner security growing out of their own conviction. The more insecure adolescent tends to go along with the group pressure.

6. Adolescents come in different shapes and sizes, are at different points in their emotional and moral development, and also come with a variety of personalities. Teachers will find those who function best if they know precisely how an assignment is to be done. Teachers will find others who are very relational, those who like discussions and the sharing of experiences. Teachers also will find those who like to work on their own and do research. Again others like a lot of action.

The first key to working with Uniteens is that of understanding them. The second key is to keep these understandings in mind while planning for class sessions. The following steps are related directly to those of the first key, as an attempt to help you as a teacher, integrate understanding and planning.

A. This age group is in the process of becoming in terms of identity, and therefore they are not predictable. They are going through change. At times they may be very ambivalent, and at other times very certain.

Adolescents cannot be treated like children or like adults. They still need some limits, but not too many rigid rules imposed from the top down. Your supervision must be subtle. Choose a few areas where you want to set limits, and then engage them in the process of determining what kind of behavior is expected. Involve the class in determining the consequences of certain attitudes and actions. (In Uniteen/Y.O.U. we refer to these rules as "agreements." They are jointly created by the students and teachers.)

B. Acceptance needs are high in this age group. You may

want to plan various activities where the group affirms one another. One option is that of writing the person's name at the top of a sheet of paper. Beginning at the bottom, a classmate writes a response to your statement, "One thing I like about you. . ." They fold their response back, and pass it to another youth. (Use various patterns of passing rather than a consecutive order, to assure the anonymity of the writer.) When all are completed, give to each person to take home.

C. Working towards independence is an ongoing process of adolescence in which you may be directly involved. Give them tools rather than the finished product. Provide a variety of projects, and permit them to choose which one they want to work on. Contract with them as to when a project is to be finished. Despite desire for group approval, most adolescents are ready to make individual choices according to interest.

D. Uniteens need relationships, and that is the need you as a teacher may capitalize on in your classroom. Consider a style of teaching for this age where they react and discuss with one another, as a group, or in two's and three's. Learning will be most effective if it is group-centered, rather than teacher-centered. Be sensitive to their awareness of the opposite sex. Provide opportunities where they may engage in healthy interaction.

Provide opportunities for older youth and adults to come to the class. Ask them to share particular experiences or faith stories. As a teacher, share of yourself as well. Sharing the story and role modeling are effective relational ways for this age group to form some ideas about who and what is meaningful in life. Some may choose an adult, youth, or yourself, to become a confidant and helper during these years when they are beginning to move away from their parents. This is very much needed.

E. Morally this age group is changing. They are beginning to face decisions about their relationships and what is right and wrong for them. You can help them in their moral development in various ways:

a) Use value questions. These may be verbal or written. They may be multiple choice, prioritizing, or yes/no responses. In this process they begin to develop an idea of what they believe and think.

b) Use open ended stories that deal with convictions or relationships. Ask, "What would you do?" Through discussion, art, drama, song, or pantomime, they may finish the story.

c) Ask "What if?" questions. Stretch their thinking. This may help launch them into the searching stage of their faith.

Continued. . .

d) As with other age groups, adolescents too have different personalities and learn in different ways. Plan to offer variety and options thus meeting more needs. Give some verbal input, provide opportunities for fill-in the blanks, use group discussion and sharing of thoughts and feelings, encourage research, writing, and other activities such as videos, making slide sets, creating their own dramas, choreography, visits to other churches, etc.

What do Uniteens need? They need a teacher who understands them. Someone who can help build their self-esteem. They need a teacher who can remember what it was like to be that age. They need a teacher who can listen intently and be able to hear what it is like to be a part of today's generation and today's world. They need a teacher who genuinely like Uniteens!!

(Excerpted from an article by Anne Neufeld Rupp, a minister in the Mennonite Church in Goessel, Kansas)



JOURNEY

Cont'd from page 13

► **RESURRECTION.** To the mystic who is on The Hero's Journey, resurrection contains the underlying meaning of Christianity. The mystic knows that he comes into this earthly school in order to experience rebirth or transformation. Jungians call it the individuation process, or movement into greater wholeness. Maslow calls it self actualization, becoming fully our potential. Many terms are used to describe our purpose for being here. We, like Jesus, are called to take The Hero's Journey. The initial disorientation, floundering and pain are not to be viewed negatively as somehow "falling short." Those aware of The Hero's Journey know that resurrection does not occur without experiencing the road of trials and the crucifixion. Resurrection also does not occur unless one handles the crucifixion process with forgiveness and vision.

I propose that the power and meaning of The Hero's Journey be taught more openly and consciously in our churches and classes. Several ministers have written or called expressing their gratitude and support for addressing the *positive* aspects of The Hero's Journey in these CONTACT articles. Each of us has, and will experience, this process in our lives many times, whether we call it chemicalization, dark night of the soul, midlife crisis, or whatever. How much more helpful it is for both us and those we teach to view the process as the soul's courageous choice to embark on The Hero's Journey to wholeness.

May your Hero's Journey of this past year lead you to reconnecting with the Christ Child within. May this be your most blessed Christmas ever!

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