

June-July, 1989 Issue

Contact

Volume 21, Issue 5

The President's Letter



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

I am writing this final letter for CONTACT from a weekend retreat nestled among the ski slopes of the Laurentian mountains in northern Quebec. Everybody has gone skiing, leaving this house quiet for me to compose my last message to you as President.

I want to thank you and say that I will miss this channel of communication which has become a very special essence for me during this last year.

For my last topic I want to touch on the idea of EMPOWERMENT and what it means for us as human beings; empowerment of ministers as transformational agents, and empowerment of the members of our congregations.

This process of acquiring empowerment Jung called individuation. He described this way of individuation as a life-long "dance" with the principles of polarity--those forces of consciousness and unconsciousness, what he referred to as "the shadow aspects of the Self." Over the years, in my work as a psychotherapist, I have come to know for myself, and have helped those patients who shared journeys of discovery with me to know, that discovering a truth or a simple awareness in a personal challenge in our separate realities (be it positive or seemingly negative), to be inevitabilities that lead to a movement in our growth and self-integration. This movement leads to empowerment! What happens in these moments of recognition of truth and awareness is that we have ceased to run, to hide, to avoid spending our life energy covering up the

possibility of personal change with role-playing or pretences. The recognition of this moment of truth (what Shakespeare called a lifting of "scales from our eyes") provides us with a movement toward greater clarity in our mental and spiritual lives and access to deeper energies for our whole being.

Many of our ministers understand this graceful principle and are aware of the gifts inherent in the process. We go away on retreats, entering into days of silence and contemplation that permit us to exit at the other end of that time with empowerment gained through the gift of solitude. More often than not, retreats begin with the Ego wrestling myriad of fears and uncertainties. Then, as time progresses, the blessings touch us and we meet these moments of truth and awareness. We move on to another level of integration and a sense of wholeness (an at-one-ness) that gives us peace.

Solitude is a requirement in our lives and, indeed, there are times when we may yearn for the solitary life altogether. Yet the fact is that the true solitary is a rare individual. Such an individual is also

See EMPOWERMENT on page 12

Executive Director's Letter

Exciting and inspiring events will abound as we greet each other to our annual conference and the celebration of Unity's centennial June 11-16.

We join in two celebrations on June 11; one is the Licensing and Ordination ceremony for approximately 50 ministers; the other is the dedication of the new Silent Unity building. Whether you are a Silent Unity coworker in the building here at Unity Village, or have been, or whether you are a coworker in prayer from the other side of the world, you are needed, to make both of these important celebrations complete. The entire Conference week will speak to us repeatedly of the vision of oneness that we share with each other and with all humankind.

The vision Jesus lived was that He and the Father were one and that we too are one with this same God-Spirit. Further, because of this oneness with the One, our potential was and is illimitable. If we strip away the dross of what "churchianity" has taught about Jesus, and go back to experience what He taught and what many First Century followers of His believed, we discover what He believed about humankind.



Glenn R. Mosley, Ph.D.
Executive Director

We can acknowledge what He said repeatedly in an intellectual way about the unending possibilities for good in our lives, but in order for our futures to become fully realized, we must act on Jesus' belief about us, not nod agreement only.

That which is true of us individually is also true collectively as ministers, teachers, and members of Unity ministries and readers of Unity literature. We need only

See LETTER on page 2

Vice-President's Letter

Living The Vision

The past is only a beginning. Yet, it is our past and our beginning. We celebrate 100 years of Unity. We honor a century of faith, of praying, of living the Truth we each one love.

We remember. Many stories we have heard over and over. They feed us. Some we participated in. We remember the roots of Unity. We recall our own introductions to Unity. We remember people.

I am full of long-time memories of May Rowland, Dr. Dale, Ernest Wilson, Nancy Buckley, Dr. Herbert Hunt. Some of you remember Charles, Myrtle, Frank Whitney, Imelda Shanklin. So many other faces and names.

We remember ministers, classmates, past presidents of the UMA and more recently our Association of Unity Churches.

Dale Newsom, Osla Sehrt Jones, Marie Handley, Elizabeth Sand Turner, Bob Sicking, Jay Dishman, and hundreds more.

We remember. And smile. And feel the love. Then feel something deeper. It is honorable to pay tribute to the past, and it is also healthy. Historians have long recognized that people stay strong only as long as they are aware of their past. We want to be such a "living society" by actively linking the best of the past to the future.

The most fitting tribute we can make to the past 100 years and to all those who have gone on ahead on the road of life is to take up their goals, ideals, and dreams and apply them now. The past is our beginning. From this first century we go into our second one carrying a vision of ministry, a vision of love, a vision of



V. Stanford Hampson
Unity Palo Alto
Palo Alto, California

living these teachings. We have good examples.

Over 2,400 years ago, in a speech honoring the fallen soldiers of Athens, See VISION on page 3

The Laws of Living

by **Connie Fillmore**
President, *Unity School of Christianity*



As Truth students, we know that life is governed by divine laws. These laws are expressions of God, and as such they are of the nature of God, that is, absolute Good. We can rest assured that our lives are constantly shaped by the forces of divine order, right outworking, harmony, and peace. This is what we are taught and what we know from experience. However, sometimes it seems as though there is also another set of laws in operation, and these are much more troublesome.

For instance, it seems to be a law of life that bread always falls on the floor butter-side-down. It seems to be another one that no matter which checkout line one chooses at the grocery store, it's the slow one. Experiences like these are certainly not what we choose to focus on in Unity, but they can fill our daily life with a degree of irritation, if we're feeling uptight--or amusement, if we're feeling relaxed.

There's another law of living that is best characterized by the saying, "you can't see the forest for the trees." This colloquialism points out our tendency to get so caught up in the details of living that we lose sight of its greater purpose. This happens all the time. We become so embroiled in outer necessities that we forget to think about the true meaning of life.

Even if we do attempt to keep a higher purpose in mind, we may not be able to do so, simply because we are not privy to the overall divine plan. Just as the squirrel which dwells in the forest probably has no concept of the size of the woods and does not comprehend the concept that a large group of trees forms another body called a forest, so we who are doing our best to live lives of goodness, productivity, creativity, and benefit cannot truly conceive the overall shape of God's divine plan for our planet and its inhabitants.

Luckily, the squirrel really doesn't need to know about a forest in order to make its contribution to the ecosystem. By the same token, we do not need to know all aspects of God's divine plan in order to do our part in it. We would certainly like to know, and it's wonderful when we get a glimpse of the higher purpose of creation and our relationship to it. But usually we are given just what is

needed in order for us to do our part on a daily basis. We live our lives one day at a time, and God's plan works itself out in the same fashion.

Not long ago a friend and I were speculating about how Unity's founders intended for their ideas to be expressed. What influence did they think Unity would have on the world, and what influence would they have liked for it to have? As I pondered this, I realized that this is a question akin to the question about the forest. Did the Fillmores have an idea about how Unity would impact and change the world, or did they have only a picture of the "trees" of their daily experience? Did they believe that someday their idea would reshape the lives of millions of people, or was their focus the healing of the people they were praying for every day? Perhaps it doesn't matter. Just as the squirrel isn't cognizant of the wholeness of the forest and yet does its part perfectly, we are not aware of the fullness of God's plan--and yet we do our parts perfectly, too.

There's another law that I've seen acted out in my life time and time again. This is the one that says, "Life never turns out the way you think it will." Life is an adventure, and sometimes the adventure is so exciting as to be downright frightening. We cannot predict all the things that will happen to us, all that we will face in this life's experience. Usually we are too close to the trees to see the forest, and at times like this, it's wonderful to know that there is a good, loving God shaping and monitoring the entire plan.

So when the bread falls and the line fails to move, remember: "God saw everything that he had made, and behold, it was very good." (Gen. 1:31) And that, my friend, includes you and your own life.

You Are Invited!
Dedication of the New
Silent Unity Building
June 11, 1989
6:45 p.m. in Activities Center

Preceding the dedication, Silent Unity will have an open house from 4-6 p.m.

Letter

Cont'd from page 1

to be still long enough to let God set goals within our hearts and minds.

Whatever the numerical size of a congregation, in order to impact a community, its denomination, or itself, it must be God-inspired and committed to Principle. The congregation must be clearly defined and avoid trying to be "all things to all people."

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

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

"The mission of the Association of Unity Churches is focusing the vision of unity by assisting Unity ministries in sharing with people everywhere the transforming principles as demonstrated by Jesus Christ."

The Association's Five Major Organizational Goals

1. Continue developing and evaluating programs that relate to the Association's defined purpose statement.

2. Continue developing an operational structure which enhances existing or new human resources for the organization.

3. Continue collaboration and definition of mutual goals with Unity School.

4. Develop an ever-increasing base of financial support.

5. Develop effective public relations and marketing programs for the Association and for all ministries.

Identify strengths as a basis for developing of further strengths:

- Convention/Conference refinement and professionalism
- Current staff--individuals who get the job done
- Board and Executive Committee and the way they operate
- Growing number of ministries
- Less crisis management
- Better Youth Education curriculum
- School is improving and producing better trained ministers
- L & O reorganization and the SCOPE process refinements.
- Greater variety of types of ministries
- Active process of personnel evaluation at staff level
- Successful ministers and ministries; models and resources
- Management training--building a history

- Have come a long way in 2 years
- Resilience
- Rate of increase (9.1% in 1987; 8.0% in 1986; 1.1% in 1966-67)
- Ministries attendance is 100,000; mailing list is 200,000

In addition to the already existing strength and the goal of the continuing development of them, the following are opportunities for Unity ministries into the 21st Century:

- Target baby-boomer population
- 20 million who live alone
- Day care
- Open churches that are bi-/multi-lingual
- Radio call-in and talk shows
- Image of the Association and ministries
- Move to increase electronic media

To meet these opportunities for growth, numerous goals, bearing from one-to-fifteen-year timelines are 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; a committee to research and develop an Association retreat.

Resources required to fulfill these goals include all Association members, committees, and staff. The goals also include a self-supporting field lecture plan utilizing recruited ministers a week at a time, regionally; provision of increased facilities for increased economical products and services; use of liaison representatives as Goodwill Ambassadors for "happy house calls"; establishing an Overseas Ambassador's Task Force to continue developing a sense of community and global belonging with overseas ministers, and to provide overseas ministers official access to Association resources. Additional goal statements and action steps include the appointment of the Unity Movement Advisory Council to oversee the review of international ministerial policies and strategies; and creation of multi-media and video training tapes.

Continued...

A complete update of the goals accomplished in the past year appears in the Association's Annual Report for 1988 on pages 14 and 15 of this issue.

After you return to your ministry, a contribution you can make to the products and services of your Association is through 35mm color slides, appropriate for use with our seasonal or special holiday bulletin covers. If you have taken the picture yourself, please send the slide along with a note granting us the right to use the picture if it is selected for use by the Editorial Staff. If the photographer was other than yourself, please ask him/her to send such a note as well. If you wish to keep a copy of the slide(s) you share with the Association, please have a copy(ies) made before forwarding to us.

You can help us achieve and maintain the purpose by contributing articles to **CONTACT**. It is our intention to impact on 70% of our ministers and ministries at least 70% of the time. In our view, the best way to do this is to publish real "live" experiences of people in ministry talking about "What I did and how it worked (or didn't)," "what worked (or didn't)," "what I feel I will do (or avoid doing) in the future," and "breakthrough" experiences in general (900 words or less, please). This invitation is to ministers, partners (spouses) in ministry, licensed teachers, youth educators, board members, and other volunteers and staff.

We have run readership surveys in both **CONTACT** and **MINISTER'S LETTER**, about what you want/need to have your **CONTACT** magazine provide you. We have implemented every practical suggestion possible. Your Editorial Committee and the staff who work on **CONTACT** and the authors who contribute educational and administrative assistance articles feel we have a good magazine. The real test of that is if it is being used. **CONTACT** need not be filed neatly on a bookshelf after reading. Remember that anyone affiliated with your ministry may receive his/her own copy by just asking to be placed on the mailing list (name and either home or ministry address).

Share and celebrate with friends and colleagues during Conference and remember to continue the sharing after you return home.

Again, welcome "home" to your "Unity family"!

The foregoing are intended support systems and programs to assist us individually and collectively in realizing our potential. We begin with principles Jesus taught, objectify them insofar as possible and we continue the task of "...sharing with people everywhere the transforming principles as demonstrated by Jesus Christ."

Alone we grow and progress; together, we cut an unforgettable swath across the face of the Universe.

Liaison Assistance

Liaison assistance is a service provided by the Association of Unity Churches. This service can be extremely beneficial to ministers, boards of directors, and the ministry as a whole. Should your ministry be experiencing challenges, consider availing yourselves of this service. A liaison representative will be objective in looking at all of the circumstances involved and will be able to see ways changes can be made, both within the board responsibilities and within the ministerial leadership, to assist in restoring order and harmony. Listed below are the general procedures for Association of Unity Churches liaison assistance:

- Do not resign as minister and then request assistance. You have then severed the relationship and no longer qualify to request assistance.

- Do not wait to request assistance until the problem is so large that the entire ministry has been affected. Often the only solution then is to sever the relationship.

- Do not be afraid to admit you have a problem. Information shared will be kept in confidence by the Association staff and the liaison representative.

- Section 4:01 (C) of the Association bylaws gives the Association the right of involvement when the ministry does not have a minister in its employ. Section 16.02 also allows the Association to conduct an investigation. Because of the autonomy of our churches, the Association cannot involve itself in the affairs of a member church unless the minister, the majority of the board, or a significant number of members (depending upon the member ministry's bylaws) by petition through the board of directors requests Association assistance. To request liaison assistance, contact the Placement/Liaison Coordinator in the Association of Unity Churches office. The Placement/Liaison Coordinator in concert with the Regional Representative will officially appoint the liaison representative. The liaison representative then can and does



Joann Landreth
Placement & Liaison Coordinator

act in the capacity of an official representative for the Association of Unity Churches.

- The liaison representative will make contact with the minister, the board president, and any other key people involved. The liaison representative will also arrange with the board president and the minister a mutually agreeable time to conduct an onsite meeting.

- The liaison representative goes into a ministry to assist and support the ministry which includes the minister, the board of directors, and the membership—not just one of these components. A ministry is like a three-legged stool—all three components (minister, board, membership) to the ministry are equally and vitally important. During the onsite visit, the liaison representative will usually have individual interview appointments with the minister, the board, and any other key individuals involved. If the problem involves the membership, members should be informed of the liaison representative's visit and also be invited to meet with the liaison representative on a one-to-one basis or in groups.

- If the problem is strictly between the board and the minister, the liaison representative will, after the individual interviews, meet with the full board and

minister to negotiate a harmonious solution. If the problem involves the membership, a membership meeting may be called in accordance with the bylaws. Again the membership meeting shall be held after individual interviews with all parties involved have been held. If a membership meeting is called for, consideration should also be given to having a parliamentarian present. (This is highly recommended when problems appear to be severe.)

- In membership meetings debates should be limited to two to three minutes. A motion should be called for with a 2/3 majority to pass as a rule of order to so limit debate. Also, in membership meetings "heart-check" can be used. Heart-check can be called by anyone when something is said that is offensive about anyone. Then one to two minutes of silence will be observed before anyone can speak again.

- The liaison representative will outline specific recommendations in writing following the visit. In order to assist in the healing process, it is most important that the recommendations be implemented.

- The ministry is responsible for all expenses involved which includes accommodations for the liaison representative in a motel or hotel. (The liaison representative staying with the minister or a board member or any other person involved can give the appearance of being biased.) If meeting the expenses involved presents a financial hardship on the ministry, financial help may be available from the region and/or the Association of Unity Churches.

If you have any further questions about the liaison procedures and policies, please feel free to give me a telephone call.

God bless you and your ministry and we do visualize the activities of each one of our member ministries unfolding in divine order.

Vision

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Pericles, the Greek statesman said, "Fix your eyes on the greatness of Athens as you have it before you day by day. . . and remember that this greatness was won by men with courage, with knowledge of their duty. . . their story lives on without visible symbol, woven into the stuff of other men's lives."

Fix your eyes on the greatness of those

men and women who have carried the torch of the first one hundred years of Unity. Remember them and their greatness. Then, as the only proper tribute to those teachers and ministers, let their greatness become "woven into the stuff of your life." Look to the lessons, the growing and, yes, the groaning of the past. Look and learn all you can. Then live as nobly, as powerfully, and as lovingly as

you can.

Our second hundred years begins now. This new century will be as great as you will be. Only we can make this new century one of greater faith, by praying and living the Truth. This is our heritage. This is our vision. Take up the torch of living ideas and ideals. Head high. Shoulders back. Living the Vision.

Church Development & Management Issues

Leadership - Making A Difference

The greatest rewards come only from the greatest commitment.

- Arlene Blum
Mountain Climber and Leader
American Women's Himalayan Expedition



Barbara O'Hearne
Church Development and
Management Consultant

Leadership has been a topic of special interest and one I have studied for many years. The opportunity to participate in a variety of leadership organizations has provided the experiential or "hands on" approach in my understanding leadership. These activities have included: "leader-in-training" in highly structured leadership training programs; as an instructor and facilitator in the same programs; as a board member and chairperson; and most recently as a member of the planning committee for a national conference on community leadership. Each level of involvement has increased my desire for more knowledge and understanding of this experience called leadership.

Leadership Training

Traditionally leadership training courses tend to focus on the "nuts and bolts" of leadership. At the initial stages of leadership or the affirmation of one's potential as a leader, this information is valuable. Included are activities or skills development in leading a meeting, putting together an agenda, formulating a budget, delegating responsibility, studying community issues, etc. It is during the second stage of leadership study that the topics become more fascinating and provide rich material for reading, discussion, and reflection. What about intuition, honesty, integrity, vision, inspiration, and wisdom? Where are these qualities and characteristics in leadership?

Of equal importance in the study of leadership are the many books and articles I have read as well as the articles I have written. Among the many books I have reviewed in recent months, two are noteworthy. They are:

The Leadership Challenge - How To Get Extraordinary Things Done in Organiza-

tions by James M. Kouzes and Barry Z. Posner and Real Power Stages of Personal Power in Organizations by Janet O. Hagberg.

Kouzes and Posner based their book on indepth research conducted with 500 middle- and senior-level management people. The authors clearly identified who should read this book by stating, "The fundamental purpose of the book is to assist managers and nonmanagers alike in furthering their abilities to lead others to get extraordinary things done."

If your goals of enhancing your leadership capabilities include any of the following you may find The Leadership Challenge worth reading:

- assessing your strengths and weaknesses as a leader.
- learning how to inspire and motivate others toward a common purpose or vision.
- acquiring skills in building a cohesive and lively team.
- putting these lessons to use more consistently.

Of particular interest was a listing of five fundamental practices and ten behaviors that leaders use to get extraordinary things done in organizations (p. 279).

- * Leaders challenge the process.
they search for opportunities to change the process.
they experiment and take risks.
- * Leaders inspire a shared vision.
they envision the future of an ideal and unique organization.
they enlist others to share/see the vision.
- * Leaders enable others to act.
they foster collaboration and teams.

they strengthen others with feelings of ability and power.

- * Leaders model the way.
they set examples of excellence in their dealings with people.
they plan small wins and create opportunities for victory.
- * Leaders encourage the heart.
they recognize contributions.
they celebrate accomplishments.

All of the practices and behaviors can be learned and the authors offer insights on the capacity to lead. One of the conclusions reached was the more an individual acts like a leader the more likely that individual will have positive influence on others in the organization.

Personal Power

In her text Real Power, Hagberg sets forth a simple model of personal power as an ever-evolving concept. Through her years of thinking, reading, observing, learning, interviewing, and speaking, she has developed six separate stages of power. Audiences for this book include leaders or potential leaders, managers, women and men, thinkers and problem solvers, powerless people and students of power.

The six stages she has identified in this developmental model are: Powerlessness, Power by Association, Power by Symbols, Power by Reflection, Power by Purpose, and Power by Gestalt.

Each stage is discussed in a separate chapter that describes the stage; the characteristics of people in that stage; the crisis of moving from one stage to the next stage; what holds people back and ways to move into the next stage.

It contains a brief summary of the stages of personal power, defined as the ability to link the outer capacity for action (external power) with the inner capacity for reflection (internal power). (p. XVII)

Stage 1 - Powerlessness

These people manipulate. They are dependent, low in self-esteem, uninformed and helpless. Holding them back is fear. Among the ways to move forward are: to appreciate yourself, find allies, change jobs, and develop skills.

Stage 2 - Power by Association

These people emulate their superiors. While learning the "organizational ropes" they are dependent on their supervisors. They feel stuck but moving. Holding them back is the need for security. Taking risks, getting involved, finding a mentor, getting feedback, taking care of

yourself help move Stage 2 persons.

Stage 3 - Power by Symbols

They love the symbols of success and strive for control. Realistic and competitive, egocentric, ambitious and charismatic are characteristics of Stage 3 persons. Not knowing they are stuck can hold them back. Suggested ways to move into the next stage include learning to be alone and to seriously reflect on yourself, concentrate on the present and try new things that make you think differently.

Stage 4 - Power by Reflection

These people understand power through intense self-reflection. Competent, strong, comfortable with their personal style, good mentors and leaders. Not letting go of their egos may hold this group back. General themes of change as people move toward Stage 5 are forgive others, enjoy a period of silence, and anticipate glimpses of wisdom.

Stage 5 - Power by Purpose

Individuals who are self-accepting, spiritual, visionary, humble, able to empower others are characteristic of this stage. Lack of faith may keep them from moving to Stage 6. At this stage moving forward is highly individualized with a need for wisdom and teachers along the way to help them.

Stage 6 - Power by Gestalt

Women and women in this stage are often described as having an undefinable quality about them. They see the whole picture, are unafraid of death, are ethical, comfortable with paradox and powerless in that external power no longer matters.

These stages describe the development of women and men who work and live in the United States in the last half of the twentieth century. Stages One through Three are externally and organizationally oriented power stages, while Stages Four through Six are internally oriented power stages.

What does this stage theory offer to the student of leadership? A few ideas come to mind. Some old definitions of power, such as control and influence, need to be examined and updated to fit this new model. People aspiring to leadership will need to be more personally powerful. By checking out the way we perceive our own and others' power we can affect our leadership, our behavior, and relationships with other people. Most certainly this book offers the opportunity to reflect on the concepts and information presented, to ask more questions and to continue by study of leadership in all of its many dimensions.

Analyzing Your Congregation's Current Giving Patterns: Your Key to Making Strategic Decisions



Dick Connor
Church Growth & Development
Director

In the April edition of CONTACT I stated that it is important to put conventional wisdom to the test. In the section discussing the financial health of a ministry, I introduced the notion that "more members/attendees means more money" as one such piece of conventional wisdom that should be looked at newly. In this article I'm going to continue this point by suggesting that you ask:

"In our ministry does attracting more attendees and members really mean more money for our ministry, and is it worth the level of effort required?"

When I work with a ministry one of the key insights I seek to develop is the nature and extent of the congregation's current giving patterns. Once I have this fundamental picture it enables me to pose a large number of strategic questions.

I've developed a simple-to-perform, yet extremely valuable, Financial Analysis Worksheet which I want to discuss with you. After I talk about the form, I'll walk you through an analysis of the data, and then complete the article by posing a number of strategic policy questions.

Preparation of the Form

1. Count the number of attendees at each service.

It's surprising how few ministries do this on a regular basis. If you are not counting the numbers I strongly suggest that you begin doing this immediately. It's essential that you bless even the smallest gain in attendees. You might also want to count the number of automobiles to determine the nature of the congregation--is it largely a single or multi-attendee congregation?

2. Separate the checks from the currency.

Group all checks by their amount as shown on the Worksheet and compute the total love offering paid by check and put this amount on line 2. Count the total amount of currency and put this figure on line 1a. Put the total love offering on line 1

3. Perform the calculations.

Divide the total love offering paid by check, Line 2, by the total number of checks, line 3, and compute the average dollar amount by check.

Divide the total amount of cash received, Line 1a, by the total number of attendees for the day to compute the average dollar amount of cash per attendee.

In our ministry, we divide line 1a by the number of people who contributed currency to determine the average dollar amount contributed by cash-giver.

Be certain to do the calculations for all weeks in a given month, and to select months that best represent the ebbs and flows in your congregation's life cycle.

Analysis of Results

Let's look at an actual example taken from one of the ministries I have served to see the basic insights you can obtain from your analysis:

The Facts:

This ministry had a total of 362 attendees for a given Sunday. The total love offerings and tithes received was \$3,511.16. Fifty-six wrote checks that amounted to \$3,306. Thirteen of the checks amounted to \$1,900.

1. 15% of the attendees contributed 94% of the total monies received. (56 divided by 362)
2. The average amount per check amounted to \$59.03. (\$3,306 divided by 56).
3. 306 attendees (362 minus 56) gave cash in the amount of \$205.16. The average amount of cash given per attendee was \$0.67.

Analysis of each Computation and Action Implications

1. The 94% is high. The ratio is usually more like 15-20% of the congregation contributes 80% of the total funds received.

2. The \$59.03 figure was somewhat misleading because of the amount contributed by 13 of the check writers. Subtracting their total would lower the average amount per check to \$32.00.

3. The \$0.67 weekly figure while alarming is not unusual. This amount, multiplied by 50 weeks amounts to \$33.50 a year per noncheck contributing person. Once this figure is calculated, a number of strategic questions can be posed:

A. What is the longevity factor of this group? Do they tend to stay for awhile and then move on to other endeavors? In our ministry, suburban Washington, D.C., approximately 60% of our attendees are replaced by new attendees every two years.

B. How many of this group stay on and eventually become contributing members?

C. To what extent are members of this group influencing the decisions of our leadership team?

D. What is or should be our policy regarding the meeting of the needs of this group?

a. Do they receive equal attention and dedication from the servers in the ministry?

b. Do their criticisms, which often tend to be numerous "drive" the expansion decisions? One ministry undertook an unsuccessful building program based largely on complaints of overcrowding from members of this group who did not financially support the expansion program. Few are still active in the ministry.

c. Do we attempt to educate this group to contribute additional funds and eventually tithe? One ministry, after reviewing the analysis, decided that one of their immediate priorities was to provide more education about prosperity and tithing. They reasoned that a larger number of the congregation was new to the ministry--about

Continued...

Financial Analysis Worksheet

Week of

1. Total love offering received \$ _____
 1a. Less cash received \$ _____
 2. Total paid by check \$ _____

CALCULATIONS

$$\frac{\text{(2)}}{\text{(3)}} = \frac{\$ \text{ () }}{\text{ () }} = \$ \text{ () } \text{ average per check}$$

$$\frac{\text{(1a)}}{\text{No. of attendees}} \times \$ \frac{\text{---}}{\text{---}} = \$ \frac{\text{---}}{\text{avg cash/attendee}}$$

<u>Amount of Check</u>	<u>Number of Checks</u>
\$0.00 - 4.99	
5.00 - 9.99	
10.00 - 14.99	
15.00 - 19.99	
20.00 - 24.99	
25.00 - 29.99	
30.00 - 34.99	
35.00 - 39.99	
40.00 - 49.99	
50.00 - 59.99	
60.00 - 79.99	
80.00 - 99.99	
100.00 - 149.99	
150.00 - 199.99	
200.00 - 299.99	
300.00 - 399.99	
400.00 and over	
(3)Total number of checks	

40% were new within the past two years--and a sizeable number were participating in one or more of the 12-step programs.

Our ministry has been using this Worksheet for several years, and it has provided us with useful data in making decisions regarding the probability of securing sufficient funds to finance needed expansion projects.

For example, given our current situation where 40% of the total regularly attending congregation is single without children attending the Sunday School, what's the probability of securing additional funding for a new youth education wing. We are looking into this situation as I write this article. I'll let you know the results as they appear.

Our Board recently calculated the cost per year per person served to determine the average dollars invested in each attendee. We came up with a figure of \$800 per year. Richard Barnes of Delray Beach, Florida, has found essentially the

same dollar amount. This number was obtained by dividing the entire ministry budget by the average number of children and attendees served per week in all aspects of the ministry. We now mention this number in all financially-related communications.

Some Additional Ideas

Be alert to the prosperity consciousness of members of your leadership team, the money collectors, and the counters.

In one ministry the treasurer had a "thing" about the large number of one dollar bills placed in the offering baskets each week. He kept a weekly tally on the number of one dollar bills that somehow always remained in the same unacceptable range!

In every ministry I've served that had been experiencing financial difficulty, either the treasurer or the board president was not a regular tither, nor were the money collectors or counters demonstrating prosperity.

Living Your Vision by Dick Connor 1989 Centennial Conference

"Living the Vision" is the central theme of the June 1989 Centennial Conference at Unity Village. An exciting smorgasbord of workshops and speeches has been developed.

Your Church Growth and Development Committee has commissioned me to prepare and present an experiential workshop entitled "How to Recreate Your Ministry's Vision." It occurred to me that you would appreciate knowing what is to be included in my program so you can make your decisions regarding which workshops to attend.

What is a vision?

This will be the first topic discussed. The distinction between a Mission Statement and Vision Statement will be explored. A hint--the mission refers to *why* your ministry exists, and vision describes *what* Spirit has in mind for your ministry. Examples of both statements will be reviewed and you'll be able to look "newly" at your current mission and vision statements. Should you not have such statements prepared, this segment of the program will be very valuable to you in working with your leadership team when you return home.

Why is it necessary to recreate your ministry's vision?

During this segment of the workshop we'll review the scriptural passages which both goad and guide us in this essential task. We'll also review the impact of changes in the demographics of our congregations, the impact of the graying of the baby-boomer generation, findings from my infield church consulting, etc. We'll have the opportunity to review the evolution of one ministry's mission-to-vision process.

How do you uncover barriers that could hinder the growth of your ministry?

What unspoken limiting and conflicting thoughts and feelings might be at play in your ministry? We'll look at how the substitution of a single word began the exciting process of freeing up congested energy in a ministry that for years had been struggling. I'll share findings from my consulting with you.

What are the elements in a powerful and purposeful vision statement?

During this segment, you'll be given an actual Vision statement used by a rapidly growing ministry. Together we will read each element and identify the vision-producing words and phrases. We will also identify special elements to be included in the various forms a ministry can take.

How do you take the workshop back into your ministry?

The program will conclude with a listing of action steps you can and should take to vitalize your ministry through the recreation of your ministry's vision.

Let Us Know...

We welcome any comments, criticism, or suggestions you may wish to share with us regarding this special issue of CONTACT. Send to:

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

Also, if you have any news regarding events happening in your church that you would like to share with others in the field, we are now accepting articles (and photographs) for possible inclusion in next year's Conference edition of CONTACT. Thanks for your interest and support. We look forward to hearing from you.

Culture Shock - big time!



MEP Class of 1989 upon arrival in Valley Stream, New York.

At 1:41 p.m., Friday, February 24, 1989, the MEP Class of 1989 and three faculty members were lovingly met by Mary Alice Brown at New York City's LaGuardia Airport to begin our Class Tour of the Eastern Region. An hour later we had checked into our hotel and many took off to "experience" the Big Apple. "This sure doesn't look like Unity Village," probably best characterizes our overall response to the cities and churches we visited.

Wonderful memories of significant moments include Saturday morning with Eric Butterworth and Sunday morning service and special student blessing at Avery Fisher Hall, a wonderful fellowship and dinner with Bea Copeland and congregation of Unity Universal and an evening rap session with Linda Dominik and Guy Lynch from Syracuse at the headquarters of the Friendship Ambassadors in Upper Montclair, New Jersey.

The contrasts between Unity ministries was so evident on Monday as we celebrated with Ed Myler in Flushing, Pat Filiault in Valley Stream, and Laurel Marston in Brooklyn. The members and boards of each church were so enthusiastic about all they had done and are doing together. We were deeply touched.

Tuesday we whipped down to Washington, D.C., via the Amtrak Metroliner (wonderful!) and were graciously hosted in homes by members of Unity of Fairfax (Helice Greene, minister), Unity Center of Christianity (Amalie Frank) and Unity

in the Nation's Capitol (Lafayette Seymour). Music, dinner, information, and love was shared at each church over the next two days. Then we were off for a morning of sightseeing in Old Williamsburg and some peaceful relaxation at the ocean in Virginia Beach. This really isn't Unity Village!

On Sunday morning we experienced first hand the worship service at Unity of Tidewater with Joyce Kramer. After a short session with her staff we sped to the airport for our return to Kansas City.

Hindsight reveals to me a trip that was excellent in every way. We are most grateful to the Eastern Region as a whole. If only we could visit with each minister and share your personal and congregational growth! This trip makes me very proud to be Unity and to have a small part in the preparation of a new group of Unity ministers. The contrasts on this trip made it very clear that a minister who knows his/her credo and lives it will do a wonderful work.

Lest you think we spent all our time in church, we must confess that we all enjoyed CATS together on Broadway, did some shopping (it was tough) and researched the A.R.E. in Virginia Beach.

The Western Region is up next and the Class of 1990 is already developing a possible itinerary. Thanks to everyone who so generously supports these annual MEP tours.

Judith Grimes
Chairman/Ministerial Studies & Skills

Church Growth By Radio

The Voice of Unity

The experience of success can speak loudly to us when venturing into new areas of ministry. I trust that as you consider initiating a communications outreach or revitalizing your current program, that you will find these suggestions shared by your partners in Unity very helpful. Each has a unique vision and has made use of Radio in very successful ways. Enjoy their comments:



Carolyn Craft
Radio/Media Coordinator

community to help people start their day. It was like a mission. That was the way I presented it to the board. I said, 'the more that we can be out there giving them a message, giving them an indication of what we are, the more likely they are to see a truer perspective of our ministry.' Because of the cost, we started broadcasting only two mornings a week on one station."

What radio format did you decide on?

"We went with the station which appealed to the yuppie age group. They had a good rating here in Houston. In Olympia, we finally went to two stations five days a week, and the audience was mixed. Many listened to it, for it was easy listening. Houston used soft music of the 50's and 60's. Right now, we are on two stations; one is again the yuppie age group and the other is a recognized station throughout the city with an easy listening sound."

Did you encounter any resistance from the stations regarding religion?

"Not really. One station which I thought was rather conservative, actually came after us. They had heard about us from another station. I gave them an audition tape which had 5 spots so they'd get an idea of what I had done in Olympia. I wanted them to know that it wasn't dripping with dogma."

Did you ask for or get any extra bonus announcements--extra publicity?

"I personally work directly with the stations. Recently we were involved with a good promotion with one of the radio stations when we had Art Linkletter here. The station gave us what was the equivalent of \$5,000 worth of time and spots for \$1,800! We are also involved in having volunteers for channel 8 (which is an educational TV station) to serve at their fund raising event. We do get free identification. We have given to some of the other television stations that had food drives, and we have been on television presenting a check."

How do you budget for your advertising?

"The events just mentioned are some of the things we have done with our tithes. We do not have a certain percentage set aside for advertising outreach. We do budget a certain amount basically but not from a percentage. No direct mail or print tie in with our broadcast outreach. We're doing very little newspaper advertising right now. We do a splash in the fall when

we feel people are looking for a new church home. Then on the major holidays we do a splash, but we have found the last place to get new people, is in the religious section of the newspaper. When we have people come such as Art Linkletter, Bernie Siegal, Norman Vincent Peale--then we do newspaper advertising, but we do not have a set ad every week."

What about your return on investment?

"I think the return on our investment has been great. We just did a survey in the church where we asked, 'How did you find out about Unity and determined to come--was it through a friend, newspaper, radio. . .?' We had quite a number who said they started coming based on their first introduction to Unity through the radio. Around 50 people who filled out the survey are now attending on a regular basis."

What message themes are remembered most?

"I'm sold on the one-minute spots. Maybe it is different in different parts of the country but I feel there is a certain amount of resistance to listening to something that isn't from your own church, or that has something to do with religion or spirituality. I feel if you make your point in one minute on a station that is respected, the listener isn't going to turn off the station. Before the listeners know it, they have heard something that is sound, practical, and makes sense. It's also usually a little less expensive than the 5-10 and 15-minute programs. Most stations do not want to have anything to do with longer programs unless it's Sunday morning when the least number of people are listening anyway. I want to broadcast when the people are on the road, on their way to work, or at the breakfast table--reach them where they can be attentive on a very personal level. In the morning, there is a receptive, beginning mood. The radio stations that don't have an audience will be happy to give you a 15 minute slot, but the ones that have the best ratings and the large audiences will only look at a short message because they don't want to come across as being a religious station."

What advice do you have for ministers new to broadcasting?

"If ministers are pioneering, it's always a little bit difficult, considering the economics of their budget. I always recommend that they have a goal or a radio fund that they set aside and start building

Howard Caesar - Houston, Texas



How have you used broadcasting in your ministry outreach?

"We began using broadcasting in Olympia after establishing my ministry there. We used radio because people driving in their car listen to the radio because of the local news. It was what was 'happening.' So I broadcast every weekday morning at 7:15 a.m., with a one-minute spot. We saw it as a contribution to the community. . . a positive message. We tried not to have it too denominational, in other words, more ecumenical; something that would include all people in all faiths. It didn't talk a whole lot about Jesus Christ and God. It talked about love and courage and strength and peace and joy and beholding the good and really utilizing all the principles of Unity without offending anyone."

How did you measure your response?

"We had people that would call the radio station and ask if they could get copies of the message. The radio station would ask them to call the church, so we had lots of people calling in and asking for a copy of the message. I would receive letters often from people who were so appreciative of a particular message on a particular day. It was exactly what they needed to hear. At memorial services in the community you often have many people from other denominations and faith attend. It was at these that people would make it a point to come up and tell me that though they didn't attend my church, they listen to the programs or to

the one-minute spots and would never miss them. They appreciated them very much as it made a contribution in their lives. The messages were really well-known in the community--it was an effective way of getting Unity out to the public."

Was there any specific tithing noted?

"Not really. We may have gained some income in the long run on the basis that there were new people who did come to our church. They wanted to know more and some of them stayed. In one minute all I said was, 'Good morning, the Unity thought for today is. . . ' and I would give a thought on 'Seeing the Good' or something like that. Then I would give a message for about 45 seconds, and you really can say quite a bit in 45 seconds. I would end by saying, 'This is Howard Caesar, minister of Unity Church of Christianity or Unity of Olympia and life is meant to be good.' And that was it. I didn't ask for money, no did I give the address. If they wanted to know where the church was, they would seek it out."

How did you encourage cooperation and enthusiasm from your board and the congregation?

"What I did here in Houston (one spot here in Houston for one minute cost about the equivalent of a week in Olympia. It's about \$150.00 per spot) was to introduce my plan as part of our tithe because we weren't trying to raise revenue. We really wanted to give a positive message to the

Continued. . .

toward. They can eventually reach a place where they have checked prices and cost for either a 2-day per week plan or ideally five-weekday mornings. Once they have enough funds built up for about six months to a year, then they ought to jump in. Our approach was not to build our ministry. Our approach was to simply give the people something positive and

good to begin their day. We didn't use the time to say, 'Send money here,' or 'If you would like to attend Unity church, we are located at. . .' You don't have that much time in a minute. So it was just to add credibility and respectability to our ministry, to eliminate the guessing, or people hearing about Unity through somebody else's opinion."

appropriate station or stations?

"Again, with a lot of help from you personally, and the Association Media Department, we were able to narrow down the field to four or five different radio stations that had the format that we thought would work best. We arranged one full afternoon of appointments and had five marketing representatives from radio stations come in and tell us about their station. They explained what age group and what type of format they had and what type of package we could expect from them. From this information we decided to go with a contemporary format. . . a station that plays old and new songs. It was important that we had a Saturday, Sunday, Monday and Tuesday schedule which meant people were hearing our message prior to, during, and soon after the time our church services were held. We reached them at home, in their cars, and at work. I come to the office at a lot of weird hours, and it was interesting that whenever I had my radio on, it seemed like within 20 minutes of leaving home, I heard one of Jim's spots. I think it is important for people to know that even though you may only have a message on four or five times a day for a few days, people tend to continue to hear what

the most dominant station in the market. The station people were wonderful. They were proud to show us what they did and how they were going to take care of our business. They showed us schedules of our times for airing. This was important to us."

Can you tell if you received any tithing from this outreach?

"I haven't seen anything specifically marked for that, but of course, we are fairly new to this. A lot of people will take awhile to make a change in their lives. I think it is really important that if you don't see immediate results, not to quit. You have to be committed and believe in it. If you don't believe it will work, it won't."

What are your plans for measuring response?

"We have begun to keep up with that. Most of these calls go to Nancy (Rosemergy). What we are thinking about doing is having a tape and a pamphlet that people can call in for--something that we can send out. This is really good because it gives people a chance to further investigate us without coming to the church or feeling obligated or intimidated. They don't have to buy anything because we aren't really selling anything. Our plans are to produce something of our own. I'd be happy to give you copies of our scripts for the Radio Library."

Do you feel you could go into another market and start from scratch?

"Yes, first you have to determine what it is that you want to see happen with your advertising money. What is your vision? You need a vision for your advertising budget as much as you need a vision for the church. Where do you want to go? Who is it that you are trying to contact, to reach? What is the best way you can reach them? Can you interest them with the cost of television being what it is, with the cost of newspaper advertising being what it is? It seems to me that radio is going to be the one media that is going to really touch more of these people than anything else. A lot of people who are thinking for themselves are not spending a lot of time reading what someone else is writing. But they are willing to listen to what somebody has to say. I think that if you know the type of people you want to reach, then you can get demographics from the Chamber of Commerce, the radio stations, the television stations, from anyone who is selling advertising. You also need a consultant who can help you decipher this information and figure out what it means. If you don't have the time or the understanding to sit down and go through it, then you have to get somebody to help you do it, or farm it out to someone else to do. If you are not a media person or if

Continued. . .



Jim Rosemergy/Ed Golden Kansas City, Missouri

(Interview response by Ed Golden)



How is broadcasting helping you in your ministry?

"The thing that I am most aware of is our marketing effort is reaching the unchurched person, the person who has not yet found Unity. We don't need to get people from other Unity churches in the area. There is enough of this migratory pattern that goes on--people who filter from one church to another. Our real goal is to give new people a home to come to worship, to share their gifts and to serve

esting. We had a very large ad every Saturday, which we cancelled, and the only people who noticed the ad was missing were the people who were already coming to church. The only question they had was what the service title would be. Now they call us on the phone. The first spots that we did were introductory. . . to let people get used to our being on the radio. There was a marked response. Then when we decided to go for the second campaign around Easter, we included the church's telephone number and

and to be served. These people have to be reached in some way, and we know that direct mailing is probably about 1% effective. Even if you target specifically to a certain demographic area, you still may get only 5% or 6%. But everybody who is listening to the radio is going to get the message. We are reaching a lot more people on the radio than with the newspaper. With radio, people hear us all day four days in a row at various times, so we get a whole different cross section of people."

Tell me a little bit about how you got started?

"We are a church that appeals to thinking people, so we wanted to get on thinking people's kinds of radio stations. Some of these may be thinking about their lives, how they feel about themselves, and what is going on in their lives. They realize there is a place where they can go to find the needed help to make the changes that they want to make. So this is what I mean by 'thinking people.' Also, we needed to make our broadcast dollar go as far as it could because we began with a very limited budget. From the research that I have done in advertising, I have found that if you don't spend at least 5% of your budget on advertising, you aren't spending enough. We're approaching this consciousness. We didn't start out this way. We began working with what was already budgeted for the year. We talked to the board, explaining to them that we wanted to begin reaching more people and a different group of people than we had been reaching in the newspaper. It was inter-

What commercials did you run?

"They were not titled. Questions like, 'Have you ever been lonely?' Then Jim said, 'Hi, I'm Jim Rosemergy from Unity Temple on the Plaza and we understand how lonely you can be if you don't have a spiritual home.' He offered this type of open invitation to come and visit and let us know who you are."

How did you measure your response?

"Well, this is important. There is really, in a short term situation, no way you can measure the effect. I think that has to come from extensive and continued campaigns. In other words, the best you can do is to get on the radio and to stay on the it."

Was there a certain ad or theme that pulled more than another?

"I think the popular ads are those that really appeal to people's feelings--if they are feeling lonely they respond to a message that has empathy and says, 'we care about you.' The warmth and the genuineness of the message is more important than what is actually said in terms of words. I don't think the vocabulary is as important as the feeling conveyed."

How did you finally decide on the ap-

Proper station or stations?
they hear on the radio for a longer period of time. I think people beginning their media plan should not feel that they are throwing their money away because they are not seeing any new faces in the pew.

You might not see them for awhile. People don't just walk in off the street into a Unity church, sit down, and immediately decide this is going to be their church. They come because of something they heard on the radio, you have a good singles group, you're hosting a workshop, or you're sponsoring a concert. There are a lot of reasons why people appear in the sanctuary on Sunday morning. The type of messages that we have are uplifting, spiritually based messages that don't have a hard line of religious content. But rather they appeal to the person who is thinking positively and who realizes, 'Hey, that thought picked me up when I really needed it.'"

What are some of the factors you considered in making your final decision on the radio stations you selected?

"One factor was determined by the sales person who was best prepared, who had the best package, who really had done his homework and who followed up quickly. We chose the one most interested in us and what we are doing. (As an aside, I ended up doing a 15 minute radio show at Christmastime.) Also, part of our community outreach was to man a Christmas tree that the station was sponsoring with another vendor. Our people were noted and it was wonderful PR for us. The congregants had an incredible amount of fun doing it. We got to be neighbors with

you are not an administrative person, you want to get someone on your staff who is. Let them do the legwork, take their basic skills and go into a campaign. Once this person has done that you've got your own inhouse media person."

In summary?



Michael and Faith Moran Tacoma, Washington



Mike, what's the good news about your broadcasting plans?

"When we interviewed for the church, we told them that broadcasting was going to be a big part of our ministry. We really established the need to reach out beyond the walls of the church with the board and with the congregation. The board could support us, but if the congregation didn't support us, it was not going to happen. We really spent time establishing how important it was to tell our story.

"We did this in church on Sunday where we talked about how beautiful Unity is, how this philosophy works and how it can really transform lives. We asked, 'Didn't it work for you, aren't you excited about how your life is different, and don't you want to share this with other people?' And, of course, they said, 'Yes.' We're going to use broadcasting's proven techniques and we really emphasized the quality. So, we established the need, we promised quality, and we asked for their support. They responded beautifully."

How would you respond to a board feeling apprehensive?

"I really understand the reluctance of people 'out there' more than I ever did before. The kind of person who says, 'Advertising doesn't work,' is reminded readily that they drive in an advertised car, they go into the house that they found advertised either by sign or saw it in the paper or heard about a company on the radio. So, virtually everything that they have is because they heard about it."

How did you keep your ministry informed?

"We told the board and we told the congregation what we would do over and over and over. We emphasized that we had an obligation to reach out--that it would benefit the community and the church. We kept them updated on where we were with our vision through talk and newsletters. Whenever we made a breakthrough, we let them know and we kept up enthusiasm for the project. Then again, we asked and thanked them for their support.

"I think this can be one of the most effective forms of outreach in the community that we can have. There is an old joke--Unity is the best kept secret in town--well, the secret is out. People are hearing it on the radio, and a lot of the churches are now using this media to their advantage."

"When we proposed our plan, we used an audio sample of what we planned to do. Then people came up to us saying, 'I want to support this. I'm so glad we are doing this. It sounds wonderful.' So, when you are trying to get people to support you, you go in with not only the vision but something they can actually experience."

What else did you share with them regarding the goals of an outreach?

"That Number One: we have a message and a philosophy that is practical and it works. I mean, look at your own life. How are you different today? Don't you want to share this with people?"

"Number Two: If Unity is to grow (and I feel like it's time for this to happen), then we need to tell our own story, don't you agree? They saw growth as a real opportunity, and the more credible the exposure, the less threatening it becomes. We were trying to take away the mystique of Unity and make it high profile in the community, and also to let people know that we are here--that there is an alternative to fundamental religion."

How does a new ministry to broadcasting get started?

"It gets started through the Association putting together and making spots available, or by taking a program that is done by a professional and putting spots within this. Or, take a script that has been tested and written by someone who knows what they are doing, and then producing it themselves. What I'm saying is that it is available, but it's up to the ministry to go after it. All they have to do is listen to what is working. You don't have to reinvent the wheel. Ask what is working for other organizations. How can we adapt this to ourselves? Why spend a whole lot of time on research when you don't have to do that--when it's already been done? Find out what's working and modify it for yourself."

How did you decide what stations you wanted to carry this message?

"This is an area that has a lot of Unity churches in it. So we had to define where

our people are going to come from. We decided to focus on a strong Tacoma/Pearce County market. Chances are people are not going to drive from Seattle (40 miles) to see us or Bremerton, so this eliminated the Seattle stations pretty much. I looked at the strongest stations and found that KBRD, which is an adult easy-listening station is the top station in town--the top adult station. It covers all of Seattle but it also has a very strong community image. We are doing two types of spots. The 60-second spots are designed to address only Tacoma Pearce County, 'We're Unity Center of Tacoma--stop by and see us this Sunday. You are invited to a unique Sunday experience. Come celebrate life with us Sunday mornings 9:30 and 11:00' The 60-second spots are a sincere invitation to come to our church. These spots run two days a week on Thursday and Friday eight times per day so we will have excellent frequency.

"Then we go to the half-hour program on Sunday mornings, which is something that I said I would never do. We're on at 7:00 a.m. This is our 'ministry without walls.' This broadcast will reach people not only in our market area, but also outside. It will reach the whole western Washington area. This will call for teaching--a half-hour program designed to educate. I will solicit people through spots available to support this program and will ask for listener support. The way that I have it designed right now is that there can be up to six 30-second spots or three 60-second spots, which I will make available to people within the congregation, people who would like to underwrite it and put their spot in the show. This is one way to recover the costs.

"One program that I am going to try is called COMMON GROUND. And the other is called WHAT'S RIGHT WITH THE WORLD. The latter is just a collection--it's almost like a Paul Harvey com-

mentary--of all the people, organizations, and religions that are making a positive difference in the world. It will be an up-beat type of program. COMMON GROUND will be more of an interview type program. It will mix interviews and some commentary.

"Please ask ministries that if they come across a news item, anything that is uplifting--that is making life better--that people are being more tolerant of each other--that somehow somebody is making a difference in the world, please send this information to me. You know what it is like to gather a half-hour's worth of interesting good news every week. Send this to Unity Center of Tacoma. I'm going to be spending a lot of time in libraries gathering this information and subscribing to good news services. The program is going to evolve. I know that what we start off with is probably going to evolve into something totally different, but I think we have two good ideas, and the one that really excites me is the WHAT'S RIGHT WITH THE WORLD. It's light, it's up, and it's the kind of thing that you can't find anywhere."

How do you feel about your outreach?

"Well, I'm so excited about it because it is the fulfillment of a dream for me. This has been my credo for 40 years. It is the literal fulfillment of a dream, of a vision of mind; to be a Unity minister, to have a quality Unity program on the air on a regular basis, and to be able to provide it to help other ministries."

Join us during the third hour of the communications workshop during Conference both Monday and Tuesday. There will be a panel of experts available to answer your communication questions.

Stay tuned!

The following is an excerpt from one of thousands of letters received by Joyce Kramer, Virginia Beach, Virginia, in response to her International Broadcast Outreach. We will have more from Joyce in our next issue!

I am a regular listener to the programs produced on Radio Africa. I listen to the programs and it seems as God is speaking to me face to face. Thank God for that.

Michael Wulikey, Nigeria

... I am therefore encouraging you to press forward in the work of the Lord, never look back until the great is attained.

Adegunle Olufemi, Nigeria

Expansion Report

by Susan Eng
Expansion Coordinator

The Church Growth Movement started in the 1970's. Some churches were fast growing while most were declining in attendance. People's attention focused on the churches that had grown in substantial numbers.

This report is based on available statistics from the yearly Association of Unity Churches Membership Reports. We used the Sunday morning worship attendance as the tool to measure growth.

According to the 1987 Membership Reports, 39 percent of Unity churches showed an increase in Sunday workshop attendance. Twenty-one percent decreased in attendance and 40 percent of Unity churches had plateaued.

In 1988, 34 percent of Unity churches increased Sunday worship attendance, 34

percent of the churches had a drop in average attendance and 32 percent reported a plateau in attendance.

A church with a 20 percent growth rate will double its attendance in five years if the church continues to grow at the same rate. Most of the churches reporting high growth did not continue to grow as quickly. Typical church "back door" losses (through death, people transferring out, people who only attend occasionally) are 6-10 percent. Visitors are necessary for growth. A rule of thumb minimum for church growth from Church Growth, Inc.: at least one of every twenty persons in a Sunday morning worship service should be a visitor from the church's ministry area.

While the Gallup Polls have gathered statistics showing declines of confidence in the American church, we acknowledge the following churches for their success in church growth.

Most Recent Pioneer Ministries

A prayer support group was formed from second-year ministerial students who were enrolled in my elective, "How to Start a Church." The group made a commitment to pray daily for those who have pioneered a new Unity work. We invite you to pray with us.

Pioneer Groups	Pioneer Ministers	Affiliated With
1. Fairbanks, AK	Valerie Mindt-L.T.	Polly Dozier, Anchorage, AK
2. Bentonville, AR		Colleen Moore, Joplin, MO
3. Fayetteville, AR	Gary Simmons	Association Expansion
4. Hollywood, CA	Mustafa Willingham	Association Expansion
5. Roseville, CA	Robert Barnes--L.T.	Pat Lee-Barnes, Napa, CA
6. New Britain, CT		Donna Foreman, Bridgeport, CT
7. Coral Springs, FL	Bill Clark	Association Expansion
8. Miami, FL	Walter Larrick	Bill Cameron, Miami, FL
9. Springhill, FL		Ross Tucker, Port Richey, FL
10. Koloa, Kauai, HI	Janet Oliver	Association Expansion
11. Sandpoint, ID		Marilyn Muelbach, Coeur d'Alene, ID
12. Fairfield, IL		Ruthann Bilkey, Quincy, IL
13. Carmel, IN	Greg Olson	Dick Everts, Indianapolis, IN
14. Covington, LA		Ruth/Bob Fatur, Metairie, LA
15. Severna Park, MD		Marilyne Hays-L.T., Linthicum, MD
16. Oak Park, MI	Eunice Anderson	Ruth Mosley, Detroit, MI
17. Port Huron, MI	Dennis Judson-L.T.	David Williamson, Detroit, MI
18. Grand rapids, MN		Jim Fisher, Minneapolis, MN
19. Stillwater, MN	Doug and Garnet Quimby	Association Expansion
20. Jefferson City, MO	Lorraine Allen	Association Expansion
21. Kansas City, MO	Sharon Poindexter	Association Expansion
22. Richmond, MO		Betty White, Excelsior Springs, MO
23. Warrensburg, MO	Lana Allen-MEP	Association Expansion
24. Hamilton, MT		George Stone, Missoula, MT
25. Minden/Gardnerville, NV	Lei Lanni Burt	K. Lindvig/S. Towles, Reno, NV
26. Gardnerville, NV	Spiritual Retreat Ctr	Myrna Tashner, Assoc. Expan.
27. Portsmouth, NH	Brenda Calobrisi	Association Expansion
28. Edison, NJ	Joanne Gulligan-Murphy-L.T.	Mary Alice Brown, Teaneck, NJ
29. Greensboro, NC	Don Allen	Jack Graf, Raleigh, NC
30. Winston/Salem, NC	Doris Maxwell	Jervais Phillips, Charlotte, NC
31. Enterprise, OR		Sue Ann Hudry, Lewiston, ID
32. Florence, OR		Carole McArthur, Coos Bay, OR
33. Gresham, OR	Kathy and Matthew Long	Association Expansion
34. Cumberland, RI		Association Expansion
35. Farragut, TN		Gene Conner, Brentwood, TN
36. DeLeon, TX		Joan McKee, Kerrville, TX
37. Spring, TX		Howard Caesar, Houston, TX
38. Wenatchee, WA	Byron Haley	Linda Spencer, Bellevue, WA
39. Charleston, WV	Greg Wissman	Kathryn/Alan Rowbotham, Roanoke, VA
40. Eau Claire, WI		Festus Umeojiego, Woodbury, MN
41. Duluth/Superior, WI		Jim Fisher, Minneapolis, MN

Unity Churches With Highest Sunday Workshop Attendance (5% of Unity churches have 500 and over in attendance)

	1988	1987	1986
1. New York City, NY Unity Center of Practical Christianity Minister: Eric Butterworth	3000	2000	2500
2. Houston, TX Unity Church of Christianity Senior Minister: Howard E. Caesar	1800	1800	1800
3. Warren, MI The Church of Today Senior Minister: Jack Boland	1650	1900	1500
* Dallas, TX Unity Church of Dallas Ministers: Donald and Dorothy Curtis	1650	1650	1500
4. Seattle, WA Unity Church of Seattle Senior Minister: R. Scott Sherman	1246	1325	1105
5. Detroit, MI Detroit Unity Temple Minister: David Williamson	1200	1300	1400
6. Golden Valley, MN Unity Christ Church Senior Minister: Jim Fisher	1000	1000	650
7. Unity Village, MO Unity Village Chapel Senior Minister: Chris Chenoweth	950	975	550-1000
8. Sacramento, CA Christ Unity Church Ministers: Dorothy and Phillip Pierson	900	930	900
9. Chicago, IL Unity Church of Chicago Ministers: Mike and Sara Mation	875	655	490
10. Clearwater, FL Unity - Clearwater Church Minister: Leddy Elaine Hammock	750	600	650
11. Austin, TX Unity Church of Austin Minister: Sallye Taylor	725	880	na
12. Naples, FL Unity of Naples Minister: Jack D. Kern	650	400	400
* Honolulu, HI Unity Church of Hawaii Minister: David McClure	650	575	550
13. Mesa, AZ Unity Church of Mesa Ministers: D'Etta and Joel Baehr	640	500	450
14. Palo Alto, CA Unity Palo Alto Community Church Senior Minister: V. Stanford Hampson	600	560	450
* Boulder, CO Unity of Boulder Minister: Jack Groverland	600	700	650
* St. Petersburg, FL First Unity Church Minister: Leslie D. Saunders	600	615	550
* Detroit, MI West Side Unity Church Senior Minister: Ruth M. Mosley	600	600	425
* West Palm Beach, FL Unity of the Palm Beaches Ministers: Hal and Lassie Rosencrans	600	na	600
15. Santurce, Puerto Rico Asociacion Unity de Cristianismo Minister: Norma Montero	550	na	na
* Kansas City, MO Unity Temple on the Plaza Senior Minister: Jim Rosemergy	550	500	na
* Denver, CO Unity Church of Denver Senior Minister: James C. Lewis	550	500	500
* Santa Cruz, CA Unity Temple of Santa Cruz Minister: Emily Sanford	550	500	na
* Indianapolis, IN Unity of Indianapolis Senior Minister: Richard Everts	550	500	400
16. Atlanta, GA Unity Center Interim Minister: Karen Boland	540	700	na
17. Port-of-Spain, West Indies Unity of Trinidad & Tobago Minister: Violet Assam	500	na	na
18. Spokane, WA Unity Church of Truth Minister: David McArthur	500	600	550

* Tied

The Association of Unity Churches Fastest Growing Churches

1986-1987

	1986	1987	GAIN
1. San Luis Obispo, CA - Unity of San Luis Obispo (Warren Blackford was minister during this period) Minister: Richard Levy	35	225	542%
2. Santa Rosa, CA - Unity of Santa Rosa Minister: Alec Evason	70	250	257%
3. Oak Park, IL - Unity Church of Oak Park Minister: Richard D. Billings	110	350	218%
4. Amarillo, TX - Unity on the High Plains Minister: Pierre Gallardo	30	90	200%
5. Ventura, CA - Unity Christ Church Ministers: Diane Dean and Beth Ann Suggs	50	140	180%
* Portland, ME - Unity Church of Portland Minister: Audrey McGinnis	25	70	180%
6. Bakersfield, CA - Unity Center-Bakersfield Minister: Walter H. Jones	50	110	120%
7. El Paso, TX - First Unity Church of Positive Living Minister: Harriet Baumeister	60	125	108%
8. Charlottesville, VA - Unity Center of Practical Christianity Minister: Tony Roebuck	50	85	70%
9. Vancouver, WA - Unity of Vancouver (Robert Ellsworth was also minister during this period) Minister: Bernadette Ellsworth	120	200	66%
10. San Antonio, TX - Unity Church of San Antonio (Robert Hudson was minister during this period) Minister: Albert Abdulky	200	325	62%
11. Anaheim, CA - Christ Church Unity Senior Minister: Mario de Ferrari	75	120	60%
12. Bloomington, MN - Unity South Minister: Philip Laporte	80	125	56%
13. Key West, FL - Unity of the Keys Minister: Evelyn Casper	55	85	54%
14. Port Charlotte, FL - Unity Church of Peace (Mary Hinkle was minister during this period) Minister: Sharon Frisby	65	100	53%
* Golden Valley, MN - Unity Christ Church Senior Minister: Jim Fisher	650	1000	53%
15. Bogota, Columbia, South America - Unity en Colombia Minister: Luis Perez	50	75	50%
* London, England - Unity of London Minister: Ralph M. Seelig	50	75	50%
* San Rafael, CA - Unity-In-Marin Minister: Richard C. Mantei	60	90	50%
* Venice, FL - Unity on the Gulf Minister: Loren D. Flickinger	100	150	50%
* Springfield, OH - Unity Center of Truth Minister: Leola Poole	20	30	50%
* Ashland, OR - Unity in Ashland Minister: S. Colleen Graham	50	75	50%
* Salt Lake City, UT - Unity of Salt Lake (Shirley Winner was minister during this period) Minister: Mike Fotheringham	100	150	50%
* Federal Way, WA - Unity Church of Christianity Minister: Thomas Coates	150	225	50%
16. St. Petersburg, FL - Unity Temple of Truth Church Minister: Catherine Brooks	150	218	45%
* Traverse City, MI - Unity Church of Traverse City Minister: Kathryn DeMougin	55	80	45%
17. Huntsville, AL - Unity Church on the Mountain (Brunetta Withers was also minister during this period) Minister: Doris McCafferty	35	50	42%
* Lincoln, NE - Christ Unity Church Ministers: Frank and Louise Munkel	95	135	42%
18. South Bend, IN - Unity of Michiana Minister: Barbara Williamsen	85	115	41%
* Detroit, MI - West Side Unity Church Senior Minister: Ruth Mosley	425	600	41%
19. Hot Springs, AR - Christway Unity Church (Gerry Comstock was minister during this period)	57	80	40%
* Inkster, MI - Unity Church of Inkster Minister: Mayola Saltpaw	25	35	40%
* Memphis, TN - Unity Truth Church Minister: Baine Palmer	50	70	40%
20. Caracas, Venezuela, S.A. - Asoc. Unity de Cristianismo Minister: Lourdes Alvarez Collado	175	240	37%
* Arden, NC - Unity Center of Christianity Minister: Chad O'Shea	160	220	37%
* Charlotte, NC - Unity of Charlotte Minister: Jervais Phillips	160	220	37%

1987-1988

	1987	1988	GAIN
1. Nigeria, Africa - Unity Church of Christ Minister: Samuel Uba Oti	30	105	250%
2. Vero Beach, FL - Unity Center of Vero Beach Ministers: Mary Alice and Richard Jafolla	45	120	166%
3. Arlington, TX - Unity Church of Arlington Minister: Linda R. Pendergrass	100	235	135%
4. St. Louis, MO - First Unity Church Minister: Leila J. Fischer	135	270	100%
* Vacaville, CA - Unity Church of the Valley Minister: Victor Jenkins	55	110	100%
5. Battle Creek, MI - Unity Christian Church Minister: Aldon K. Samaha	30	55	83%
* Boise, ID - Unity Center of Boise Ministers: Brenda and Sam Windell	30	55	83%
6. Orlando, FL - Unity Church of Christianity Minister: Robert G. Robinson	50	90	80%
7. Kerrville, TX - Unity Church of the Hill Country Minister: Joan M. McKee	80	140	75%
8. Tallahassee, FL - Unity of Tallahassee Minister: Julie Keene	70	120	71%
9. San Diego, CA - Church of Today-Unity in San Diego Minister: Wendy Craig-Purcell	150	250	67%
10. Naples, FL - Unity of Naples Minister: Jack D. Kern	400	650	62%
11. Key West, FL - Unity of the Keys Minister: Evelyn Casper	55	85	54%
12. Savannah, GA - Unity Church of Savannah Minister: Ed Conrad	50	75	50%
* Prairie Village, KS - Unity-Myrtle Fillmore center Minister: Rosemary Fillmore Rhea	100	150	50%
* New York, NY - Unity Center of Practical Christianity Minister: Eric Butterworth	2000	3000	50%
* Abilene, TX - Unity Church of Abilene Minister: Tia Couvillion	30	45	50%
* Bainbridge Island, WA - Unity Church on Bainbridge Island Minister: June Robison	80	120	50%
13. Evanston, IL - Unity on the North Shore Minister: Jack Poole	150	220	46%
14. Birmingham, AL - Unity of Birmingham Minister: Gerald Bartholow	175	250	42%
* Iowa City, IA - Unity Center of Iowa City Minister: Jean Colbert Beggs	35	50	42%
* Portland, ME - Unity Church of Portland Minister: Audrey McGinnis	70	100	42%
15. Pomona, CA - Pomona Unity Church of Truth Minister: Joan Baker	82	115	40%
16. San Rafael, CA - Unity-in-Marin Minister: Richard C. Mantei	90	125	38%
* Pensacola, FL Minister: Joan Corbin	180	250	38%
17. Prescott, AZ - Unity Church of Prescott Minister: Rachel Hepburn	80	110	37%
* Syracuse, NY - Unity Church of Truth Ministers: Linda Dominik and Guy H. Lynch	80	150	37%

Groups Folded

The following ministries were created by the love, service and dedication of many. We are grateful for all you have shared to expand the Unity work. The important work you have done never goes unrewarded. You are prospered and blessed for blessing us with your generous and loving service.

1. Church of Today-Unity in Prescott Valley, Arizona
2. Unity in Fallbrook, California
3. St. Cloud Study Class, St. Cloud, Minnesota
4. Unity Church of Practical Christianity, Jackson, Mississippi
5. Harrisonville Study Group, Harrisonville, Missouri
6. Overland Unity Center, Overland, Missouri
7. South Metro Unity, West Linn, Oregon
8. Unity Church of North Houston, Texas
9. Unity Community Church, Kingwood, Texas
10. Unity Church of Williamsburg, Virginia
11. Unity Center, Chehalis, Washington
12. Chelan Unity Study Group, Chelan, Washington
13. Mansion Unity Study Class, Manson, Washington

Hospital Chaplaincy

An Option for Unity Ministers

By Marilyn E. Rieger, Chaplain
Medical Center of Independence



One hundred years ago Unity began as a healing ministry--a teaching/healing ministry. Today, more and more people are open to Unity's positive, life-affirming message of Truth, and many of these people are "available" to us as patients in our nation's hospitals.

In May of this year I will be starting my third year as part-time chaplain of the Medical Center of Independence (MCI)--(I call it My Christ Indwelling!). MCI is a 210-bed suburban hospital with a staff of 600 employees. I view my chaplaincy there not only as an extension of my personal ministry but also as a continuing outreach for Unity as a whole.

During the admissions process, MCI obtains information as to religious preference of incoming patients. This information is coded and included in the daily computer census of patients.

From 1/3 to 1/2 of our patients fall into the category of "No religious preference/Unknown" or into the category "Protestant." Of the 1/2 to 2/3's of incoming patients who declare a specific religious preference, only a very small percentage list particular churches and/or pastors to be contacted. So there is a broad field of opportunity for ministry.

In my role as chaplain in a nondenominational hospital, I seek to minister to people according to each person's beliefs and orientation to life. A good part of my ministry to the patients and their families is a ministry of presence, just being with them, listening, supporting, praying with them. I do, however, offer spiritual materials--psalm cards distributed by the American Bible Society, daily devotional booklets from other denominations, and our own Unity publications: Daily Word, Unity, Wee Wisdom, and various pamphlets and cards.

For those going into surgery, I offer to pray with them as well as give the Unity booklet, "You Are Not Alone." To other patients where I sense a receptivity, I offer Daily Word. Many of the staff

nurses and other employees request copies of Daily Word each month. Children's faces light up as I present Wee Wisdom--and many of their parents recognize it as something they themselves loved as children!

Except for the actual surgery area, there is no place at the hospital that is barred to me. This is both wonderful and challenging--wonderful in that I may enter and be accepted anywhere at the hospital; challenging in that our 600 employees are quite a "congregation" to get to know by name--not to mention the patients and their families who come and go!

There are challenges, but there are also blessings in hospital chaplaincy. Perhaps one of the greatest blessings is to see anxious, fearful people relaxing as I lead them in deep breathing/meditation techniques. What a joy to see their faces, bodies, and whole beings relax!

To be with families in their grief and pain at such times as the death of a spouse, parent, or child, is indeed a privilege. Especially sacred to me is sharing the grief process with couples whose babies are stillborn. I have had some deep bonding with several such couples.

I have performed weddings for staff members and hospital volunteers, and have been called upon to perform funeral services for patients.

As part of my chaplaincy program at MCI, I instituted an "Inspiration Break"--a recorded telephone message for patients--weekly televised 15-minute programs of message-and-music (broadcast daily to patient's rooms via our in-house channel). I also set up mini-workshops for area ministers, offering speakers on subjects of interest such as Diabetes, AIDS, Critical Care (ICU), Medicare, etc. These workshops are scheduled every six weeks between October and May, and personalized letters of invitation are sent to approximately 90 ministers in the Independence area.

Hospital chaplaincy offers a tremendous opportunity for Unity ministers. As I see it, there are several routes to hospital chaplaincy. One would be for newly licensed ministers to go the Clinical Pastoral Education (CPE) route. CPE programs are available in most city hospitals. Here in the Kansas City area, Research Medical Center (under our own Carl Nash, who pioneered chaplaincy as an avenue of Unity Ministry), Bethany Hospital, Baptist Medical Center, St. Luke's Hospital, and the Veterans' Administration Hospital offer programs in CPE. Check into the program that best suits your schedule--full-time, part-time, or extended programs.

For Unity ministers who might be considering retirement from active center leadership yet who still have the desire to minister, hospital chaplaincy is an option. Having been a field minister for twelve years before my call to hospital

chaplaincy, I found that my counseling, teaching, speaking, and administrative experience as a center minister equipped me very adequately to serve in this capacity. This awareness came to me very clearly after completing one quarter of CPE in the eight-month extended program at Research Medical Center.

Because Unity's orientation is toward wholeness and wellness, with practical tools for restoring and maintaining good health, a hospital setting is a perfect place for a Unity minister.

If you are able to help people in times of crisis without flinching; if you have come to terms with your own death and are able to minister to people in their various needs and from their various backgrounds; if you are comfortable in situations where your presence is as important or more so than any words you could speak, then consider serving as a hospital chaplain.

Empowerment

Cont'd from page 1

entering into a relationship with the Master or the Self in the same spirit as one who enters into a relationship with another person. And here is the essence; Empowerment is the ability to join, to be in relationship to someone.

Working with groups is another way to experience Empowerment. When we work with groups we increase our energies enormously. One of the most important empowering statements ever made comes from the New Testament--"When two or more are gathered in my name there shall I be present." What it means is that something greater will be present than either of the people brought individually or collectively, but that will depend on the quality of the attention that is in the moment of gathering. If the gathering is to be a string of complaints then an energy-dynamic of complaint will pervade the atmosphere and that is all that will arise in the gathering. If they meet each other as divine beings, they will be present at a forcefield that most likely will be defined as sacred or holy.

On an organizational level this principle of Empowerment translates to a situation where an executive who wants to effect a change must enroll the support of at least two other employees who are willing to align themselves with the vision of change. Without this enrollment of their support, the executive alone cannot successfully impact the organizational system. We in the Association have come to understand this principle and have learned to work with it. We not only have created a vision to align with, we also reaffirm this alignment each time we meet. Unity School and the Association have come to apply these principles by

forming and participating on UMAC (The Unity Movement Advisory Council).

This brings me to my last musing: an image or metaphor I have come to treasure. I call it the Sacred Space. This image is conjured up in me by another statement of Jesus' found in the Gospel of St. Thomas, "The kingdom of God is within and among you." The Sacred Space for me is this "among you." The Space which is free of geography and time is filled with God's presence and essence and it is the Space where miracles happen.

I believe that as much as we ministers are in the vocation of transformation, so we are in the vocation of Empowerment. Both terms touch on the essence of change and essentially are our "raison d'être."

And here I have only written on the subject briefly from the mundane to the more mystical dimensions of Empowerment. It is the movement and alignment with a dynamic process of working with our shadows, where we acknowledge our polarities. It is a tapping into the dynamics of alignment to a vision with others in group or organizational structure. The essence of Empowerment is tapped through our ability to be in relationship with another and with our inner Self.

Finally, Empowerment is experienced in the graceful moment of stepping with one or more into the Sacred Space of God's presence among us. Here we are given the key to unlimited realities of empowerment (which some still perceive as miraculous.) My thoughts are complete when I share this third statement from Jesus with you all, "It is not I but the Father within who does it (the work)."

Subscriptions Now Available for Unity Village Chapel Transcripts

The Unity Village Chapel is pleased to announce that starting June 1, Truth transcripts of Christopher Chenoweth and Julie Topa, ministers, will be available by subscription. These are word-for-word transcripts of the solid Unity meditations and lessons given at the Chapel during Sunday services.

The transcripts are offered by the Chapel as a writers' service to the Unity movement. They are not copyrighted; anyone can use any part of them. Thus they are a powerful resource to ministers, licensed Unity teachers, study group leaders, etc. They are also valuable as a source of contemporary Unity teachings for anyone. Especially for older persons or for pulpit reference, they are also available in large print.

Subscriptions will be for one year, with transcripts mailed monthly. You may order all of Chris' talks or all of Julie's talks, or both. The combined subscription will have over 100 transcripts (2/week).

Transcripts of Christopher Chenoweth: \$35 per year, postpaid
Transcripts of Julie Topa: \$35 per year, postpaid
Transcripts of both \$70 per year, postpaid
(large print edition same price)

Sample Truth Transcript Free

For further information or to begin a subscription, contact:

Truth Transcripts
Unity Village Chapel
Unity Village, MO 64065

Please include payment with your order. Make checks or money orders payable to the Unity Village Chapel.

Sparkplugs

Talk Topics and Sermon Starters from
Unity publications.

This month:

Unity magazine
June issue

How did we get where we are today? Where will we be the rest of our lives? These two important questions have been given intense consideration by Michael A. King in the June issue of *Unity* magazine. In his article, "Following Our Bliss," Mr. King points out the disadvantages of making decisions (often very major decisions) by following our guilts, fears, or other equally negative feelings. How do we follow our bliss? Mr. King provides crystal-clear examples. He relates the true story of a well-known journalist who follows his bliss in making a major career decision.

"Following Our Bliss" is an excellent article to use with your own ideas for a thought-provoking talk. Mr. King ably provides suggestions and guidelines for making right decisions. This is important

in today's world where all of us are decisionmakers.

Also in this issue of *Unity* magazine is a metaphysical article that is a real attention getter. "Liberating the Gem of Truth" by Elaine B. Travis (Unity Licensed Teacher) makes a good topic for July--the

freedom month. In her article, Elaine writes about denial and the correct use of

it. Often misunderstood and, therefore, ignored or misused, denial is a basic Truth tool that should be given more attention.

In the text, the author reveals that denial and affirmation are like gloves--we need them both for effectiveness. Uncovering or liberating the gem of Truth frees the student to demonstrate positive results through affirmation. The author shares some valuable principles underlying the use of denial and explains how it is often misused. This is an article you will want to read and use in your ministry. Don't let Truth students miss the opportunities of using denial successfully.

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

Partners In Ministry

a network of spouses of ministers

Every once in a while I read statistics (you know, the averages someone spends sleepless nights figuring). I somehow fit the height and shoe size of the average American woman. And I didn't think there was anything "average" about me! How 'bout you? Would you please take a few minutes to fill out the following survey and send it to me? It will be fun to see what the average Unity minister's

partner is like!

There is no need for your signature. I will publish the "averages" in a few months. Will you fit the picture of the "average" Unity partner in ministry? Know you are uniquely you--I love you, bless you, and appreciate you.

Send your completed survey to: **Partners in Ministry, P.O. Box 610, Lee's Summit, MO 64063; 816-524-7414.**

1. My career is:

- ☐ (a) I am employed by the church.
☐ (b) Full-time homemaker (male or female--it is 1989!)
☐ (c) Employed full-time--not church related.
☐ (d) Other

2. My participation at the church involves:

- ☐ (a) Sunday services ONLY.
☐ (b) Volunteer work--_____ hours per week.
☐ (c) Sunday services, mid-week activities and all social events.
☐ (d) I am NOT involved with the church.

3. When planning vacations, my minister/partner and I:

- ☐ (a) Plan around church services and activities.
☐ (b) Plan around my vacation schedule.
☐ (c) Attend ministers' conference/convention or a Unity regional event (if this is your idea of a VACATION, call me!)
☐ (d) Other.

4. The most difficult challenge I face in being a partner in ministry is:

- ☐ (a) The "no privacy" lifestyle.
☐ (b) The constant interruptions of phone calls.
☐ (c) Having to live "UP" to the expectations of the congregants.
☐ (d) Other--be specific _____.

5. The best part of being a partner in ministry is:

- ☐ (a) Having a large "family" to love.
☐ (b) Working with my minister/partner on common goals for the church.
☐ (c) The recognition I receive.
☐ (d) Other--be specific _____.

6. If I had it to do over:

- ☐ (a) I'd say, "forget it!"
☐ (b) Of course I'd do it again!
☐ (c) Well...
☐ (d) Other--be specific _____.

7. If my minister/partner wanted to move to another church, I would:

- ☐ (a) Be angry--MY career is where I am now.
☐ (b) Pray about it.
☐ (c) Start packing.

☐ (d) Other

8. When someone at the church criticizes my minister/partner, I:

- ☐ (a) Defend my minister/partner.
☐ (b) Suggest they schedule an appointment with my minister/partner.
☐ (c) Become angry and cold--who needs 'em anyway.
☐ (d) Other--be specific _____.

9. It's 3 o'clock in the morning - the phone rings - it's a congregant needing immediate counseling from your minister/partner. You:

- ☐ (a) Become angry and leave the room.
☐ (b) Understand and sympathize.
☐ (c) Take a scissors to the phone cord.
☐ (d) Other.

10. If I could choose another career for my minister/partner it would be:

- ☐ (a) Full-time homemaker (male or female).
☐ (b) Doctor or other profession.
☐ (c) Who cares as long as weekends are free!
☐ (d) Other

Some personal information please:

Are you: ☐ Male ☐ Female Favorite color: _____
Age: ☐ 25-35 ☐ 36-45 ☐ 46+ Favorite song: _____
Shoe Size (circle one): 3 4 5 6 7 8 9 10 11 12 good understanding
Children (grown or at home) 1 2 3 4 5 6 7 full house
Favorite season: ☐ Winter ☐ Spring ☐ Fall ☐ Summer

Annual Report 1988



Association of Unity Churches

The Association of Unity Churches is people in churches, centers, temples, and study groups around the world in spiritual fellowship spreading the universal Christ message of love in action.

The Association is spiritually affiliated with the Unity School of Christianity insofar as it embraces the teachings of the School's co-founders, Charles and Myrtle Fillmore. Although the two organizations are financially and organizationally separate, there are many areas where they work in very close cooperation with one another.

The Association's mission is the establishing and maintaining of Unity Churches; it operates by its own bylaws and Articles of Incorporation. The Association was incorporated in June, 1966, by Unity ministers as a vehicle for administering the affairs of Unity Churches and ministers; it is a nonprofit organization supported entirely by freewill offerings.

The Association of Unity Churches is a worldwide organization made up of approximately 800 ministries, satellite ministries, and study groups. The day-to-day operation of the Association is handled by the Executive Director and his staff and is governed by a twenty-one person Board of Trustees which meets twice a year, in January and June. The Executive Committee, comprised of seven members of the Board, also meets in April and September.

The Purpose of the Association of Unity Churches

The Association of Unity Churches is a global network of ministries, ministers, teachers, and laypersons sharing the vision and aim of furthering the Fillmore tradition of "Practical Christianity" as demonstrated by Jesus Christ. While maintaining a viable central organization, the Association's larger purpose is to support the development of individuals through local ministries.

As an international service organization dedicated to spiritual unity, the Association supports the interdependence of its members through prayer, communication, and the combining of energies and resources to serve humanity.

Support services provided by the Association include administration of international Association affairs; licensing and ordination of ministers; licensing of teachers; consultation in liaison and creative projects; training and materials in youth education; media and communication of dynamic ideas; educational and inspirational retreats and conferences; placement and support of ministers, and other evolving functions deemed beneficial by the membership.

What the Association Does For You

Unity ministers, teachers, and churches are served in many ways every day by the Association. It may well be the services are so routine that ministers and boards forget that operating their church would be vastly different if their church was totally independent of the Association.

The following services are among the many the Association offers its ministries:

- Through joint meetings with Unity School President and Vice-Presidents (Unity Movement Advisory Council) Association representatives coordinate mutually-recognized concerns and goals.

- Monthly communication through publication of CONTACT, Minister's Letter, and Vision.

- Church Development and Management training by Barbara O'Hearne and video training tapes; availability by phone to answer questions and refer inquiries about Barbara's availability and the loaning of the training tapes functions as an effective deterrent to problems.

- Scheduling of Church Growth and Development Director (Dick Connor)--Again that voice on the phone is important to giving hands-on care and service.

- A free copy of the Yearbook and the Directory of Unity Ministries and Affiliated Study Groups.

- Biannual identification cards for ministers and licensed teachers.

- Provide information for Post-Graduate

ate credits and courses; maintaining and delivering a full professional enrichment body of knowledge.

- Placement service for ministers desiring a ministry position or wanting to relocate, and for centers seeking a new minister. Available from the Association is a list of placement procedures that spell out exactly what is involved in the process of seeking a new minister. The Association works with each ministry and minister personally to insure open, orderly, and harmonious matching of talents and needs.

- Liaison assistance for each region. A call to the Association will put you in touch with the nearest Liaison Representative.

- The coordination of the move of ministers through a national moving agent.

- Media service, provides counsel on the developing of media and especially radio programs.

- Continually developing new support services for churches and ministers such as business cards, stationery, plaques, etc., that can be used for appreciation to board members and other volunteers.

- Policies for licensing and ordination of Unity ministers. These are handled by the Licensing and Ordination Committee, the Exception for Licensing Com-

mittee, and the Standards Committee.

- Licensing of Unity teachers.

- The development and coordination of youth education materials and youth education related activities. A Youth Education Coordinator is on staff and Youth Education consultants are available in each region.

- The Association provides the following magazines and newsletters: CONTACT, Minister's Letter, and Vision. These are published regularly and sent to ministers and ministries providing current information on the activities of the Association, the Education Department, and cutting-edge articles for personal growth.

- Free literature from Unity School. Available to all member ministries and affiliated study groups, this literature helps advise and strengthen all Truth work.

- New study groups. An Expansion Guidebook, Outreach Packets I through VI, along with other expansion material is available to assist in developing new groups. An Expansion Coordinator is on the Association staff to assist these developing groups, and there are expansion representatives in each of seven regions: Eastern, Southeast, Great Lakes, South Central, Western, West Central, and Southwest.

Continued...

Board of Trustees (*Executive Committee)

Maya Brandenberger, Ph.D.* Montreal, Quebec, Canada	Joel Baehr Mesa, Arizona	Edie Skalitzyk* Colorado Springs, Colorado
V. Stanford Hampson* Palo Alto, California	Linda Pendergrass Arlington, Texas	Joyce Kramer Virginia Beach, Virginia
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Gerald Bartholow Birmingham, Alabama	William Cameron* Miami, Florida	John Byrns Daytona Beach, Florida
Lafayette Seymour Washington, D.C.	David McClure Honolulu, Hawaii	Gene Sorensen Livonia, Michigan

- Regional and National Conferences. Annual conferences are held in which ministers, licensed teachers, and delegates may participate. Post-Graduate Programs are scheduled at all regional and national conferences.

- A health care insurance program for ministers and employees of member churches. This program currently includes life insurance and medical coverage.

- Two different retirement programs.

- Representation on Ministerial Education Council (MEC) and Educational Liaison Committee. MEC is responsible for ministerial education (training of ministers), and the Educational Liaison Committee is responsible for liaison between students and faculty.

During 1988

The Executive Committee of the Board of Trustees, as our Planning Committee, has revised goals which include:

- The continued development and evaluation of programs that relate to the Association's defined statement of purpose.

- The ongoing development of an operational structure which enhances existing or new human resources potential for the organization.

- The continued collaboration and definition of mutual goals with Unity School.

- The continuation of the present level of financial support and the development of new channels for additional program related revenue.

- The development of effective public relations programs and strategic marketing for all Unity ministries and for the Association.

- The Executive Committee continues to review accomplishments related to the identified goals, and to prioritize, revise, and develop new goals and action plans for 1990. A highlight of goals and action plans accomplished in 1988 include:

- Templeton Radio Grant now TWO per year.

- European-African International Broadcasting began October, 1988.

- Functioning computer bulletin board system accessible to ministries.

- Developing cadre of trained ministers.

- Established Spiritual Renewal Committee.

- Hired full-time Support Services/Expansion Assistant.

- Revised and shipped Policy Manual for a Unity Ministry to all ministries.

- Increased inventory of Spanish material.

- Increased tithe to 11%.

- Established fund for capital projects.

- Content and script created for convention multimedia slide program.

- Determined cost and created budget, staffing, and funding for video program for the Association.

- Two-part church development training programs as follows: 1) Ongoing Church Development and Management Consultant training with Barbara O'Hearne. Barbara schedules on a first come, first served basis; please call her directly at 816-531-3353. Professional fees and expenses borne by the Association of Unity Churches. 2) Ongoing Church Growth and Development Director from pledges. After receiving and working with Church Development and Management training, please call Dick Connor directly at 703-569-9131. Professional fees and expenses borne by the Association of Unity Churches.

- Unity Training School of Puerto Rico created, focus and development plan in place.

- Functioning Association of Unity Churches Urban Ministerial School Curriculum Committee.

- Board performing planning and goal setting instead of crisis management.

- Ongoing training of liaison representatives in each region.

- Ongoing; feedback from field actively sought and acted upon.

- Created Radio/Media Department and hired second Radio/Media Coordinator.

- Refinement of Committee Commission Statements/Responsibilities.

- Operational Church Growth and Development Committee.

- Operational Computer Feasibility Committee.

- Church Growth and Development Director CONTACT article monthly.

- Church Development and Management Training CONTACT article monthly.

- Proactive, accountable Board.

- Creative, cohesive, field responsive Education Department.

- Revised Youth Education materials.

- Ongoing use of CONTACT as the "in-house" resources development journal for ministries.

- Continuing review and revision of Association Bylaws and Recommended

Bylaws for Centers and Churches in response to a vital, growing movement.

- Revitalized Development Committee.

A great many organizational chal-

lenges and opportunities exist for the Association. Creating this yearly planning process ensures that the organization will continue to strive to define its goals in relationship to the needs of its member ministers and ministries.

Association of Unity Churches Staff

Ministry Services Department--Carries out the policies of the corporation, is responsible for ministerial and board consultation, overall administration of operations, fiscal management of the corporation, coordinates the Expansion Program of Outreach Ministries and related study groups, and design of Association publications.

Glenn R. Mosley
Executive Director

Martha Loehr
Executive Assistant

Ann Coolidge
Receptionist

Cheryl Vestal
Graphics & Composition

Debby Henry
Vision Managing Editor

Phillip Smithen
Vision Nat'l Sales Manager

Ron Tyson
Support Services Coordinator

Susan Eng
Expansion Coordinator

Karin Mosley
Support Services/Expansion Assistant

Carolyn Craft
Radio/Media Coordinator

Michael Moran
Associate Radio/Media Coordinator

Lynne Farmer
Radio/Media Assistant

Fern Hunt
Word Processor

Gary Browning
Computer Specialist (part-time)

Dick Connor
Church Growth & Development Director

Barbara O'Hearne
Church Development & Management Consultant

Accounting Department--Supervises overall fiscal operations, handles compensation and benefits program.

Young Bae
Business Manager

Mae Beach
Accounting Assistant--Orders

Myra Moore
Accounting Assistant--Insurance

Education Department--Plans, budgets, and coordinates education programs, publications, and activities of the Association; serves as resource to field ministries regarding policies, educational goals, and programs; coordinates the Skill Demonstration Seminars and the Licensed Teacher Post-Graduate week; develops ministry studies curriculum; responsible for the overall planning, coordination and supervision of YOU Conference and youth educational services.

Bob Ellsworth
Associate Director/Director of Education

Judith Grimes
Chairman of Ministry Studies

Marianne Hill
International Children's Education Consultant

Trish Robinson
Education Secretary
Licensed Teacher Consultant

Renee Ruth
Education Assistant

Sunny Stone
Research Assistant (part-time)

Ray Wiggins
International Youth Education Consultant

Barry Terwilliger
Y.O.U. Assistant (part-time)

Placement/Liaison--Provides consultation to ministers and board regarding placement and liaison.

Joann Landreth
Associate Director
Placement/Liaison Coordinator

Jody Smith
Administrative Assistant

Production & Shipping--Handles mailing, inventory control processing, and shipment of all orders.

Glenn Mosley, Jr.
Production/Shipping Manager

Melissa Barklage
Shipping Assistant

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 Funds Operations Twelve Months Ended March 31, 1989

INCOME-OPERATIONS	<u>February</u>	<u>March</u>	<u>Year to Date</u>
Love Offerings	\$85,839.48	\$106,857.35	\$ 987,744.35
Other Income	<u>7,244.26</u>	<u>9,112.15</u>	<u>56,177.32</u>
	\$93,083.74	\$115,969.50	\$1,043,921.67
Less: Tithe Transfer	<u>9,220.10</u>	<u>11,198.22</u>	<u>98,140.01</u>
	\$83,863.64	104,771.28	945,781.66
Gross Profit Material	<u>6,182.25</u>	<u>4,749.34</u>	<u>54,723.92</u>
Total Income	<u>\$90,045.89</u>	<u>\$109,520.62</u>	<u>\$1,000,505.58</u>
EXPENSES-OPERATIONS			
Total Expenses	<u>\$76,623.68</u>	<u>\$ 91,789.88</u>	<u>\$ 882,967.61</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$ 6,895.69</u>	<u>\$ 17,730.74</u>	<u>\$ 25,748.09¹</u>

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

Month of February: \$6,895.69

Month of March: \$5,918.34

Year to Date: \$91,321.78

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

¹ NOTE: The above profit of \$25,748.09 represents a profit of \$74,594.27 from Unrestricted Funds, a deficit of \$48,772.62 from Church Growth and Development Fund, and a deficit of \$73.56 from Radio/Media Fund.

Who Ministers to the Minister?

by Susan Eng, Expansion Coordinator

"My mission is to be a spiritual consultant to ministers through a program based upon metaphysical principles, the teachings of Jesus, who was a master psychologist, combined with the developed practices of modern psychology," according to Myrna.

The Unity Center of Dynamic Living with its office in Gardnersville, Nevada, is a place for spiritual retreat and renewal for Unity ministers. "All spiritual retreats will be conducted in the Lake Tahoe area, where ministers may go to the mountain to reconnect with the living, loving presence of God as Jesus did," Myrna said.

"It has been my observation and experience that ministers have no qualified professional to consult with who has training as both a minister and a psychologist in their time of personal need and/or crisis, or in their time of spiritual and emotional growth and renewal. In my ministry as consultant to ministers, I will have the opportunity to use my ministerial training combined with my psychological counseling experience to meet these needs.

"I will establish and have available upon request a closed retreat for individual ministers, with private, self-defined

programs, designed and guided to meet the specific needs of the individual. For groups these programs will be designed and guided to meet the specific needs of the group, such as interpersonal relationships, communication skills, and the healing of codependence.

"This is a healing program tailor-made to the needs of the individual minister. It takes into account the total well-being of the minister: physical, social, emotional, intellectual, and spiritual. This model is based on the results of my psychological research of successful people and practical experience derived from counseling burned-out professionals in various walks of life over a six year period."

A crisis telephone consulting service is available to ministers to assist them with congregant counseling situations, and for emotional and spiritual support in their personal crises.

Workshops are available to take into the churches. They are based on metaphysics and personal growth psychology and designed to attract the general public and help them become aware of Unity.

Before entering the Unity Ministerial School, Myrna operated a private psychological counseling and consulting practice in Minneapolis/St. Paul for six

This month a graduating class of ministerial students will eagerly leave to begin expanding the Unity work. What can be done to maintain the interest and motivation of ministers? Roy Oswald of Alban Institute said their studies have shown that 17% of clergy suffer burnout. Ministers may experience burnout because they exhaust themselves by trying to please too many.

Let me share with you an interview with graduating ministerial student, Dr. Myrna C. Tashner, about her pioneer work to minister to ministers.

years. Prior to setting up her practice, Myrna was the psychologist for the chaplaincy department of Abbott-Northwestern Hospital and their Clinical Pastoral Education program. She also worked as a counselor in a private employee assistance counseling service. She holds a masters degree in counseling psychology from Arizona State University and a doctorate in counseling from West Virginia University. She is a licensed consulting psychologist in the state of Minnesota and has been very active in her professional organizations.

Myrna was very active in Unity Christ Church of Golden Valley, teaching in the adult education program, the weekly introduction to Unity class, and the Wednesday night healing meetings. She served as a member of the prayer ministry of Rochester, Minnesota, and taught adult education classes for Unity South of Bloomington, Minnesota.

Myrna is a highly qualified, trained and experienced counselor, therapist and facilitator. She offers us a professional and confidential service. She works on an hourly basis with a suggested minimum love offering of \$50.00 per hour. Call (816) 524-4267.

Unity School in Delray Beach

There's plenty to smile about at Unity School in Delray Beach these days. The school is celebrating its 25th year with plans to open a new middle school, construction of a new classroom and office building, a new toddler program, and a gala event to honor one of the school's founders.

"Those of us involved in the school think it's a very special place," said Maria Barber, school director.

The school was founded in September 1964 by a group of parents at Unity Church of Delray Beach. It started with 19 students and added its first elementary school grade in 1966.

Now, 25 years later, with an enrollment of about 260 students, the school is preparing to open a new middle school. Unity is expected to offer seventh grade beginning in the 1989-90 school year, and eighth grade the following year.

"This growth will allow us to broaden our horizons and maintain a consistency of education with our current students," Barber said.

The new school building, which will house additional classrooms and office space, will cost \$400,000.

A groundbreaking ceremony was celebrated on Friday, March 3, 1989, to mark the location where the new 6,400 square building will be constructed.

Not only has Unity begun to make preparations for older children by adding two new higher grade levels, but it plans to start a new toddler program for younger children.

The toddler program will also begin in the fall. The program will be for children who will be 2 by September 1.

It will attempt to be more than just a nursery school for the youngsters by teaching them social interaction, language development, and motor coordination, said Connie Calabrese, the school's secretary.

Unity already offers a preschool program for 2 1/2 to 5 year olds, as well as kindergarten through sixth grade in its elementary school.

"One thread that's woven through all these years is the special feeling both kids and families have about Unity. It's not something you can put your finger on, but you feel a loving and supporting feeling illuminating here," said Gayl Brown, one of the school's founders and a former teacher.

Excerpts taken from *The Palm Beach Post*, Thursday, March 2, 1989

New Metaphysical Bookstore



Unity Church of Overland Park in Overland Park, Kansas, opened its new Metaphysical Bookstore on Easter Sun-

day, March 26th.

The bookstore, which started out as a few shelves set aside in the church sanc-

tuary, now includes over a thousand selections encompassing Unity literature, Healing, Health and Nutrition, Prayer and Meditation, Spirituality, Childrens' works, and numerous other categories. In addition to books, the store carries cassette tapes, video tapes, greeting cards, and gift items.

The shop includes custom-made shelving in blonde oak set off by a soft color scheme in shades of blue. The church sanctuary also got a "face lift" with new carpeting and paint. These are the first steps in Unity of Overland Park's plans to remodel their church home. Ultimately, they intend to undertake the construction of two additions to the existing building. But, for the moment, they invite you to celebrate and enjoy these beginnings of a new look.

Unity of Tucson

Flags Are A Special Link



A rainbow of 171 flags fills the sanctuary walls of Unity of Tucson

At Unity of Tucson in Tucson, Arizona, a rainbow of 171 flags (one for every nation) represents one congregation's way of spiritually linking itself to the whole world.

"It's simply a way to make each country a part of our thoughts," said Larry Swartz who, along with his wife, Mary Ellen, are co-ministers of Unity of Tucson.

Larry got the idea for the flags two years ago on New Year's Eve when 50 million people around the world prayed for peace at noon, Greenwich, England, time. He felt the experience had brought people together and raised their thoughts in a special way.

"Afterwards, I was thinking, 'What can I do to sort of maintain this idea, to perpetuate it?' A thought flashed by: 'Bring the people of the world here.'"

Larry wondered how he was going to do this, and after a while it occurred to him that it could be done by gathering their symbols in the church.

"Bring their flags," he thought.

The first thing he did was to write to Washington, D.C., requesting flags from the ambassadors of all nations.

"It is unfortunate that we don't readily have the Nigerian flag in the dimensions you stated in your letter," replied Ajiya U. Bukar, for the Nigerian ambassador. "However, I enclose the small one we have in the Embassy as a sample from which, if you so desire, you can make the larger size you need."

"If on the other hand, even this small one can serve your purpose, I shall be the happiest for it."

"We got 28 responses with flags, all the way from a rather large raw silk flag from China to a few of the countries which sent little paper ones," Larry said.

As the sanctuary's walls began to fill, Unity began an adopt-a-country program in which church members could donate

flags.

One member, James Hamilton, donated three flags, including the flag of Jamaica, where he worked for several years.

He also donated the flags of Iran and Vietnam, specifically because they were areas of conflict.

"There were all these negative vibes about these countries," he said. "I thought the flags would help change the mindset. When you look at all the flags, you look at the world as a unit."

"Every Sunday, a flag is chosen--a country as it were--and it is highlighted," Larry said. "We have a time of blessing, and then we send a letter to the ambassador of the country telling him or her what we have done."

In February, the flags of all 171 nations finally filled the walls of Unity's sanctuary. Then Larry got another idea.

"I was sitting here one day, wondering what the next step would be," he said. "An idea flashed through my head: 'Create a new flag, one that when you step back and look at it, you can't see the boundaries.'"

Church members soon had made a 3 X 5 foot flag--a collage of small flags--that is the sanctuary's focal point.

Unity members brought some visiting Soviet physicists to the services and afterward, one of the Soviets seemed pleased.

"I sat under my flag," he said.

A man from the Solomon Islands flew into Tucson for a member's wedding, and when he stepped into the sanctuary he noted in astonishment that "you have my flag."

"It always strikes me that each one is somebody's flag, and that they think just as much of it as we do of ours," Larry said. "And they have the same dreams and hopes and plans as anybody else on the face of the Earth."

(Excerpts from *The Arizona Daily Star*, December 22, 1988, edition.)



Sig and Janie Paulson, long-time Unity ministers, celebrating their 50th Wedding anniversary with friends and family.

50th Wedding Anniversary

Sig and Janie Paulson, long-time Unity ministers, celebrated their 50th wedding anniversary on November 3, 1988. The Paulson children, Terry, Jon, and Pam, along with their spouses, Judy, Dianne, and Tom and children Rick, Jeremy, and Chris, had two parties for Sig and Janie. One party was at the Mansion in San Francisco on November 20, and the other at the Grove Park Inn in Asheville, North Carolina, with friends and family.

Dorothy and Phil Pierson, co-ministers from Sacramento, California, officiated at renewing their wedding vows at the celebration in San Francisco.

When Sig was asked how it felt to be married 50 years, he replied, "Well, it's just one year repeated wonderfully 50 times!" When Janie was asked she replied, "It seems like forever and, yet, just yesterday."

The Paulsons have been Unity ministers for 35 years, serving in St. Louis, New York City, Unity Village, and Houston, Texas. They retired (put on a new set

of tires) and moved to Asheville, North Carolina. For the past two years the Paulsons have been traveling, lecturing, writing, and enjoying life.

Being co-ministers has afforded Sig and Janie challenges for growth and wonderful sharing. They have been able to make friends all over the world. Sig founded the department of World Unity at Unity School of Christianity (now Overseas Department) and was its director for many years. They have traveled to Russia, China, Japan, Canada, Europe, Australia, New Zealand, Africa, South America, Caribbean, as well as all over the United States.

Sig is well known for his many sayings, such as, "Love is my God, life is my religion, humanity is my church, loving my neighbor as myself is my joyous, daily worship."

According to Sig and Janie, being married for 50 years and co-ministers for 35 years require love for each other, love for life, faith in God and Unity, and a robust sense of humor.

Friends Pay Tribute to Minister

Friends and admirers recently gathered to honor and roast Cathy Carver on her fifth anniversary as minister of Unity of Carlsbad in Carlsbad, California.

Her husband and son, Carlton and Tom, were there to lend their support, along with Unity ministers Mario de Ferrari (master of ceremonies) and Arthur Hammons.

The mayor of Carlsbad, Buddy Lewis,

gave a testimonial about the time Cathy had her turn to give the invocation before City Council meeting. Carlsbad Chamber of Commerce presented Cathy with a Perfect Attendance Award.

More than 80 guests attended the special celebration.

A member of Unity of Carlsbad stated, "She is one marvelous, dynamic lady and we think the world of her!"

Unity on the Bay

Unity on the Bay in Miami, Florida, had fallen on hard times. Its roof leaked, the carpet was frayed and in one two-week period, it was burglarized four times.

At the same time, residents in Unity's *once affluent Edgewater community* *despaired as the neighborhood fell apart.* Stately family homes became crack houses. Derelicts slept in the park, on church property near the bay, and in residents' yards and porches.

However, things started to turn around in the neighborhood and in the church. Church members, led by William Cameron, minister of Unity by the Bay, and residents formed the Edgewater Area Association and pressed city officials for help. Through their efforts a new police mini-station opened in the area to help curb crime.

Other area churches have joined the effort.

Mount Carmel Missionary Baptist Church has a food-for-the-poor program

called the Lord's Kitchen.

Last year, St. John's Institutional Baptist Church formed the St. John's Community Development Corporation to provide low-rent housing in Overtown.

The Miami Police Chief said of the

ministers, "What they are doing through their churches is a positive sign for this community."

Still the most noticeable change is at Unity. Since Bill came to the church just a little more than a year ago, more than \$150,000 has been put into renovation.

Edgewater resident and community activist, who is not a Unity member, remembers the anguish she felt when she thought the church would move away.

"I almost panicked when I learned the church was trying to decide whether to leave or stay, I'm glad they stayed and I love what they have done at Unity," she said. "I really appreciate the reverend for staying. You can't move churches out of neighborhoods. The neighborhood will go, too. And we don't have that many

churches left in the Edgewater area."

Soon after Bill came to Unity on the Bay, all the plumbing went. Six months later, he discovered the church had an asbestos problem.

It was enough to make anyone have

second thoughts about saving a church that not only had spiritual problems, but a multitude of physical ones as well.

But it made Bill and his wife, Suzanne, more determined to stay and make the church work.

The church was able to get a line of credit from a local bank for its renovation project and church members contributed thousands of "man hours" to the project.

"Now, said Bill, "something wonderful is starting to happen. People are responding and are coming back.

"I feel real good about this church and this community."

(excerpts from The Miami Herald, December 8, 1988, edition.)

Bible helps set 2 inmates free

Two inmates who discovered that the Bible could set them free escaped from the Dorchester County Jail (Cambridge, MD) by using the good book as a good jimmy.

"Well, the Bible is the key of all keys," Sheriff Philip McKelvey said Tuesday.

Kenneth Sylvester McRae, 27, was awaiting trial for a convenience-store robbery and Donald Tyrone Gross, 21, was awaiting trial on charges of breaking and entering a home.

San Jose Mercury News - 3/17/89

Key: *Ye shall know the Truth, and the Truth shall set you free!*

Submitted by: Stan Hampson
Palo Alto, California

Licensed Teachers— Our Beginning

Today it seems like such a logical thing that it's hard to realize that there has not always been a Licensed Teacher's Week. However, there was a time when licensed teachers were on their own after being licensed. Having been a loving part of Unity School over several years in the U.I.C.E. (now C.E.P.), they were suddenly graduated and if licensed, became a part of the Association of Unity Churches. "I know for myself I felt a great void," commented Catherine Garvey, Unity minister, who played a major role in the formation of this program. "I missed the opportunity to share with the many friends I had made over the years. So much so that I decided to call and ask if I would be permitted to come back and take some classes in the U.I.C.E. Program--without credit of course. I was assured that I was welcome to come any time I wanted, as were all graduates and licensed teachers."

Then came the first S.D.S. Program and once again licensed teachers came together to share and study. After the first week was over and Catherine began talking with others who had completed their

classes, she found that they too were feeling the same void she had. "We decided to start a newsletter to keep in touch and share what we were doing," Catherine said. This was great, but Spirit was not satisfied--there was more to be done.

Before the next June Conference in 1979, Catherine contacted Frank and Martha Giudici and asked if they would be willing to give a class to the licensed teachers during the conference. Being loving and dedicated teachers they agreed.

The next year Catherine was in ministerial school. With the approval of Alan Rowbotham, who was at that time Director of Ministry Services, space was given for a licensed teacher column in CONTACT each month (the column you know today as *Light on the Path*). This began in October of 1979. "The response from teachers was overwhelming as I was able to get answers to questions on: tax deduction expenses incurred by persons seeking licensed teacher recognition; a program for licensed teachers, other than regional and national conferences; where to find material for Joy Songs, etc. We

also highlighted several active teachers from different regions and we knew something wonderful was in the works," Catherine stated.

Catherine further commented, "I spoke with Phil White and asked if it would be possible to have a special week just for licensed teachers. Well, as you know, the Unity schedule is a busy one, so the only time he said was available would be late in February and he did not feel we would have a very good response at that time of the year. I asked him what would he considered a response worth the time. He said, 'Oh, 25 or 30.' So I put together a questionnaire and the response again was tremendous!

"I met with several ministers of the Association and Unity School staff and we put together a program." The total attendance was over 70 and it was so successful that Licensed Teacher Week is an annual event now.

It seemed appropriate to have the teachers more involved with one another and the region they were a part of, so the next step was to have a representative in each region, and hopefully in time, a rep-



Catherine Garvey

resentative available in the Association office as part of the staff. The Association now has licensed teacher representatives serving each region and on the office staff.

The Licensed Teacher Committee was formed and guidelines were put together to define the role of licensed teachers in the Unity movement.

"Having come from a church where the licensed teacher is valued and used, I too, appreciate the dedication and effort that goes into this wonderful asset to every Unity ministry," Catherine said. "It was not only my joy, but my blessing to be a channel through which this program took visible form."

As a result of Catherine's insight, initiative, and love, licensed Unity teachers are bountifully blessed in wonderful ways that are still unfolding today.

Unity School - Great Britain



As Unity prepares to celebrate its Centennial, Unity School of Christianity, Great Britain, is getting ready to join in the celebration and is preparing to celebrate the 60th anniversary of the Unity movement in the British Isles. Situated in the Royal Borough of Maidenhead and Windsor, just outside of London, Unity House is a subsidiary of Unity School and serves as a national headquarters.

In the 19th century, Maidenhead was the "watering place" for London aristocracy. On weekends, they would promenade their eligible daughters in stately carriages, while on the riverbanks the young men of the day on horseback would strut their stuff. There would be boating on this beautiful reach of the Thames River, amid the sight of graceful royal swans and the beautifully sculptured gardens that graced the riverbanks.

Unity House is itself a Victorian home, built during that period a hundred years ago. From its garden, one can see in the distance the view of Windsor Castle, the present-day home of the Royal fam-

ily. Unity is located in the Boyn Hill district of Maidenhead, not far from London's Heathrow Airport. Situated as it is, Unity House is in the ideal location for our national headquarters.

Unity minister and director of Unity School in Great Britain is David Davenport. His wife, Doreen, serves as Director of Silent Unity and, together with a fine staff of helpers, they administer and coordinate the various activities of Unity School. They have both been involved with Unity for the past thirty years, over twenty of which have been spent in Britain.

Local Unity ministries are established in the London area, under the leadership of Ralph Seelig and Harry Kudiabor, with Margaret Baker offering classes in Guildford, Surrey.

Serving as a link and communication point for a growing number of students and visitors, Unity House and its peaceful environment provides a sound spiritual base for the future development of Unity in that part of the world.

Tampa Unity

On February 11, 1989, a group of volunteers began the first phase of construction on the new Youth Education Wing for Tampa Unity in Tampa, Florida, where Ross Goodman serves as minister.

"It was truly a thrill to see everyone working together toward one common goal," commented Ross.

Ladies of the church provided plenty of food and retiring board chairman, for whom the wing will be named (Bill Bellis), grilled many hamburgers to satisfy the hungry workers.

"We have waited for some time to see this addition started and are looking forward to its being completed for the start of Sunday School in the fall," said Ross.



Jim White, volunteer coordinator for block layers, working on new Youth Education Wing for Tampa Unity



Board member Betty Wagenhals turning the earth for the new Children's Church and Fellowship Hall for Unity Church of the Valley, while Marc Roberts of the board and his children encourage and watch.

Unity Church of the Valley breaks ground for new building

A new Children's Church and Fellowship Hall will be built this spring in Pharr, Texas, for Unity Church of the Valley, helping to relieve a very crowded situation. Board President Joan Stanley presided over the groundbreaking ceremony on Sunday, March 5, with a prayer of-

ferred by Lynne Steffen, minister. The additional building will add 1200 square feet of space with one large fellowship area containing moveable walls and four to six separate classrooms for the Children's Church. Construction is expected to be completed by June first.

"Window of Light"

Unity in the Southern Tier was a small study group for ten years holding weekly meetings, supporting a dial-a-thought, and providing a Unity presence in the area. It held its first meeting on the exact same day (September 27, 1979) as a study group in Wilkes-Barre, Pennsylvania, 90 miles south, which is now Unity of Wyoming Valley.

In May of last year we began moving toward center status. In March, we opened an office with a bookstore and room for reading, meditating, or small classes as a center for our activities.

Pictured below is a group present for the blessing of the center by Ann Marie Acacio, Licensed Unity Teacher from Unity of Wyoming Valley.



Blessings of Love...

(EDITOR'S NOTE: We thank our good friends in Unity Church of Ann Arbor for allowing us to print the following letter:)

Dear Reverend Mosley,

The Advisory Board of Unity of Ann Arbor at their December, 1988, meeting voted unanimously to validate Rev. Ward Hallman in the form of a \$5,000 Christmas bonus and a letter documenting some of Ward's achievements.

We feel the following accomplishments are noteworthy. The list is not in order of importance:

- 1) Purchase of the property on Carpenter Road to house our new church center which involved very creative financing.
- 2) A significant increase in the size, dedication, and commitment of the congregation.
- 3) Increased members tithing combined with sound financial health.
- 4) Creating an innovative outdoor service during the summer months.
- 5) The sale of our church property on Nordman, and realizing \$35,000 plus in net proceeds.
- 6) Obtaining a great interim facility located at Scarlett Middle School in Ann Arbor.
- 7) Bringing the members of the Unity family closer.
- 8) Hiring a great volunteer coordinator, Gloria Hallman.
- 9) Hiring a new Youth Education director, Frances Perkins, and hereby fulfilling a great need on staff level.
- 10) Hiring a great administrator, Sonja Carico.
- 11) Being the driving force along with Mike Mulligan (Board Vice-President), in converting the house on our new property to an office.
- 12) Guiding the Advisory Board to reach its present level of consciousness and commitment by providing seminars, workshops, and working closely with the Board president. Ward has related to the Board on a very personal level which has resulted in a close bond within the Board. We, as board, also know Ward pushed himself physically above and beyond to make special projects a reality.

In summary, Ward has set in place or motion people and practices capable of handling growth. Because of the points mentioned in this letter, Ward has continued to demonstrate to the Board that he is a person truly capable of leading a much larger church and congregation.

Ward has taught us to step out with faith in God's unlimited ability and willingness to continue to support Unity of Ann Arbor, and its congregants with everything we need to manifest the individual and collective goals we have set for 1989 and beyond.

Sincerely,

Kim Clugston, President
Mike Mulligan, Vice-President
Dave Bell, Treasurer
Jayne Burch, Secretary
Mel Fox, Member
Bill Miller, Past President
Jewel Smith, Member

Unity of Muskegon Marking 10th Year

One October 23, 1988, Unity of Muskegon, Ronel Sinstead, minister, celebrated its 10th anniversary with a special Sunday service. At this special celebration a new Unity platform flag was dedicated.

Following the service, a dedication on the front lawn of the church was held for a World Peace Pole. The pole symbolically joins hundreds of organizations

around the world, declaring their prayer for world peace.

Marking the four sides of the Peace Pole are inscriptions in English, Ottawa, Hebrew, and Esperanto, the universal language.

Unity of Muskegon was incorporated on October 23, 1978 and Ronel has been minister of Unity of Muskegon since 1986.

Dear Ministers and Friends,



It is with joy and gratitude in which we share the progress of Vision Newspaper. Vision is "Living The Vision" and is destined to become the communications link for the entire Unity movement.

Vision is a vital voice of Unity's global movement. Vision is the bridge to an invisible network that already exists.

Circulation is approximately 30,000 which includes over 250 churches!

THE EDITORIAL PURPOSE of Vision is to provide a communications network for Unity ministries and New Thought students. Vision features current events from a Unity perspective as well as issues and news of the world. Vision focuses on the view that humankind may find his/her point of contact with God and therefore receive personal guidance without using other people or objects as intercessors.

VISION IS a valuable networking tool for your center and community. Share Vision with your board members and congregants. Keep copies of Vision in your bookstore; hand out Vision with your church bulletin; send Vision to your mailing list with your monthly newsletter; send copies to local libraries, hospitals, ACA, AA, Attitudinal Healing Centers, and other self-help groups. Increase the exposure of your local center by distributing Vision to local supermarkets, bookstores, and restaurants in your community.

VISION IS a tool for you and gives you the opportunity to be creative in your local marketing approach. You can also increase your exposure by promoting and advertising your center, bookstore, local and regional seminars, special events, etc., in Vision. This can be done through either display or classified advertising. For example, some centers promote items they carry in their bookstore as a way of promoting themselves and thereby increasing foot traffic to their bookstore and center.

VISION IS a prosperity opportunity for those who would like to sell advertising locally on a commission basis. If there is interest in your center, please contact Phillip Smithen, National Advertising Sales Manager, at the Association of Unity Churches, 816/524-7414.

VISION IS a source of information. Your human interest stories, testimonies, poetry, church news are needed for future Vision Newspaper publications. Your editorial contributions are most welcomed. Please submit to Debby Henry, Managing Editor.

VISION IS an opportunity to express your point of view. Vision welcomes and solicits your comments and suggestions. Send your LETTERS TO THE EDITOR to Debby Henry, Managing Editor.

Also, please place Vision Newspaper on your church newsletter mailing list. Permission will be obtained to reprint any church newsletter information.

VISION IS very affordable. The price for Vision newspaper is 40 cents for an individual newspaper (\$4.80 annually). Bulk subscriptions (25 copies or more) is only 20 cents. Any subscription less than 25 copies will cost 40 cents a copy.

VISION IS valuable to its readers. Make sure you order in advance enough copies to circulate to your church and community. The cutoff date for subscription changes is the last day of the month for the next issue to be produced. For example: March 31st would be the cutoff date to make a subscription change for the July issue as the June issue would already be in production and the quantity to be printed for June would already have been established. Therefore, your subscription change would go in effect for the July issue.

Thank you for your support and contributions to Vision. God bless you.

Department of Education News

Gifts Differing in Ministry

(Conclusion)

by Bob Ellsworth
Director of Education



Recently I conducted a workshop with Shay St. John (West Central Regional Representative) for ministers, licensed teachers, and board members from that region. The workshop was titled, "Leadership Gifts Differing." After everyone had completed the Myers-Briggs questionnaire, we said, "Will everyone who scores as an Intuitive-Feeling person please rise and move to the right side of the auditorium?"

Suddenly, over 70 percent of the workshop participants rose and moved to the right side! This was amazing to see because only about 12 percent of the adults in this country are Intuitive-Feeling people, as measured by the Myers-Briggs. What an amazing demonstration that Unity leadership attracts such a unique group of people. In case you've forgotten what unique gifts--and challenges--the Intuitive-Feeling person brings to his or her style of ministering you may want to review the April issue of *CONTACT*, page 14.

Was Jesus Intuitive-Feeling?

If Jesus could have taken the Myers-Briggs would He also have been an Intuitive-Feeling person? Two groups explore this question--one, a group of Unity ministers who were familiar with the Myers-Briggs, and one a group of Myers-Briggs enthusiasts who were at least somewhat familiar with the life and teachings of Jesus. The reason for asking this question is not to label Jesus, but to understand better the Myers-Briggs as it pertains to spiritual life.

First question: Did Jesus' life and teaching reveal a preference for intuition or sensing? The evidence that He was a SENSING person is that in the parables, He used pictorial, earthy, simple examples (seed, yeast, rain, etc.) in His stories. He encouraged people to be practi-

cal, to do the things He taught. The evidence that He preferred the INTUITIVE approach was that He suggested people look beyond appearances (information from the five senses) in judging. He taught that the kingdom of heaven was not a literal place but an inner experience. Many people who heard Jesus teach took Him literally, but He encouraged them to think metaphysically. For example, to be "born again" has nothing to do with coming from the womb. The parable of casting seed on different kinds of ground was not to be taken literally. He knew people's thoughts before they spoke (woman at the well), etc. He talked against the Pharisees who lived life by outer customs and appearances. **Conclusion:** Jesus was primarily INTUITIVE.

Second question: Was Jesus a predominately thinking person? The evidence for a THINKING preference comes from His ability to repeatedly out think the learned men of His day. He understood well, and carried forward, the Old Testament teachings. And He said, "The truth shall set you free." On the other hand, His FEELING nature was shown repeatedly in His great compassion for sinners, in His emphasis on forgiveness, and in His teachings on love. He healed repeatedly, which is an expression of the feeling function. He valued women, manifestations of the feeling nature. And He said that worry (troubled thinking) adds nothing to one's life. **Conclusion:** Jesus was primarily FEELING.

The Intuitive-Feeler sees great possibilities in people. The Intuitive-Thinkers sees great possibilities in ideas. As we've suggested in an earlier *CONTACT*, Charles Fillmore was probably an Intuitive-Thinker while Myrtle was probably an Intuitive-Feeler. Jesus did not give us a well thought through theology on the nature of God nor on how spiritual principles work. This did not seem to interest

Him as much as bringing forth the potential within people.

How about INTROVERSION versus EXTRAVERSION? Both groups of Myers-Briggs "experts" were confident that Jesus was primarily an INTROVERT. He valued the interior life, and He depended on drawing apart to reenergize Himself. He certainly related well to people and His closest followers stayed with Him. But He did not become reenergized through people contact as extraverts typically do.

And finally, was Jesus JUDGING or PERCEIVING? A slight edge was given to JUDGING by the two groups. He was consistent in holding to His mission and did not permit others to sway Him. He completed the great task portrayed in His death and resurrection. A PERCEIVING person, on the other hand, is more easily swayed by the opportunities in the moment. Jesus certainly was open to unplanned opportunities to heal, and He taught living in the moment, taking no thought for tomorrow. Although He was in touch with these perceiving characteristics, His consistency and completions abilities give the slight edge to the JUDGING preference.

Jesus was probably an INFJ. This means that His giftedness was expressed primarily through preferences for Introversion-Intuition-Feeling-and Judging. Note that Jesus and the NF majority in Unity, therefore, have some similarities. For those of you who are not NF's in Unity, remember that the Myers-Briggs dimensions do not measure COMPETENCE in ministry. In a recent "Gifts Differing" workshop, I met an unusually competent minister who was Introverted-Sensing-Thinking-Perceiving (ISTP). This is the exact opposite of the person who finds ministry most "natural." According to studies by the Alban Institute, ministry is handled most naturally by an Extraverted-Intuitive-Feeling-Judging person. But the ISTP minister with opposite preferences was an unusually competent minister.

Competence and naturalness are not necessarily the same thing. Each of us has differing gifts. No gift is greater than, or less than, another. No one has all gifts, and a person who expects to be all things to all people needs to take time to appreciate, value, and express his or her uniqueness.

Anniversaries 109 Years of Service to Unity!

Five Association employees have served the Unity movement a total of 109 years! On exactly the same day in July 1957, **Fern Hunt** and **Glenn Mosley** started work at Silent Unity. Fern Hunt faithfully continues to bless many by writing loving special letters. Glenn Mosley is doing an excellent job serving his fourth dynamic year as our Executive Director.

Joann Landreth is celebrating her twentieth year with Unity. Joann started here at Unity Village as secretary to the then SMRS (now Ministerial Education Program). We are grateful for Joann's specialized ministry as Associate Director and Placement-Liaison Coordinator.

Graphics and Composition Specialist **Cheryl Vestal's** enthusiasm shows both on her face and on the printed page. Her dedication has been apparent in fifteen years of work on such projects as *CONTACT* and the Association Yearbook.

Myra Moore, Accounting Assistant/Insurance, is celebrating her tenth year with the Association. Having Myra on the job is insurance that the job is well done.

The Association is richly blessed to have these people who have contributed much in talents, service, love, and devotion. We love and appreciate you! Happy Anniversary!

Light on the Path Trish Robinson



Trish Robinson
Licensed Teacher Consultant

The Board and Licensed Teachers

Most of you know that a paid staff employee may not serve on the Board, and it is strongly recommended for licensed teachers NOT to serve on the Board. The main reason is conflict of interest. The Board hires the minister, and the licensed teacher works for/with the minister often. There are issues that arise where decisions are made that directly or indirectly affect the licensed teacher. I'm sure you can see how, if the licensed teacher is serving on the Board, this could be awkward and at times

downright difficult. Even without being on the Board there are times when you, as a licensed teacher, will want to be as objective as possible. Using objectivity needs to come into play even more so when on the Board. In the best working relationship the licensed teacher often is the extended eyes and ears of the minister, and though the licensed teacher may not always agree with the minister, the licensed teacher can still SUPPORT the minister. It is important that only the minister knows when you do not agree, and this can be done very harmoniously when you are not on the Board.

There are a few centers that do have a licensed teacher on their Board, and in these instances it is working. Each instance is an exception in its own way, and the key word here is "exception."

There IS something I do recommend, that you talk to your minister about. That is, that you or other licensed teachers be a consultant to the Board. In my opinion it is beneficial to see the Board at work with a few of you are serving as consultants. I have done this twice, and there are benefits the licensed teacher can give and receive. In general, it seems you feel much more supportive of the minister and the board members. You have an increased awareness of the work and responsibilities involved. Consultant means nonvoting, but you can enter into discussions when you are invited to do so, or seek permission when you have perti-

nent information, or see something that the board is overlooking. Whether you speak or not, it is vital that you NEVER talk about anything that is said at a Board meeting. This is their prerogative, it is not the consultant's. Yet, because you will have a better understanding of how and why the Board meetings work, and are more knowledgeable, your attitude will convey a calmness and assurance that reflects itself to others.

Giving and Receiving

There are times when a vessel is less full or more full than at other times. Although I believe we are always giving and receiving, there are times when the vessel, me, is filled to overflowing. It is at these times that I am to concentrate my energies on consciously giving. I was reminded of this recently when I was approached by a friend who said, "I don't feel spiritually fed, or inspired at church. What should I do?" I would like to share with you two experiences that I related to my friend.

One Sunday morning while feeling frustrated during the sermon lesson, I silently asked, "What am I doing here?" As soon as I asked the question, the answer came, "To give." Excitement filled me and it felt GOOD, as I realized that my energy was very high. I felt God-love and for a few minutes I just enjoyed feeling it radiating through me and out from me. Then I focused on the minister

and what a deLIGHTful experience that was, one that I still benefit from.

Another time I found myself in a classroom during a dull delivery of uninteresting material. It came to me that I could no longer endure fighting to stay awake, so I silently told God I needed help and asked what was I to do? Immediately came the answer, "Give." On my way to the next session of the class, a friend commented on how happy I was and inquired as to the reason. When I excitedly replied that I was on the way to my "love" class. He looked at me as if he had not heard right and asked me to repeat what I had said. He then asked bewilderedly, "Aren't you going to the same class I am?" Enthusiastically I began explaining what had happened, how I was receiving so much in every area of my life, and this was my opportunity to give love energy (and joy, confidence, anything that came to me). He liked the idea, caught the excitement, and eagerly joined me in the giving. My friend later told me he had shared this idea with two or three others that were taking the course. Now, many years later it is still a joyous, fulfilling memory of the blessings received through giving, of how the vitality increased, and how the teacher became dynamic, and the material became interesting and meaningful. The change in all of us, not just IN class, but in entering and leaving was dramatic.

The person I shared these experiences with came to me later saying he very skeptically decided he had nothing to lose by trying it. Guess what! It works! WE CAN MAKE A DIFFERENCE.

The Associate



The Associate phone number is:
816-525-6865

This month's article written by:
Gary Browning
SYSOP for The Associate

Over the past few months, I've received some distress calls from new users of the Associate. Generally, the difficulty arises when a first-time caller tries to access files and bulletin areas. Access must FIRST be cleared through the SYSOP (systems operator) before the caller can access the information there. The reason for this is that there are different levels of access; i.e.,

Ministers = highest level
Infrequent callers = lowest level

Some information on the Associate pertains only to the highest level of access, so a separation is provided by assigning clearance levels. Clearances are granted after the SYSOP has verified the caller. Clearances are generally given within 48 hours of the first call.

If you've had problems accessing the Associate, I trust this clears up any mystery.

As a new caller, it is generally BBS protocol to leave a short message to the SYSOP in the message section about yourself; i.e., interests, hobbies, etc. This is a good time to say you're a first-time caller, too.

Most callers share a common bond of

mutual interest, which is expressed by frequenting a favorite BBS. The family of Unity frequents the Associate, our mutual interest is each other. Information contained in the Associate represents only a part of the functions available. Try leaving messages to one another: start or join a conference on a topic of your choice. Have you ever wanted/needed to get a message to The Association of Unity Churches first thing Monday morning, but it's 11:00 p.m. Friday night? Just leave a message on the Associate, and someone will call you back on Monday morning. Is it 2:00 a.m. Sunday morning and you're stuck for a sermon idea? We have sermon ideas AND sermons avail-

able! Need a new story or joke to spice up the article or talk you're preparing? Then send some to me--I need them too! All (usable) jokes/stories are now being collected for your exclusive use. "As you give, so shall you receive."

This month's feature will be a "Sound-Off" conference on the Associate. Log-in and air-it-out with your favorite pet peeve. Who knows, maybe someone will have just the right solution to your/our problem!

The Associate is here to serve its members. Join the family of Unity callers on the Associate by calling 816-525-6865. We're open 24 hours a day, every day.

What You Need To Call Us:

1. Any computer.
2. Any modem 300/1200/2400 BAUD rate.
3. Telephone line.
4. Dial 1-816-525-6865.

Creating a Balance— Men Active In Children's Ministry

In greater and greater numbers, Unity men are finding that serving in Children's Ministry is truly a rewarding experience. Several men, when I asked what had attracted them to the children's program in their church, admitted that they started out very reluctantly. Some had never had an opportunity to be around young children, and were wondering what in the world they were going to do with all these kids for a whole hour.

Victor Williams said he first became involved in children's ministry for an ulterior motive—he was trying to impress a beautiful female children's education director from another church. It didn't take long for Vic to see that the children we teach are our teachers also. When asked what he found most rewarding in working with the children, Vic said, "Hearing the children tell about how they applied the principles in their lives. Never underestimate the intellectual capacity of children. I learned a lot from them."

Christopher Jackson, who is currently active in the children's program of Unity Village Chapel, was brought into children's ministry by his wife, Karen. They started out teaching a third and fourth grade class as a couple. Even though he has taught classes by himself, Chris says he likes working as a couple because of the balance of male and female energy, and the importance of children experiencing them working together with this balance of energy. When asked what his message to other men considering serving in children's ministry is, Chris said, "we're realizing nowadays the importance of an active male role in work-



Marianne Hill
Int'l Children's Education Consultant

ing with children. In Unity we talk about balance. We can no longer say that it's the woman's role to raise the children either at home or in the church. Males will find this an incredibly rewarding experience." Chris also added that for him and his wife, Karen, this has been a life-transforming experience.

I wholeheartedly agree with Chris. Children's ministry opens the way for continued spiritual growth, and is a wonderful way to serve in the church for both men and women. If you are interested but still hesitant, talk to the director of your church children's program. There may be other ways in which you can help, such as telling a story during assembly, or sharing a musical talent. Or, you can observe a class for several Sundays before taking a class, and some children's programs have team teaching situations. This is ministry, and if you feel the call, get involved! Try it, you'll like it!

Ideas From The Field

The following idea was shared by Bernard Dozier, minister of Unity Church of Christianity in Memphis, Tennessee. Thank you, Bernard, for taking the time to share this helpful idea!

Dear Marianne,

As I was reading your article in the March issue of CONTACT, the idea came that one way I could give the Sunday School classes and teachers a higher profile would be to announce on Sunday mornings whatever lesson is being taught in each class.

I am starting this Sunday, and am in the process of notifying my teachers to enter their lesson topic on one of the enclosed slips (see sample below) which will be posted conveniently so they can fill them out and I can pick them up as I go into the sanctuary for the worship service.

Today Your Children

In Pre-School are studying _____

with _____ as their teacher.

1st and 2nd Grade are studying _____

with _____ as their teacher.

3rd and 4th Grades are studying _____

with _____ as their teacher.

5th and 6th Grades are studying _____

with _____ as their teacher.

7th and 8th Grades are studying _____

with _____ as their teacher.

Regional Children's Education Consultants



Eastern Region

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South Central Region (Midwest)

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Hands-On Teaching

Using Experiential Activities With Youth



Ray Wiggins
Int'l Youth Education Consultant

Experience is the best teacher. Youth learn best by doing. When you as a teacher provide experiences that bring to life what is being taught, when you allow youth to become directly involved, they can "see the light" more clearly. When you provide ways for youth to plug their senses and personal participation into the learning, you allow them to know more meaningfully. They learn in ways that are experiential.

Experiential or hands-on activities help youth absorb Christian teachings. If you find your youth class to be heavy with lectures, and discussions, weave into them some of the following hands-on teaching ideas. Collected from teachers of youth from several denominations, these experiential activities can enliven your class and make for more genuine learning.

Use what's at HAND in your community for enriching class material. A visit to a synagogue when studying parts of the Old Testament puts your students in touch both with Bible background information and with their Judeo-Christian roots.

Viewing a collection of religious art at a museum will expand their understandings of the effect of Jesus' life on people throughout the ages.

Conduct a field trip to a place where people work at establishing justice, perhaps a legal aid office where lawyers volunteer their time to help the poor with legal problems.

Try your HAND at audiovisual aids. A picture--be it a poster, painting, photo, or magazine clipping--is truly worth a thousand words. It will grab your students' eyes and attention.

Arrange for your class to see a film, videotape, or TV movie on a social prob-

lem prior to class (or during class if it's a short movie). Have them recall what it was about, the problem that was shown, and what they learned from it.

During warm weather, plan a nature walk. Invite students to bring cameras along to snap pictures for a poster with the title "Wonders of God's Creation."

Tapes and records of contemporary songs pique their interest and add food for thought to a religious discussion. To set the tone for the class, play praise music in the background as the youth arrive.

HAND over Bible passages and Bible stories for youth to "chew on." Ask your students to paraphrase a certain Scripture, or have them rewrite it from another person's viewpoint--the father of the prodigal son telling of his son's homecoming, for example.

Your class can empathize with Bible people by walking in their shoes. Invite them to role play Zacchaeus or other Bible characters. You might begin the roleplay by saying, "Tell me, Zacchaeus, how does it feel to be smaller than most people and shunned by everyone? What did you think when Jesus told you He was staying at your house?"

HAND out newsletters or other printed forms of information that the youth themselves have gathered from interviews with congregation members on questions related to the class material. For example, youth might ask, "Who has profoundly influenced your faith?" As reporters, your youth will make contacts they would not have attempted on their own.

Wield a light-HAND ed touch throughout your teaching. Youth appreciate humor. A dead serious lesson can be just that--dead. Make them laugh with a remark, a joke, a cartoon.

Help them put aside their self-consciousness and laugh at themselves by miming (no words, only actions) a Bible story. Have several youth "freeze" into a human picture or tableau of a certain Bible event--the Israelites in jubilant praise after crossing the Red Sea, for instance--while another classmate reads the words.

Interview an old HAND, expert, or resource person on a class subject. A social worker might share insights on runaways and what churches are doing to help them. A history teacher could show maps and slides of Palestine. A guest who works at a downtown shelter for the homeless can help youth perceive what it

means to truly love our brothers and sisters.

Let Youth lend a HAND with a service project, but only if they truly want to and if the project grows naturally from their interest. Grappling with who are "the least of these my brethren" as mentioned in Matthew 25 might lead to an afternoon of dishing out food at an inner city soup kitchen. Tending and cleaning up the church grounds could spin off from their coming to grips with what it means to be "one body in Christ...members one of another" (Romans 12:5).

HAND it to each other. Plan ways for class members to uplift one another. Play self-affirming games that impress upon youth anew the joyous dignity of being crowned "with glory and honor," as sung in Psalm 8.

Have pairs of students interview each other for a couple of minutes. Then ask them to create exaggerated statements or "commercials" about each other to share with the rest of the class. Example: "Jody is far and away the most superb skateboarder in Pineville." "Of double cheese pizzas, he's a true connoisseur."

Have the youth write or tell strengths they see in each class member. No put-downs allowed!

Do HAND-made activities that spark interest and add meaning to lessons. On Father's Day have your students reflect on some of the Apostle Paul's words on Christian love. Then have them present to fathers and other male caregivers of the congregation boutonnieres they have made. Youth can design and write greeting cards for hospitalized church members or for persons in the community living in certain institutions.

Have your youth take a Scripture passage and "tell" it with their hands through sign language. This forces them to think hard about biblical concepts. They could share the interpretations with the deaf ministry of your church if you have one.

Use these hands-on, experiential teaching activities for starters. You will surely come up with others. Curriculum materials and other teaching resources can give you more ideas.

See if you don't agree that when it comes to helping youth learn for real, seeing (and doing) is believing. Your youth will believe because they will have experienced for themselves the abundant life that comes with growing in the Christian faith.

"The degree to which I can create relationships which facilitate the growth of others as separate persons is a measure of the growth I have achieved in myself."

- Carl Rogers
"Perceiving, Behaving & Becoming"

Y.O.U. Sponsors Say...



I like to be creative in teaching and welcome the opportunity to do this in Unity. I love working with the youth, but even more, playing with the youth. I love the sharing time and heart talks. My experience has been wonderful.

Gary Campbell (sponsor 10 months)
Unity of NE Tarrant County
Hurst, Texas

I feel my growth and learning has come very far and at a quickened pace since I became a sponsor. I am happy that I get another chance to do things that I never did when I was of Y.O.U. age.

Laura & Bob Lynch
(sponsor 1yr 3 months)
Unity of Delray Beach
Delray Beach, Florida

Y.O.U. is absolutely one of the best things I've ever done for myself. Y.O.U'ers keep me honest. They make me live what I believe. Throughout all the different challenges, hurts, and hardships we may have had in the past 5 plus years, I consistently get back more than I could ever dream of giving. Being able to see those lights go on; to hear them talk about using Truth principles, and making changes in their lives--these are some of my greatest joys. I could write books on how great my kids are. I say MY kids, because that's how I really feel. I have an incredibly wonderful, large extended family of teens whom I love, and I know they love me. What a wonderful gift!

Cheryl Hendricks (sponsor 5 1/2 yrs)
Unity Church of Little Rock
Little Rock, Arkansas

WHEN THE FISH AREN'T BITING

How you "bait your hook" can make all the difference in your teaching.

By Jeffrey A. Rasche

I think of two fishermen on the banks of the Sangamon River.

The first brought his lawn chair, carefully set it up in his usual place, put a worm on the hook and had a seat. His fishing philosophy was, "Fish like worms, so sooner or later they will bite on them. I save my money and effort and don't go in for all that fancy bait." But hour after hour he sat lazily in his chair, slowly coming to the conclusion that the fish weren't biting on this day.

The other fisherman didn't bother to bring a lawn chair. Instead he carried with him three poles and a tackle box filled with a large variety of lures and baits. Confidently he approached the bank, put a worm on the hook, and tossed it in. Then while he kept an eye on the bobber, he rigged up a dough ball on a treble hook. After looking upstream and downstream, he let it plop into the water near a log on the other side. He attached a bell to the rod tip and tuck the handle into the sand so if a catfish took the bait, he would hear the ringing.

With his third rod, he experimented with various bass and panfish lures. He tried floating a large imitation frog downstream near the bank. No luck there, but a little while later he caught a nice large-

mouth bass by bouncing a green lead-head lure (with a yellow plastic tail) on the muddy bottom. But he didn't even stick with that lure for too long.

Moments later the ringing bell sent him scrambling for a small catfish, which he landed and let go. After rebaiting that hook and casting it out in a new location, he returned to his third pole again. A silver, deep-diving wooden minnow netted him two more bass, one of them a keeper.

Deciding to stay with the minnow a while longer, he moved downstream to show it to different fish. Every few casts he moved a few steps further downstream, until he had caught several more nice ones.

By the time this fisherman went home, he had a stringer of several nice bass and two plump catfish. Nothing ever took his bobber under, for on it was the worm. Slightly upstream the first fisherman folded up his lawn chair and went home empty-handed.

Evidently the fish were tired of worms on that day and wanted a little variety.

Do you suppose teaching Sunday school is a little like fishing?

Jeffrey A. Rasche is a pastor at The United Methodist Church in Pleasant Hill, Illinois.

(Reprinted by permission from TEACHER, May 1989.)



DON'T MISS THIS!!
BESURE TO READ THIS

If you find this hard to read you would have a hard time with ancient documents where no spaces are left to save on the use of expensive parchment. Did you ever consider that sometimes our lives look like this? When we leave no space for meditation or quiet time to tune our Source our lives frequently become jumbled and run together and difficult to sort out. If you have taken the time to decipher this little notice consider spending an equal amount of time realizing the wonderful potential within you that could turn out to be a change your life bringing into it breathing room for forward special growth. And just one more thing dear friend know I love you.



Inner-View

Y.O.U'er of the Month
Christy Bentley

Age: 16

Grade: Junior

Incoming Co-Regional Representative of the Southeast Youth of Unity.

Member of Y.O.U. for two years.

Unity Center: Unity in Christ, Lakeland, Florida.

Hobbies: Writing letters, poetry, short stories; public speaking; anything to do with Y.O.U.

Favorite Music: Any music, except incredibly, incredibly hard rock and incredibly country country!

Favorite Movie Seen This Year: Willow

Biggest Challenge of Teenagers: Negative peer pressure.

Best Thing About Y.O.U.: Acceptance and support.

Message to World: Peace starts inside!

Future Plans: To be a public speaker. To create a positive change in the world.

She says, "I want people to understand each other, and I want peace!"

Ways I Am Growing: "I'm learning a lot about receiving. I'm also learning to support others."

1989 Southeast Spring Rally

by Lynn "Mikki" Michael
International Y.O.U. President

On Friday, April 7th, I began an exciting journey in Leesburg, Florida. The event: the 1989 Southeast Spring Rally. The theme: "Imagine World Peace." The officers: Regional Representative Tracy Turner, Association Representative Dee Dee Cox, and Regional Consultant Bonnie Barron. Tracy, Dee Dee, and Bonnie planned and manifested a weekend full of fun, love, and peace!

After registration on Friday, we were greeted in the opening ceremony. Then Karl Anthony (we love you, Karl) sang to and with us about love and peace. We were introduced to our family groups where we shared throughout the weekend what peace means to us, where we find peace, and how each of us brings peace into the world.

Saturday brought two powerful work-

shops. One was with Edwene Gaines and Bert Carson, who helped us claim success in our lives now! The other workshop was with the Reverend Richard Barnes, who helped us become clear on what we want in our lives.

On Saturday was the regional business meeting where there were chapter reports, songs, and elections of regional officers for the 1989-1990 year. The new co-regional representatives for the Southeast Youth of Unity are Christy Bentley and Chris Daniels. Congratulations to both!

Saturday evening was the banquet, installation of officers, dance, and talent show.

Sunday morning brought the weekend to a close with the "Sunday Celebration" Service (of which Daddy Ray Wiggins was a part!). The closing circle allowed everyone to say their "until we meet agains" and "I'm always with you in Spirit."



From left to right: Dee Dee Cox, Mikki Michael, Tracy Turner at the Southeast Region's Y.O.U. Rally.

Jacksonville Y.O.U. Creates A Christ Symbol



C. Thomas Sikking, minister of Unity Church of Jacksonville in Jacksonville, Florida, reports that his Y.O.U. produced a lot of new understanding of themselves personally and bonding as a group through the creation of a symbolic mural.

Tom says, "We created our mural as a symbol of the Christ Presence in our group."

"The hand and foot prints represent not only the physical and spiritual growth

of our chapter, but a deeper meaning as well. Each year hand prints will be added around the previous ones to represent finding peace first within one's self, and then spreading that peace to others all over the world.

"Because 'Peace Be Still' is found in the Unity Village Chapel, we added it to our mural to represent our connectiveness with the entire Unity movement of which we are proud."

Share with us the exciting things your Y.O.U. chapter or region is doing. We want to hear of all the many ways Y.O.U.'ers are expressing love in the world.

EGADS!--A Change of Pace for Teachers

GREENVILLE, MICHIGAN - Finding church school teachers in a small rural church in Michigan was quite difficult. Each potential teacher wanted to teach but also valued his or her own spiritual nurture and did not want to leave the only adult class that met Sunday morning.

The education committee devised a way to address both needs. On the last Sunday of the month, the church school observes Teacher Sunday Off, also referred to as EGADS! (Educational Group Activity Day).

On this day, the teachers join the adult church school class or participate in an intergenerational experience. We have a coordinator for EGADS! who prepares an interage or intergenerational activity for the rest of the children and youth in the

small church. These activities include films, lessons, discussions, music, and clowning.

Both children and teachers enjoy the change of pace and the variety of experiences. We have had little problem recruiting teachers since we implemented EGADS! into our church school program.

-Joyce DeToni-Hill
Pastor

What's Worked for You?

Share your experience with our readers. Send a brief description and your name and phone number to CONTACT Y.O.U., P.O. Box 610, Lee's Summit, MO 64063.

Reflection

On Keeping Ourselves Open to Truth

Parker Palmer is teacher and writer-in-residence in Pendle Hill, a Quaker spiritual community near Philadelphia. In *To Know As We Are Known: A Spirituality of Education* (Harper & Row, 1983), he presents a new vision for religious education, one in which the mind and heart work together in the quest for knowledge. The following selection explores the need "to open space for knowing."

Openness is no more than the commonsense meaning of space. To create space is to remove the impediments to learning that we find around and within us, to set aside the barriers behind which we hide so that truth cannot seek us out. We not only "find" these obstacles around and within us; we often create them ourselves to evade the challenge of truth and transformation. So creating a learning space means resisting our own tendency to clutter up our consciousness and our classrooms.

One source of that tendency is our fear of appearing ignorant to others or to ourselves. Even though we are brought into education by ignorance, the fear of "not knowing" often leads us to pack the learning space with projections and pretensions. Teachers lecture longest when they are least sure of what they are doing; that is when they parse concepts without end, unwind the interminable and irrelevant "illustration." Students write the longest and most convoluted term papers when they do not know what to say; that is when they invoke more adjectives and adverbs than the average English sentence can support.

Even the desert teachers were tempted from time to time to fill the learning space with meaningless words. But these teachers not only taught their students; their students knew how to teach them. Here is the story of Evagrius, an early desert fa-

ther who became a major theologian.

When Evagrius first came to the desert from Alexandria, he made the mistake of lecturing to the brethren during a discussion on some matter; they let him finish, and then one of them said, "We know, Father, that if you had stayed in Alexandria you would have become a great bishop. . .," after which Evagrius was understandably quiet.

The brothers knew, and Evagrius quickly learned, that desert education depends not on bishops who fill space with their words but on obedient listeners.

If we are to open space for knowing, we must be alert to our fear of not knowing and to our fearful tendency to fill the learning space. First, we must see that not knowing is simply the first step toward truth, that the anxiety created by our ignorance calls not for instant answers but for an adventure into the unknown. If we can affirm the search for truth as continually uncertain journey, we may find the courage to keep the space open rather than packing it with pretense. Second, we must remember that we not only seek truth but that truth seeks us as well. When we become obsessed with our own seeking, we fill the space with methods and hypotheses and reports that may be mere diversions. But when we understand that truth is constantly seeking us, we have reason to open a space in which truth might find us out.

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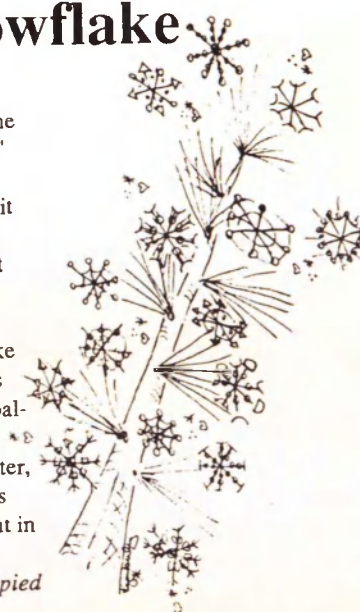
The Weight of a Snowflake

"Tell me the weight of a snowflake," a coal-mouse asked a wild dove. "Nothing more than nothing," was the answer. "In that case I must tell you a marvelous story," the coal-mouse said.

"I sat on the branch of a fir, close to its trunk, when it began to snow, not heavily, not in a raging blizzard, no, just like in a dream, without any violence. Since I didn't have anything better to do, I counted the snowflakes settling on the twigs and needles of my branch. Their number was exactly 3,741,952. When the next snowflake dropped onto the branch--nothing more than nothing, as you say--the branch broke off." Having said that, the coal-mouse fled away.

The dove, since Noah's time an authority on the matter, thought about the story for a while and mused; "Perhaps there is only one person lacking for peace to come about in the world."

--copied



Summer Fun & Growth Opportunities at Unity Village

Summer Session B - July 23-August 5, 1989

IS-800 Children's Ministry Seminar (10 Elective Credits)

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.

Instructor: Marianne Hill
International Children's Education Consultant
Association of Unity Churches

To Register Contact: Unity School for Religious Studies
Unity Village, MO 64065
(816) 524-3550

For Class Information Contact: Association of Unity Churches
Marianne Hill
(816) 524-7414

A True Confession

by Kate Chesley
Sponsor, Orange Park Y.O.U.

It's true, I'm a VIRGO who used to do everything myself to make sure it was right! I wanted "my" group to be perfect, so I did it all myself--all the phone calling, planning, organizing, etc. I was so perfect, none of the kids thought it was their group or that they could do it as well.

I became exhausted rescuing this group, who, of course, were disinterested in helping me out. And then I attended my first retreat (5 years ago), and heard Brooks Meyers (then International Y.O.U. Consultant) describe the Five Phases of Ease, which have changed my life and helped me give the group back to the kids. The five phases are:

1. I do it (inform, show, teach), you watch.
2. We do it together.
3. You do it, I watch (as a support resource only).
4. You do it on your own.
5. You teach someone else to do it (following these steps).

How wonderful when I realized what I was doing! I began allowing the Y.O.U'ers to take over responsibility for themselves. All I needed to do to be a valuable sponsor was remain informed and supportive. I have been privileged to see a Y.O.U'er reach that FIFTH stage. How fulfilling and rewarding it is to be in such a valuable position of encouraging and people building.

OUR OBJECTIVE is to unify all young people who are seeking to express the indwelling Christ, in accordance with the principles of *Practical Christianity* as taught and interpreted by Unity School and the Association of Unity Churches.

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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 educational programs.

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